

Governance Framework

Faith+Journey Lutheran Church

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I. Preamble:

The Vision, Mission and Purpose of Faith† Journey Lutheran Church :

a. Our Vision:

So transformed by God's abundant grace, Faith† Journey Lutheran Church rejoices together in Christ-centered life, love and service.

b. Our Mission:

Wherever you are on your journey, Faith† Journey Lutheran Church will

- Equip you with relevant faith for 21st century life,
- Connect you with other real people, &
- Empower you to serve in the name of Jesus.

c. Our Values:

Real People • Relevant Ministry • Relational Connections
Powerful Worship • Meaningful Discipleship • Sacrificial Service
Life-Long Faith Formation

d. Our Promise:

Everyone with whom we have contact will have a faith-filled experience.

II. Governing Principles

Governance Process Policies (Principles) describe to the congregation, the Council, and individual members, the standards to which it agrees to hold itself.

a. Global Governance Process Policy

The purpose of the Council, on behalf of the Congregation of Faith† Journey Lutheran Church , is to see that Faith† Journey Lutheran Church achieves its mission and avoids unacceptable actions and situations.

i. Governing style

The Council will govern with an emphasis on outward vision rather than internal preoccupation, encouragement of diversity in viewpoints, strategic leadership more than administrative detail, clear distinction of Council and Senior Pastor roles, collective rather than individual decisions, future rather than past or present and proactive rather than reactivity.

1. The Council will cultivate group responsibility. The Council, not the staff, will be responsible for excellence in governing. The Council will be the initiator of policy, not merely a reactor to staff initiatives. The council will use the expertise of individual members to enhance the ability of the Council as a body rather than to substitute individual judgements for the Council's values. The Council will allow no officer, individual or committee of the Council to hinder or be an excuse for not fulfilling Council commitments.
2. The Council will direct, control and inspire the congregation through the careful establishment of broad written policies reflecting the Council's values and perspectives about outcomes to be achieved and strategies to be avoided. The Council's major policy focus will be on the intended long-term effects outside the congregation, not on the administrative or programmatic means of attaining those effects.
3. The Council will enforce upon itself whatever discipline is needed to govern with excellence. Discipline will apply to matters such as attendance, preparation, policy-making principles, respect of roles, and ensuring continuance of governance capability. Continual Council development will include orientation of new Council members in the Council's governance process and periodic Council discussion of process improvement.
4. The Council will monitor and discuss the Council's process and performance at each meeting. Self-monitoring will include comparison of Council activity and discipline to policies in the Governance Process and Council – Senior Pastor Relationship categories.
5. Council committees, when used, will be assigned so as to reinforce the wholeness of the Council's job and so as never to interfere with delegation from Council to Senior Pastor.

- a. Council committees are to help the Council do its job, never to help or advise the staff. Committees ordinarily will assist the Council by preparing policy alternatives and implications for Council committees will normally not have dealings with current staff operations.
 - b. Council committees may not speak or act for the Council except when formally given such authority for specific and time-limited purposes. Expectations and authority will be carefully stated in order not to conflict with authority delegated to the Senior Pastor.
 - c. Council committees cannot exercise authority over staff. Because the Senior Pastor works for the full Council, he or she will not be required to obtain approval of the Council committee before an executive action.
 - d. Council committees are to avoid over-identification with organizational parts rather than the whole. Therefore a Council committee that has helped the Council create policy on some topic will not be used to monitor organizational performance.
 - e. Committees will be used sparingly and ordinarily in an ad hoc capacity.
 - f. This policy applies to any group that is formed by Council action, whether or not it is called a committee and regardless of whether the group includes Council members. It does not apply to committees formed under the authority of the Senior Pastor.
6. Cost of Governance
- a. Council skills, methods, and supports will be sufficient to assure governing with excellence.
 - i. Training and retraining will be used liberally to orient new members and candidates for membership, as well as to maintain and increase existing member skills and understanding.
 - ii. Outside monitoring assistance will be arranged so that the Council can exercise confident control over organizational performance. This includes but is not limited to fiscal audit.
 - iii. Outreach mechanisms will be used as needed to ensure the council's ability to listen to congregation viewpoints and values.
 - b. Costs will be prudently incurred, though not at the expense of endangering the development and maintenance of superior capability

