

**ST. MATTHEW LUTHERAN CHURCH
BOARD OF DIRECTORS
POLICY MANUAL**

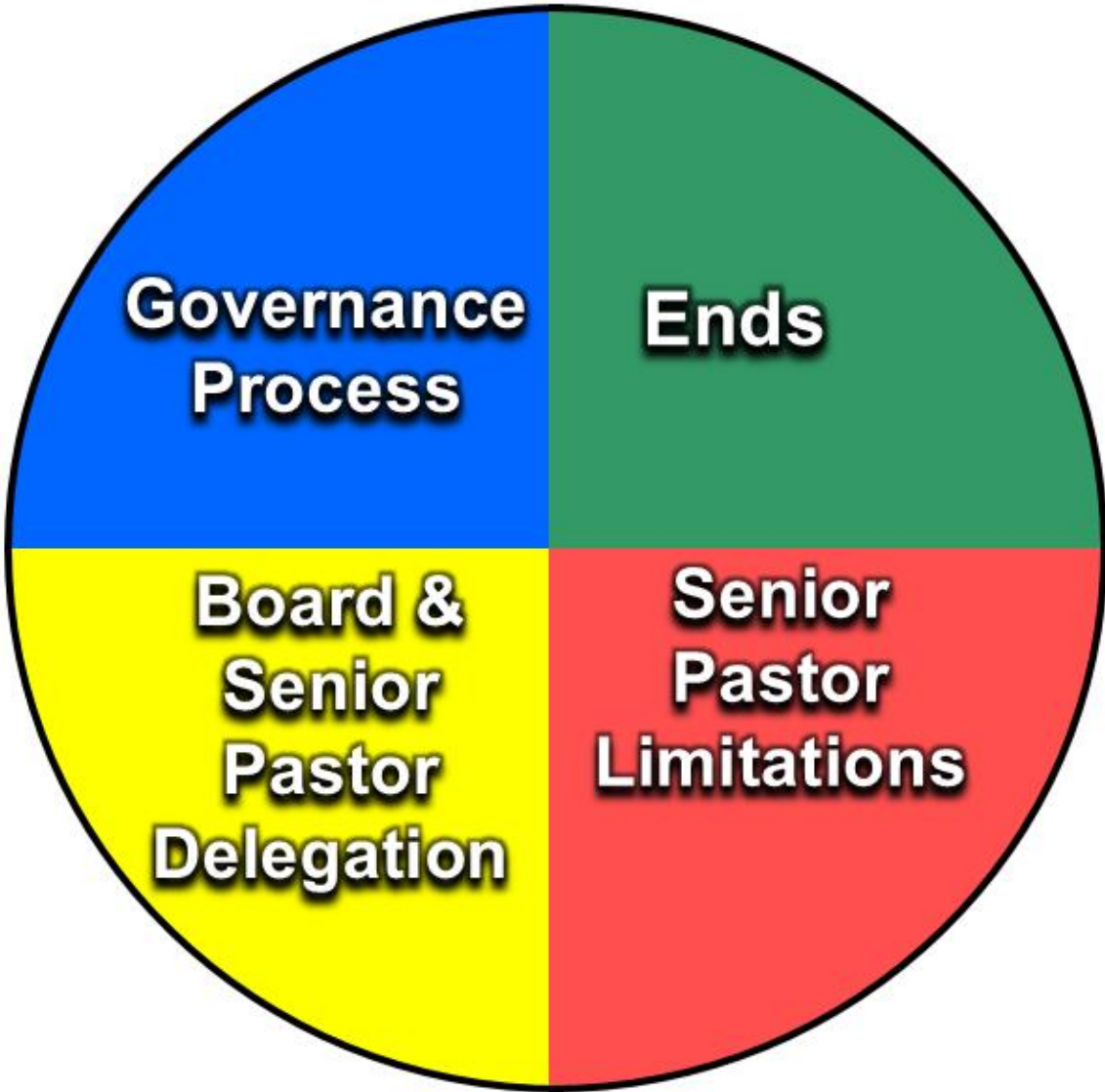
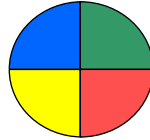


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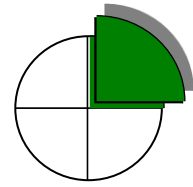
INSTRUCTIONS TO SENIOR PASTOR

INSTRUCTIONS TO BOARD

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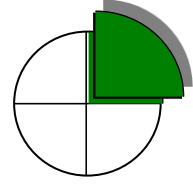
BOARD OF DIRECTORS POLICY



Policy Name: Mega-Ends	Number: E
	Date Approved: 2018_03_03
	Date Amended:
	Date Last Reviewed: 2020_03_14
Policy Type: Ends	

St. Matthew Lutheran Church exists so that people who connect with our church experience God's love for them in a welcoming, supportive, and unified community; and grow as disciples of Jesus Christ at a cost that demonstrates prudent stewardship of our God-given resources.

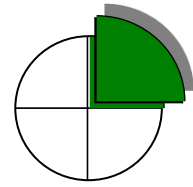
BOARD OF DIRECTORS POLICY



Policy Name: People in Surrounding Community	Number: E-1
	Date Approved: 2018_03_03
	Date Amended:
	Date Last Reviewed: 2020_03_14
Policy Type: Ends	

People in the surrounding community, who connect with our church and do not yet believe in Jesus, feel cared for by our church community and have access to resources to enhance their well-being and alleviate their suffering.

BOARD OF DIRECTORS POLICY

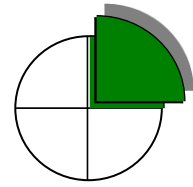


Policy Name: Members and Believers Regularly Connected to Our Church Policy Type: Ends	Number: E-2
	Date Approved: 2018_03_03
	Date Amended:
	Date Last Reviewed: 2020_03_14

Members of our church and believers regularly connected with our church grow as disciples of Jesus Christ and have access to resources to enhance their well-being and alleviate their suffering.

1. They shall have the knowledge, skills, and attitudes to effectively profess the Christian faith to those with whom they connect on a daily basis.
2. They shall understand and believe God's Word as Truth; can apply it to life experiences, including relationships, personal finance, and social issues; and can differentiate the Christian worldview from other worldviews.

BOARD OF DIRECTORS POLICY

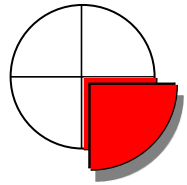


Policy Name: Students of Our School	Number: E-3
	Date Approved: 2018_03_03
	Date Amended:
	Date Last Reviewed: 2020_03_14
Policy Type: Ends	

Students of our school acquire the character, capacity and competence to succeed at subsequent stages in their lives as disciples of Jesus Christ.

1. They have age-appropriate knowledge and understanding of God's love for them, the Christian faith, and Lutheran doctrine.
2. They have age-appropriate knowledge and skills to apply Christian principles to life experiences, including relationships with parents and peers, personal finance, and social issues.
3. They meet or exceed proficiency standards at grade level.
4. They demonstrate proficiency at listening actively, thinking critically, solving problems logically, and exercising self-discipline.

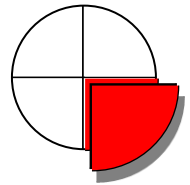
BOARD OF DIRECTORS POLICY



Policy Name: General Senior Pastor Constraint Policy Type: Senior Pastor Limitations	Number:	SPL
	Date Approved:	2018_03_03
	Date Amended:	
	Date Last Reviewed:	

The Senior Pastor shall not cause or allow any practice, activity, decision or organizational circumstance which is unlawful, imprudent, unethical or in violation of Scriptural imperatives or the Constitution and Bylaws, including the Confessional basis delineated in Article 3 of the Constitution.

BOARD OF DIRECTORS POLICY



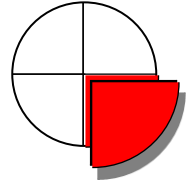
Policy Name: Treatment of People Served Policy Type: Senior Pastor Limitations	Number:	SPL-1
	Date Approved:	2018_03_03
	Date Amended:	
	Date Last Reviewed:	

The Senior Pastor shall not cause or allow conditions, procedures or decisions related to the treatment of people served that are unsafe, disrespectful, or unnecessarily intrusive.

Further, without limiting the scope of the above statement by the following list, the Senior Pastor shall not:

1. Permit people served to be without reasonable protections against hazards or conditions that might threaten their health, safety or well-being.
2. Permit violation of confidentiality and privacy, except where specific disclosure is required by legislation.
 - 2.1. Use methods of collecting, reviewing, storing or transmitting personal information that inadequately protect against improper access.
3. Allow people served to have an unclear understanding of what may be expected and what may not be expected from the service offered when a cost is to be incurred by the person served.
4. Permit decisions or procedures related to the school that do not recognize and respect guardians as those with primary responsibility for education and protection of their children.
 - 4.1. Permit guardians to be without the opportunity to participate in key decisions involving the education of their children.
5. Permit admission, registration, evaluation, or recognition processes that treat students unfairly.
6. Operate without clear written guidelines for the handling of complaints from students and/or their guardians, including access to an appeal process where required by way of statute or regulation.

BOARD OF DIRECTORS POLICY



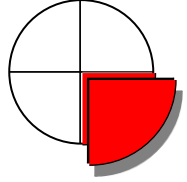
Policy Name: Treatment of Staff and Volunteers Policy Type: Senior Pastor Limitations	Number:	SPL-2
	Date Approved:	2018_03_03
	Date Amended:	
	Date Last Reviewed:	

The Senior Pastor shall not cause or allow working conditions for staff or volunteers that are unfair, disrespectful, unsafe, disorganized, or unclear.

