

# Guiding Principles Bella Vista Lutheran Church

## **MISSION PRINCIPLES**

### MP 1.0 Comprehensive Mission Statement

In grateful response to God's grace and empowered by the Holy Spirit through Word and Sacraments, the mission of Bella Vista Lutheran Church is to vigorously make known the love of Christ by word and deed within our church and community for the purpose of making disciples for Christ.

### MP 1.1 Component: Outreach

The highest priority of Bella Vista Lutheran Church shall be reaching out to families with children and secondarily to individuals in our community by sending out each church member of this congregation as a missionary in Christ's name.

### MP 1.2 Component: Worship

A significant priority of Bella Vista Lutheran Church is worship, the assembly of the people of God around the central gifts of Word and Sacrament.

### MP 1.3 Component: Discipleship

A significant priority of Bella Vista Lutheran Church shall be to encourage believers to become more mature in the Christian faith and to grow in their participation within the body of Christ.

### MP 1.4 Component: Ministry

A significant priority of Bella Vista Lutheran Church shall be equipping and deploying each believer for ministry by developing their God-given gifts and talents.

### MP 1.5 Component: Fellowship

A significant priority of Bella Vista Lutheran Church shall be equipping others by developing intentional relationships with other believers, and connecting church members in small groups, from which they are empowered to go out to tell the Good News of Christ.

## **BOUNDARY PRINCIPLES**

### BP 1.0 Comprehensive Boundary Statement

The Senior Pastor shall not cause or allow any practice, activity, decision, or organizational circumstance that is unlawful, imprudent, unethical, or unbiblical.

### BP 1.1 Component: Biblical, Confessional and Moral Integrity

With regard to the teaching, leadership, and membership of the church, the Senior Pastor shall not fail to uphold high standards of the Lutheran Confessions, biblical teaching and morality.

### BP 1.2 Component: Financial Planning and Budgeting

Financial planning for any fiscal year or the remaining part of any fiscal year shall not deviate materially from the Board of Directors' Mission Principles, or risk financial jeopardy.

### BP 1.3 Component: Financial Condition and Activities

With respect to the actual ongoing financial conditions and activities, the Senior Pastor shall not allow the development of fiscal jeopardy or a material deviation of actual expenditures from the Board of Directors' priorities established in the Mission Principles and the Approved Budget.

#### BP 1.3.1 Detail: Check Signing Procedure

The Senior Pastor shall not release any check over \$6000.00 without two signatures. The Senior Pastor and members of the management shall not sign any check written to themselves. The Senior Pastor shall not release any check for a non-budgeted expense over \$2,500.00 without the consent of the Board of Directors Chairperson or in the event of the Chairperson's absence, the Board of Directors Secretary.

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## BP 1.3.2 Detail: Financial Reports

The Senior Pastor shall provide the Board of Directors with financial reports at least on a quarterly basis.

## BP 1.4 Component: Treatment of Members

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

## BP 1.5 Component: Compensation and Benefits

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

## BP 1.6 Component: Treatment of Staff

With respect to the treatment of paid and volunteer staff, the Senior Pastor may not cause or allow conditions that are unfair, undignified, or unlawful.

## BP 1.7 Component: Communication and Support to the Board of Directors

The Senior Pastor shall not permit the Board of Directors to be uninformed or unsupported in its work.

## BP 1.8 Component: Emergency Senior Pastor Succession

In order to protect the Board of Directors from the sudden loss of Senior Pastor services the Senior Pastor will have a ministry staff member familiar with the Board of Directors and Senior Pastor issues and processes.

## **ACCOUNTABILITY PRINCIPLES**

### AP 1.0 Comprehensive Accountability Statement

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

### AP 1.1 Component: Faithfulness to Christ for those He calls us to serve

The Board of Directors shall maintain an active connection for the moral ownership of the church; The Board of Directors will be faithful to Christ and the people He has called His church to serve.

#### AP 1.1.1 Detail: Community Research and Public Relations

The Board of Directors will invest appropriate resources each year to enhance its understanding of the needs of people in the community and to enhance the church's reputation of service to the community.

#### AP 1.1.2 Detail: Church Feedback and Assessment

The Board of Directors will collect and/or review input and feedback from members, attendees, and non-returning visitors to better understand their needs. Every three years, or less, the Board of Directors will arrange a full church assessment by a competent consulting group.

