

RICHLAND BAPTIST CHURCH
Richland, WA

Pastor's Accountability Team

- A. Responsibilities. The Pastor's Accountability Team (PAT) represents Christ, the Owner of the Church, and His mission to the people of Richland and beyond. The PAT shall consist of the Senior Pastor and 4 to 6 men elected by the congregation. PAT Members are not selected to represent a personal agenda, people groups, or ministry departments of Richland Baptist Church (RBC). The duty of the PAT Members is to provide Bible-based accountability and confidential support for the Senior Pastor. The PAT is responsible for the following:
1. Guiding Principles. The PAT will compile in writing concise Guiding Principles that are consistent with RBC doctrinal statement and that define the Mission Principles, Boundary Principles, and Accountability Principles.
 - a. Mission Principles shall define for the Senior Pastor what objectives RBC proposes to achieve.
 - b. Boundary Principles shall define for the Senior Pastor the boundaries within which he must carry out the Mission Principles and what means may not be used in pursuit of achieving those ends. Boundary Principles shall include ethical and moral standards, and legal, budgetary, and scheduling constraints.
 - c. Accountability Principles shall define for the PAT Members how they are to establish the Guiding Principles and how they are to monitor the Senior Pastor's compliance with them.
 2. The PAT shall support the Senior Pastor as he leads RBC in accordance with the Guiding Principles. The PAT shall assist the Senior Pastor in setting goals and objectives for himself and RBC based on the Mission Principles. The Senior Pastor shall be evaluated by the other PAT Members annually, or as necessary based on the Boundary Principles and the established goals and objectives. The PAT may make recommendations to the appropriate Committee regarding the Senior Pastor's compensation.
 3. The PAT shall leave the leadership of RBC to the Senior Pastor and shall leave the management of RBC to the Pastoral Staff under the direction of the Senior Pastor. PAT Members shall advise the Senior Pastor through the Guiding Principles and the Senior Pastor's goals and objectives.
 4. In the event of a Senior Pastor vacancy, the PAT shall initiate and maintain a process for providing pulpit supply and/or identifying an Interim Senior Pastor.
- B. Qualifications of PAT Members. The following shall be required of each man elected to the PAT:
1. He shall be a faithful disciple of Jesus Christ.
 2. He shall be a man of exemplary Christian lifestyle with a history of ministry involvement and service, and who is committed to serving RBC in a leadership role.

3. He shall be a trustworthy and teachable man, able to maintain confidences, who is under the leadership of the Holy Spirit.
 4. He shall be a member of RBC.
 5. He shall support RBC through tithes and offerings.
 6. He shall be committed to the mission, vision, strategy, doctrine and direction of RBC in making disciples for Christ, and supportive of the Senior Pastor's leadership role.
 7. He shall be active in the ministry of RBC, and if married, his spouse must be supportive of his service as a PAT Member.
 8. Pastoral Staff (paid and voluntary), other Paid Staff, and immediate family members (father, son, brother, husband) of such staff shall be ineligible to serve as PAT Members, except that the Senior Pastor shall be an ex officio member.
- C. Selection and Removal of PAT Members:
1. Number and Term. The PAT Members shall consist of the Senior Pastor and a minimum of four (4) and a maximum of six (6) men elected by the congregation. Each elected PAT Member shall serve a three-year term and hold office until a qualified successor has been designated or until resignation or removal. A rotation system shall be adopted so that approximately one-third of the elected PAT Members rotate off each year.¹ After completing a full term of service, an elected PAT Member is ineligible to serve for one year.
 2. Nomination and Selection of Elected PAT Members.
 - a. Nomination. Each year, or at any time the number of PAT Members drops below four (4), the nomination of PAT Members will be initiated by the Deacon Body. Nominations shall be solicited from the congregation at large, and may also be put forward by the Deacon Body. The names of the nominees shall be submitted to the Senior Pastor, and two deacons shall be elected by the Deacon Body to assist the Senior Pastor in the vetting process.
 - b. Vetting. The Senior Pastor, with assistance from the two deacons elected by the Deacon Body, shall identify a slate of nominees to be presented to the congregation for voting. The slate shall include a number of nominees not more than double the number of PAT openings and shall be based on guidance of the Holy Spirit, considering the number of nominations received for each nominee, each nominee's qualifications, and personal interviews with each nominee.
 - c. Voting. Once the vetting process is complete, the slate of nominees shall be presented to the congregation for voting by secret ballot. Each church member may vote for a number of nominees matching the number of PAT positions to be filled. The nominees receiving the most votes will serve.

¹ The first seated PAT will be responsible for initiating the rotation and will decide which of its elected members will serve one-, two-, and three-year terms.

3. Removal. A PAT Member, other than the Senior Pastor, may be removed by a unanimous vote of the other PAT Members.

D. Meetings of the PAT.

1. Location. Meetings of the PAT shall be held at the principal office of RBC or any place designated by the PAT Members. Any meeting may be held by conference telephone or similar communication equipment. All PAT Members are expected to be present at such meetings, except that the PAT Chair may request that the Senior Pastor not attend meetings or portions of meetings during which his annual performance evaluation and/or salary recommendations are discussed.
2. Meetings. The PAT shall meet at least quarterly and at such other times as the PAT Members deem necessary. The PAT Members shall elect a Chairman, exclusive of the Senior Pastor, and such other officers as they deem necessary.
3. Notice. Notice of the time and place of meetings shall be given to each PAT Member and shall be delivered at least twenty-four (24) hours before the time set for the meeting. The notice shall state the time and place for the meeting and may specify the purpose of the meeting.
4. Minutes. Minutes of each PAT meeting shall be recorded and filed in the RBC office.
5. Action Without Meeting. Any action required or permitted to be taken by the PAT Members may be taken without a meeting if all of the PAT Members, individually, or collectively, consent in writing to the action. Such action by written consent shall have the same force and effect as the unanimous vote of the PAT Members. Such written consent or consents shall be filed with the minutes of the proceedings of the PAT.