Further, without limiting the scope of the above statement by the following list, the Senior Pastor shall not:

1. Allow staff to be without current, enforced, written human resource policies that clarify expectations and working conditions, provide for effective handling of grievances, and protect against wrongful conditions.
 - 1.1. Permit staff to be without adequate protection from harassment, including harassment as defined by any applicable statute or regulation.
 - 1.2. Permit staff to be uninformed of the performance standards by which they will be assessed.
 - 1.3. Permit a staff member who alleges that a human resources policy has been violated to his or her detriment to be without a mechanism to appeal a decision at least one level above the immediate supervisor, or, in the case of a direct report of the Senior Pastor, to be without the ability to access a mutually acceptable neutral third party mediator.
2. Retaliate against any staff member for non-disruptive expression of dissent.
3. Allow staff to be unprepared to deal with emergency situations.
4. Use methods of collecting, reviewing, storing or transmitting personal information that inadequately protect against improper access.

BOARD OF DIRECTORS POLICY



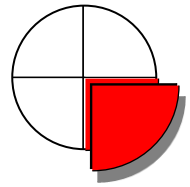
Policy Name: Treatment of Donors Policy Type: Senior Pastor Limitations	Number: SPL-3
	Date Approved: 2018_03_03
	Date Amended:
	Date Last Reviewed:

The Senior Pastor shall not cause or allow conditions, procedures or decisions related to treatment of donors that are disrespectful or unnecessarily intrusive, or that do not adequately protect confidentiality or privacy.

Further, without limiting the scope of the above statement by the following list, the Senior Pastor shall not:

1. Permit violation of donor confidentiality.
2. Use methods of collecting, reviewing, storing or transmitting donor information that inadequately protect against improper access to the information elicited.
3. Permit untimely acknowledgement and receipting of donations.

BOARD OF DIRECTORS POLICY



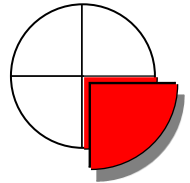
Policy Name: Planning Policy Type: Senior Pastor Limitations	Number:	SPL-4
	Date Approved:	2018_03_03
	Date Amended:	
	Date Last Reviewed:	2018_03_03

The Senior Pastor shall not permit planning that allocates resources in a way that deviates materially from Board-stated Ends priorities, risks fiscal jeopardy, or does not enable the longer-term ability of the Church to achieve Ends.

Further, without limiting the scope of the above statement by the following list, the Senior Pastor shall not:

1. Operate without a written, multi-year strategy that can be expected to achieve a reasonable interpretation of the Ends.
 - 1.1. Permit planning that does not explain and justify assumptions, and identify relevant environmental factors.
2. Permit budgeting for any fiscal year or the remaining part of any fiscal year that is not derived from the multi-year plan.
3. Permit financial planning that omits credible projection of revenues and expenses, separation of capital expenditures and operational expenses, cash flow projections, and disclosure of planning assumptions.
 - 3.1. Permit envelope/plate giving revenue estimates to be derived from unrealistic assumptions regarding current membership, historical trending, and projected giving consistent with current economic conditions.
 - 3.2. Permit unrealistic projections of enrollments.
4. Permit planning that risks incurring any situation or condition described as unacceptable in the “Financial Condition and Activities” policy.
5. Permit financial planning that does not provide the amount determined annually by the Board for the Board’s direct use during the year, such as costs of fiscal audit, Board development, Board and committee meetings, Board legal fees, and ownership linkage.
6. Permit planning that endangers the fiscal soundness of future years or ignores the building of organizational capability sufficient to achieve Ends in future years.
 - 6.1. Operate without succession plans to facilitate smooth operations during key personnel transitions and ensure competent operation of the organization over the long term.
 - 6.2. Permit the organization to be without sufficient organizational capacity and current information about Senior Pastor and board issues and processes for the competent operation of the organization to continue in the event of sudden loss of Senior Pastor services.

BOARD OF DIRECTORS POLICY



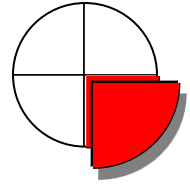
Policy Name: Financial Condition and Activities Policy Type: Senior Pastor Limitations	Number:	SPL-5
	Date Approved:	2018_03_03
	Date Amended:	
	Date Last Reviewed:	2018_03_03

With respect to the actual, ongoing financial conditions and activities, the Senior 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.

Further, without limiting the scope of the above statement by the following list, the Senior Pastor shall not:

1. Expend more funds than have been received in the fiscal year to date unless the debt guideline below is met.
 - 1.1. Incur non-line of credit debt in an amount greater than can be repaid by certain, otherwise unencumbered revenues within 60 days, without using the line of credit.
 - 1.2. Use the \$40,000 line of credit except for non-budgeted emergency situations involving imminent loss of life or endangerment of those served, which must be repaid within six months.
2. Use designated funds to pay for expenditures unless the funds can be replenished within 30 days without borrowing.
3. Allow the untimely payment of payroll and debts, including accounts payable.
4. Allow tax payments or other government ordered payments or reports to be overdue or inaccurately filed.
5. Purchase, lease, mortgage, encumber, sell, or otherwise dispose of real property, as specified in the Bylaws.
6. Allow financial transactions that do not provide an audit trail.

BOARD OF DIRECTORS POLICY



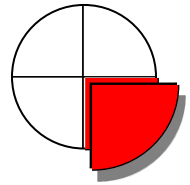
Policy Name: Asset Protection Policy Type: Senior Pastor Limitations	Number: SPL-6
	Date Approved: 2018_03_03
	Date Amended:
	Date Last Reviewed: 2019_06_08

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

Further, without limiting the scope of the above statement by the following list, the Senior Pastor shall not:

1. Permit the organization to be without adequate insurance against theft and damage losses.
2. Permit the Board members, staff and individuals engaged in activities on behalf of the organization, or the organization itself to be without adequate liability insurance.
 - 2.1. Allow the organization, Board members, and staff to have inadequate Directors & Officers Liability coverage, Employment Practices Liability coverage, Educators Legal Liability coverage, Privacy/Cyber coverage, and Sexual Molestation coverage.
3. Unnecessarily expose the organization, its Board members or staff to claims of liability.
 - 3.1. Allow any staff person or volunteer to be in contact with children under the age of 18 or other vulnerable populations without being screened regularly.
4. Allow unbonded or uninsured personnel access to material amounts of funds.
5. Receive, process or disburse funds under controls that are insufficient to meet Synodical standards.
6. Make purchases that do not result in appropriate level of quality, after-purchase service and value for dollar, or do not provide opportunity for fair competition.
 - 6.1. Make large capital expenditures without using a competitive bid process or in violation of the Bylaws.
7. Compromise the independence of the Board's audit or other external monitoring or advice.
8. Allow investment of operating funds in insecure investments.
9. Cause, allow or participate in ministries or other activities which could reasonably be considered to endanger the organization's public image, credibility, or its ability to accomplish Ends.
10. Merge or dissolve the church or school ministry, as specified in the Bylaws.
11. Change the organization's name.
12. Create or purchase a subsidiary.

BOARD OF DIRECTORS POLICY



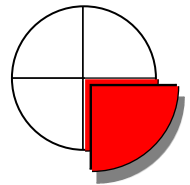
Policy Name: Compensation and Benefits Policy Type: Senior Pastor Limitations	Number:	SPL-7
	Date Approved:	2018_03_03
	Date Amended:	2020_06_13
	Date Last Reviewed:	2020_06_13

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

Further, without limiting the scope of the above statement by the following list, the Senior Pastor shall not:

1. Change his own compensation and benefits, except as his benefits are consistent with a package offered for all other employees.
2. Promise or imply permanent or guaranteed employment.
3. Allow individual salaries for Called or non-Called personnel to exceed the salary guidelines established by the District for such personnel.
4. Establish current compensation and benefits that deviate materially from the geographic or professional market for the skills employed for personnel whose positions are not subject to District salary guidelines.
5. Create obligations over a longer term than revenues can be safely projected.
6. Establish any employee benefit programs that contain provisions contrary to Scripture.

BOARD OF DIRECTORS POLICY



Policy Name: Communication and Support to Board	Number: SPL-8
	Date Approved: 2018_03_03
Policy Type: Senior Pastor Limitations	Date Amended:
	Date Last Reviewed:

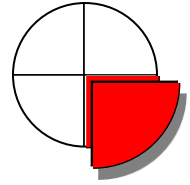
The Senior Pastor shall not permit the Board to be uninformed or unsupported in its work.

Further, without limiting the scope of the above statement by the following list, the Senior Pastor shall not:

1. Withhold, impede, or confound information relevant to the board's informed accomplishment of its job.
 - 1.1. Allow the Board to be without decision information to support informed Board choices, including relevant environmental scanning data by the September meeting, a representative range of staff and external points of view, and significant issues or changes within the external environment, along with alternative choices and their respective implications.
 - 1.2. Let the Board be without monitoring data as required by the schedule in the policy on Monitoring Senior Pastor Performance, in a timely, accurate and understandable fashion, including explicit Senior Pastor interpretations that include rationale and evidence of compliance.
 - 1.3. Let the Board be unaware of any actual or anticipated non-compliance with any Ends or Senior Pastor Limitations policy, regardless of the Board's monitoring schedule.
 - 1.4. Let the Board be unaware of any incidental information it requires, including anticipated negative media coverage, actual or anticipated legal actions, and material or publicly visible internal changes or events, including changes in senior personnel.
 - 1.5. Allow the Board to be unaware that, in the Senior Pastor's opinion, the Board is not in compliance with its own policies on Governance Process and Board- Senior Pastor Delegation, particularly in the case of Board behavior which is detrimental to the work relationship between the Board and the Senior Pastor.
 - 1.6. Present information in an untimely manner, in unnecessarily complex or lengthy form, or in a form that does not clearly differentiate among monitoring, decision preparation, and general incidental or other information.
 - 1.7. Let the Board be unaware in a timely manner if any of his personal theological or doctrinal positions change so as to deviate from the Confessional basis delineated in Article 3 of the Constitution.
2. Allow the Board to be without reasonable administrative support for Board activities.
 - 2.1. Allow the Board to be without a Recording Secretary.
 - 2.2. Allow Board members to be without access to Board meeting materials one week in advance of the Board meeting.

