

SECTION 6.B. THE MINISTRY OF ELDERS. | 5. Functions:

a. Guiding Elders: Paul, in his first letter to Timothy, makes reference to “the elders who direct the affairs of the church” (5:17). The meaning of the Greek word translated “direct” is “to preside over” or “govern.” As a church grows, it seems appropriate and even necessary for there to be a group of elders who focus particularly on the affairs and spiritual health of the church as a whole. In our model, some elders, in addition to shepherding the members of a local flock, also exercise a governing function on a team we call the Guiding Elder Team. Ordinarily, this team should consist of a minimum of five (5) to a maximum of ten (10) men. Based on their areas of oversight, the Lead Pastor and Executive Pastor will serve on this team. The remaining Guiding Elders will be chosen from among the non-staff members of the Full Body of Elders.

NEW

a. Guiding Elders: Paul, in his first letter to Timothy, makes reference to “the elders who direct the affairs of the church” (5:17). The meaning of the Greek word translated “direct” is “to preside over” or “govern.” As a church grows, it seems appropriate and even necessary for there to be a group of elders who focus particularly on the affairs and spiritual health of the church as a whole. In our model, some elders, in addition to shepherding the members of a local flock, also exercise a governing function on a team we call the Guiding Elder Team. **Ordinarily, this team should consist of a minimum of five (5) to a maximum of ten (10) men. Based on their areas of oversight, the Lead Pastor and Executive Pastor will serve on this team. The remaining Guiding Elders will be chosen from among the non-staff members of the Full Body of Elders.**

(This was moved to the more appropriate section: Section 6.C. Selection of Elders.)

SECTION 6.C. SELECTION OF ELDERS. | 1. Selection | 2. Term

- a. Shepherding elders serve indefinitely.
- b. The Lead Pastor and Executive Pastor each serve indefinitely as both a Shepherding Elder and a Guiding Elder.
- c. Campus Pastors serve indefinitely as the leader of their campus Shepherding Elder Team.
- d. Guiding Elders:
 - 1) Except for the Lead Pastor and Executive Pastor (see Article VI, Section 6.C.2.d.), Guiding Elders serve for a three-year term.
 - 2) At the end of his term, the Guiding Elder Team will review a Guiding Elder’s service and decide whether or not to invite him to serve for another term. Those elders renewing their commitment will be presented to the Full Body of Elders for a vote of reaffirmation.
 - 3) There are no term limits for Guiding Elders.

NEW

- a. Shepherding elders serve indefinitely.
- b. **The Lead Pastor serves indefinitely as both a Shepherding Elder and a Guiding Elder. The Executive Pastor(s) serve indefinitely as Shepherding Elders and shall attend Guiding Elder meetings in an advisory role, given voice but no vote.**
- c. Campus Pastors serve indefinitely as the leader of their campus Shepherding Elder Team.
- d. Guiding Elders:
 - 1) **Except for the Lead Pastor (see Article VI, Section 6.C.2.d.), Guiding Elders serve for a three-year term.**
 - 2) At the end of his term, the Guiding Elder Team will review a Guiding Elder’s service and decide whether or not to invite him to serve for another term. Those elders renewing their commitment will be presented to the Full Body of Elders for a vote of reaffirmation.
 - 3) There are no term limits for Guiding Elders.

SECTION 6.D. STAFF.

The church staff shall normally consist of a Lead Pastor, an Executive Pastor, and Campus Pastors, as well as other pastors, ministry staff and administrative staff.

SECTION 6.D. STAFF.

The church staff shall normally consist of a Lead Pastor, **Executive Pastor(s), Campus Pastors, and other** pastors, ministry staff, and administrative staff.

These changes remove the voting privilege of the executive pastor(s) in order to guarantee that future guiding elder votes will be a supermajority non-staff

SECTION 6.D. STAFF. | 1. Role & Duties.

- b. Executive Pastor: The Executive Pastor serves across our multiple campuses, with an emphasis on overall administration and leadership and the development of the ministries of Village Bible Church, so that they fulfill its defined mission and reflect its core values. The Executive Pastor leads the Catalyst Services Team, which provides leadership and support services to all campuses. In partnership with the Lead Pastor, the Executive Pastor shepherds and supervises the Campus Pastors, assisting them and being a resource to them. His key responsibilities include:
- 1) Guiding Elder: Serving as a permanent Guiding Elder while in office, bringing passion, vision and direction to the team.
 - 2) Overall leadership: Serving as an ex-officio member of all church bodies, including standing subcommittees.

NEW

Executive Pastor(s): The Executive Pastor(s) serves across our multiple campuses, emphasizing overall leadership, administration, and the development of the ministries that fulfill the defined mission of our church and reflect our core values. Key responsibilities of these roles include:

- 1) Guiding Elder Advisor: Attend the Guiding Elder meetings and serve as an advisor to that team, bringing passion, vision, and direction to the team and each meeting.
- 2) Overall leadership: Serves as an ex-officio member of all standing subcommittees and other church bodies except for the Guiding Elder Board, where the executive pastor(s) serve as advisors.

These changes remove the voting privilege of the executive pastor(s) in order to guarantee that future guiding elder votes will be a supermajority non-staff

SECTION 6. | E. SELECTION OF STAFF.

4. Other pastoral staff: The Executive Pastor will hire all other pastoral staff in conjunction with the appropriate Campus Pastor, staff supervisors and/or lay leaders, as he determines.
5. Ministry staff: The Executive Pastor will hire all other ministry staff in conjunction with the appropriate staff supervisors and/or lay leaders, as he determines.

NEW

4. Other pastoral and ministry staff: The Executive Pastor(s), based on their job description, will hire all other pastoral staff in conjunction with the appropriate Campus Pastor, staff supervisors and/or lay leaders, as shall be determined.
5. ~~Ministry staff: The Executive Pastor will hire all other ministry staff in conjunction with the appropriate staff supervisors and/or lay leaders, as he determines.~~

These two staff categories were combined to improve clarity and state hiring based on job description, not just role.