



LEADERSHIP TEAM POLICIES

LAST COMPLETE REVIEW: MAY 2017

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Leadership Team – Governance Process

Policy Number:	GP#1
Policy Type:	Governance Process
Policy Title:	Global Governance Policy

The purpose of the Leadership Team, generally in the interest of the greater Kingdom of God, but specifically on behalf of the members of Redemption Community Baptist Church, is to (1) see that Redemption Community achieves its stated purpose and vision, through the ministry of it's staff and volunteers, within annually prescribed financial means and (2) avoids unacceptable actions or situations.

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Policy Number:	GP#2a
Policy Type:	Governance Process
Policy Title:	Governing Style

The Leadership Team 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 Leadership Team and Lead Pastor roles, (5) collective rather than individual decisions, (6) future rather than past or present, and (7) pro-activity rather than reactivity.

Accordingly, the Leadership Team will:

1. Cultivate a sense of group responsibility. The LT, not the staff, will be responsible for excellence in governing. The LT will be the initiator of policy, not merely a reactor to staff initiatives. The LT will use the expertise of individual members to enhance the ability of the LT as a body rather than to substitute individual opinions for the LT's values. The LT will allow no officer, individual, or committee of the LT to hinder or be an excuse for not fulfilling LT commitments.
2. The LT will direct, control and inspire the church through the establishment of broad written policies reflecting Redemption's core values and perspectives about ends to be achieved and means to be avoided. The LT's major policy focus will be on the intended long-term effects of Redemption's purpose and vision, rather than on the administrative or programmatic means of attaining those effects.
3. The LT will enforce upon itself whatever discipline is needed to govern with excellence. Discipline will apply to matters such as attendance, preparation, policy-making principles, respect of roles, respect of people, and overall graciousness. Discipline will also pertain to any contravention of the LT Code of Conduct (GP#2d). Continual LT development will include orientation of new LT members in the LT governance process and periodic LT discussion of process improvement.
4. The LT will monitor and discuss the LT process and performance twice per year. Self-monitoring will include comparison of LT activity and discipline to policies in the Governance process and LT-Lead Pastor Linkage categories.

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Policy Number:	GP#2b
Policy Type:	Governance Process
Policy Title:	LT Job Description

The job of the Leadership Team is to represent the members of Redemption Community Church in fulfilling the role as spiritual overseers of the congregation, determining and demanding appropriate organizational and ministry performance, and through providing a model of servant leadership.

Accordingly, the Leadership Team will:

1. Provide Spiritual Oversight.
 - a. Prayerfully seeking the overall vision and future direction of the church in ways that appropriately balance corporate discernment with the entire church body alongside intentional leading of the church.
 - b. Work with the Lead Pastor in:
 - reviewing and evaluating teaching for biblical accuracy and consistency with Redemption's mission, vision, and core values,
 - confronting false teaching and behavior contradictory to biblical truth,
 - implementing appropriate church discipline when necessary, with the intended goal of such action always being restoration within the community.
2. Produce the link between the organizational structure and ministry focus with the church membership.
3. Produce written governing policies that, at the broadest levels, address every category of organizational decisions.
 - a. *Ends*: Organizational and ministry products, effects, benefits, outcomes, recipients, and their relative value.
 - b. *Executive Limitations*: Constraints on Lead Pastor (and through him, to all staff) authority that establish the prudence and ethics boundaries within which all activity and decisions must take place.
 - c. *Governance Process*: Specification of how the LT conceives, carries out, and monitors its own tasks.
 - d. *Leadership Team-Lead Pastor Linkage*: How leadership is delegated and its proper use monitored; the Lead Pastor role, authority, and accountability.
4. Produce assurance of Lead Pastor performance.
5. Involve themselves in servant leadership at three levels:
 - e. The Leadership Team will pray for the people and ministry of Redemption Community.
 - f. Leadership Team members are responsible for ongoing mentoring in leadership of one specified individual.
 - g. Leadership Team members are responsible to be involved in one specific area of church ministry, and are expected to be responsive to the authority of the appropriate staff member in that area.