- 2.3. Allow the Board to be deprived of adequate and efficient settings and arrangements for Board and committee meetings.
3. Impede the Board's holism, misrepresent its processes and role, or impede its lawful obligations.
 - 3.1. Deal with the Board in a way that favors or privileges certain Board members over others, except when (a) fulfilling individual requests for information or (b) responding to officers or committees duly charged by the Board.
 - 3.2. Neglect to supply for the Required Approvals agenda all items delegated to the Senior Pastor, yet required by law, regulation or contract to be Board-approved, along with the applicable monitoring information.

BOARD OF DIRECTORS POLICY



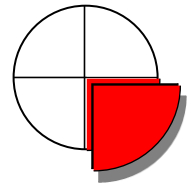
Policy Name: Ethical Behavior Policy Type: Senior Pastor Limitations	Number:	SPL-9
	Date Approved:	2018_03_03
	Date Amended:	
	Date Last Reviewed:	

The Senior Pastor shall not permit lack of a high degree of integrity at all levels of the organization.

Further, without limiting the scope of the above by the following list, the Senior Pastor shall not:

1. Operate without an enforced internal Code of Conduct, of which all employees and volunteers are made aware, that clearly outlines the rules of expected behavior for employees and volunteers.
2. Permit employees and others to be without a mechanism for anonymous and confidential reporting of alleged or suspected improper activities, without fear of retaliation.
 - 2.1. Permit the reporting process to exclude a mechanism for reporting directly to the Board Chair incidents that implicate the Senior Pastor.

BOARD OF DIRECTORS POLICY



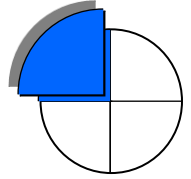
Policy Name: Elders Policy Type: Senior Pastor Limitations	Number:	SPL-10
	Date Approved:	2018_03_03
	Date Amended:	
	Date Last Reviewed:	

The Senior Pastor shall not appoint Elders incapable of supporting the spiritual care of the congregation.

Further, without limiting the scope of the above statement by the following list, the Senior Pastor shall not:

1. Select or retain an Elder who fails to meet the qualifications noted in the Bylaws.
2. Select or retain an Elder who fails to show evidence of the following practical criteria that qualify him for service:
 - Manifests the fruit of the Spirit.
 - Oriented toward discipleship.
 - Models spiritual maturity.
 - Exercises sound judgment and discernment.
 - Demonstrates leadership ability.
 - Demonstrates being a team player with the potential to develop a good working relationship with the existing Elders.
 - Has the time and inclination to meet with the Elders as needed (1 Peter 5:2)
 - Committed to the Confessional basis in Article 3 of the Constitution and the church's mission.
 - Has a track record of using his spiritual gifts.
3. Allow an Elder to serve with unclear expectations regarding responsibilities and length of service.
4. Prevent Elders from assisting with care ministry and worship, including communion assistance.

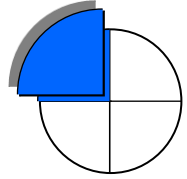
BOARD OF DIRECTORS POLICY



Policy Name: Global Governance Commitment Policy Type: Governance Process	Number: GP
	Date Approved: 2018_03_03
	Date Amended:
	Date Last Reviewed:

The purpose of the Board, on behalf of God; members; regularly attending non-members; and non-member regular donors of time, talent, and treasure; is to ensure that the Church achieves appropriate results for the appropriate people at an appropriate worth (as specified in Board Ends policies), and avoids unacceptable actions and situations.

BOARD OF DIRECTORS POLICY

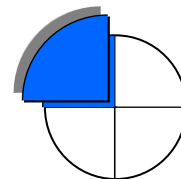


Policy Name: Governing Style	Number: GP-1
	Date Approved: 2018_03_03
	Date Amended:
	Date Last Reviewed: 2018_03_03
Policy Type: Governance Process	

The Board will govern lawfully with an emphasis on Biblical principles, outward vision, commitment to obtaining ownership input, encouragement of diversity in viewpoints, strategic leadership, clear distinction of Board and staff roles, collective decisions, and a proactive, future focus. This means the Board will not be preoccupied with the present or past, or with internal, administrative detail.

1. The Board will cultivate a sense of group responsibility. The Board, not the staff, will be responsible for excellence in governing. The Board will initiate policy, not merely react to staff initiatives. The Board will use the expertise of individual Board members to enhance the ability of the Board as a body to make policy, rather than to substitute their individual judgements for the group's values.
2. The Board will direct, control and inspire the organization through the careful establishment of broad written policies reflecting the owners' values and perspectives. The Board's major policy focus will be on the intended long-term results to be produced for beneficiaries outside the operational organization, not on the administrative means of attaining those results.
3. The Board will enforce upon itself whatever self-discipline is needed to govern with excellence. Self-discipline will apply to matters such as its code of conduct, policy-making principles, respect of roles, regular self-evaluation, and ensuring the continuity of governance capability. Although the Board can change its governance process policies at any time, it will scrupulously observe those currently in force.
4. The Board will not allow any member or committee of the Board to hinder or be an excuse for not fulfilling Board obligations.

BOARD OF DIRECTORS POLICY



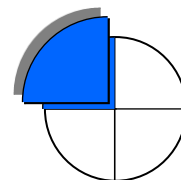
Policy Name: Board Job Contributions Policy Type: Governance Process	Number:	GP-2
	Date Approved:	2018_03_03
	Date Amended:	2019_09_14
	Date Last Reviewed:	2019_09_14

The Board, as an informed agent of the ownership, will ensure appropriate organizational performance. Accordingly, the Board has direct responsibility to create the following job outputs:

1. The link between the owners and the operational organization.
2. Written governing policies that address the broadest levels of all organizational decisions and situations:
 - 2.1. *Ends*: What good or benefit the Church is to produce, for which recipients, at what worth.
 - 2.2. *Senior Pastor Limitations*: Constraints on Senior Pastor authority that establish the boundaries of prudence and ethics within which all Senior Pastor activity and decisions must take place.
 - 2.3. *Governance Process*: Specification of how the Board conceptualizes, carries out, and monitors its own task.
 - 2.4. *Board-Senior Pastor Delegation*: How power is delegated and its proper use monitored, including the Senior Pastor's role, authority, and accountability.
3. Assurance of organizational performance on Ends and Senior Pastor Limitations.
 - 3.1. Continuity of the Senior Pastor function.
 - 3.2. Structured monitoring of the Senior Pastor as outlined in Board-Senior Pastor Delegation policies.
4. Decisions and responsibilities the Constitution and Bylaws require of the Board or Board Committees.
 - 4.1. Establish a Call Committee for a Senior Pastor.
 - 4.2. Board members are required to sign official paperwork as needed.
 - 4.3. Appoint a Nominating Committee for the purpose of nominating individuals to serve on the Board.
 - 4.4. Investigate charges that sufficient grounds exist for removing of any called minister of religion (ordained or commissioned) or member of the Board.
5. Operational decisions not reserved by the Congregation in the Constitution or Bylaws that the Board has prohibited the Senior Pastor from making in the Senior Pastor Limitations policies.
 - 5.1. Decisions regarding the Senior Pastor's compensation and any benefits not consistent with a package for all other employees.
 - 5.2. Decisions regarding a change of organizational name.

5.3. Creation or purchase of a subsidiary.

BOARD OF DIRECTORS POLICY



Policy Name: Board Planning, Meetings, Cycles and Agenda Control Policy Type: Governance Process	Number:	GP-3
	Date Approved:	2018_03_03
	Date Amended:	2020_02_19
	Date Last Reviewed:	2020_02_19

To accomplish its job products with a governance style consistent with Board policies, the Board will follow an annual agenda which (a) completes a re-exploration of Ends policies annually and (b) continually improves Board performance through Board education and enriched input and deliberation.

1. The Board shall maintain control of its own agenda by developing a multi-year cycle and an annual schedule that includes all elements of the Board’s work. [See cycle at the end of this policy.]
 - 1.1. Review of the Ends in a timely fashion which allows the Senior Pastor to build a budget based on accomplishing a one-year segment of the Board's most recent statement of long-term ends.
 - 1.2. Linkage with the ownership to gain a representative mix of owner values, perceptions and expectations, prior to the above review.
 - 1.3. Education related to Ends determination (for example, presentations relating to the external environment, theological trends, demographic information, exploration of future perspectives which may have implications, such as Church growth experts and foundations).
 - 1.4. Risk assessment, including probability of risks and impact of particular risks, as background context for policy review.
 - 1.5. Content review of selected Senior Pastor Limitations, Governance Process and Board – Senior Pastor Delegation policies, consistent with a multi-year schedule that includes all policies.
 - 1.6. Self-evaluation of the Board’s own compliance with selected Governance Process and Board – Senior Pastor Delegation policies, consistent with the schedule in the policy Investment in Governance.
 - 1.7. Documentation of monitoring compliance by the Senior Pastor with Senior Pastor Limitations and Ends policies. Monitoring reports will be read in advance of the Board meeting, and discussion will occur only if Board members assess interpretations as unreasonable, identify non-compliance, or identify potential need for policy amendments.
 - 1.8. Education about the process of governance, including the principles and application of Policy Governance®.
 - 1.9. Determination of Senior Pastor compensation and completion of the Board’s governance budget as noted in the Investment in Governance policy, prior to the beginning of the Senior Pastor’s annual budget planning.
2. The 5 regular board meetings are open to all members of St. Matthew to observe.
 - 2.2 The board reserves the right to go into executive session to discuss sensitive matters

3. Based on the outline of the annual schedule, the Board delegates to the Chair the authority to fill in the details of the meeting content. Potential agenda items shall be carefully screened. Screening questions shall include:
 - Clarification as to whether the issue clearly belongs to the Board or the Senior Pastor.
 - Identification of what category an issue relates to - Ends, Senior Pastor Limitations, Governance Process, Board-Senior Pastor Delegation.
 - Review of what the Board has already said in this category, and how the current issue is related.
4. A Board member may request the Chair include an item on the agenda by submitting the item to the Chair no later than two weeks before the Board meeting. The Chair will determine whether or not to include the item on the agenda after applying the previously stated screening criteria. If the Chair determines the proposed item is not relevant to governance, the Board member may request the entire Board to vote on the inclusion of the item on the agenda. Before doing so, the Board will apply the previously stated screening criteria to the proposed agenda item.
5. Throughout the year, the Board will attend to Required Approvals Agenda items as expeditiously as possible. Required Approvals agenda items include decisions the Board has delegated to the Senior Pastor but that an outside authority or the Bylaws require the Board to make. All items on the Required Approvals agenda shall be approved with one motion unless monitoring data submitted with it reveals the decisions are not consistent with applicable Board policy. Disapproval for any reason other than unsatisfactory monitoring information is unacceptable since such action would interfere with a decision already delegated to the Senior Pastor. An item may be removed for discussion only upon vote of a majority of Board members.

