**Guiding Principles**

**Fowlerville Church of the United Brethren in Christ**

**Section 1: Mission Principles**

**Mission Statement:**

We are a church body seeking to be disciples who make disciples of Jesus (Matthew 28:18-20).

**Vision Core Values:**

* 1. Worship *(How do I shine Jesus’ light?)*
  2. Community *(Who are my 2 am friends?)*
  3. Equip *(What is God teaching me through His Word?)*
  4. Prayer *(Am I communicating often with God?)*
  5. Kingdom Work *(How am I using my gifts, talents and abilities to further God’s Kingdom instead of my own?)*
  6. Multiplication *(Who am I relationally investing in?)*
  7. Transformation *(Do I look more like Jesus today than I did yesterday?)*

**Section 2: Boundary Principles:**

[Defining the limits of acceptable means that the Lead Team/Senior Pastor is hereby authorized to use in achieving the Mission Principles.]

**Comprehensive Boundary Statement:**

The Lead Team/Senior Pastor shall not cause or allow any practice, activity, decision, or organizational circumstance that is unlawful, imprudent, unethical, unbiblical, or contrary to the United Brethren in Christ Church.

1. **Biblical and Moral Integrity:**

Regarding the teaching, leadership, and membership of the church, the Lead Team/Senior Pastor shall not fail to uphold high standards of biblical teaching and morality.

1. **Financial Planning and Budgeting:**

Financial planning for any fiscal year or the remaining part of any fiscal year shall not deviate materially from the Elder Board’s Mission Principles, risk financial jeopardy, or fail to be derived from a multiyear plan.

1. **Financial Condition and Activities:**

With respect to the actual, ongoing financial conditions and activities, the Lead Team/Senior Pastor shall not allow the development of fiscal jeopardy, fiduciary conflict of interest or a material deviation of actual expenditures from Board priorities established in Mission Principles.

1. **Risk Management:**

The Lead Team/Senior Pastor shall not allow any people attending church functions or utilizing church facilities to be unprotected or unnecessarily risked. The Lead Team/Senior Pastor shall not allow the assets of the church to be unprotected, inadequately maintained, or unnecessarily risked.

1. **Treatment of Constituents:**

With respect to interactions with constituents or potential constituents, the Lead Team/Senior Pastor shall not cause or allow conditions, procedures, or decision that are unsafe, undignified, unnecessarily intrusive, or that fail to provide appropriate confidentiality or privacy.

1. **Compensation and Benefits:**

With respect to employment, compensation, and benefits to employees, consultants, contract worker, and volunteers, the Lead Team/Senior Pastor shall not cause or allow jeopardy to fiscal integrity or public image.

1. **Treatment of Staff:**

With respect to the treatment of paid and volunteer staff, the Lead Team/Senior Pastor shall not cause or allow conditions that are unfair, undignified, or contrary to written staff manual.

1. **Communication and Support of the Board:**

The Lead Team/Senior Pastor shall not permit the Board to be uninformed or unsupported in its work.

**Section 3: Accountability Principles**

[Defining for the Board/Elder Chairperson the standards to uphold for enforcing the integrity and fulfillment of the Board’s process.]

**Comprehensive Accountability Statement:**

The responsibility of the Board before God, on behalf of people in Fowlerville and the surrounding region who need to be led to Christ and nurtured in Him, is to see that Fowlerville United Brethren in Christ Church, through the leadership of its Lead Team/Senior Pastor, (1) achieves the fulfillment of its Mission Principles, and (2) avoids violation of its Boundary Principles.

1. **Stewardship:**

The Board shall maintain an active connection to the “moral ownership” of the church: Christ and the people he has called his church to serve.

* + **Active involvement**

The Elder Board will remain actively involved in the ministry of the church, including regularly attending worship service and serving in an area of ministry.

* + **Financial Activities**

The Elder Board chairperson shall be authorized to sign and execute financial loans, or any other legal documents including sale and purchase of property and buildings that have been approved by the elders on behalf of church.

* + **Devotion to Prayer and the Word of God**

Under the teaching and guidance of the Lead Team/Senior Pastor, the Board will continually seek the wisdom and leading of Christ as the Lord of the church. To this end, significant attention will be given to prayer and study of Scripture as a group.