These responsibilities will be upheld and supported by the requirements outlined in the Redemption Community Church Leadership Team Job Description and Constitution.

Policy Number:	GP#2c
Policy Type:	Governance Process
Policy Title:	Facilitator Role

The Leadership Team facilitator assures the integrity of the Leadership Team’s process and, secondarily, occasionally represents the Leadership Team to outside parties.

Accordingly,

1. The job result of the facilitator is that the LT behaves consistently with its own rules and those legitimately imposed upon it from outside the organization.
 - a. Deliberation will be fair, open, and thorough but also timely, orderly, and kept to the point.
 - b. Foreseeable major issues and decisions pertaining to church growth and ministry shall be set into the annual agenda within the first quarter of the planning cycle, to be held during the balance of the year.
2. The authority of the facilitator consists in making decisions that fall within topics covered by LT policies on Governance Process and LT-Lead Pastor Linkage, except where the LT specifically delegates portions of this authority to others. The facilitator is authorized to use any reasonable interpretation of the provisions in these policies.
 - a. The facilitator is empowered to chair LT and church meetings, with all the commonly accepted power of that position (for example, ruling and recognizing).
 - b. The facilitator is empowered by the LT to confer with the Lead Pastor regarding agenda items for LT meetings, but retains accountability for the final agenda.
 - c. Where reasonable, the facilitator is empowered to approve the use of long-term reserves provided the LT is informed within one week.
 - d. The facilitator has no authority to make decisions about policies created by the LT within Ends and Executive Limitations policy areas. Therefore the facilitator has no authority to supervise or direct the Lead Pastor, unless directly representing the full LT when it has spoken with one voice.
 - e. The facilitator may represent the LT to outside parties in announcing LT stated positions and in stating facilitator decisions and interpretations within the area delegated to him or her.
 - f. The facilitator may delegate his or her authority, but remains accountable for its use.

Policy Number:	GP#2d
Policy Type:	Governance Process
Policy Title:	LT Code of Conduct

The Leadership Team commits itself and its members to ethical, businesslike, lawful, and spiritually wise conduct, including proper use of authority and appropriate decorum when acting as Leadership Team members.

Accordingly,

1. Members must represent the LT, and the church, in a manner befitting spiritual leaders in the church of Jesus Christ as revealed throughout Scripture (1 Timothy 3:1-13; Titus 1:5-9). This includes, but is not limited to the standard of Christian Conduct included in the Redemption Community Statement of Faith.
2. Members must represent unconflicted loyalty to the interests of the church. This accountability supersedes any conflicting loyalty such as that to special interest groups and membership on other boards and staffs. It also supersedes the personal interest of any LT member acting as a recipient of church ministry services.
3. Members must avoid conflict of interest with respect to their own fiduciary responsibility.
 - a. When the LT is to decide upon an issue about which a member has an unavoidable conflict of interest, that member shall absent herself or himself without comment from not only the vote but also from the deliberation.
 - b. LT members must not use their positions to obtain employment or financial gain for themselves, family members, or close associates.
 - c. Should a member of the LT desire employment as ministry staff at Redemption Community, he or she must first resign, then apply for the job.
4. When the LT is called upon to make spiritual or moral decisions involving members and adherents of the church, but which place a member in an unavoidable personal, family, or friendship conflict, that member shall absent herself or himself without comment from not only the vote but also from the deliberation.
5. LT members may not attempt to exercise individual authority over the church, the Lead Pastor, or its staff except as explicitly set forth in board policies or when explicitly delegated by the LT as a whole, when speaking with a single voice.
6. While most discussions of the LT are open to discussion with all church stakeholders, LT members will respect the confidentiality appropriate to issues of a sensitive, personal, or potentially conflict causing nature. When appropriate, any LT member may request a vote of the LT to ensure maintaining confidentiality for any issue.
7. In areas of potential church conflict, LT members agree to abide by the results of consensus decision making, or of a LT vote, without representing a minority opinion to the church, unless specifically agreed to by the LT as a whole. In this scenario, guideline 5 of this policy applies.