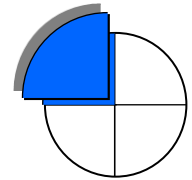
MULTI-YEAR CYCLE

Number	Policy Content Review	2019	2020	2021
E	All Ends	March	March	March
E-1	People in Surrounding Community	March	March	March
E2	Members and Believers Regularly Connected to Our Church	March	March	March
E-3	Students of Our School	March	March	March
SPL	Global Senior Pastor Constraint		December	
SPL-1	Treatment of People Served			September
SPL-2	Treatment of Staff and Volunteers	September		
SPL-3	Treatment of Donors		September	
SPL-4	Planning			March
SPL-5	Financial Condition and Activities			March
SPL-6	Asset Protection	June		
SPL-7	Compensation and Benefits		June	
SPL-8	Communication and Support to Board	December		
SPL-9	Ethical Behavior		December	
SPL-10	Elders	December		
GP	Global Governance Commitment	December		
GP-1	Governing Style			March
GP-2	Board Job Contributions	March		
GP-3	Board Planning Cycle & Agenda Control			March
GP-4	Role of Board Chair	March		
GP-5	Role of Board Secretary	March		
GP-6	Board Committee Principles			June
GP-7	Board Committee Structure	September		
GP-7.1	Nominating Committee			September
GP-7.2	Ownership Linkage Committee	June		
GP-7.3	Governance Development Committee			September
GP-7.4	Audit Committee		March	
GP-7.5?	Senior Pastor Call Committee Charter			
GP-8	Code of Conduct	January	January	January
GP-9	Investment in Governance			June
GP-10	Board Linkage with Ownership	December		
GP-11	Governance Succession Planning			September
GP-12	Special Rules of Order	December		
GP-13	Handling Operational Complaints	June		
GP-14	Handling Apparent Policy Violation		June	
BSPD	Global Board-Senior Pastor Delegation			June
BSPD-1	Unity of Control	September		

BSPD-2	Accountability of the Senior Pastor		September	
BSPD-3	Delegation to the Senior Pastor	September		
BSPD-4	Monitoring Senior Pastor Performance	December		
	Update and Approve Annual Cycle	December	December	December
	Update and Approve Multi-Year Cycle	December	December	December
	Elect Chair (CGO), Secretary, Vice Chair	January	January	January
	Assign Board Committee Members Per Charters	January	January	January
	Assign Board Self-Evaluation Forms for BSPD and GP Policies to be Evaluated in Current Year	December	January	January
	Sign Conflict of Interest Forms (GP-8)	January	January	January
	Board Member Orientation:			
	Conduct Orientation	January	January	January
	Evaluate Orientation	March	March	March
	Plan Content/Date for Next Yr; Arrange Outside Help, if any; Determine Costs for Governance Budget	June	June	June
	Board Governance Budget	June	June	June
	Senior Pastor Compensation Decision	June	June	June
	Ownership Linkage Committee			
	Finalized Initial Plan			
	Discuss Written Summary of Insights	March	March	March
	Evaluate Plan for Effectiveness	March	March	March
	Update Plan	June	June	June
	Governance Development Activities (Board Risk Assessment; Board Education and Associated Budget)			
	Discuss Options re. Risk Assessment & Board Education	March	March	March
	Finalize Initial/Revised Board Education & Risk Assessment Plan	June	June	June
	Finalize Budget for Board Education/Risk Assessment	June	June	June
	Discuss Summary of Board's Risk Assessment for Ends Review	December	December	December
	Environmental Scan from Senior Pastor			
	Obtain Report/Initial Ends-Related Discussion	September	September	September
	Discuss Gov Dvlp Comm's Summary Related to Ends	December	December	December
	Board Audit Activities (GP 7.4)			
	Specify Scope of Two-Year Audit		March	
	Deadline for Tenders from Auditors		End of May	

	Select Auditor		June	
	Select Auditor			
	Establish Nominating Committee	January	January	January
	Search for Qualified Candidates	Feb-Oct	Feb-Oct	Feb-Oct
	Slate Approved by Board	December	December	December
	Congregation Election	Annual Meeting Prior to Jan 1	Annual Meeting Prior to Jan 1	Annual Meeting Prior to Jan 1

BOARD OF DIRECTORS POLICY

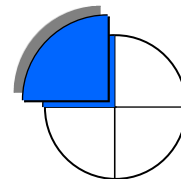


Policy Name: Role of Board Chair (CGO) Policy Type: Governance Process	Number:	GP-4
	Date Approved:	2018_03_03
	Date Amended:	2019_09_14
	Date Last Reviewed:	2019_09_14

The Chair (Chief Governance Officer), a specially empowered member of the Board, assures the integrity of the Board's process.

1. The assigned result of the Chair's job is that the Board behaves consistently with its own rules and those legitimately imposed upon it from outside the Church.
 - 1.1. Meeting discussion content will include only those issues that, according to Board policy, clearly belong to the Board to decide or monitor.
 - 1.2. Information that is neither for monitoring performance nor for Board decisions will be avoided or minimized and always noted as such.
 - 1.3. Deliberation will be timely, fair, orderly and thorough, but also efficient and kept to the point.
2. The authority of the Chair consists in making decisions that fall within topics covered by Board policies on Governance Process and Board-Senior Pastor Delegation, with the exception of (a) calling or rescinding a call of a Senior Pastor and (b) instances where the Board specifically delegates portions of this authority to others. The Chair is authorized to use any reasonable interpretation of the provisions in these policies.
 - 2.1. The Chair is empowered to chair Board meetings with all the commonly accepted power of that position, such as ruling and recognizing.
 - 2.2. The Chair has no authority to make decisions about policies created by the Board within Ends and Senior Pastor Limitations policy areas. Therefore, the Chair has no authority to supervise or direct the Senior Pastor.
 - 2.3. The Chair may represent the Board to outside parties in announcing Board-stated positions and in stating Chair's decisions and interpretations within the area delegated to the Chair.
 - 2.4. The Chair may delegate this authority, but remains accountable for its use.
3. The Chair is responsible for ensuring needed signatures are adhered to on documentation; including but not limited to call documents and financial obligations.

BOARD OF DIRECTORS POLICY

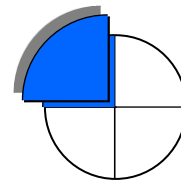


Policy Name: Role of Board Secretary	Number:	GP-5
	Date Approved:	2018_03_03
	Date Amended:	2019_09_14
	Date Last Reviewed:	2019_09_14
Policy Type: Governance Process		

The Board Secretary is an officer of the Board whose purpose is to ensure the integrity of the Board's documents.

1. The assigned result of the Secretary's job is to see to it that all Board documents and filings are accurate and timely.
 - 1.1. Policies will be current in their reflection of Board decisions. Decisions upon which no subsequent decisions are to be based, such as Required Approvals Agenda decisions, motions to adjourn, and staff or Board member recognitions need not be placed in policy. Retain documents that require signatures, including but not limited to these examples: call documents and church mortgage loans.
 - 1.2. The format of policies will follow rigorously the Policy Governance® principles.
 - 1.3. Bylaws elements necessary for legal compliance and for consistency with the principles of Policy Governance® will be known to the Board.
 - 1.4. Minutes will be an accurate record of Board decisions and due diligence, in an appropriate format and degree of brevity.
2. The authority of the Secretary is access to and control over Board documents, the authority to make any reasonable interpretation of this policy, and the reasonable use of administrative staff time.

BOARD OF DIRECTORS POLICY

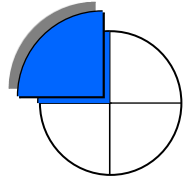


Policy Name: Board Committee Principles Policy Type: Governance Process	Number:	GP-6
	Date Approved:	2018_03_03
	Date Amended:	2018_06_09
	Date Last Reviewed:	2018_06_09

Board committees, when used, will be assigned to reinforce the wholeness of the Board’s job, and will never interfere with delegation from Board to Senior Pastor.

