

**St. Matthew Lutheran Church
Eau Claire, Wisconsin**

**GUIDING PRINCIPLES
August 2011**

The Mission Principles are addressed from the board to the pastor; they prescribe for him the essential outcomes the congregation exists to achieve. They do not tell him how to achieve the outcome/fruit.

The goals of Mission Principles are to define the object of the work to be done, make clear the responsibility of the pastor, and prescribe the ends to be achieved. They address results and not means, answer where we are going and what change we are trying to effect, to what extent are we trying to effect a change, and for whom are we trying to effect a change.

MISSION PRINCIPLES

COMPREHENSIVE MISSION STATEMENT:

*St. Matthew Lutheran Church
is inviting people whom God loves to come and follow Jesus with us.*

MP 1 – OUTREACH:

The highest mission priority of St. Matthew Lutheran Church will be **outreach**. St. Matthew Lutheran Church will reach out to people in our community and beyond who need a life-long, life-saving relationship with Jesus Christ. And if we are so blessed to have the opportunity, we will **welcome** these people into the fellowship of St. Matthew Lutheran Church.

MP 2 - WORSHIP:

St. Matthew Lutheran Church will **glorify God** in all of our lives.

MP 3 - DISCIPLESHIP:

St. Matthew Lutheran Church will help **strengthen believers in their** faith through the teaching of God's word helping them grow in love, and equipping and empowering them to carry out the mission of God's Church in accordance with the Great Commission.

Then Jesus came to them and said, "All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age." ~Matthew 28:18-20

The Boundary Principles are addressed from the board to the pastor; they prohibit for him the kinds of tactics and conditions that are unacceptable en route to fulfilling the Mission Principles. They should be stated in the negative.

The goals of the Boundary Principles are to tell the pastor: how not to play, anything within the rules is fair game, breaking the rules results in a penalty, and sometimes the rules need to change.

BOUNDARY PRINCIPLES

COMPREHENSIVE BOUNDARY STATEMENT:

The pastor will not cause or knowingly allow any practice, activity, decision, or organizational circumstance that is unlawful, unethical, unbiblical, or imprudent.

BP 1 - BIBLICAL AND MORAL INTEGRITY:

With regard to all aspects of the ministry of St. Matthew Lutheran Church, the pastor will not allow, foster or condone any teaching or practice that is unbiblical or in conflict with our Lutheran Confessions.

BP 2 - FINANCIAL MANAGEMENT:

The pastor will not allow the annual and the long term financial plan to deviate significantly from the Mission Principles or allow financial risk for St. Matthew Lutheran Church.

BP 3 – CONDUCT WITH ALL PEOPLE:

With respect to interactions with all people, the pastor will not cause or allow conditions, procedures, or decisions that are unsafe, undignified, or unnecessarily intrusive which fail to provide appropriate confidentiality or privacy.

“Instead, speaking the truth in love, we will in all things grow up into Him who is the Head, that is, Christ. ~Ephesians 4:15

BP 4 - COMPENSATION AND BENEFITS:

With respect to employment compensation, and benefits to employees, consultants, contract workers, and volunteers, the pastor will not risk fiscal integrity or public image for St. Matthew Lutheran Church.

BP 5 - COMMUNICATION AND SUPPORT TO THE BOARD OF DIRECTORS:

The pastor will not withhold information from the Board of Directors causing them to be uninformed or unsupported in its work.

The Accountability Principles are addressed from the board to its chairperson.

They define for the chairperson the process of governance agreed upon by the board and the pastor.

The Accountability Principles tells the chairperson how to keep the Board of Directors on track for three accountabilities: the accountability of the board to The Owner, Christ, and His beneficiaries; the accountability of the board to itself for the integrity of its work; and the accountability of the pastor to the board for fulfilling the mission and respecting the boundaries.

ACCOUNTABILITY PRINCIPLES

COMPREHENSIVE ACCOUNTABILITY STATEMENT:

The responsibility of the Board of Directors/ before God, on behalf of all who need to be led to Christ and nurtured in Him, is to see through the leadership of the pastor the fulfillment of the Mission Principles while following the Boundary Principles.

AP 1 – BECAUSE THE ACCOUNTABILITY/STEWARDSHIP IS TO JESUS CHRIST FOR THOSE HE CALLS US TO SERVE, THE BOARD OF DIRECTORS WILL:

AP 1.1 - Strive to fulfill and safeguard the Great Commission every day:

Then Jesus came to them and said, "All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age." ~Matthew 28:18-20

AP 1.2 - Represent Jesus Christ and His ministry and mission to people of the world for whom He died to redeem.

AP 1.3 - Recognize that Jesus Christ is the final authority on the mission, vision, values, beliefs, and behaviors of St Matthew Lutheran Church.

AP 1.4 – Under the teaching and guidance of the pastor, continually seek the wisdom and leading of Jesus Christ as the Lord of the Church. To this end, attention will be given to regular prayer and study of Scripture as a board.

AP 1.5 – Govern as a servant of Jesus Christ rather than as lord.

AP1.6 – Regularly invest time to enhance the Board of Director’s and the congregation’s understanding of the needs of people in the community and to enhance St. Matthew Lutheran Church’s reputation of service to the community.

AP1.7 – Represent the mission, vision, values and beliefs of St Matthew Lutheran Church by encouraging all to share input and feedback with staff to better understand their needs.

