

PHILOSOPHY OF CHURCH LEADERSHIP (GOVERNANCE)

Board Policy: #B-2
Document Status: **Active**
Date Approved: **May 27, 2016**
Date Reviewed: **Oct 8, 2020**

RATIONALE OR BACKGROUND

Crossway Elm Creek (Crossway) follows a congregational model of governance as per the Constitution Article VI whereby the church is the final decision-making body. The congregation of Crossway elects a Leadership Board to serve as its governing body to provide overall leadership for the church through the Church bylaws and policy documents. The structure and role of the Leadership Board is to identify a clear focus or vision and direction for the church as a whole. This discernment, strategic direction, and oversight was seen as needed to empower ministries in setting and achieving their ministry goals towards a common vision as to where God desires to work in us and through us. Using the principles of policy governance to meet the needs of our church, the congregation will elect the Leadership Board which will devote its attention to discernment, strategic planning and oversight to provide direction and empower church ministry. The Leadership Board shall delegate authority for decision making to Pastors and Ministries where appropriate. Board decisions and delegation of authority will be reflected in Policy development.

DRIVING VALUE, CONNECTION TO STRATEGIC VISION AND OR MISSION

We believe that in order to best accomplish our mission and vision, the leadership board will devote itself to discerning governance that makes ministry happen.

DEFINITIONS

Governance is the process of decision-making and the process by which decisions are implemented.

POLICY STATEMENT

The congregation of Crossway Elm Creek shall elect a board to serve as its governing body and a pastor to serve as its spiritual, ministry, and administrative leader. The intended style of leadership shall be consultative, collaborative, and inclusive. All leaders will be expected to practice open decision making, shared responsibility, healthy conflict management, and mutual support in their respective roles.

More specifically, the Leadership Board will govern with a style which emphasizes:

- Strategic planning that focuses on the Church's mission, vision and values.
- Strategic leadership that is future orientated and proactive in setting strategic direction and providing oversight to guide Pastors and church ministries in their planning and operational responsibilities.
- The Board's voice and decision expressed in its policies, delegating authority and defining parameters of responsibility and accountability for Leadership Board, Staff and Ministries.

PHILOSOPHY OF CHURCH LEADERSHIP (GOVERNANCE)

Board Policy: #B-2
Document Status: **Active**
Date Approved: **May 27, 2016**
Date Reviewed: **Oct 8, 2020**

- Clear distinction of Leadership Board, Pastor and Ministry roles.
- Consensus decision making by leadership rather than simple majority for collective decision making rather than individual decisions.
- A culture that supports and invites the sharing of each individual's thoughts and questions in the discernment of living out God's plan and biblical instruction for the church in compliance with the Confession of Faith.
- Fiscal responsibility and appropriate use of resources.
- A safe environment for staff, volunteers and those attending or being served by our church.
- Accountability by monitoring and evaluating the congregation's leadership, starting with itself.
- Communication and consultation with the congregation to foster trust and transparency.
- A healthy church culture, with board members acting as role models reflecting the church mission and values when relating with each other and with members of the congregation.
- The use of individual Board members' skills and talents to strengthen board efficiency and function.

PROCEDURAL ELEMENTS

Include any procedural elements that are necessary. Don't provide too many restrictive ways of how to implement the policy. Include only those procedural elements deemed mandatory.

APPENDICES AND FORMS

❖ CHURCH ORGANIZATIONAL STRUCTURE CHART