1. Board committees are to help the Board do its job, never to help or advise the staff. Committees ordinarily will assist the Board by preparing policy alternatives and implications for Board deliberation.
2. Board committees may not speak or act for the Board except when formally given such authority for specific and/or time-limited purposes. Expectations and authority will be carefully stated in order not to conflict with authority delegated to the Senior Pastor.
3. Board committees cannot exercise authority over staff. Because the Senior Pastor works for the full Board, he will not be required to obtain approval of a Board committee before taking an action.
4. A Board committee that has helped the Board create a policy will not then be assigned to monitor compliance with that policy. This separation of responsibility for policy development and responsibility for monitoring policy compliance is to prevent a committee from identifying with a part of the organization rather than the whole. The Board as a whole retains responsibility and authority to monitor organizational performance.
5. Committees will be used sparingly and ordinarily in an ad hoc capacity.
6. This policy applies to any group that is formed by Board action, whether or not it is called a committee, and whether or not it includes Board members. It does not apply to committees formed under the authority of the Senior Pastor.
7. All committee members shall abide by the same Code of Conduct as governs the Board.
8. Except as defined in written Committee Charter, no Committee has authority to commit the funds or resources of the organization.

BOARD OF DIRECTORS POLICY

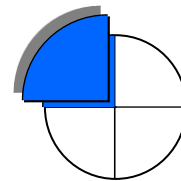


Policy Name: Board Committee Structure	Number: GP-7
	Date Approved: 2018_03_03
	Date Amended:
	Date Last Reviewed: 2019_09_14
Policy Type: Governance Process	

A committee is a Board committee only if its existence and charge come from the Board, regardless of whether Board members sit on the committee.

1. The only Board committees are those which are set forth in lower level sections of this policy.
2. Unless otherwise stated, a committee ceases to exist as soon as its task is complete.

BOARD OF DIRECTORS POLICY



Policy Name: Nominating Committee Charter	Number:	GP-7.1
	Date Approved:	2018_03_03
	Date Amended:	2019_09_14
	Date Last Reviewed:	2019_09_14
Policy Type: Governance Process		

The Nominating Committee helps the Board ensure governance excellence by creating a slate of qualified candidates in accordance with the nomination and election provisions in the Bylaws.

Committee Products

1. The committee products are to support the Board's job, never to decide for the Board unless explicitly stated below.
 - 1.1 A properly screened slate of at least one candidate for each available Board position by the time noted in the Bylaws.
 - 1.1.1. Candidates must be able and willing to adhere to the Board's Code of Conduct policy. Candidates will be provided the Board's Code of Conduct and will be asked to read it and provide written agreement to conform to it.
 - 1.1.2. Candidates must be able and willing to serve effectively within the Board's Governing Style policy and have the characteristics noted in the Governance Succession Planning policy so that they will be able to govern, not manage, the organization. Candidates will be provided the Board's Governing Style and will be asked to read it and provide confirmation of agreement in writing. Candidates also will be asked to rank themselves on each of the criteria noted in the Governance Succession Planning policy.
 - 1.1.3. Candidates must be willing to identify themselves to the nominating committee in writing 3 weeks prior to the election. Names will be published in the weekly bulletin 2 weeks prior to the meeting. No floor nominations will be taken during the election meeting.

Committee Authority

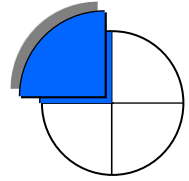
2. The Committee's authority enables it to assist the Board in its work of ensuring candidates are qualified to govern with excellence and in assuring compliance with Bylaws provisions, while not interfering with the Board acting as a whole.
 - 2.1. The committee has no authority to change or contravene Board policies.
 - 2.2. The committee has authority to spend a reasonable amount of funds to distribute to members the necessary and relevant information regarding the election and the nominees.
 - 2.3. The committee has authority to use staff resource time normal for administrative support around meetings.

- 2.4. The Committee does not have authority to instruct the Senior Pastor or any other staff member, other than to request information required in the conduct of its duties.
- 2.5 The committee has authority to contact and screen potential candidates.
- 2.6 The committee has authority to request information from the Senior Pastor required to screen candidates based on the Board's Code of Conduct, Governing Style, and Governance Succession policies.
- 2.7 The Committee Chair has the authority to make any reasonable interpretation of this policy.

Committee Composition and Tenure

3. The Committee's composition shall enable it to function effectively and efficiently.
 - 3.1 Consistent with the Bylaws, the Committee shall be comprised of at least five voting members of the congregation, including the Vice-President, no more than two other members of the Board, and at least two members of the congregation not currently serving on the Board.
 - 3.2 The Vice-President shall serve as Committee Chairperson.
 - 3.3 Members shall be appointed by the Board annually for a one year term.

BOARD OF DIRECTORS POLICY



Policy Name: Ownership Linkage Committee Charter Policy Type: Governance Process	Number: GP-7.2
	Date Approved: 2018_03_03
	Date Amended:
	Date Last Reviewed: 2019_06_08

The Ownership Linkage Committee will assist the Board in fulfilling its responsibilities regarding connection with the owners.

Committee Products

1. The committee products are to support the Board's job, never to decide for the Board unless explicitly stated below.
 - 1.1. A current ownership linkage plan that enables constructive Board dialogue with owners related to Ends issues.
 - 1.1.1. An initial ownership linkage plan provided to the Board for decision by the June 2018 meeting.
 - 1.1.2. An organized written presentation of information collected from groups within the ownership, in a format useful to the Board for Ends deliberations, annually by the March meeting, beginning in 2019.
 - 1.1.3. An evaluation of the effectiveness of the plan, annually by the March meeting beginning in 2019, with input from the Board.
 - 1.1.4. An updated ownership linkage plan, annually by the June meeting beginning in 2019, with input from the Board.

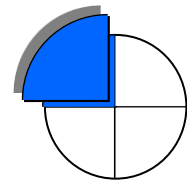
Committee Authority

2. The Committee's authority enables it to assist the Board in its work, while not interfering with Board holism.
 - 2.1. The committee has no authority to change or contravene Board policies.
 - 2.2. The committee has authority to use staff resource time normal for administrative support around meetings, as well as administrative support included in the Board's ownership linkage plan.
 - 2.3. The Committee Chair has the authority to make any reasonable interpretation of this policy.

Committee Composition and Tenure

3. The Committee's composition shall enable it to function effectively and efficiently.
 - 3.1. The Committee shall be comprised of three Board members.
 - 3.2. The Chief Governance Officer shall appoint the Committee Chair and the members of the Committee.
 - 3.3. Members shall be appointed for a 1-year term.

BOARD OF DIRECTORS POLICY



Policy Name: Governance Development Committee Charter Policy Type: Governance Process	Number:	GP-7.3
	Date Approved:	2018_03_03
	Date Amended:	
	Date Last Reviewed:	2018_09_15

The Governance Development Committee assists the Board to improve its abilities to govern effectively using Policy Governance®.

Committee Products

1. A Board properly informed and educated to govern effectively and governing documents consistent with Policy Governance principles.
 - 1.1. Options for Board consideration and recommendation to the members regarding Constitution and/or Bylaws provisions, especially to ensure consistency with Policy Governance principles.
 - 1.2. Advice to the Board regarding proposed policy changes, when requested by the Board.
 - 1.3. Options for Board consideration regarding 1) risk assessment to help the Board understand the probability of risks and impact of particular risks as background context for policy review, and 2) Board education designed a) to help the Board learn and practice Policy Governance effectively, including how to properly monitor the Senior Pastor, and b) to provide the Board insight that will inform future Ends decisions regarding benefits provided to specified recipients and the worth, cost, or prioritization of those benefits and recipients.
 - 1.3.1. Options for the Board education and risk assessment plan provided to the Board for discussion by the March meeting with a final decision by the June meeting.
 - 1.3.2. Written summary annually by the December meeting of the significant insights gained from the Board's risk assessment and the Senior Pastor's environmental scanning report regarding the Ends issues, arranged in a manner that will assist the Board evaluate its Ends decisions.
 - 1.3.3. Evaluation of the plan annually by the December meeting.
 - 1.3.4. Revision of the plan annually by the June meeting, based on the evaluation.
 - 1.4. Governance budget estimate for Board education for the following fiscal year no later than the June meeting to be included in the Board's governance budget and available for the Senior Pastor's budget planning cycle.

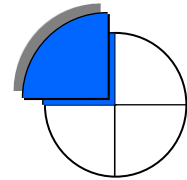
Committee Authority

2. The Committee's authority helps the Board ensure governance excellence, while not interfering with the Board acting as a whole.
 - 2.1. The committee has authority to use the amount of staff time normal for administrative support around meetings.
 - 2.2. The committee has no authority to change or contravene Board policy.
 - 2.3. The Committee Chair has the authority to make any reasonable interpretation of this policy.

Committee Composition and Tenure

3. The Committee's composition shall enable it to function effectively and efficiently.
 - 3.1. The Committee shall be comprised of three Board members.
 - 3.2. The Chief Governance Officer shall appoint the Committee Chair and the members of the Committee.
 - 3.3. Members shall be appointed for a 1-year term.

BOARD OF DIRECTORS POLICY



Policy Name: Audit Committee Charter Policy Type: Governance Process	Number:	GP-7.4
	Date Approved:	2018_03_03
	Date Amended:	2019_09_14
	Date Last Reviewed:	2019_09_14

The Audit Committee enhances the Board’s effectiveness and efficiency in fulfilling its external and direct inspection monitoring responsibilities of fiscal policy.

Committee Products

1. The committee products are to support the Board’s job, never to decide for the Board unless explicitly stated below.
 - 1.1. A transparent process of review and disclosure that enhances owner and stakeholder confidence in the organization’s financial reporting.
 - 1.1.1. Options for Board decision, by the March meeting of the year when the audit occurs, regarding specification of the scope of the financial audit, which may include an independent opinion regarding either the first or both of the following:
 - a) Whether the data provided by the Senior Pastor to demonstrate compliance with specific planning, financial conditions and activities, and asset protection policies was accurate
 - b) Whether the Senior Pastor’s interpretation of such policies was reasonable.
 - 1.1.2. Options for Board decision, by the June meeting of the year when the audit occurs, regarding selection of the financial auditor.
 - 1.1.3. Liaison with auditor on behalf of Board.
 - 1.1.4. An opinion for the Board at the September meeting, based on evidence required of the external auditor, as to whether the independent audit of the organization was performed in a competent and independent manner.
 - 1.1.5. A report to the Board at the September meeting highlighting the committee’s review of the audited financial statements (or financial review) and any other significant information arising from its discussion with the external auditor.
 - 1.1.6. Option for Board decision, by the March meeting each year, to perform a financial review instead of an audit, to meet this policy.
 - 1.1.7. Option for Board decision, by the March meeting of each year, to set the scope of the financial review to include to include both fiscal year time frame, as well as which church related accounts are to be covered. Also select form SPL-5 (Financial Condition and Activities) and SPL-6 (Asset Protection) for sections to include in the scope.