Initially Adopted: November 2, 2014
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Policy Number:	GP#2e
Policy Type:	Governance Process
Policy Title:	Cost of Governance

Since poor governance costs more than learning to govern well, the Leadership Team will invest in its governance capacity.

Accordingly,

1. Through prudently incurred costs, Leadership Team skills, methods, and supports will be sufficient to assure governing with excellence.
 - a. Training and retraining will be used liberally to orient new members and

candidates for membership, as well as to maintain and increase existing member skills and understanding.

- b. Outside monitoring assistance will be arranged as necessary so that the board can exercise confident control over ministry performance. This includes but is not limited to financial audits.
 - c. Outside mechanisms and consultants may be used to ensure the LT's ability to listen to member viewpoints, values, and desires.
 - d. Outside mechanisms and consultants may be used to evaluate, monitor, and determine purpose, vision, ends, and strategic plans.
 - e. Outside opportunities for training, focusing, or education may be used to further the LT productivity or understandings.
2. Because governing within a ministry environment includes skill, character, and spiritual wisdom developed over a prolonged period of time, current members of the LT will dedicate themselves towards long term mentorship of at least one potential leader within the church or community at large.

Initially Adopted: November 2, 2014
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Policy Number:	GP#2f
Policy Type:	Governance Process
Policy Title:	LT Committees

Leadership Team committees, when used, will be assigned so as to reinforce the wholeness of the Leadership Team's job and so as never to interfere with delegation from the Leadership Team to the Lead Pastor.

Accordingly,

1. LT committees are to help the LT do its job, never to help or advise the staff. Committees ordinarily will assist the LT by preparing policy alternatives and implications for LT deliberation. In keeping with the LT's broader focus, LT committees will not normally have dealings with current staff operations.
2. LT committees may not speak or act for the LT except when formally given such authority for specific and time-limited purposes. Expectations and authority will be carefully stated in order not to conflict with authority delegated to the Lead Pastor.
3. LT committees cannot exercise authority over staff. Because the Lead Pastor works for the full LT, he will not be required to obtain approval of any specific committee member before making an executive action.
4. LT committees are to avoid over-identification with ministry focus areas rather than to the whole ends of the church.
5. LT committees will be used sparingly and ordinarily in an ad hoc capacity.
6. This policy applies to any group that is formed by LT action, whether or not it is called a committee and regardless whether the LT includes LT members. It does not apply to committees formed under the authority of the Lead Pastor.
7. The only exception to this policy is the Mission's committee, which is formed under the auspices of the LT, and is responsible to implement the missions policy.
 - a. The missions policy is a policy requiring final approval of the LT.
 - b. The missions budget must be approved by the L.T. annually.
 - c. The Lead Pastor retains authority to inform the missions chairperson of the annual revenue to be used in preparing the missions budget, which must be a minimum of ten percent of the general revenue of the entire church

budget.

- d. Once approved, the missions policy is to be operated by the missions chairperson who is accountable to the LT as a whole.
- e. The Lead Pastor retains authority to use the benevolent fund portion of the missions policy, which must be a minimum of five percent of the whole.

Initially Adopted: November 2, 2014

Last Revision:

Leadership Team – Lead Pastor Linkage Policies

Policy Number:	LT-LP#1
Policy Type:	LT-Lead Pastor Linkage
Policy Title:	Global Linkage Policy

The Leadership Team’s sole official connection to the operational organization and ministries, its performance, and conduct will be through a Lead Pastor. The only exceptions pertain to the specifically designated servant leadership roles specified in policy GP#2b:5 (LT Job Description), and to the missions committee as specified in policy GP#2f:7 (LT Committees).

