



Co-Leadership Constitutional Proposal:

Current Constitution is in black type. All proposed changed are highlighted in yellow.

IV. Calling of Elders

Elder candidates shall be nominated by the Elders and affirmed by the congregation.

V. Terms of Office

- 1) The Senior Pastor ~~is a permanent, salaried member~~ or Co-Lead Pastors are permanent, salaried members of the Elders while employed with the church. Other salaried Pastors may serve as an Elder if nominated by the Elders and affirmed by the congregation (according to the same three (3) year terms as lay Elders).
- 2) The minimum number of non-salaried Elders shall be three (3). The number of non-salaried Elders shall exceed the number of salaried Elders by at least one (1).
- 3) Each salaried or non-salaried Elder shall serve a three (3) year term (with the exception of the Senior Pastor or Co-Lead Pastors). Upon completion of that term, he shall be eligible for reaffirmation to serve a second three-year term. After serving a second three (3) year term the Elder will generally take a one (1) year sabbatical and must be nominated by the Elders and reaffirmed by the congregation prior to serving again as an Elder.

VI. Elder Termination

- 1) Elders may resign their position, with the highest consideration to church health.
- 2) A resignation should be given in writing at least two months prior to leaving unless waived by mutual consent of the Elders.
- 3) If a resignation occurs, the Elders will present it to the church membership.
- 4) If an Elder is not affirmed by the congregation at the annual business meeting, the vote serves as an immediate termination of their office.
- 5) An Elder can be terminated by a unanimous vote from the other Elders or from a membership vote (see section XII for more information).

VII. Calling a Senior Pastor

Upon a Senior Pastor vacancy, the Elders will nominate a Pastoral Search Committee, consisting of Elders and members. This committee will seek out qualified individuals and will make a recommendation to the congregation. The recommendation will include a job description and a salary package. Upon affirmation, the new Senior Pastor automatically becomes a member of the Elders, and he and his wife (if married) are automatically members of the church.

When Co-Lead Pastors fulfill the Senior Pastor role and there is a vacancy with either Co-Lead Pastor position, the remaining Co-Lead Pastor continues in the Lead Pastor role and is the Senior Pastor.

VIII. Calling a Co-Lead Pastor

When giftings, personality, and fit occur, it is possible New Life may adopt Co-Leaders within the Senior Pastor role. Co-Leadership is having two pastors set aside ego and mutually submit to each other and the elders to lead New Life together. In this way, New Life gains the gifts of both Lead Pastors in the Senior Pastor role.

Because chemistry with the Senior Pastor is crucial to this position, the calling of a Co-Lead Pastor takes place after three consecutive actions:

- 1) The Senior Pastor recommends to the Elders and ELT that a Co-Lead Pastor be hired or that a current Associate Pastor be promoted to the Co-Lead Pastor position.
- 2) If the Elders and ELT confirm the recommendation, then the Elders present the calling of a Co-Lead Pastor to the church body for a congregational vote.
- 3) The congregation affirms the recommendation of the Elders to call the Co-Lead Pastor by a vote of at least 80%.

Upon affirmation, the new Co-Lead Pastor automatically becomes a member of the Elders, and he and his wife (if married) are automatically members of the church.

IX. Termination of Senior Pastor or a Co-Lead Pastor

The Senior Pastor or Co-Lead Pastors shall serve until either by resignation, by unanimous vote of the other Elders, by church vote, or by death.

To terminate the Senior Pastor or a Co-Lead Pastor by a unanimous vote of the Elders, the Elders must consist of at least six (6) people excluding the Senior Pastor or the Co-Lead Pastor in question. If the Elders do not consist of at least six (6) people, the Executive Leadership Team members will be included for the vote. Alternately, Elders and Executive Leadership members can terminate the Senior Pastor or a Co-Lead Pastor by unanimous vote as long as there are at least four (4) people excluding the Senior Pastor or the Co-Lead Pastor in question. Otherwise they must take it to the church body for a vote (see section XII).

When the Senior Pastor or a Co-Lead Pastor resigns to accept another call, or for reasons of his own choosing, he shall give the church three months' notice of his intention to do so.

The Elders will consider the circumstances and may provide an appropriate severance package. This severance package automatically becomes part of the church budget without the need for a congregational vote.

ARTICLE VIII: STAFF

Staff at New Life is organized into multiple groups. The Senior Pastor oversees all Staff, primarily through an Executive Pastor. The Staff, all together, form a single team. However, within that team is the Executive Leadership Team, the Pastoral Staff, and the Administrative Staff. Each of these meets for more specific purposes.

I. Senior Pastor

The Senior Pastor is called by vote of the body to be the primary leader and shepherd of the church and a permanent Elder. As the primary teaching and leading Elder (1 Timothy 5:17), he has the unique position of being a leader among leaders of the Elders. He is responsible and accountable within the Elders to shepherd, protect and define doctrine, strategize teaching, facilitate preaching, discern vision, and spearhead leadership of Staff and ministry.

He is responsible for the oversight of Staff and Ministry Team Leaders. This includes the hiring, firing, and management of all Staff. The Senior Pastor may utilize an Executive Pastor as the direct supervisor and administrator for Staff. This oversight of Staff, Ministry Team Leaders, and the overall course of ministry for the church is typically carried out in collaboration with the Executive Leadership Team and the confirmation of the Elders.

The Senior Pastor position may also be fulfilled by Co-Lead Pastors. In this situation, the Co-Lead Pastors will function by dividing up the role of Senior Pastor between themselves under the oversight of the Elders and according to their giftings. Naturally, some duties will overlap, and other duties will be primarily carried out by one of them.

In leading Staff, the Senior Pastor builds a culture of collaborative teamwork and positions staff members to succeed in fulfilling their job descriptions and implementing the vision of the church. Collaborative teamwork is brought about as Staff share common goals. Together they are invested in holding each other accountable to bringing this about.

Under ARTICLE XII: MEETINGS & VOTING:

II. Voting

- 1) A quorum of 20% of eligible membership is required in order to have a vote. All church votes are based on this quorum.
- 2) All decisions must be made as follows:
 - a) Terminating an Elder or Senior Pastor, or a Co-Lead Pastor – fifty-one (51) percent majority vote.
 - b) Annual Budget – sixty (60) percent majority vote.
 - c) Buying or selling real estate property, or incurring debt more than 3% of the annual budget – seventy (70) percent majority vote.
 - d) Changing the Constitution – seventy (70) percent majority vote.
 - e) Affirming an Elder – eighty (80) percent majority vote.
 - f) Calling a Senior Pastor – eighty (80) percent majority vote.
 - g) Calling a Co-Lead Pastor – eighty (80) percent majority vote.
- 3) Written ballots will be used for the annual meeting. Members not able to attend the meeting may obtain an absentee ballot. All ballots must be collected by the Elders by the time of the meeting.
- 4) Eligible voters must be: 1) members of the church, 2) eighteen (18) years of age, and 3) have a permanent residence within a 100-mile radius of the primary facility of the church.