- 1.2. Current information for the Board on significant new developments in accounting principles or relevant rulings of regulatory bodies that affect the organization.

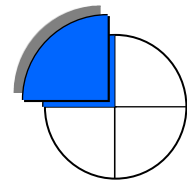
Committee Authority

2. The Committee's authority enables it to assist the Board in its work, while not interfering with Board holism.
 - 2.1. The committee has no authority to change or contravene Board policies.
 - 2.2. The committee has authority to use staff resource time normal for administrative support around meetings.
 - 2.3. The Committee does not have authority to instruct the Senior Pastor or any other staff member, other than to request information required in the conduct of its duties.
 - 2.4. The Committee has the authority to meet independently with the organization's external auditors.
 - 2.5. The Committee Chair has the authority to make any reasonable interpretation of this policy.

Committee Composition and Tenure

3. The Committee's composition shall enable it to function effectively and efficiently.
 - 3.1. The Committee shall be comprised of three Board members.
 - 3.2. The Chief Governance Officer shall appoint the Committee Chair and the members of the Committee.
 - 3.3. Members shall be appointed for a 1-year term.

BOARD OF DIRECTORS POLICY



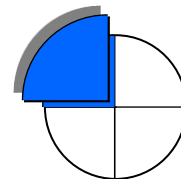
Policy Name: Board Code of Conduct	Number: GP-8
	Date Approved: 2018_03_03
Policy Type: Governance Process	Date Amended:
	Date Last Reviewed: 2019_01_12

The Board commits itself and its members to Christ-like, ethical, professional, and lawful conduct, including proper use of authority and appropriate decorum when acting as Board members. Recognizing the Board’s accountability to God, Board members are expected not only to meet the highest secular standards, but also to seek to meet the standard of Scripture. This includes conducting themselves with integrity, honesty and straightforwardness, and speaking the truth in love.

1. Board members must have loyalty to the ownership that supersedes any loyalties to staff, other organizations or any personal interest as a member of St. Matthew Lutheran Church.
2. Board members are accountable to exercise the powers and discharge the duties of their office honestly and in good faith. Board members shall exercise the degree of care, diligence and skill that a reasonably prudent person would exercise in comparable circumstances.
3. Board members must avoid a conflict of interest with respect to their fiduciary responsibility.
 - 3.1. There must be no self-dealing or any conduct of private business or personal services between any Board member and the organization, except as procedurally controlled to assure openness, competitive opportunity, and equal access to otherwise “inside” information. Board members will annually disclose their involvements with other organizations, with vendors, or any associations that might be or might reasonably be seen as being a conflict.
 - 3.2. When the Board is to decide upon an issue, about which a Board 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.
 - 3.3. Board members will not use their Board position to obtain employment in the Church for themselves, family members, or close associates. Should a Board member apply for employment, he or she must first resign from the Board.
 - 3.4. Each Board member annually must sign a statement which affirms that he/she a) has read and understood this policy, b) has agreed to comply with this policy, and c) has provided material details on any potential conflict of interest.
 - 3.5. Any state law governing conflicts of interest applicable to not-for-profit and charitable organizations takes precedence over this policy.
4. Board members will respect the confidentiality appropriate to issues of a sensitive nature.
5. Board members will commit themselves to holding the Biblical convictions contained in the Confessional basis of Article 3 of the Constitution.

6. Board members will regularly participate in the worship and educational life of this congregation, seeking opportunities to grow in their faith relationship with God.
7. Board members will provide prayer and financial support to the mission and ministry of this congregation.
8. Board members are expected to maintain an accessible email account and to be responsive to such communication.
9. Board members shall not attempt to exercise individual authority over the organization.
 - 9.1. Board members' interactions with the Senior Pastor or staff must recognize that individual Board members have no authority to instruct or evaluate employees, and no authority to insert themselves into employee operations.
 - 9.2. The Board Chair or his/her designee is the only person authorized to speak to the media on behalf of the Board. Board members shall not presume to speak for the Board when interacting with the public. Board members shall only report actual Board policy decisions when interacting with the public.
10. Board members shall be familiar with the incorporating documents, relevant legislation and regulations, by-laws, and governing policies of the organization as well as the rules of procedure and proper conduct of a meeting so that any decision of the Board may be made in an efficient, knowledgeable and expeditious fashion.
11. Board members will be properly prepared for Board deliberation.
12. Board members will support the legitimacy and authority of Board decisions, regardless of the member's personal position on the issue.
13. Board members shall regularly take part in educational activities that will assist them in carrying out their responsibilities and will endeavor to gain a working knowledge of Policy Governance[®] so that they may govern with excellence.
14. Board members shall attend meetings on a regular and punctual basis. Absence of a Board member from two consecutive regular meetings shall be considered a resignation from the Board. A Board member may request reinstatement. The Board may, by majority vote, reinstate a Board member upon such a request. Only one such reinstatement per Board term is permitted.
15. A Board member who is alleged to have violated the Code of Conduct shall be informed in writing and the Chief Governance Officer (CGO) shall meet with the Board member to evaluate and resolve the issue in a timely and Christian manner. If the CGO cannot resolve the issue, the Board member who is alleged to have violated the Code of Conduct shall be allowed to present his or her views of such alleged breach at the next Board meeting. The complaining party must be identified. If the complaining party is a Board member, he or she and the respondent Board member shall absent themselves from any vote upon resolution of censure or other action that may be brought by the Board. Board members who are found to have violated the Code of Conduct may be subject to censure.

BOARD OF DIRECTORS POLICY



Policy Name: Investment in Governance	Number:	GP-9	
	Date Approved:	2018_03_03	
	Policy Type: Governance Process	Date Amended:	2018_06_09
	Date Last Reviewed:	2018_06_09	

Consistent with its commitment to excellence in governance, the Board will invest in its governance capacity.

1. Candidates for Board membership shall be provided with information that clearly outlines the role of the Board, the necessary qualifications and the Board's expectations of Board members.
2. Board skills, methods, and supports will be sufficient to assure governing with excellence.
 - 2.1. Board members shall receive a complete orientation to ensure familiarity with the Church's issues and structure, and the Board's process of governance, including the principles of Policy Governance®.
 - 2.2. Board members shall have ongoing opportunity for continued education to enhance their governance capabilities.
 - 2.3. Outreach mechanisms will be used as needed to ensure the Board's ability to listen to owner viewpoints and values.
 - 2.4. Outside monitoring assistance will be arranged so that the Board can exercise sufficient control over organizational performance. This includes, but is not limited to, fiscal auditor financial review.
3. Costs will be prudently incurred, though not at the expense of endangering the development and maintenance of superior governance capability.
 - 3.1. The Board will establish annually prior to the budget cycle, and be accountable for an annual budget for its own governance functions, which shall include costs for:
 - Board meetings;
 - Board education, including Board member attendance at conferences and conventions, orientation regarding Policy Governance® and its application;
 - Environmental scanning to assist in Ends decisions;
 - any Divine Call process for a Senior Pastor;
 - fiscal audit or financial review and any other outside monitoring assistance required; and
 - implementing the ownership linkage plan.

4. The Board will use its governance means policies as measurable standards against which the Board’s performance can be evaluated.

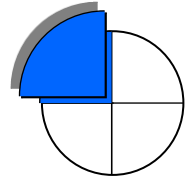
4.1. The Board will evaluate and discuss the Board’s process and performance at each meeting.

4.2. Under the leadership of the Chair, at least annually the Board will conduct a self-evaluation. As a result of this evaluation, the Board will establish a governance action plan for improvement of identified areas.

4.2.1. The Board will monitor its adherence to its own Governance Process and Board-Senior Pastor Delegation policies regularly. Upon the choice of the Board, any policy can be monitored at any time. However, at minimum, the Board will monitor its own adherence to them, according to the following schedule:

Number	Policy	Frequency	Initial Date
GP	Global Governance Commitment	Every two years	December 2018
GP-1	Governing Style	Every two years	March 2019
GP-2	Board Job Contributions	Annually	March 2019
GP-3	Board Planning Cycle and Agenda Control	Every two years	March 2019
GP-4	Role of Chair (CGO)	Annually	December 2018
GP-5	Role of Board Secretary	Annually	December 2018
GP-6	Board Committee Principles	Every two years	June 2019
GP-7	Board Committee Structure	Every two years	June 2019
GP-7.1	Nominating Committee Charter	Annually	September 2018
GP-7.2	Ownership Linkage Committee Charter	Every two years	March 2019
GP-7.3	Governance Development Committee Charter	Every two years	March 2019
GP-7.4	Audit Committee Charter	Every two years	December 2020
GP-8	Board Code of Conduct	Annually	December 2018
GP-9	Investment in Governance	Every two years	June 2019
GP-10	Board Linkage with Ownership	Annually	December 2018
GP-11	Governance Succession Planning	Annually	September 2018
GP-12	Special Rules of Order	Every two years	December 2019
GP-13	Handling Operational Complaints	Every two years	June 2019
GP-14	Handling Apparent Policy Violations	Every two years	June 2019
BSPD	Global Board-Senior Pastor Delegation	Every two years	December 2019
BSPD-1	Unity of Control	Every two years	September 2019
BSPD-2	Accountability of the Senior Pastor	Every two years	September 2019
BSPD-3	Delegation to the Senior Pastor	Every two years	September 2019
BSPD-4	Monitoring Senior Pastor’s Performance	Annually	December 2018

BOARD OF DIRECTORS POLICY

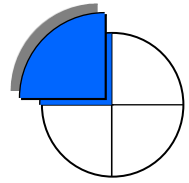


Policy Name: Board Linkage with Ownership Policy Type: Governance Process	Number:	GP-10
	Date Approved:	2018_03_03
	Date Amended:	
	Date Last Reviewed:	

The Sovereign Owner of the Church is God. As stewards under God’s authority, the moral owners of the Church are members; regularly attending non-members; and non-member regular donors of time, talent, and treasure. The Board shall be accountable for the Church to its owners as a whole. Board members shall act on behalf of the owners as a whole, rather than being advocates for specific interest groups.