Initially Adopted: November 2, 2014
Last Revision:

Policy Number:	LT-LP#2a
Policy Type:	LT-Lead Pastor Linkage
Policy Title:	Unity of Control

Only decisions of the Leadership Team acting as a body, speaking with a single voice, are binding on the Lead Pastor. Likewise, since the Lead Pastor is the Leadership Team’s link to operational achievement, as well as to the professional, moral, and spiritual conduct of all ministry staff and volunteers, all authority and accountability of staff, as far as the Leadership Team is concerned, is considered the authority and accountability of the Lead Pastor.

Accordingly,

1. Decisions or instructions of individual LT members, officers, or committees are not binding on the Lead Pastor except in rare instances when the LT has specifically authorized such exercise of authority.
2. In the case of LT members or committees requesting information or assistance without LT authorization, the Lead Pastor can refuse such requests that require, in the Lead Pastor’s opinion, a material amount of staff time or funds, or are disruptive.
3. The LT and LT members will never give instructions to persons who report directly or indirectly to the Lead Pastor, except under the authority of the Lead Pastor.
4. The LT will refrain from evaluating, either formally or informally, any staff other than the Lead Pastor, other than when (1) assistance and wisdom is solicited by the Lead Pastor or (2) the LT as a whole requests the discussion with the Lead Pastor within an LT meeting.
5. All administrative staff and contract workers will be hired or released directly by the Lead Pastor, except in such times as the church has no Lead Pastor. The hiring or releasing of part-time staff such as custodians and contract workers can be delegated by the Lead Pastor to other staff.
6. All ministry staff will be hired according to constitutional by-laws
 - a. The Lead Pastor may, but is not required to, lead or appoint a search committee to select ministry staff.
 - b. The Lead Pastor will obtain the approval of the Leadership Team by a majority vote prior to making an offer of employment to any new ministry staff member.

7. All ministry staff will be released according to constitutional by-laws.
 - a. The Lead Pastor will obtain the approval of the Leadership Team by a majority vote prior to releasing any ministry staff member.
 - b. At any time, the Lead Pastor may review the job performance of any staff, and based on clear and documented evidence of failure to perform, seek the approval of the Leadership Team to release the staff member.
 - c. Likewise, at any time, the Leadership Team may request the Lead Pastor review the job performance of any staff, bringing a report to the Leadership Team, and may take action leading to the release of the staff member.
 - d. Termination for unsatisfactory performance will not be initiated unless the employee has previously been given the opportunity to correct unsatisfactory performance. In order to qualify as a warning leading to potential termination, the employee shall have been advised in writing.
 - e. Notice of termination will be given in writing based on criteria established in applicable sections of the BC Employment Standards Act.
 - f. Any employee who wishes to terminate their employment must advise the Lead Pastor in writing. In the case of the Lead Pastor, notice will be given to the Leadership Team. The minimum amount of notice required is as follows:
 - i. Lead Pastor—two (2) months
 - ii. Ministry staff and other full-time paid staff—one (1) month
 - iii. All other employees— two (2) weeks

Initially Adopted: November 2, 2014
Last Revision:

Policy Number:	LT-LP#2b
Policy Type:	LT-Lead Pastor Linkage
Policy Title:	Delegation to Lead Pastor

The Leadership Team will instruct the Lead Pastor through written policies that prescribe the organizational and ministry Ends to be achieved and describe organizational and ministry situations or actions to be avoided, allowing the Lead Pastor to use any reasonable interpretation of these policies.

