

# Guiding Principles Highland Baptist Church

## Mission Principles

### Mission

Highland Baptist Church exists to lead people to **Connect with Jesus and with others, Grow in Jesus, and Live out our faith in Jesus.**

### MP1.1 Connect with Jesus

Leading people to *Connect with Jesus* is essential to accomplishing our mission. It is our intent to lead people into a life changing relationship with Jesus Christ. We will lead people to *Connect with Jesus* by involving them in Worship experiences that are intentionally open to lost and un-churched people. Our worship experiences will present biblical truth in a culturally relevant manner and seek to lead people into a transformational encounter with God.

### MP1.2 Connect with Others

We will lead people to *Connect with others* by involving them in small groups. Our primary strategy for connecting people with others is Bible Fellowship Groups – groups designed with newcomers in mind. These groups are foundational and evangelistic. These open groups offer life-changing Bible Study and will have an emphasis on fellowship and building relationships.

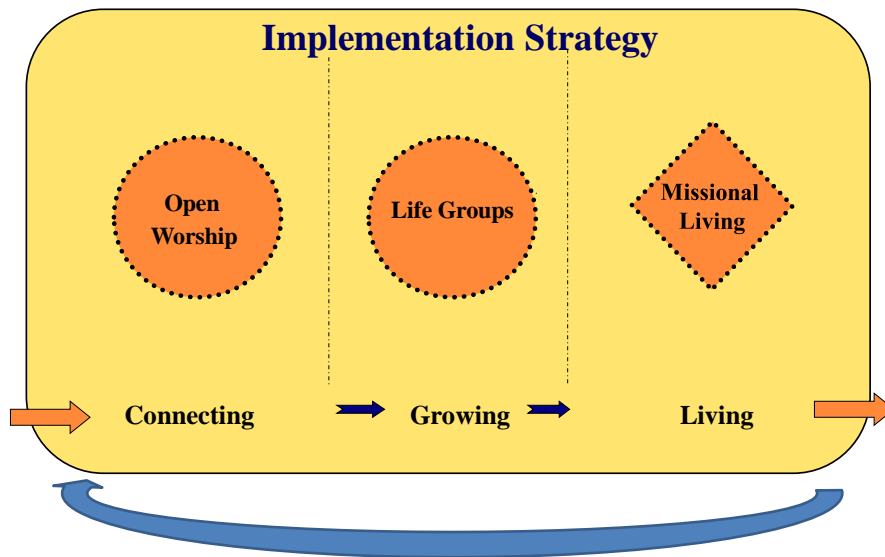
### MP 1.3 Grow in Jesus

We will lead people to *Grow in Jesus* by involving them in Lifelines Groups. These small groups are designed to help believers become grounded in the Christian faith and to grow in their participation with the body of Christ. These Life Groups will originate from many ministries of HBC and will meet at various times and places.

### MP 1.4 Live out our faith in Jesus

We will lead people to *Live out our faith in Jesus* by involving them in missional living, meeting needs in Jesus name, and boldly telling those we encounter of our faith in Jesus. A significant priority of HBC shall be equipping and deploying each believer for authentic mission and ministry by developing their God-given gifts, talents, and experiences. As we participate in *Living out our faith in Jesus*, church members will Share Jesus with others, inside and outside the church. Our mission is not accomplished until believers complete the cycle by sharing their faith with others.

**Mission: HBC exists to lead people to Connect with Jesus and with others, Grow in Jesus, and Live out our faith in Jesus.**



## **BOUNDARY PRINCIPLES**

### **BP1.0 Comprehensive Boundary Statement**

The Lead Pastor shall not cause or allow any practice, activity, decision, or organizational circumstance that is unlawful, imprudent, unethical, or unbiblical.

### **BP1.1 Component: Biblical and Moral Integrity**

The Lead Pastor shall not fail to uphold high standards of biblical teaching with regard to teaching and leadership. Our accepted doctrinal statement is the Baptist Faith and Message.

### **BP1.2 Component: Foundational Documents**

The Lead Pastor shall not fail to lead the congregation to function within the parameters set forth by articles of incorporation, constitution and bylaws.

### **BP1.3 Component: Financial Planning and Budgeting**

The Lead Pastor shall not allow financial planning for any fiscal year or the remaining part of any fiscal year to deviate materially from the Mission Principles, risk financial jeopardy, or fail to develop from a multi-year plan.