- i. Up to \$ 250 annually for the Council as a whole for training including attendance at conferences and workshops.
 - ii. Up to \$ 250 annually for internal audit or other third-party monitoring of organizational performance.
 - iii. Up to \$ 250 annually for congregational survey.
 - ii. Council Job Description
The specific job outputs of the Council are those that tie congregational mission to ministry outcome.
 1. The Council will produce the link between the church leadership and the congregation
 2. The Council will produce written governing policies that, at the broadest levels, address each category of organizational governance.
 - a. Outcomes: Ministry effects, benefits, results, recipients, and their cost or relative worth (what good for which recipient at what cost).
 - b. Senior Pastor Parameters: Constraints on Senior Pastor authority that establish the prudence and ethics boundaries within which all executive activity and decision must take place.
 - c. Governance Process: Specifications of how the Council conceives, carries out and monitors its own task.
 - d. Council-Senior Pastor linkage: How power is delegated and its proper use monitored, authority and accountability of the Senior Pastor role.
 3. The Council will produce assurance of Senior Pastor's performance. (against policies in 2a and 2b, above).
 - iii. Optimum Council size:
The Council for Faith+Journey Lutheran Church shall consist of nine members. This includes: the Sr. Pastor, the elected officers (President, Vice President) and 6 elected Council members. The Secretary and Treasurer shall be elected by the congregation and serve as ex officio members of the Council.
 1. Elected members shall be active, confirmed members of Faith+Journey Lutheran Church, possess a mature faith and exhibit leadership qualities. A Nominating committee shall bring forth names of individuals who evidence the qualities and maturity (in faith and in life) to the Congregation for approval at the Annual Congregational meeting.
 - iv. Term of Service:
A term of service for a Council member shall be three years. Council members may not serve more than two consecutive elected terms and if appointed to fill a vacancy, may not stand for re-election if another term would extend their service to more than seven consecutive years.

1. One third of the Council shall be elected each year, with the exception of the 1st year. Council members in the 1st year will be elected to terms of varying lengths. Two Council members will be elected to 3 year terms, two will be elected to 2 year terms and 2 will be elected to 1 year terms.
- v. President's role
The President assures the integrity and fulfillment of the Council's process and secondarily, occasionally represents the Council to outside parties.
- vi. Council Member's Code of Conduct
The Council commits itself and its members to ethical, lawful, and Christ-like conduct, including proper use of authority and appropriate decorum when acting as Council members.
 1. Council Members must represent loyalty to the interests of the congregation, without confliction. This accountability supersedes any conflicting loyalty such as that to advocacy or interest groups and membership on other boards or staffs.
 2. Council Members must avoid conflict of interest with respect to their fiduciary responsibility.
 - a. There must be no self-dealing or any conduct of private business or personal services between any Council member and the Church, except as procedurally controlled, to assure openness, competitive opportunity and equal access to inside information.
 - b. When the Council is to decide upon an issue about which a member has an unavoidable conflict of interest, that member shall absent herself or himself without comment from not only the vote but also from the deliberation.
 - c. Council members must not use their positions to obtain employment for themselves, family members, or close associates. Should a member desire employment, he or she must resign.
 - d. Council Members will annually disclose their involvements with other organizations, with vendors, or any other associations that might produce a conflict.
 3. Council members may not attempt to exercise individual authority within the organization except as explicitly set forth in Council policies.
 - a. Council members' interaction with public, press or other entities must recognize the same limitation and the inability of any Council member to speak for the Council except to repeat explicitly stated council decisions.
 - b. Council members will give no consequence or voice to individual judgements of Senior Pastor or staff performance.
 4. Council members will respect the confidentiality appropriate to issues of a sensitive nature.

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5. Council members will make every effort to attend regular and special council meetings. In the event a council member misses three consecutive meetings, the Council member will be deemed to have resigned from the Council, unless the majority of the Council deems one or more of the absences to be justified. The Council member will be promptly notified of any deemed resignation.
 6. Council members will give each other permission to give honest feedback on the Council's adherence to this governance policy.
- vii. Council Committee Principles
Council committees, when used, will be assigned so as to reinforce the wholeness of the Council's job and so as never to interfere with delegation from Council to Senior Pastor.
 - viii. Cost of Governance
Because poor governance costs more than learning to govern well, the Council will invest in its governance capacity.
- b. Council policies will comply with all applicable federal, state and local laws and regulations.
 - i. If any policy or portion thereof is found to conflict with any local, state, or federal law or regulation, such policy or such portion thereof will be deemed void without further board action.