Accordingly,

1. The LT will develop policies instructing the Lead Pastor to achieve certain results, for certain recipients, at a specified cost. These policies will be developed systematically from the broadest, most general level to more defined levels and will be called Ends policies.
2. The LT will develop policies that limit the latitude the Lead Pastor may exercise in choosing the ministry and organizational means. These policies will be developed systematically from the broadest, most general level to more defined levels, and they will be called Executive Limitation policies.
3. As long as the Lead Pastor uses any reasonable interpretation of the LT's Ends and Executive Limitation policies, the Lead Pastor is authorized to establish all further policies, make all decisions, take all actions, establish all practices, and develop all activities.
4. The LT may change its Ends and Executive Limitations policies, thereby shifting the boundary between the LT and the Lead Pastor domains. By so doing, the LT changes the latitude of choices given to the Lead Pastor. But as long as any particular delegation is in place, the LT respect and support the Lead Pastor's

choices.

Initially Adopted: November 2, 2014

Policy Number:	LT-LP#2c
Policy Type:	LT-Lead Pastor Linkage
Policy Title:	Monitoring Performance

Systematic and rigorous monitoring of Lead Pastor job performance will be solely against the expected Lead Pastor ministry results: organizational and ministry accomplishment of Leadership Team policies on Ends and organizational and ministry operation within the boundaries established in board policies on Executive Limitations.

Accordingly,

1. Monitoring is simply to determine the degree to which LT policies are being met. Information that does not do this will not be considered to be monitoring information.
2. The LT will acquire monitoring information by one or more of three methods: (a) by internal report, in which the Lead Pastor discloses compliance information to the LT, (b) by external report, in which an external, unbiased third party selected by the LT assesses compliance with LT policies, and (c) by direct LT inspection, in which a designated member or members of the LT assess compliance with the appropriate policy criteria.
3. In every case, the standard for compliance shall be any reasonable Lead Pastor interpretation of the LT policy being monitored.
4. All policies that instruct the Lead Pastor will be monitored at a frequency and by a method chosen by the LT. The LT can monitor any policy at any time by any method, but will ordinarily depend on a routine schedule.

Initially Adopted: November 2, 2014

Leadership Team – Executive Limitations Policies

Policy Number:	EL1
Policy Type:	Executive Limitations
Policy Title:	Global Commitment

The Lead Pastor shall not cause or allow any practice, activity, decision, or organizational circumstance that is unlawful, imprudent, unethical, in violation of Redemption Community’s Constitution and Statement of Faith, or of commonly accepted Biblical standards.

Initially Adopted: November 2, 2014
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Policy Number:	EL#2a
Policy Type:	Executive Limitations
Policy Title:	Treatment of Church Members

With respect to interactions with church members, adherents, and attendees, the Lead 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.

Accordingly, the Lead Pastor shall not:

1. Request or elicit specific information for which there is no clear necessity.
2. Use methods of collecting, reviewing, transmitting, or storing member information that fails to protect against improper access to the material elicited.
3. Maintain facilities that fail to provide a reasonable level of privacy, as well as moral and legal protection for discussion, prayer, and spiritual counsel.
4. Fail to establish with church members, adherents, and attenders a clear understanding of what may be expected and what may not be expected when serving and being served at each level of involvement, including but not limited to the following:
 - a. The level of ministry involvement, job description, time requirements, financial expectations, and accountability lines for each ministry position.
 - b. That any substantiated moral failure, violation of standards of Christian conduct listed in the Statement of Faith, or more broadly as defined in the Bible, may result in immediate termination from ministry positions at Redemption Community.
 - c. That any substantiated moral failure, violation of standards of Christian conduct listed in the Statement of Faith, or more broadly as defined in the Bible, may require church leadership to enact the church discipline process outlined in Redemption Community’s constitution. Also, the Lead Pastor shall not fail to clarify and demonstrate, to the best of his ability, that the goal of this process is restoration and spiritual care for individuals.
5. Fail to inform members, adherents, and attendees of this policy, or to provide a clear process to those who believe they have not been accorded a reasonable interpretation of their rights under this policy.