**BP1.4 Component: Financial Condition and Activities**

The Lead Pastor shall not allow the development of fiscal jeopardy or a material deviation of actual expenditures from priorities established in Mission Principles with respect to the actual, ongoing financial conditions and activities.

***BP1.4.1 Component: Financial Reports***

The Lead Pastor shall not fail to provide the Church Council with monthly financial reports, which shall be available to the membership on a quarterly basis.

**BP1.5 Component: Treatment of Members, Potential Members and Attendees**

The Lead Pastor shall not cause or allow conditions, procedures, or decision that are unsafe, undignified, unnecessarily intrusive, or that fail to provide appropriate confidentiality or privacy.

**BP1.6 Component: Treatment of Staff**

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

**BP1.7 Component: Compensation and Benefits**

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

**BP1.8 Component: Communication and Support to the Church Council**

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

**ACCOUNTABILITY PRINCIPLES****AP1.0 Comprehensive Accountability Statement**

The responsibility of the Church Council before God is to see that Highland Baptist Church, through the leadership of its Lead Pastor, (1) achieves the fulfillment of its Mission, and (2) avoids violation of its Boundary Principles.

**AP1.1 Component: Responsibility to Christ for those He called us to serve**

The Church Council shall maintain an active connection with the needs of the community and church:

***AP1.1.1 Discover the needs of the community and church***

The Church Council will invest significant resources each year to enhance its understanding of the needs of people in the community and church.

**AP1.1.2 *Allocate resources to meet the needs identified in AP1.1.1***

The Church Council will collect and review input and feedback from members, attenders, and non-returning visitors to better understand their needs.

**AP1.1.3 *Assess effectiveness of actions taken***

The Church Council will periodically arrange a full church assessment by a competent consulting group.

**AP1.2 Component: Disciplining the Process of the Church Council**

The Church Council shall conduct themselves with discipline and integrity with regard to their own process of governance with devotion to prayer and the Word of God.

**AP1.2.1 *Devotion to Prayer and the Word of God***

Under the teaching and guidance of the Lead Pastor, the Church Council will continually seek the wisdom and leading of Christ as the Lord of the church.

**AP1.2.2 *Church Council Style***

The Church Council will govern with an emphasis on (1) outward vision, (2) encouragement of diversity in viewpoints, (3) strategic leadership, (4) clear distinction of Church Council and staff roles, (5) collective decisions, (6) emphasis on future focus, and (7) proactivity.

**AP1.2.3 *Church Council Job Description***

The essential tasks of the Church Council are (1) connections with the people served, (2) definition of guiding principles, and (3) evaluation of Lead Pastor's performance. The Church Council shall exercise authority granted them in the bylaws and not delegated to the Lead Pastor.

**AP1.2.4 *Church Council Member Code of Conduct***

The Church Council members commit themselves to the following code of conduct:

a. Avoid conflicts of interest

b. Covenant of unity - Only decisions of the Church Council acting as a whole are binding on the Lead Pastor.

c. Maintain confidentiality

d. The Church Council shall not interfere with the Lead Pastor's management of the church staff.

e. The Church Council will instruct the Lead Pastor through written principles that define the mission to be achieved and establish the boundaries to be avoided, allowing the Lead Pastor to use any reasonable interpretation of these principles.

*AP1.2.5 Responsibility of the Chairperson for Integrity of Process*

The chairperson enforces the integrity and fulfillment of the Church Council process including the monitoring of Lead Pastor performance. The chairperson is authorized to use any reasonable interpretation of the Accountability Principles as he acts to ensure the integrity of the Church Council process.

*AP1.2.6 Responsibility of the Lead Pastor for Visionary Leadership*

The Lead Pastor will provide regular communication to the Church Council on all actions. If a question of process arises with regard to the bylaws or guiding principles of the church, the Lead Pastor will defer to the judgment of the Church Council or chairperson.

AP1.3 Component: Monitoring the Performance of the Lead Pastor

The role of the Church Council is to monitor the performance of the Lead Pastor.

*AP1.3.1 The Lead Pastor will be required to write measurable goals each year that correspond to each of the Church Council mission principles.*

*AP 1.3.2 Periodic Goal Review of the Lead Pastor*

The Lead Pastor's goals will be discussed and reviewed for performance, modification and accountability at the meetings of the Church Council.

*AP1.3.3 Annual Review of the Lead Pastor*

Each November, the Church Council shall review the results achieved by the Lead Pastor on each of the annual goals. Options including but not limited to a salary increase, cost of living increase, corrective action, or request for resignation shall be based on these results achieved with the Church Council's boundary principles.

