



# Church Council Charter



This document is a variation of materials from *High Impact Church Boards* by T. J. Addington Unstuck Group and Crossroads Church

Team	Priority Roles	Accountability to & Care for:
<b>CHURCH COUNCIL</b>	5 Layers of Leadership Triangle and Resourcing	<b>SENIOR PASTOR</b>
<b>SENIOR PASTOR</b>	Vision, Teaching, Culture Champion and Leader of Leaders	<b>CEO/ DIRECTIONAL TEAM</b>
<b>CEO/ DIRECTIONAL TEAM</b>	Strategically accomplish the vision and empower staff	<b>STAFF TEAM</b>
<b>STAFF TEAM</b>	Determine programming within strategy and equip volunteers to execute the strategy	<b>VOLUNTEER LEADERS/TEAMS</b>
<b>VOLUNTEER TEAMS</b>	Doing the work of ministry	People taking next steps toward Christ; making disciples.

**Notes:**

The only person accountable to Church Council is the Senior Pastor. All other staff leadership, including hiring and firing, is the Senior Pastor's responsibility.

Church Council has one advisory board, the trustees, who assist the Council and staff with overseeing the finances of the church.



# JOB DESCRIPTION FOR CHURCH COUNCIL MEMBERS

1

Modeling spiritual leadership to the congregation. The Council is responsible for demonstrating full devotion to Christ. As Paul expressed, "And you should imitate me, just as I imitate Christ." (1 Corinthians 10:34)

2

Providing development, encouragement, and accountability of the Senior Pastor. This includes:

- Development: put in place a yearly personal development plan (classes, conferences, personal growth, etc.)
- Encouragement: Weekly prayer
- Accountability: a yearly review (see separate document)

3

5-Layers of the Strategic Alignment Pyramid (See Appendix 1)

- Protect the Core Beliefs of Crossroads Church as outlined in the Constitution in regard to teaching and practice.
- Uphold the established mission of the church.
- Assure that the Church is living out the Great Commission of making disciples.
- Champion the Vision of Crossroads Church.
- Evaluate that the Organizational Goals are being achieved.

4

Oversight of Church Resources

- The Trustee Board serves as an advisory board to Church Council on the financial health of the church.

5

Advising the Senior Pastor, as requested, on strategic decisions the Directional Team is processing.

6

There are four decisions that the Church Council may not make without membership approval at a Church Quarterly Ministry/Business Meeting.

- The Church Council may not terminate or appoint a new senior pastor.
- The Church Council may not approve capital debt for the church.
- The Church Council cannot change or establish the denominational affiliation of Crossroads Church.
- The Church Council may not change the Constitution.

**1**

Members must meet the qualifications outlined in 1 Tim 3:1-11 and Titus 1:5-9.

**2**

Members should, at a minimum, be active, giving members of Crossroads Church in good standing, on board with the church's vision, and attending for at least the last two years.

**3**

Affirm and sign the Church Council Relationship Covenant (see Appendix 2).

**4**

Members must have one of the following qualities:

- Leading (Administration, Leadership)
- Teaching (Disciple Maker, Teaching)
- Caring (Encouragement, Pastor, Helps)
- Spiritual Power (Evangelism, Faith, Prayer)
- Protecting (Discernment, Wisdom, Word of Knowledge)
- Developing, Empower, Releasing (New Ministry Development, Exhortation)



## Selection of Members

**1**

Church Council members are appointed based on gifting, biblical qualifications, alignment to the mission, vision and doctrine.

**2**

The Directional Team recommends new board members to Church Council at the August meeting, after a thorough screening. Screening includes:

- Application (with affirmation of mission, vision, constitution, charter)
- Giving verification
- Gifts assessment

**3**

Church Council nominates new members for Church Council and Trustees

**4**

In October, at the 1Q Business meeting, the congregation votes to affirm candidates.



## ROLE OF MODERATOR

1

The moderator of Crossroads serves as the Chair of Church Council:

- Works closely with the Senior Pastor on determining the monthly agenda.
- Runs all Church Council meetings.
- Leads the Council in making decisions.
  - The goal is consensus.
  - If consensus cannot be reached at least 66% vote is needed to move forward.
- Determining next steps and action items.

2

The sitting moderator nominates the next moderator. Church Council nominates that person to the church members and then the church members will vote.



## COMMITMENT

1

Council members are asked to serve three-year terms, however, each successive year is voted on by church membership.