Policy Number:	EL#2b
Policy Type:	Executive Limitations
Policy Title:	Treatment of Staff

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

Accordingly, the Lead Pastor shall not:

1. Operate without written personnel policies that clarify personnel rules for staff, provide for effective handling of grievances, and protect against wrongful conditions such as nepotism and preferential treatment for personal reasons.
2. Fail to provide annual, evaluations for all ministry staff, in which (1) the next year's objectives are clearly agreed upon and (2) the previous year's objectives are reviewed and degree of achievement noted. Both aspects of the annual evaluation are to be in writing, signed by both Lead Pastor and the staff member, and retained in personnel records.
3. Fail to provide, in writing, a record of all disciplinary action or official discussion of job effectiveness. This record is to be provided to the staff member and a copy to be retained in personnel records.
4. Fail to clarify to all staff that any substantiated moral failure, violation of standards of Christian conduct listed in the Statement of Faith, or more broadly as defined in the Bible, may result in immediate termination from ministry positions and employment at Redemption Community.
5. Discriminate against any staff members for expressing an ethical or moral dissent.
6. Prevent staff from grieving to the Leadership Team when (1) internal grievance procedures have been exhausted and (2) the staff member alleges either that (a) Leadership Team policy has been violated to his or her detriment or (b) Leadership Team policy does not adequately protect his or her rights.
7. Fail to acquaint staff with their rights under this policy.

Policy Number:	EL#2c
Policy Type:	Executive Limitations
Policy Title:	Financial Planning & Budgeting

Financial planning for any fiscal year or the remaining part of any fiscal year shall not deviate materially for the boards Ends priorities, risk fiscal jeopardy, or fail to be derived from a multi-year strategic plan.

Accordingly, the Lead Pastor shall not allow budgeting that:

1. Contains too little information to enable credible projection of revenues and expenses, separation of capital, operational, and missions items, cash flow, and disclosure of planning assumptions.
2. Plans the expenditures in any fiscal year of more funds than are conservatively projected to be received in that period, as approved by the Leadership Team by December of the year preceding.

3. Fails to provide a strategic plan that demonstrates a reasonable foundation for the priorities within the budget.

Initially Adopted: November 2, 2014

Policy Number:	EL#2d
Policy Type:	Executive Limitations
Policy Title:	Financial Conditions

With respect to actual, ongoing financial conditions and activities, the Lead Pastor shall not cause or allow the development of fiscal jeopardy or a material deviation of actual expenditures from board priorities established in Ends policies.

Accordingly, the Lead Pastor shall not:

1. Expend more funds than have been received in the fiscal year to date, unless the debt guidelines (to follow) are met.
2. Indebt the church in an amount greater than can be repaid by certain, otherwise unencumbered revenues within ninety days.
3. Use any long-term reserves without prior consent of the Leadership Team, as represented by the Leadership Team facilitator.
4. Conduct inter-fund shifting in amounts greater than can be restored to a condition of discrete fund balances by certain, otherwise unencumbered revenue within sixty days.
5. Fail to settle payroll and debts in a timely manner.
6. Allow tax payments or other government-ordered payments or filings to be overdue or inaccurately filed.
7. Make a single purchase or commitment of greater than \$5000, unless specifically itemized within the budget or specifically approved by the LT (per GP 2f:3).
8. Acquire, encumber, or dispose of real property.
9. Begin a capital fund drive of over \$10,000 for any reason without prior approval of the Leadership Team. All fund drives of \$10,000 or less not previously identified within an annual budget must be demonstrably related to effective ongoing ministry.
10. Fail to aggressively pursue receivables after a reasonable grace period.

Initially Adopted: November 2, 2014
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Policy Number:	EL#2e
Policy Type:	Executive Limitations
Policy Title:	Asset Protection

The Lead Pastor shall not allow the church assets to be unprotected, inadequately maintained or unnecessarily risked.

Accordingly, the Lead Pastor shall not:

1. Fail to insure against theft and casualty losses to at least 80 percent of replacement value and against liability losses to board members, staff, and the church itself in amount at least equal to comparable organizations.
2. Allow staff direct, personal access to material amounts of funds.

