

The 10 Commandments of Sustaining Pastoral Excellence by Bradley W. Hill

1. The Pastoral Relations Committee will meet at least quarterly regardless of any crisis to serve as a support team for the pastor and not just as a crisis intervention team.
2. We will be system-centered. Though the pastor plays an important role, the well-being of the church does not rest on the pastor's shoulders alone. We are all in this together!
3. We will pray for our pastor, that he or she hear clearly from God and continue to uphold the whole family in prayer.
4. We commit to establishing appropriate boundaries between church life and the personal life of our pastor.
5. We will encourage our pastor to be in community outside the church- for example, a peer-accountability group or lectionary study group.
6. Included in the letter of call will be an annual, mandatory four-week vacation and a three-month sabbatical after five years of service. We will accept a weekly "Holy Sabbath" rest for our pastor.
7. We will require a general report of the time spent but more with a view to assuring normalcy in the work week than critiquing how it was spent.
8. We will find ways and means to be inclusive of the pastor's spouse and not be intrusive of his or her life.
9. We resolve to give our pastor "double honor" (1Timothy 5:17).
10. We will speak the truth in love. We recognize that, in the past, we have often spoken brutal truth with little love. It is also true that we have tried to be gracious and forgo the truth. We need to be both gracious and speak the truth.

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