

Senior Pastor Team Westside Baptist Church

Mission: To focus on the Care, Accountability, and Development of the Senior Pastor

Why This Team is Necessary:

- The overall “health” of the Senior Pastor (positive or negative) will directly correlate to the overall “health” of the church. If he is not doing well physically, emotionally, spiritually, or professionally, and no one is specifically responsible to address the situation, the church will eventually suffer. The church, therefore, has a vested interest in having a Team focus on the Care, Accountability, and Development of the Senior Pastor who leads and feeds them.

Responsibilities for This Team

They will meet regularly with the Senior Pastor (frequency at the discretion of the Senior Pastor & Team) to assess how he is doing, ask questions, encourage, elaborate on areas of concern, and recommend courses of action. While most of this conversation will be strictly confidential between the Senior Pastor and the Team Members, the Team may choose to speak to the Personnel Committee on matters deemed necessary by the Team.

Listed below are some of the areas of potential concern for the Team to address with some possible questions:

Spiritual:

- How is his fellowship with God?
- Is there sin in his life? Are there ‘red flags’ that are being observed? How will he resolve these issues?
- Does it appear that he is struggling with unresolved, unhealthy emotional issues that may be rooted in his spiritual life?

Professional:

- How is he performing in his tasks as pastor?
- Is he getting the training he needs?
- Is he getting coaching?
- How are his interpersonal skills?

Personal:

- How is his physical health?
- How is his mental health?
- How are his relationships with his family?
- How are his personal (not pastoral) relationships with others?

Recreational and rest needs:

- Is he able to have daily down-time when work ends and he can temporarily check out?
- Does he take at least one of his two potential “off days” each week? Are there systems in place so that he can do so?
- Is he ‘sharpening his saw’ weekly, quarterly, and yearly?

Infrastructure:

- Is he getting overloaded with tasks that he should not be involved in?
- Does he need skills to help develop an infrastructure that can handle the needs of the church?

Focus

- Is he doing what he should be doing? Are their tasks going undone?
- How much time is the pastor allocating to his job as ‘Pastor’ each week? Is that time being spent wisely?

Qualifications for Members of This Team

- Each member must be known as a serious Jesus-follower.
- Each member must evidence a love for the pastor (no enemies on the Team), a love for the church, and be committed to helping the Senior Pastor to develop into a Shepherd that can best serve the church.
- Each member must bring some specific, needed perspective and skill sets to the team. The Team will be ideally made up of at least one proven leader, one counselor, and one person with pastoral experience.
- Each member must be honest and not afraid to say hard things and ask hard questions.
- Each member must be someone who is known for being able to keep things strictly confidential.

The Organization of This Team

- This Team will be a sub-team of the Personnel Committee and will answer to the Personnel Committee only on matters that are deemed necessary to share.
- This Team will have 3-6 members at all times.
- Members of this Team will serve a 2 year term after which they will rotate off for a year – unless staying on the Team is deemed necessary by the Pastor & Personnel Committee.
- Members of this team will be recommended for addition or removal after discussions between the Personnel Chairperson and the Pastor. These recommendations must meet the approval of the Personnel Committee before being enacted.

(adapted from Henry Cloud’s lecture on “A Structured Plan for the Care and Development of a Leader” at <https://www.rightnowmedia.org/Content/Series/1358#9>).