

## **Council/Staff Policy**

I. As the Congregation Council's link to the staff and committees of Richland Lutheran Church, the Lead Pastor is accountable and authorized to ensure that all ministries of RLC are conducted according to the ends and means policies established by the Council.

- A. The Council will direct the Lead Pastor to achieve certain results through the establishment of Ends policies. The Council will limit the latitude of the Lead Pastor's authority in practices, methods, conduct, and other "means" through Executive Limitations policies.
- B. As long as the Lead Pastor uses any reasonable interpretation of the Council's Ends and Executive Limitations policies, the Lead Pastor is authorized to establish all further policies, make all further decisions, and develop all further programs of the congregation.
- C. The Council may change its Ends and Executive Limitations policies at any time, but so long as any particular delegation of authority is in place the Council members will respect and support the Lead Pastor's choices.
- D. Only decisions of the Council acting as a body are binding upon the Lead Pastor, the staff, or the committees of this congregation.
- E. Decisions or instructions of individual Council members are not binding on the Lead Pastor, staff, or committees of this congregation except when the Council has specifically authorized such exercise of authority.
- F. Should Council members request information or assistance without Council authorization, the Lead Pastor may refuse any requests that he or she considers disruptive or an inappropriate use of staff time.

II. Under the direction of the Lead Pastor, five program staff members manage the Ministry Areas. Each one is accountable and authorized to lead their specific area of ministry in achieving the ends established by the Congregation Council within the Council's specified constraints (as interpreted by the Lead Pastor).

- A. Appointed staff members will supervise and set policy for the committees and programs in their ministry areas.
- B. Appointed staff members will supervise the budget and authorize expenditures in their ministry area.
- C. Appointed staff members will supervise other paid full- or part-time staff serving in their ministry area as directed by the Lead Pastor.

- D. Appointed staff members will provide the Lead Pastor with information regarding ministry challenges, opportunities, or questions (as well as any other ministry information that may be requested) in a timely manner.
- E. Appointed staff members will give a comprehensive verbal report on their ministry area at the Annual Congregational Meeting and will provide a comprehensive written report at the end of each year.