

From the **GSLC POLICY GOVERNANCE MANUAL**

2.1 BOARD OF SERVANT LEADERS (BoSL) RESPONSIBILITIES

- 2.1.1 The overall responsibility of the BoSL is to provide a strong, powerful, ethical, and spiritual pursuit of the congregation's mission. To that end, the BoSL shall:
 - 2.1.1.1 Ensure that the Strategic Direction (core values, mission, vision, critical targets, and strategic goals) of the congregation is the driving force for all activities and related ministries.
 - 2.1.1.2 Annually review and update the Strategic Direction.
 - 2.1.1.3 Establish governance policies for the BoSL.
 - 2.1.1.4 Provide oversight of all congregational activities by establishing and monitoring appropriateness of, and adherence to, parameters that guide the efforts of the Senior Pastor.
 - 2.1.1.5 Ensure that policy and financial decisions are executed in accordance with the Constitution and Bylaws of the congregation.
 - 2.1.1.6 Communicate regularly to the Stewards the pertinent activities of the BoSL and remain open to communication from the Stewards.
 - 2.1.1.7 Exercise particular concern for the spiritual and physical welfare of the Senior Pastor.
 - 2.1.1.7.1 Exercise concern for all staff, supporting them with prayer and, upon the request of the Senior Pastor, appropriate counsel.
 - 2.1.1.8 Consistently advise the Senior Pastor of his performance, including both his spiritual and theological leadership, supervision of the staff, and overall management of the congregation's ministries, and conduct the Senior Pastor's annual performance appraisal.
 - 2.1.1.8.1 Meet with the Senior Pastor prior to the beginning of each budget year to offer counsel and affirm the Senior Pastor's annual plan. This will include his intended operational goals for the next year, his intentions for personal/professional growth, and his plan for the supervision of the full-time staff. The annual plan shall form the basis for the Senior Pastor's annual performance appraisal.
 - 2.1.1.8.2 The BoSL may consider the use of formal, structured feedback in its evaluation of the Senior Pastor's performance.
 - 2.1.1.9 If the Senior Pastor's performance appraisal is not acceptable, he shall be counseled and assisted in establishing a performance improvement plan.