3. Subject plant and equipment to improper wear and tear or insufficient maintenance.
4. Unnecessarily expose the church, Leadership Team, or staff to claims of liability.
5. Make any purchase of over \$2000 without having obtained comparative prices and quality, and assuring the balance of long-term quality and cost.
6. Fail to protect intellectual property, information, and files from loss or significant damage.
7. Receive, process, or disburse funds under controls that are insufficient to meet a Leadership Team appointed auditor's standards, or the standards approved the Canadian Council of Christian Charities.
8. Invest or hold operating capital in insecure instruments, including uninsured checking accounts, or in non-interest bearing accounts except where necessary to facilitate ease in operational transactions.
9. Endanger the church's public image or credibility, particularly in ways that would hinder its accomplishment of its mission and purpose.

Initially Adopted: November 2, 2014

Policy Number:	EL#2f
Policy Type:	Executive Limitations
Policy Title:	Compensation

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

Accordingly, the Lead Pastor shall not:

1. Change his own compensations and benefits, except as directed by the Leadership Team.
2. Promise or imply permanent or guaranteed employment.
3. Establish compensation and benefit levels for staff or contract workers that deviate materially from the geographic or professional market for the skills employed, except as directed by the Leadership Team.
4. Fail to inform the Leadership Team when any existing compensation policy or grid establishing compensation or benefit levels for staff or contract workers deviate materially from the geographic or professional market for the skills employed.
5. Create compensation obligations over a longer term than revenues can be safely projected, in no event longer than one year, and in all events subject to change due to losses in revenue.
6. Establish or change pension benefits so as to cause unpredictable or inequitable situations, including those that:
 - a. Incur unfunded liabilities.
 - b. Provide less than some basic levels of benefits to all full-time staff, though differential benefits to encourage longevity are not prohibited (for example, extra vacation for long time employees, Sabbaticals, etc.).
 - c. Treat the Lead Pastor differently from any other ministry staff.

Initially Adopted: November 2, 2014

Policy Number:	EL#2g
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Policy Type:	Executive Limitations
Policy Title:	Communication to LT

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

Accordingly, the Lead Pastor shall not:

1. Neglect to submit monitoring data required by the Leadership Team (see policy on Monitoring Lead Pastor) in a timely, accurate, and understandable fashion, directly addressing provisions of Leadership Team policies being monitored.
2. Fail to provide a strategic plan for the accomplishment of Ends Goals to the Leadership Team by the end of the first quarter of each year, and give regular monitoring reports regarding its implementation.
3. Let the Leadership Team be unaware of relevant trends, material external and internal changes, particularly changes in the assumptions upon which any Leadership Team policy has previously been established.
4. Fail to advise the Leadership Team if, in the Lead Pastor's opinion, the Leadership Team is not in compliance with its own policies on Governance Process and Leadership Team-Lead Pastor Linkage, particularly in the case of Leadership Team behavior that is detrimental to the work relationship between the Leadership Team and the Lead Pastor.
5. Fail to provide for the Leadership Team as many staff and external points of view, issues, and options as needed for fully informed Leadership Team choices.
6. Provide information in unnecessarily complex or lengthy form, or in a form that fails to differentiate between three types of information: monitoring, decision preparation, and other.
7. Fail to provide a mechanism for official Leadership Team, officer, or committee communications.
8. Fail to deal with the Leadership Team as a whole except when (a) fulfilling individual requests for information; (b) processing Leadership Team agenda's with the Leadership Team Facilitator; or (c) responding to committees duly charged by the Leadership Team (for example, search committees, building committees, etc.).
9. Fail to report in a timely manner an actual or anticipated non-compliance with any policy of the Leadership Team.
10. Fail to supply for consent all agenda items delegated to the Lead Pastor, yet required by law or contract to be Leadership Team approved, along with any monitoring assurances associated with these items.

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