2

Time commitments are as follows:

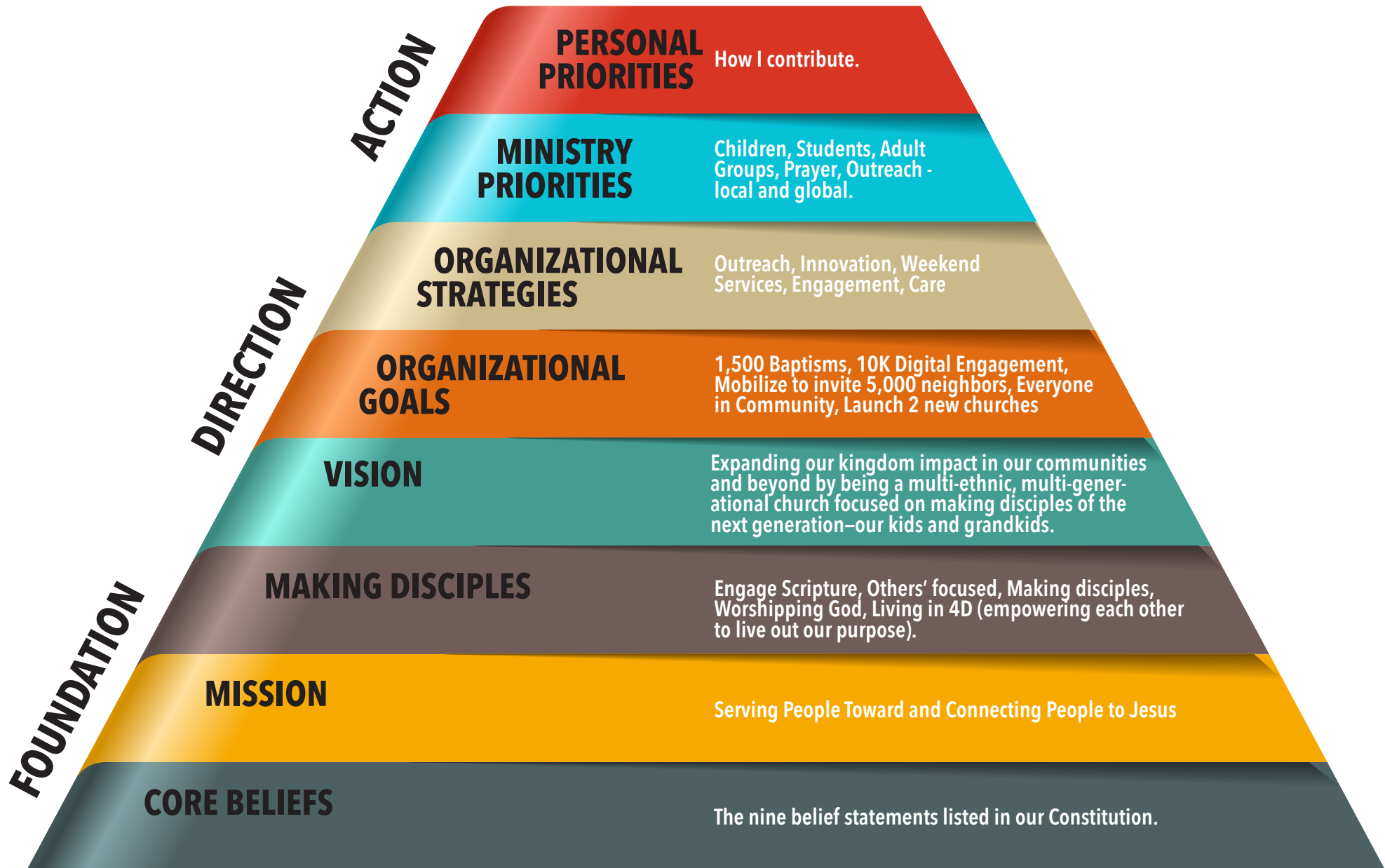
- Church Council meetings:
  - Business/Ministry one evening per month  
(6:30-8:30pm on the 1st Wednesday of the month)
  - Prayer meeting one morning per month  
(6:15-7:00am on the 3rd Wednesday of the month)
- Two-to-four hours a month for reviewing of materials, policies, correspondence, and preparation.
- If serious issues arise that require immediate attention, additional hours may be required outside of regular meetings. (This happens infrequently, but is a possibility.)

3

Members may be dismissed earlier if the Moderator and Senior Pastor deem their services are no longer helpful or needed by the committee.



# APPENDIX 1 CROSSROADS STRATEGIC PYRAMID





## APPENDIX 2 CHURCH COUNCIL RELATIONSHIP COVENANT

Knowing that I am, as a leader in this congregation, called by God to model healthy relationships with other council members and the rest of the Body of Christ, I agree to the following ...

<b>1</b>	To pray daily for the members of this Council, and for the ministry of the church.
<b>2</b>	To never speak ill of any member of the Church Council.
<b>3</b>	To address relational tension personally and quickly.
<b>4</b>	To quickly forgive quirks and idiosyncrasies that irritate me, knowing I need this same mercy for the things I do that annoy others.
<b>5</b>	To quickly address statements that aggravate me and to allow no grudges within me to linger.
<b>6</b>	To support the decisions of this board once they are made, (except for clear biblical or moral violations), even when those decisions are not in alignment with my recommendations.
<b>7</b>	To care for Church Council members who are hurting or going through a time of crisis.
<b>8</b>	To be respectfully forthright in board deliberations, and to always be clear about ulterior motives and personal preferences.
<b>9</b>	To never betray the confidence of the Church Council.
<b>10</b>	To lovingly hold one another accountable to this Covenant.

Signature of Council Member

Date