



Sample Senior Pastor Limitations Policy

Our Senior Pastor is empowered with the responsibility and authority necessary to conduct the day-to-day affairs of the church in order to achieve the Sample ECO Church as defined by the session.

The purpose of this *Senior Pastor Limitations Policy* is for the session to establish and communicate certain broadly stated limitations to the authority of the Senior Pastor so that he/she may fulfill duties with great freedom and appropriate constraints. The Senior Pastor will be accountable to the elders and under their supervision to work within the general limitations defined below.

To the best of his/her ability, our Senior Pastor will reasonably interpret and apply these boundaries to the function and scope of practice. If our Senior Pastor operates outside these stated boundaries, they need to inform the elders as soon as possible and/or seek an exception. The following are the limitations or things that the Senior Pastor shall not do.

Biblical and Congregational Limitations:

- Participate in or allow behavior that is unbiblical, unlawful, imprudent, or against established practices.
- Participate in or implement any programs, activities, or teachings that are contrary to or undermine Biblical doctrine.
- Appoint or permit any individual to continue in a position of paid or un-paid leadership whose behavior is contrary to the Biblical values as determined by the session.
- Allow for conditions, procedures, or decisions that are unsafe, undignified, intrusive, or fail to provide appropriate confidentiality.

Employment Limitations:

- Cause or allow any treatment of staff that is unsafe, unfair, undignified, or unlawful.
- Hire or retain anyone who is unwilling to endorse the mission, vision, core values, and beliefs of the church or ECO's Essential Tenets.
- Allow program staff to function without current annual goals or allow staff to go more than fifteen months without a performance review.
- Hire relatives of another current staff member.
- Hire or terminate staff without consulting our executive pastor during the planning phase, throughout the full process, and according to best practices.

Business and Financial Limitations:

- Violate any policies or bylaws of the church.
- Spend more than is allocated in larger budget blocks nor gift additional salary or benefits to any staff.
- Allow the facilities to deteriorate without a plan for managing deferred maintenance.
- Allow potential fiduciary liabilities to be hidden from the elders or allow unreasonable exposure of the church to claims of liability.
- Fail to inform the elders of situations that could reasonably represent a conflict of interest.