#### AP 1.1.3 Detail: Devotion to Prayer and the Word of God

Under the teaching and guidance of the Senior Pastor, the Board of Directors 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.

### AP 1.2 Component: Board of Directors Accountability

The Board of Directors shall conduct itself with discipline and integrity with regard to its own process of governance.

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## AP 1.2.1 Detail: Board of Directors Behavior

The Board of Directors will govern with an emphasis on (1) outward vision rather than internal preoccupation, (2) encouragement of diversity in viewpoints, (3) strategic leadership more than administrative detail, (4) clear distinction of Board of Directors and staff roles, (5) collective rather than individual decisions, (6) the future rather than the past or present, and (7) being proactive rather than reactive.

## AP 1.2.2 Detail: Board of Directors Responsibilities

The essential job outputs of the Board of Directors are linkage to the people served, definition of Guiding Principles, and monitoring of Senior Pastor performance. In addition to these three essentials, the Board of Directors shall exercise authority granted to it in the Bylaws and not delegated to the Senior Pastor.

## AP 1.2.3 Detail: Board of Directors Member Code of Conduct

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

- a. Members of the Board of Directors must represent unconflicted 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 conflict of interest and withdraw from any decision-making affected by it.
- b. Members of the Board of Directors must honor the principles and decisions of the Board of Directors 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.
- c. Members of the Board of Directors must respect the confidentiality of sensitive Board of Directors issues and must avoid facilitating gossip or other triangulation against the practice of direct biblical resolution (Matt. 18: 15-ff).

## AP 1.2.4 Detail: Responsibility of the Chairperson for Integrity of Process

The Chairperson enforces the integrity and fulfillment of the Board of Directors' process including the monitoring of Senior Pastor performance. The Chairperson is authorized to use any reasonable interpretation of the Accountability Principles as he or she acts to ensure the integrity of the Board of Directors' process.

## AP 1.2.5 Detail: Responsibility of the Senior Pastor for Visionary Leadership

The Senior Pastor has the responsibility, authority, and accountability to serve as the primary leader of the church at every level: congregation, Board of Directors, and staff. With respect to the Board of Directors, the Senior Pastor will provide communication to the Board of Directors on all actions except for monitoring of Senior Pastor performance. If a question of process arises with regard to the Bylaws or Guiding Principles of the church, the Senior Pastor will defer to the judgment of the Board of Directors Chairperson.

## AP 1.2.6 Detail: Use of Board of Directors Committees

Board of Directors committees, if used, will be assigned so as to reinforce the wholeness of the Board of Directors' job and never to interfere with the delegation from the Board of Directors to the Senior Pastor or with the work of the staff.

## AP 1.2.7 Detail: Cost of Governance

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

## AP 1.3 Component: Monitoring the Performance of the Senior Pastor

The Board of Directors' sole official connection to the operating organization of the church, its achievement, and conduct shall be through the Senior Pastor.

### AP 1.3.1 Detail: Unity of Control

Only decisions of the Board of Directors acting as a whole are binding on the Senior Pastor.

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### AP 1.3.2 Detail: Accountability of the Senior Pastor

The Senior Pastor is the Board of Directors' only link to operational achievement and conduct, so that all authority and accountability of staff, as far as the Board of Directors is concerned, is considered the authority and accountability of the Senior Pastor.

### AP 1.3.3 Detail: Delegation to the Senior Pastor

The Board of Directors will instruct the Senior Pastor through written principles that define the mission to be achieved and establish the boundaries to be avoided, allowing the Senior Pastor to use any reasonable interpretation of these principles.

### AP 1.3.4 Detail: Performance of the Senior Pastor

Systematic and rigorous monitoring of the Senior Pastor's job performance will be solely measured against the accomplishment of the Annual Ministry Plan within the Guiding Principles.

### AP 1.3.5 Detail: Annual Goals of the Senior Pastor

The Senior Pastor will be required to write measurable goals each year that correspond to each of the Mission Principles. At least one of these goals for each mission principle must project growth in the number of people who participate. The Board of Directors will determine which of the measurable goals will be used for purposes of the Board's compensation and incentive schedule.

### AP 1.3.6 Detail: Annual Review of the Senior Pastor

Each year, the Board of Directors shall review the results achieved by the 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 Boundary Principles.

### AP 1.3.7 Detail: Periodic Goal Review of the Senior Pastor

During Board of Directors' meetings, the Senior Pastor's goals will be discussed and reviewed for performance, modification, and accountability.