



Leadership & Vision Committee

ESTABLISHED: May 24, 2007¹

HISTORY:

The Leadership & Vision Committee (hereafter referred to as “Committee”) can trace its roots to the former Personnel Committee. The Committee was established by Session in 2007 and is equal in authority to its fellow standing Session committees and subordinate to Session.

COMPOSITION:

The Committee shall not exceed fourteen (14) individuals comprised of the following:

- **Up to three (3) Ruling Elders**, one of whom shall serve as Chairman
- **Recording Secretary** (either a Ruling Elder or member-at-large on the Committee)
- Up to **nine (9) members-at-large** from congregation whose names have been approved by both the Committee and Session.
- **Executive Pastor** (ex-officio)
- **Church Administrator** (ex-officio)

The total number of active Session members and full-time staff members on the Committee shall not exceed 50% or seven (7) total individuals.

Senior Pastor: The senior pastor is an ex-officio member of this Committee. He may attend regular and/or special meetings as necessary. Because the senior pastor is an ex-officio member of all standing Session committees of Westminster Presbyterian Church, his attendance does not affect the above Committee membership composition, nor does it count toward determining a meeting quorum.

Term Limits: Unless otherwise determined, Committee members serving as members-at-large shall serve up to two (2) consecutive three-year terms before a mandatory one-year furlough.

GOVERNANCE:

Meetings of the Committee shall be conducted according to *Robert's Rules of Order*. A simple majority (51%) determines the Committee's action; however, a super-majority (80%) is preferred. The Committee's quorum is 50% of the members.

Ex-Officio members are members of the Committee by virtue of the position he or she holds. Ex-officio members of the Committee shall have full voting rights as term-limited members, and their attendance at Committee meetings counts towards determining a quorum.

PURPOSE:

To provide leadership, direction, and vision casting for Westminster Presbyterian Church's administration, strategic goals, staff, and ministry-level leaders.

RESPONSIBILITIES:

The Committee's responsibilities include the oversight of, changes to, and the administration of the Corporation's By-Laws, Policy Book, and Employee Handbook; the creation and approval for all new staff and ministry-level job positions and associated compensation packages; the oversight for annual employee reviews; and oversight for current staff compensation packages including cost-of-living adjustments, health insurance, and retirement benefits. The Committee may be responsible for other personnel and/or administrative requirements that fall outside of other Session standing committees.

The Committee shall be the conduit through which the future (i.e., Vision) of Westminster Presbyterian Church's Christ-centered ministry is discussed and prayed for on both the standing committee and Session levels. The Committee shall strive to anticipate the resources, facilities, and staff for meeting the future needs and overall strategic goals of Westminster Presbyterian Church as this congregation strives to *Glorify, Nurture, and Proclaim* Christ in a biblically anchored ministry. The Committee may be, at times, the impetus to suggest a Session Retreat at which Westminster Presbyterian Church is prayed for and at which fellow Session standing committees bring future goals, opportunities, challenges, and concerns for discussion.

¹Session Minutes, May 2007.