

Definition and Duties of the Lead Pastor

The Lead Pastor shall be deemed by virtue of their position to be a Member of the Church, which Membership shall terminate upon termination of their position as Lead Pastor. The Lead Pastor shall be the primary spiritual overseer of the Church and shall work in conjunction with the Board of Elders to direct the ministry activities of the Church. The Lead Pastor shall consult with the Board of Elders regarding the ongoing mental and spiritual health and wellness of the Members and endeavour to ensure the appropriate ministries and programs are in place to support the same. Additional duties of the Lead Pastor shall be as follows:

- (a) to be an ex-officio member with power to vote (or appoint a designate without power to vote) on all committees and boards of the Church, with the exception of the Board of Elders;
- (b) to provide spiritual leadership for the Church and to work in co-operation with the Board in implementing such spiritual leadership, including overseeing and approving all guest speakers to the Church;
- (a) to work in conjunction with the Board in formulating and recommending Board Policies and By-law Policies to the Church as may be necessary from time to time;
- (a) to exercise general supervisory authority over all staff members of the Church, provided that the hiring or removal of staff members, including Assistant Pastors, shall require the approval of the Board of Elders in accordance with this By-law;
- (b) to fulfill the qualifications for a spiritual leader as set out in scriptural passages such as I Timothy 3:1-7, Titus 1:5-9 and 1 Peter 5:1-3 and to ensure that his or her lifestyle does not evidence unethical or immoral conduct or behaviour that is unbecoming of a Christian contrary to Biblical principles;
- (c) to be in full agreement with, uphold and be subject to the Governing Documents and the duty to uphold the teachings of the Church as set out in its Governing Documents and By-laws and to abstain from participating in any activities which are in contravention of those teachings, or which would place the Church in a position where it would have to act in a manner which is not in keeping with its teachings;
- (d) the Lead Pastor shall not be an Elder nor have a vote thereon and shall not be present when the Board is discussing his position, salary or benefits, but may

in the discretion of the Board of Elders be present when the Board is discussing other aspects of his position;

- (e) the right to do the following on behalf of the chair of the board in relation to meetings of the Board of Elders, save and except where directed otherwise by a two-thirds (2/3rds) resolution of the Board of Elders:

- (i) to call all meetings of the Board of Elders;

to preside at all such meetings as the chairperson of the meetings of the Board of Elders;

to prepare agenda for all meetings of the Board of Elders; and

to ensure the fairness, objectivity and completeness of matters occurring at such meetings; and

- (f) the right to have the final decision on all doctrinal and theological issues, as well as the manner of application of those doctrinal and theological issues to the ordinances, practices, procedures and directions from time to time practised or adopted by the Church.