III. Global Council – Senior Pastor Relationship

- a. The Council's sole official connection to the ministry of the congregation and its achievement of ministry outcomes will be through the Senior Pastor.

i. Unity of Control

Only decisions of the Council acting as a body are binding on the Senior Pastor.

1. Decisions or instructions of individual Council members, officers or committees are not binding on the Senior Pastor except in rare instances when the Council has specifically authorized such exercise of authority.
2. In the case of Council members or committees requesting information or assistance without Council 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.

ii. Accountability of the Senior Pastor

The Senior Pastor is the Council's only link to the ministry of the congregation and its achievement of ministry outcomes, so that all authority and accountability of staff, as far as the Council is concerned, is considered the authority and accountability of the Senior Pastor.

1. The Council will never give instructions to persons who report directly or indirectly to the Senior Pastor.
2. The Council will refrain from evaluating, either formally or informally, any staff other than the Senior Pastor.
3. The Council will view Senior Pastor performance as identical to organizational performance so that organizational accomplishment of Council's ministry outcomes and avoidance of Council-proscribed means will be viewed as successful Senior Pastor performance.

iii. Delegation to the Senior Pastor

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

1. The Council will develop policies instructing the Senior Pastor to achieve certain results, for certain recipients at a specified cost. These policies will be developed systematically from the broadest, most general level to more defined levels and will be called Outcome policies.
2. The Council will develop policies that limit the latitude the Senior Pastor may exercise in choosing the organizational means. These policies will be developed systematically from the broadest, most general level to more defined levels and they will be called Senior Pastor Parameter policies.
3. As long as the Senior Pastor uses any reasonable interpretation of the Council's ministry Outcomes and Senior Pastor Parameter policies, the

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Senior Pastor is authorized to establish all further policies, make all decisions, take all actions, establish all practices, and develop all activities.

4. The Council may change its ministry Outcomes and Senior Pastor Parameter policies, thereby shifting the boundary between Council and Senior Pastor domains. By doing so, the Council changes the latitude of choice given to the Senior Pastor. But, as long as any particular delegation is in place, the Council will respect and support the Senior Pastor's choices.
- iv. Monitoring Senior Pastor Performance
Systematic and rigorous monitoring of Senior Pastor job performance will be measured solely based on Senior Pastor accomplishments and outcomes.

IV. Senior Pastor Parameters (limitations)

- a. The Senior Pastor shall not cause or allow practice, activity, decision or organizational circumstance that is either unlawful, imprudent, or in violation of commonly accepted pastoral or professional ethics.

i. Treatment of parishioners

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

ii. Treatment of staff

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

iii. Financial planning and budgeting.

Financial planning for any fiscal year or the remaining part of any fiscal year shall not deviate materially from the Council's ministry outcome priorities or risk fiscal jeopardy.

iv. Financial condition and activities

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 the Council priorities established in Ministry outcomes.

v. Emergency succession

In order to protect the Council from sudden loss of Senior Pastor services, the Senior Pastor shall have one Associate Pastor familiar with Council and Senior Pastor issues and processes.

vi. Asset protection

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

vii. Compensation and benefits

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

viii. Communication and support to the Council

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

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- ix. Ministry Outcome focus of contracts
The Senior Pastor may not enter into any contract arrangements that fail to emphasize the Ministry Outcomes and is inconsistent with the values Faith†Journey Lutheran Church.

V. Ministry Outcomes

Ministry Outcomes: These are very special types of goals, ones that designates the results for which the congregation exists, the recipients or beneficiaries of those results, and the worth of the results or the results for certain recipient groups.

The Ministry Outcomes of Faith†Journey Lutheran Church shall coincide with our Mission Statement and will be broken down into five categories:

General Ministry Outcomes

Equip Ministry Outcomes

Connect Ministry Outcomes

Empower Ministry Outcomes

Administration Ministry Outcomes

a. GENERAL MINISTRY OUTCOMES

i. GENERAL Ministry Outcome Policy #1: **MISSION**: The hub around which all of the ministry of Faith†Journey Lutheran Church orbits shall be the stated mission of this Congregation. The Mission is the guide and measure of our ministry. In order to accomplish this, we shall:

1. Ensure that all ministries accurately reflect and help us to achieve our mission.
2. Ensure that all decisions and actions align with and serve to support our mission.
3. ensure that no person, ministry, tradition, or structure shall be allowed to obstruct or sabotage, by action or inaction, this congregation in the furtherance of our mission
4. Ensure that each staff member, key leader or volunteer shall fully support the mission of this church and reflect such support in the midst of the congregation and community.
5. The mission of Faith†Journey Lutheran Church is *“wherever you are in your journey, Faith † Journey Lutheran Church will Equip you with relevant faith for 21st Century life; Connect you with other real people; and Empower you to serve in the name of Jesus.”*

ii. GENERAL Ministry Outcome Policy #2: **VALUES**: In pursuit of the Faith†Journey Mission we will not violate those things upon which we place value, which includes:

1. **Real People** - we value a ministry that affirms authenticity in the lives of its members and does not pretend to be anything other than broken and flawed disciples seeking Jesus.

