

## **Executive Limitations Policy**

All Council authority delegated to the church staff is delegated through the Lead Pastor, so that all authority and accountability of staff – so far as the Council is concerned – is considered to be the authority and accountability of the Lead Pastor. As the Council's link to the staff, the Lead Pastor may neither cause nor allow any organizational practice that is imprudent, illegal, unethical, or contrary to the teachings of the Lutheran Confessions.

- I. With regard to the Congregation Council, the Lead Pastor may not permit the Council to be uninformed about issues that affect governance. Accordingly, he or she may not:
  - A. Neglect to submit monitoring data required by the Council in a timely, accurate, and understandable fashion;
  - B. Let the board be unaware of relevant trends, anticipated negative publicity, and material changes, particularly changes in assumptions upon which any board policy has previously been established;
  - C. Fail to advise the Council if, in the his or her opinion, the Council is not in compliance with its own policies, particularly in the case of Council behavior which is detrimental to the work relationship between the Council and the Lead Pastor;
  - D. Fail to provide the Council with as many staff and external points of view regarding issues and options as needed for fully informed Council choices;
  - E. Fail to deal with the Council as a whole except when (a) fulfilling individual requests for information or (b) responding to members duly authorized by the Council;
  - F. Fail to report in a timely manner any actual or anticipated noncompliance with Council policy.
  
- II. With regard to church staff, the Lead Pastor may not cause or allow conditions which are inhumane, unfair, or undignified. Accordingly, he or she may not:
  - A. Discriminate among employees on other than clearly job-related, individual performance or qualifications;
  - B. Fail to take reasonable steps to protect staff from unsafe or unhealthy conditions;
  - C. Withhold from staff a process for dealing with conflicts or grievances which can be used without bias;
  - D. Fail to acquaint staff with this policy.
  
- III. With regard to financial matters, the Lead Pastor may not cause or allow church assets to be unprotected, inadequately maintained, or unnecessarily risked. Accordingly, he or she may not:
  - A. Permit discretionary expenditures exceeding that which the congregation has allowed in the annual budget;
  - B. Commit the congregation to expenditures that cannot be met under the annual budget;

- C. Unnecessarily expose the congregation, Council, or staff to claims of liability;
  - D. Receive, process, or disburse funds under controls which are insufficient to meet Council approved financial policy;
  - E. Fail to alert the Council to impending or potential financial issues which could substantially affect the ability to operate under the annual budget.
- IV. With regard to spiritual oversight, the Lead Pastor may not cause or allow conditions which are contrary to the teachings of the Lutheran Confessions and the current ethical positions of the ELCA. Accordingly, he or she may not:
- A. Promote or allow preaching or teaching that is un-Lutheran without clearly labeling it as such;
  - B. Promote or allow worship practices that are contrary to Lutheran theology;
  - C. Allow the rites of non-Christian groups or secret societies to be performed on church premises;
  - D. Fail to alert the Council if its own policies or conduct (or that of other staff or congregation leaders) is contrary to the teachings of the Lutheran Confessions and the ELCA.