1. **The Conduct of the Board:**

The Board shall conduct itself with discipline and integrity regarding its own process of governance.

* **Board Style:**

The Board will govern with an emphasis on (1) mission/vision accomplishment (2) encouragement of diversity in viewpoints, (3) strategic leadership more than administrative detail, (4) clear distinction of Board and staff roles, (5) collective rather than individual decisions, (6) future focus rather than past or present and (7) proactivity rather than reactivity.

* **Board Job Description:**

The essential job outputs of the Board are (1) linkage to the people served, (2) definition of guiding principles and (3) monitoring of Lead Team/Senior Pastor performance. In addition to these three essentials, the Board shall exercise authority granted to it in the Bylaws and not delegated to the Lead Team/Senior Pastor.

* **Board Member Code of Conduct:**

The Board commits itself and its members to the following code of conduct:

* + Members of the Board must exhibit loyalty to the interests of Christ regarding those whom he has called his church to serve (Matt. 28:18-20). This loyalty supersedes any personal or group interest. A member must disclose any fiduciary conflict of interest and withdraw from any decision-making affected by it.
  + Members of the Board must honor the principles and decisions of the Board acting as a whole. They may not foster dissent or attempt to exercise individual authority over the staff or the organization except as explicitly stated in the guiding principles. The Board only “Officially Speaks” in writing and as one. No member speaks for the Board unless it is specifically stated in Board minutes.
  + Members of the Board must respect the confidentiality of sensitive Board issues and must avoid facilitating gossip or other “triangulation” against the practice of direct, biblical resolution.
  + Members of the Board are required to honor the principles of leadership as found in I Timothy 3:1-13 and Titus.
* **Board/Elder Chairperson Responsibility for Integrity of Process:**

The Board/Elder chairperson enforces the integrity and fulfillment of the Board’s process including the monitoring of Lead Team/Senior Pastor performance. The Board/Elder chairperson is authorized to use any reasonable interpretation of the Accountability Principles as he or she acts to ensure the integrity of the Board’s process.

* **Responsibility of the Lead Team/Senior Pastor for Visionary Leadership:**

The Lead Team/Senior Pastor has the responsibility, authority, and accountability to serve as the primary leader of the church at every level: congregation, Board, and staff. With respect to the Board, the Lead Team/Senior Pastor will envision the Board on all actions except for monitoring of Lead Team members/Senior Pastor’s performance. If a question of process arises regarding the Bylaws or Guiding Principles of the church, the Lead Team/Senior Pastor will defer to the judgment of the Board/ Elder chairperson.

* **Cost of Governance:**

The Board will invest amply in its own governance capacity through training, outside expertise, research mechanisms, and meeting costs.

1. **Monitoring the Performance of the Lead Team/Senior Pastor:**

The Board’s sole official connection to the operating organization of the church, its achievement, and conduct shall be through the Lead Team/Senior Pastor.

* **Unity of Control:**

Only decisions of the Board acting as a whole are binding on the Lead Team/Senior Pastor.

* **Accountability of the Lead Team/Senior Pastor:**

The Lead Team/Senior Pastor is the Board’s only link to operational achievement and conduct, so that all authority and accountability of staff, as far as the Board is concerned, is considered the authority and accountability of the Lead Team/Senior Pastor.

* **Performance of the Lead Team members/Senior Pastor:**

The Lead Team/Senior Pastor’s job performance will be primarily evaluated against: (1) church accomplishment of the Board’s Mission Principles and (2) church operation within the Board’s Boundary Principles.

* **Annual Goals of Lead Team members/Senior Pastor:**

Lead Team members/Senior Pastor will be required to write measurable goals, at a minimum each year that correspond to each of the Vision Core Values. At least one of these goals must project growth in the number of people who benefit.

* **Annual Review of Lead Team members/Senior Pastor:**

At a minimum of each year, the Board shall review the results achieved by the Lead Team members/Senior Pastor on each of the annual goals. A merit raise, cost of living raise, corrective action, or request for resignation shall be based on these results achieved within the Board’s boundary principles.