2. **Relevant Ministry** - we value ministries that are highly applicable to life lived in the 21st century
 3. **Relational Connections** - we value a ministry that intentionally seeks to strengthen connections between people
 4. **Powerful Worship** - we value a ministry that intentionally celebrates worship that glorifies God, acknowledges brokenness, proclaims forgiveness, celebrates discipleship, strengthens faith, nourishes the soul and challenges the status quo.
 5. **Meaningful Discipleship** - we value a ministry that provides powerful pathways for people of all ages to continue to strengthen and deepen their discipleship of Jesus which leads to:
 - a. **Sacrificial Service** - we value a ministry that acknowledges that we are called to serve in the name of Jesus and ensures that there are avenues through which that service can be joined, and
 - b. **Life-Long Faith Formation** - we value a ministry that is committed to allocating time and resource ensuring that there are ongoing, age-appropriate opportunities to continue one's faith formation.
- iii. GENERAL Ministry Outcome Policy #3: **PROMISE**: In our connections with each other and with those who interact with us, either as seekers of faith or users of our facility, every staff member of Faith†Journey shall ensure that everyone with whom we have contact shall have a faith filled experience.
- b. EQUIP Ministry Outcomes
- i. EQUIP Ministry Outcome Policy # 1 Worship at Faith†Journey Lutheran Church shall be E.P.I.C. (**E**xperimental, **P**articipatory, **I**mage rich, and **C**onected to daily life). To accomplish this we will:
 1. Create styles of worship that are more **musical** than **liturgical**.
 2. Create styles of worship that are more **idiomatic** than **historical**; more **relational** than **theological**.
 3. Create styles of worship that employ the most contemporary mediums to express the coherent, timeless message of the Good News of Jesus.
 4. Create styles of worship that dedicate more time to relevant, applicable and Bible-centered teaching.
 5. Create styles of worship that focus on quality in our theology & content and excellence in our presentation.
 6. Create styles of worship that inspire those who attend to commit themselves to deeply developing their discipleship.
 7. Create styles of worship that continually orient the current worshipping community outwards towards those who are not yet a part of our family of faith. This will necessitate more worship

opportunities for those in our family for whom the above foci prove problematic.

8. Ensure that the proclaimed message of the Congregation is consistent, theologically sound and confessionally appropriate within the context of a member congregation of the ELCA
 9. Ensure that the Word is proclaimed as Law and Gospel and the Sacraments are rightly celebrated.
 10. Ensure the excellence in our execution of worship and music
 11. Provide for the expanded use of technology in worship, including audio and video.
 12. Ensure that increased opportunities for members of all age groups to be involved in the worship life of Faith†Journey exist and are communicated.
 13. Provide for the wide distribution of Faith†Journey worship opportunities to people who cannot attend worship in person.
 14. Ensure that the ongoing needs of worship (Altar Care, Arts, and Environment) are provided for and that the proper resources are present and available.
 15. Fully integrate the various life stages of people within this congregation into worship and ensure that these stages are celebrated within the context of worship.
- ii. EQUIP Ministry Outcome Policy #2 Faith†Journey Lutheran Church shall provide a dynamic, expanding and innovative program of faith formation which will touch and involve people in every age demographic.

Jesus' last words to his disciples and - by extension - all of us are to go, baptize and teach all that Jesus commanded us. In doing this, we fulfill the first purpose of the Body of Christ. Faith†Journey believes that it is our first duty to provide an avenue by which all persons can encounter God, develop a relationship with Jesus and deepen their discipleship so that they can be let loose in the world to place their faith into action as God leads them to do so.

We will accomplish this by:

1. Developing a ministry which affirms that no matter where people might be in their discipleship journey, they need to encounter the God of the Old and New Testaments in ways that are culturally relevant, intellectually inspiring and spiritually challenging.
2. Developing a ministry which affirms that faith formation at Faith†Journey has been called to be a place where tough questions can be discussed and wrestled with.
3. Developing a ministry which affirms that faith formation at Faith†Journey shall to be a safe place where the disturbing message of Jesus can be applied in our unique context.