AP 2 – DISCIPLINING THE PROCESS/ACCOUNTABILITY OF THE BOARD OF DIRECTORS:

AP 2.1 - Characteristics of a Board of Directors Member:

- a. To uphold the mission, vision, and values which our Triune God has entrusted St. Matthew Lutheran Church
- b. To govern, not manage, as a director
- c. To continue learning in order to support the priorities of St. Matthew Lutheran Church as directed by the mission statement
- d. To defend the pastor’s authority and integrity
- e. To serve the community **first, then** St. Matthew Lutheran Church
- f. To work with the tools and the format directed by the Accountable Leader Model
- g. To strive to learn and to grow by the six marks of discipleship: daily prayer, daily reading God’s Word, regular worship, spiritual relationships, serving, and giving
- h. To insist on the fruitfulness of the pastor and reward him well as God grants success to His church
- i. And to govern as a servant of Christ rather than as a lord

AP 2.2 – The Board of Directors commits itself and its members to the following Code of Conduct:

- a. Represent unconflicted loyalty to the interests of Jesus Christ regarding those whom He has called His Church to serve:

Then Jesus came to them and said, "All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age." ~Matthew 28:18-20

- b. Honor the Accountability Principles and decisions of the Board of Directors acting as a whole.

- c. The Board of Directors shall conduct itself with discipline and integrity with regard to its own governance.
- d. Uphold the accountability of the pastor.
- e. Disclose any fiduciary conflict of interest and withdraw from any decision-making affected by it.
- f. Respect the confidentiality of sensitive Board of Directors issues' and must avoid facilitating gossip contrary to the practice of direct Biblical resolution.

AP 2.3 – The style of the Board of Directors will be to:

- a. Reach out to all people.
- b. Be future-sighted rather than past or present.
- c. Commit to being proactive rather than reactive.
- d. Fulfill its role by following the Accountability Principles.
- e. Honor the clear distinction of roles: the Board of Director's, the pastor's, the staff, and the disciples.
- f. Conduct itself by strategic leadership more than administrative detail.
- g. Support collective rather than individual decision-making.
- h. Respect the diversity of viewpoints.

AP 2.4 – Job Description for Board of Directors.

- a. Fulfillment of St. Matthew Lutheran Church's mission and vision.
- b. Coaching, guiding, shaping, supporting, and evaluating the performance of the pastor.
- c. Reviewing the Guiding Principles on an ongoing basis.
- d. Exercise authority granted to the Board of Directors by the Bylaws and within the Accountability Principles.

AP 2.5 – Responsibility of the chairman for integrity of process.

- a. The chairman enforces the integrity and fulfillment of the Board of Directors' processes.
- b. The chairman is authorized to use any reasonable interpretation of the Accountability Principles as he acts to ensure the integrity of the Board of Directors' process.

AP 2.6 – Responsibility of the pastor for visionary leadership.

- a. The pastor has the responsibility, authority, and accountability to serve as the primary leader of St. Matthew Lutheran Church at every level: Congregation, Board of Directors, and Staff.
- b. With respect to the Board of Directors, the pastor will provide communication to the Board of Directors on all actions except for monitoring of the pastor's performance.
- c. If a question of process arises with regard to the Constitution, Bylaws, or Guiding Principles of St. Matthew Lutheran Church, the pastor will defer to the judgment of the chairman of the Board of Directors.

AP 2.7 – Use of Task Forces, Committees, Ministry Teams:

- a. If used, will be assigned so as to reinforce the wholeness of the Board of Director's responsibilities.
- b. These task forces, committees and ministry teams will never interfere with the Board of Director's direction given to the pastor or the direction given to the staff by the pastor.

AP 2.8 – The Board Secretary will serve as the Officer of Board Documentation, and review the financial transactions' register of St. Matthew Lutheran Church.

AP 3 - MONITORING THE PERFORMANCE OF THE PASTOR:

The Board of Directors sole official connection to the operating organization of the congregation, its achievement, and conduct shall be through the pastor.

AP 3.1 - Only assessments, resolutions, evaluations made by the Board of Directors acting as a whole are binding on the pastor.

AP 3.2 - The pastor is the Board of Directors only link to operational achievement and conduct, so that all authority and accountability of staff, as far as the Board of Directors is concerned, is considered the authority and accountability of the pastor.

AP 3.3 - The Board of Directors will instruct the pastor through written principles that define the mission to be achieved and establish the boundaries to be abided by, allowing the pastor to use any reasonable interpretation of these principles.

AP 3.4 - Monitoring of the pastor's ministry performance will be based only on the pastor's fulfillment of the approved goals and objectives as related to the Mission Principles within the framework of the Boundary Principles.

AP 3.5 – Annually, the pastor will be required to write measurable goals and objectives that correspond to each of the Mission Principles. At least one of the goals for each Mission Principle must project growth in the number of people who benefit or participate.

AP 3.6 – Annually, the Board of Directors will review the results achieved by the pastor based on each of the annual goals. The Board of Directors will insist on fruitfulness and reward it well. A merit raise, cost of living raise, corrective action, or request for resignation shall be based on the results achieved within the Boundary Principles.

AP 3.7 - At meetings of the Board of Directors, the pastor's goals will be discussed and reviewed for performance, modification, and accountability.