

PCC LEADERSHIP ROLES & COMMUNICATION CHANNELS

The goal of this document is to clarify the Leadership roles at PCC and the proper communication channels.

ROLES

Leadership Team (LST) - Formerly known as “The Council” this team of no less than 9 (5 Officers, including Lead Pastor, 6 representatives) has the responsibility of overseeing the spiritual health, ministry operations, and future direction related to the Mission, Vision and Values of PCC.

Lead Team (LT) - This team consists of the Lead Pastor and the 5 pastoral direct reports who oversee the primary ministries of Families, Adults, Worship, Community Center, Operations (Missions, SACC, Preschool).

Spiritual Guidance Commission (SGC) - This commission of at least 6 (including the LST Chair and Lead Pastor) serves the LST in monitoring the spiritual health of PCC and church discipline, when necessary.

Staff - These individuals are those who report to the Lead Team Pastors in either Worship, Families, Adults, Community Center, Operations (Missions, SACC, Preschool). Their role is to oversee their given ministry area.

Nominating Committee - This committee of at least 4 individuals is responsible to thoroughly review and recommend people to serve as godly leaders at PCC.

COMMUNICATION CHANNELS

Decision Making Process: A congregational vote is required for the church budget, and for individuals to be LST officers and representatives, Spiritual Guidance Commission members, Nominating Committee members and Lead Team pastors. All other decisions are made in process that may include volunteer leaders, Staff, Lead Team, and the greater Leadership Team.

General Questions and Feedback: General questions & feedback should be directed first to the specific Staff Ministry Leader (e.g. Middle School Pastor), then in an ascending process to Lead Team Pastor (e.g. Families Pastor), and/or LST Representative (e.g. Representative for Families) and finally Leadership Team Officers. The intent is to promote healthy communication and relationships within the designed organizational structure, while empowering our leaders.

Accusations, Concerns, and Disagreements: When accusations, concerns, and disagreements arise between PCC individuals our mandate is to operate within the [Matthew 18:15-19](#) principle.

- First, the individuals involved should attempt to approach one another directly.
- If not possible, the second step would be to request a third party (Staff, LT pastor, LST rep.) to go with you to help promote unity and understanding.
- Finally, if steps one and two are unsuccessful, unresolved situations will be forwarded onto the Spiritual Guidance Commission for a final discussion, resolution, which may include disciplinary action.