4. Developing a ministry which affirms that faith formation at Faith†Journey is called to provide an atmosphere where individuals and groups can discover the purpose for which God created them.
 5. Developing a ministry which affirms that faith formation at Faith†Journey must be applicable to life lived in the 21st Century and have a positive impact on the quality of life for the individual, family, neighborhood, community and beyond.
 6. Developing a ministry which affirms that faith formation continually orients believers away from one's self and toward the other, inspiring the use of their talents and abilities for the benefit of the Kingdom.
 7. Developing a ministry which affirms that we **do not** believe that we have every, absolute answer to all of life's questions, however, we are committed to being in conversation with one another and remaining in community as we struggle together with the realities and complexities of life.
 8. Developing a ministry which affirms that faith formation at Faith†Journey shall always be real, relevant and relational.
- iii. EQUIP Ministry Outcome Policy #3 Faith†Journey Lutheran Church shall provide a dynamic, expanding and innovative program of faith development which affirms the call to all disciples to be generous stewards of God's blessings. To accomplish this, Faith†Journey shall:
1. Provide ongoing stewardship education centering on the importance of our attention to how disciples acquire, regard, manage and spend money.
 2. Provide for ongoing financial planning education for member of Faith†Journey and the community.
 3. Provide an accessible process by which disciples may allocate their talents in the service of the church.
 4. Provide access to and education about the Faith Foundation.
 5. Ensure that all members and friends of Faith†Journey have multiple avenues to financially support the ministries of this congregation.
 6. Ensure that the vision of this congregation always is out in front of the resource.
 7. Ensure that those who gift to this congregation are appropriately thanked for their support of the ministry.
 8. Provide for sound biblical teaching on the discipleship practice of Stewardship.
 9. Provide for the financial support of the Ministry Plan of Faith†Journey.
 10. Provide a yearly Ministry plan to the Council and the Congregation.

c. CONNECT Ministry Outcomes

- i. CONNECT Ministry Outcome Policy #1 Faith†Journey Lutheran church shall provide a dynamic, expanding and innovative program of congregational care which affirms the call to care for the least and the lost in our midst. To accomplish this, Faith†Journey Lutheran church shall:
 1. Provide a vibrant and expanding ministry of Parish Nursing
 2. Ensure that the sacramental needs of all persons who cannot come to worship are adequately and regularly met
 3. Provide an expanding accompaniment ministry to meet the ongoing spiritual needs of this congregation.
 4. Provide education and opportunity to the congregation about the holy calling of this community to offer tangible care to those who are in need.
 5. Provide for an ongoing assessment the needs of the congregation and avenues through which recommendations can be made.

- ii. CONNECT Ministry Outcome Policy #2 Faith†Journey Lutheran church shall provide a dynamic, expanding and innovative program of congregational connection which will strengthen the bonds of fellowship and deepen relationships within this community.
 1. Provide for the creation of a “Fusion Team” to integrate guests to FJLC into the life of this community.
 2. Ensure that there is education for the congregation around the concept of being a welcoming congregation.
 3. Ensure that this congregation’s language, facility, traditions and campuses are invitational, reaching out to the least, the lost, the dead and the dying. The unchurched, pre-churched, de-churched and church allergic in our community.
 4. Ensure that this congregation’s language, facility, traditions and campuses serve to ease the transition of the “expectation laden” visitor into the life of the worshipping community and reduce the anxiety of those visiting us.
 5. Ensure that there is a system in place that will actively and lovingly mentor and assist people seeking our congregation, moving them from 1st time guest to active members, to welcoming evangelists.
 6. Ensure that our congregation; the people, the facility, the program are open and welcoming to the visitor and “non-church savvy” guest.
 7. Ensure adequate resources for a healthy and involved WELCA program at Faith†Journey.
 8. Ensure timely and accurate communication are maintained through out the congregation using a multitude of available modalities.
 9. Ensure for a lively and up-to-date presence in social media.