1. When making governance decisions, Board members shall maintain a distinction between their personal interests as recipients of the organization’s services, and their obligation to speak for others as a representative of the owners as a whole. As the agent of the owners, the Board is obligated to identify and know what the owners want and need.
2. The Board recognizes the necessity of corporately and individually communicating with God, the Church’s Sovereign Owner. The Board will set aside planned times for corporately listening to God and seeking His direction regarding Board issues.
3. The Board shall gather data in a way that reflects the diversity of the ownership. It shall meet with, gather input from, and otherwise interact with owners in order to understand the diversity of their values and perspectives.
4. The Board will establish and maintain a two-year ownership linkage plan, in order to ensure that the Board has intentional and constructive dialogue and deliberation with the owners, primarily around the organization’s Ends. The plan will include selection of representative owners for dialogue, methods to be used, and questions to be asked of the owners. The information obtained from this dialogue with owners will be used to inform the Board’s policy deliberations.
 - 4.1. All Board members are accountable to the Board for participating in the linkage with owners as identified in the plan.
5. The Board will report to the moral ownership regarding the Board’s stewardship of its job contributions in GP-2 at least once a year.
6. The Board will consider its ownership linkage successful if, to a continually increasing degree:
 - When developing or revising Ends, the Board has access to diverse viewpoints that are representative of the ownership regarding what results the organization should achieve, for whom, and the relative priority of those results.
 - The owners are aware that the Board is interested in their perspective.
 - If asked, the owners would say that they have had opportunity to let the Board know their views.
 - The owners are aware of how the Board has used the information they provided.

BOARD OF DIRECTORS POLICY

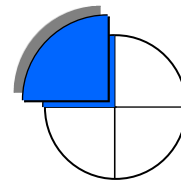


Policy Name: Governance Succession Planning Policy Type: Governance Process	Number: GP-11
	Date Approved: 2018_03_03
	Date Amended:
	Date Last Reviewed: 2018_09_15

In keeping with the Board's commitment to excellence in governance, the Board shall strive to solicit for positions on the Board candidates who have characteristics that will enable them to govern, not to manage, the organization. In addition to the requirements of the Constitution and Bylaws, these characteristics include:

1. Passion for the ministry of the church.
2. Commitment to linking with the ownership. Understanding that they stand in for an ownership of diverse people; willing to actively seek to access and understand that diversity.
3. Ability to think in terms of systems and context — to see the big picture.
4. Interest in and capability to discuss the values underlying the actions taken in the organization and to govern through the broader formulations of these values.
5. Willingness to delegate the operational detail to the Senior Pastor within pre-defined limits.
6. Ability and willingness to deal with vision and the long term, rather than day-to-day details.
7. Ability and willingness to participate assertively in deliberation, while respecting the opinions of others.
8. Willingness and commitment to honor Board decisions.
9. Commitment not to make judgments in the absence of previously stated criteria.
10. Willingness and ability to adhere to the Board's Code of Conduct.

BOARD OF DIRECTORS POLICY

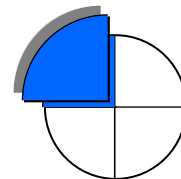


Policy Name: Special Rules of Order Policy Type: Governance Process	Number: GP-12
	Date Approved: 2018_03_03
	Date Amended:
	Date Last Reviewed:

Board meetings will be conducted in an orderly, effective process, led and defined by the Chair.

1. All Bylaw obligations respecting Board meetings must be satisfied.
2. Board meetings shall be called to order at the time specified in the notice of meeting and upon satisfaction of quorum.
3. Meeting order and decorum shall be maintained and all members treated with dignity, respect, courtesy, and fairness during discussion and debate and in all other respects.
4. Board members must keep their comments relevant to the issue under consideration.
5. Board meetings will be conducted at a level of informality considered appropriate by the Chair, including that discussion of a matter may occur prior to a proposal that action be taken on any given subject.
6. Proposals that the Board take action, or decide a particular matter, shall (unless otherwise agreed to by unanimous consent) be made by main motion of a Board member, discussed, and then voted on. Motions require a second to proceed to discussion and subsequent vote.
 - 6.1. The Chair of the Board may to the same extent as any Board member, make motions, engage in debate, or vote on any matter to be decided.
 - 6.2. A motion to amend a main motion may be amended but third level amendments are out of order.
 - 6.3. A motion to refer to a committee, postpone, or table, may be made with respect to a pending main motion, and if carried shall set the main motion (the initial proposal) aside accordingly.
7. Board members may speak to a pending motion on as many occasions, and at such length, as the Chair may reasonably allow.
8. A vote on a motion shall be taken when discussion ends but any Board member may, during the course of debate, move for an immediate vote (close debate) which, if carried, shall end discussion and the vote on the main motion shall then be taken.
9. A majority vote will decide all motions before the Board excepting those matters in the Bylaws which oblige a higher level of approval.
10. A motion to adjourn a Board meeting may be offered by any Board member or, on the conclusion of all business, adjournment of the meeting may be declared by the Chair.
11. A Board member may request to have his or her vote on the record.
12. When further rules of order are to be developed by the Board, the Board will consider the most recent edition of *Robert's Rules of Order* as a resource guide.

BOARD OF DIRECTORS POLICY

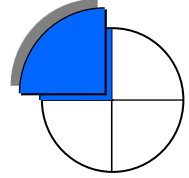


Policy Name: Handling Operational Complaints Policy Type: Governance Process	Number: GP-13
	Date Approved: 2018_03_03
	Date Amended:
	Date Last Reviewed: 2019_06_08

To ensure that the Board fulfills its accountability to the ownership, but does not interfere in matters it has delegated to the Senior Pastor, the following process shall be followed in the case of a Board member receiving a complaint regarding an operational matter.

1. The Board member shall ask the person making the complaint whether he or she has already discussed this matter with someone within the operating organization. If the person has not discussed the matter internally, the Board member shall direct the individual to the Senior Pastor or person designated by the Senior Pastor to handle complaints, and the Board member shall take no further action.
2. If the person making the operational complaint has talked with the staff person charged with handling complaints and the concern has not been resolved through that action, the Board member shall explain to the individual that the Board has delegated certain responsibilities to the Senior Pastor, and that the Board holds the Senior Pastor accountable. The Board member shall indicate that he/she will ask the Senior Pastor to ensure that the matter is looked into and that the Senior Pastor or his designee respond directly to the person making the complaint.
3. The Board member shall not offer any evaluative comments or solutions.
4. The Board member shall ask the individual to contact him or her again if the matter has not been addressed within a reasonable time period.
5. The Board member shall inform the Senior Pastor of the complaint and request that it be resolved directly with the person making the complaint by either the Senior Pastor or his designee.

BOARD OF DIRECTORS POLICY



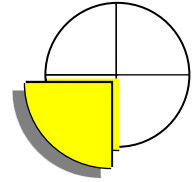
Policy Name: Handling Apparent Policy Violations	Number:	GP-14
	Date Approved:	2018_03_03
	Date Amended:	
	Date Last Reviewed:	2020_06_15
Policy Type: Governance Process		

The Board as a whole has the responsibility to regularly monitor the performance of the Senior Pastor as outlined in the Board-Senior Pastor Delegation policies. If there is a reasonable appearance of policy violation, even though a particular policy is not scheduled for monitoring, the Board may choose to request a monitoring report at any time. The Board may also use the occasion of a concern to re-evaluate the adequacy of its policy to address the issue raised.

1. Conditions which may trigger a request for monitoring beyond the normal schedule may include:
 - Board member has been contacted regarding a complaint by a member of the ownership or a customer. After the Board member has followed the procedure for handling complaints (See Policy on Handling Operational Complaints), the individual again contacts the Board member indicating that the complaint still exists, and in the Board member's opinion the incident appears to be a potential policy violation.
 - One or more Board members receive complaints or become aware of a pattern of similar instances that taken together raise questions of general policy violation.
 - A single incident of complaint is of a nature that regardless of how it is resolved, there is a serious question of policy violation.
2. If any of the above conditions exist:
 - The Board member shall inform the Chair of the situation.
 - The Chair shall request the Senior Pastor to provide to the Board his interpretation of the policy, rationale for why the interpretation should be considered reasonable, and evidence of policy compliance with reference to the situation(s) in question.
 - The Board as a whole shall determine whether the Senior Pastor's interpretation falls within any reasonable interpretation of the policy.
3. If the Senior Pastor's interpretation is assessed by the Board to be reasonable and there is evidence of compliance with that interpretation, the matter shall be dropped at the Board level. (The Senior Pastor will handle the issue directly with the complainant.)
4. If the Senior Pastor's interpretation is assessed by the Board as not being a reasonable interpretation of the policy, or there is a clear violation of a reasonable interpretation, the Board shall determine the degree of seriousness of the issue and deal with the Senior Pastor regarding performance.
5. If the incident(s) in question do(es) not appear to be a potential violation of policy:

- Board member should consider if he or she believes the policy should be amended to prevent a future occurrence of a similar situation.
- If the Board member considers that a policy amendment should be made, the Board member should ask the Chair to put the item on the next agenda.
- The Board as a whole then shall debate whether or not the policy should be amended, making the reported event explicitly unacceptable in the future.