10. Provide for ongoing and expanding fellowship events bringing the congregation together around food, conversation and celebration.
11. Ensure that there are avenues through which the volunteer base of this congregation is expanded, widened and utilized.
12. Provide ongoing oversight of Fellowship Groups and provide access to the Faith†Journey campuses for use by Congregational Connection Ministries.
13. Ensure the ease of creating new connection groups, providing the leadership, time and resources of the congregation.
14. Ensure the fullest use of the campuses of Faith†Journey by groups within and without the congregation.

d. EMPOWER Ministry Outcomes

- i. EMPOWER Ministry Outcome Policy #1 Faith†Journey Lutheran church shall provide a dynamic, expanding and innovative program of community engagement which will enable members to serve the needs of the least of these among us. To accomplish this we shall:
 1. Provide for the creation of an “Impact Team” who will guide the social ministry efforts of the congregation, lifting up the importance of witness of the church in the lives of those in need.
 2. Strengthen the ties between this congregation and the Sister Parish organization.
 3. Ensure that there is ongoing education and opportunity for involvement by members of this congregation in hands on ministry in the community.
 4. Coordinate the efforts of this congregation into a concentrated whole, maximizing the impact of our work and resource.
 5. Provide monthly opportunities to make a difference in the ministry of a local agency.
 6. Coordinate special seasonal appeals targeting special groups in need or populations at risk.
 7. Use the social statements of the ELCA as teaching documents within the context of this congregation’s faith formation ministry.
- ii. EMPOWER Ministry Outcome Policy #2 Faith†Journey Lutheran church shall provide a dynamic, expanding and innovative program of community involvement which will connect the members and the ministry of Faith†Journey to the community in which we live. To accomplish this we shall:
 1. Provide for the creation of an “Ignite Team” who will actively, creatively and lovingly evangelize the communities surrounding each campus ensuring that households know we exist and extending the sincere invitation to them to come and see what we are about.

2. Ensure that new residents to our community are contacted through various means
3. Conceptualize and create events that are designed to invite non-church members to be a part of our congregation.
4. Ensure that there is education for the congregation around the idea of being an invitational church.
5. Provide for a person to serve as Liaison to the Community and who will coordinate the use of FJLC facilities by Community groups and individuals.
6. Ensure the availability of FJLC facility to the community.
7. Ensure the maximized use of the community garden.
8. Provide for appropriate marketing materials, ensuring the name of Faith†Journey is known in our sphere of influence.

e. ADMINISTRATION Ministry Outcomes

- i. ADMINISTRATION Ministry Outcome Policy #1 Faith†Journey Lutheran church shall provide a dynamic, expanding and innovative program Total Physical Resource Management, caring for the material resources that God has blessed us with in manner that assists and aids in the fulfillment of our mission. To accomplish this we shall:
 1. Ensure that all facilities are used in a manner consistent with the mission of Faith†Journey Lutheran Church.
 2. Ensure that all facilities are maintained in a manner which reflects their importance to the ministry of this congregation.
 3. Provide for avenues through which members of this congregation may use their time and talent to assist in the maintenance, repair, and improvement of the property.
 4. Ensure that the assets of the congregation are sufficiently insured.
 5. Ensure that no use of the property, which might reasonably result in damage, will be allowed.
 6. Ensure that all reasonable requests to use the campuses for community events are met to the best of our ability.
 7. Ensure that all reasonable effort shall be exercised in making our building cost effective and energy efficient.
- ii. ADMINISTRATION Ministry Outcome Policy #2 Faith†Journey Lutheran church shall provide a dynamic, expanding and innovative program of Human Resource Management, caring for the people who are called and employed by Faith†Journey and ensuring the fulfillment of our mission. To accomplish this we shall:
 1. Ensure that no member of the staff shall cause or allow any practice, activity, decision or circumstance, which is: unlawful, imprudent, or in violation of commonly accepted professional/pastoral ethics.

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2. Ensure that all staff and employees of Faith†Journey understand the Mission of the congregation and their role in fulfilling it.
3. ensure all staff and employees lift up the and fully support the Mission, Vision, Values and Promise of this Congregation and engage in no behavior that serves to undermine or sabotage our mission
4. ensure adequate compensation for members of the staff
5. Communicate directly and often.
6. Provide regular reviews of performance.
7. abide by the employment laws of North Dakota as they apply to 501(c)(3) organizations
8. Ensure that all staff and employees of Faith†Journey shall not cause or allow any practice or activity that could bring the name and reputation of this congregation into ill repute, create division or inhibit the ability to effectively minister to all members of the congregation.
9. Ensure that the staff and employees are fully informed of the duties and responsibilities of their position and that they will never be subject to conditions which are unfair, undignified, disorganized or unclear.