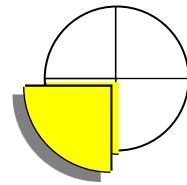
BOARD OF DIRECTORS POLICY



Policy Name: Global Board-Senior Pastor Delegation	Number:	BSPD
	Date Approved:	2018_03_03
	Date Amended:	
	Date Last Reviewed:	2018_06_09
Policy Type: Board-Senior Pastor Delegation		

The Board's sole official connection to the operational organization, its achievements and conduct will be through the Senior Pastor.

BOARD OF DIRECTORS POLICY

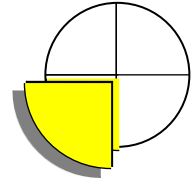


Policy Name: Unity of Control Policy Type: Board-Senior Pastor Delegation	Number:	BSPD-1
	Date Approved:	2018_03_03
	Date Amended:	
	Date Last Reviewed:	2019_09_14

Only officially passed motions of the Board are binding on the Senior Pastor.

1. Decisions or instructions of individual Board members, officers, or committees are not binding on the Senior Pastor except in rare instances when the Board has specifically authorized such exercise of authority.
2. In the case of Board members or committees requesting information or assistance without Board authorization, the Senior Pastor can refuse such requests that require, in the Senior Pastor's opinion, a material amount of staff time or funds or are disruptive.

BOARD OF DIRECTORS POLICY

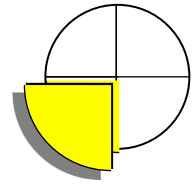


Policy Name: Accountability of the Senior Pastor	Number: BSPD-2
	Date Approved: 2018_03_03
	Date Amended:
	Date Last Reviewed:
Policy Type: Board-Senior Pastor Delegation	

The 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 Senior Pastor.

1. The Board will never give instructions to persons who report directly or indirectly to the Senior Pastor.
2. The Board will refrain from evaluating, either formally or informally, any paid or volunteer staff other than the Senior Pastor, unless otherwise provided for in the Bylaws.
3. The Board will view Senior Pastor performance as identical to organizational performance, so that organizational accomplishment of Board-stated Ends and compliance with Senior Pastor Limitations will be viewed as successful Senior Pastor performance. Therefore the Senior Pastor's job contributions shall be accomplishment of the Ends while maintaining compliance with the Senior Pastor Limitations.

BOARD OF DIRECTORS POLICY

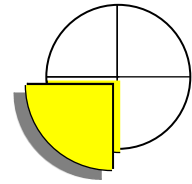


Policy Name: Delegation to the Senior Pastor Policy Type: Board-Senior Pastor Delegation	Number:	BSPD-3
	Date Approved:	2018_03_03
	Date Amended:	
	Date Last Reviewed:	

The Board will instruct the Senior Pastor through written policies which prescribe the organizational Ends to be achieved and will describe organizational situations and actions to be avoided, allowing the Senior Pastor to use any reasonable interpretation of these policies.

1. The Board will develop Ends policies instructing the Senior Pastor to achieve specified results, for specified recipients at a specified worth.
 - 1.1. Policies that do not address the subjects of results, recipients or worth will not be included in Ends, as they relate to means.
 - 1.2. Specifically, documents such as strategic plans and budgets will not be considered Ends, as they relate to operational means of achieving the Ends.
2. The Board will develop Senior Pastor Limitations policies which limit the latitude the Senior Pastor may exercise in choosing the organizational means.
 - 2.1. These limiting policies will describe those practices, activities, decisions and circumstances that the Board would find unethical or imprudent, and therefore unacceptable, even if they were to be effective.
 - 2.2. The Board will never prescribe organizational means delegated to the Senior Pastor.
3. All policies will be developed systematically from the broadest, most general level to more defined levels.
4. As long as the Senior Pastor uses any reasonable interpretation of the Board's Ends and Senior Pastor Limitations policies, the Senior Pastor is authorized to establish all further policies, make all decisions, take all actions, establish all practices and develop all activities. Such decisions of the Senior Pastor shall have full force and authority as if decided by the Board.
5. The Board may change its Ends and Senior Pastor Limitations policies, thereby shifting the boundary between Board and Senior Pastor domains. By doing so, the Board changes the latitude of choice given to the Senior Pastor. But as long as any particular delegation is in place, the Board will respect and support the Senior Pastor's choices. This does not prevent the Board from obtaining information from the Senior Pastor about the delegated areas, except for data protected by privacy legislation.

BOARD OF DIRECTORS POLICY



Policy Name: Monitoring Senior Pastor Performance	Number:	BSPD-4
	Date Approved:	2018_03_03
	Date Amended:	
	Date Last Reviewed:	
Policy Type: Board-Senior Pastor Delegation		

Senior Pastor job performance will be measured solely by systematic and rigorous monitoring of Senior Pastor job performance in comparison to the Board's required Senior Pastor job outputs: organizational accomplishment of the Senior Pastor's reasonable interpretation of Ends policies and organizational operation within the boundaries of the Senior Pastor's reasonable interpretation of Senior Pastor Limitations policies.

1. Only the Board as a whole has authority to assess the Senior Pastor's compliance with the Board's Ends and Senior Pastor Limitations policies.
2. The Board's assessment will be based upon evidence of the Senior Pastor's achievement of a reasonable interpretation of each of the Board's Ends and Senior Pastor Limitations policy items.
 - 2.1. The Board shall assess the reasonableness of the Senior Pastor's written interpretation based upon:
 - Whether the interpretation provides the observable metrics or conditions which, if achieved, would demonstrate compliance, including the standard or type of measure and the level of achievement on that measure, and
 - Whether there is justification sufficient to show why that standard or type of measure and that level of achievement are reasonable.
 - 2.2. The Board shall assess evidence of compliance on the basis of data received from a credible examining source which enables comparison of actual conditions to the measures and conditions in the Senior Pastor's reasonable interpretation. The Board may obtain data from any of the following three sources:
 - Written internal report from the Senior Pastor
 - External report from an external, objective third party selected by and reporting directly to the Board. The Board also may ask the external third party to provide the Board with an expert opinion on the reasonableness of an interpretation.
 - Direct Board Inspection by a designated Board member or members of the Board, a Board committee or the Board as a whole. Such an inspection is only undertaken at the instruction of the Board.
3. The Board shall never assess the Senior Pastor's performance against any criteria other than the Senior Pastor's reasonable interpretation of the Board's Ends and Senior Pastor Limitations policies.

4. For any of the above methods chosen by the Board, it will only judge:
 - Whether or not a reasonable person could have made the interpretation provided by the Senior Pastor.
 - Whether the data provided or reviewed demonstrates accomplishment of the reasonable interpretation of the policy.
- 4.1 When the Senior Pastor's interpretation is not reasonable, the Board shall specify when a reasonable interpretation can be expected, and monitor the Senior Pastor to ensure a reasonable interpretation is received within the time allowed.
- 4.2 If the interpretation is reasonable but the data does not indicate compliance, the Senior Pastor will inform the Board of when compliance can be expected, and the Board shall determine whether or not to accept that time frame or require another. The Board will monitor the Senior Pastor to ensure the non-compliance has been corrected within the time allowed.
- 4.3 When the Senior Pastor's interpretation is reasonable but not consistent with the Board's intent when writing the policy, the Board will change or further define the policy to more clearly reflect the Board's values.
- 4.4 In the case of unreasonable interpretations or non-compliance, if a satisfactory report is not received within the specified time frame, the Board shall consider whether disciplinary action is warranted.
5. Upon the choice of the Board, any policy can be monitored by any of the above methods at any time. For regular monitoring, however, each Ends and Senior Pastor Limitations policy will be classified by the Board according to frequency and method as noted in the table at the end of this policy.
6. A formal evaluation of the Senior Pastor by the Board will occur annually, based on the achievement of the Board's Ends Policies and compliance with its Senior Pastor Limitations policies. This formal evaluation will be conducted by cumulating the regular monitoring data provided during the year and the Board's recorded assessment of the reports, and identifying performance trends evidenced by that data.
7. The Board may initiate the process to rescind the call of the Senior Pastor if, based on a pattern that emerges through this monitoring process, the Senior Pastor is performing below a level required by the Board and does not have the level of competence required to achieve compliance. Such a situation shall be considered an allegation of evident and protracted incompetence consistent with Article 9 of the Bylaws.

Number	Policy	Method	Frequency	Date
E	Mega-End	Internal Report	Annually	December
E-1		Internal Report	Annually	December
E-2		Internal Report	Annually	December
E-3		Internal Report	Annually	December
SPL	General Senior Pastor Constraint	Internal Report	Annually	December
SPL-1	Treatment of People Served	Internal Report	Annually	June
SPL-2	Treatment of Staff and Volunteers	Internal Report	Annually	September
SPL-3	Treatment of Donors	Internal Report	Annually	March
SPL-4	Planning	Internal Report	Annually	June
SPL-5	Financial Condition: Only Fiscal jeopardy in Global Statement and items 1 and 2	Internal Report	Quarterly	December, March, June
SPL-5	Financial Condition-All policies	Internal Report	Annually	September
		External Report	Biennially	September
SPL-6	Asset Protection	Internal Report	Annually	September
		External Report	Biennially	September
SPL-7	Compensation and Benefits	Internal Report	Annually	June
SPL-8	Communication and Support to the Board	Direct Inspection	Annually	December
SPL-9	Ethical Behavior	Internal Report	Annually	March
SPL-10	Elders	Internal Report	Annually	March