ARTICLE 1: MISSION PRINCIPLES (MP)
Defining what difference this church will make for whom and to what extent.

MP 1.0 Comprehensive Mission Statement
Cornerstone Global Methodist Church exists to love God and all people for the transformation of the world.

MP 1.1 Core Values
We Glorify God - God is worthy of our adoration. We exist for His glory.

We Love People - All individuals are children of God and people of worth.

We Embrace Transformation - Continuous growth is a key part of our relationship with God.

We Walk Together - We are created by God for one another. Our ministries and lives are meant to be shared.

MP 1.2 Strategy
All ministry activities should intentionally employ one or more of the following strategies:

ACTIVELY ENGAGE - We don't wait for people to come to us. We engage with our neighbors, coworkers, friends, family, and strangers to let them know they are loved, valued, and worth our time.

CONNECT - We don't walk alone as we experience Jesus. We connect people to help them grow, do life, and do ministry together. When someone sets foot in our church they will be warmly welcomed and received. The church is a place for friendship and belonging, not judgment. It is a place where people encounter our Savior and Lord exactly where they are.

EQUIP - We want all people to expand their knowledge of who God is and how he wants to use them in everyday life. Through Bible study, training, mentoring, classes, and experiences we will prepare people to be joyful lifelong disciples that reproduce other disciples.

SEND - The world needs to hear the good news of Jesus and he has given us the joy and responsibility to go and make disciples. We are sent out to our own spheres of influence: homes, schools, offices, neighborhoods, and to the ends of the earth.

ARTICLE 2: ORGANIZATIONAL PRINCIPLES (OP)
Defining how the church will be organized in such manner as to promote efficient and effective decision-making with appropriate boundaries for checks and balances and appropriate levels of accountability.

OP 1.0 Comprehensive Operational Statement
The Leadership Team is tasked with making guiding decisions for the church following our vision and mission; and will help empower the administrative and ministry work that pastors, staff, and lay people are called to do - which is to make disciples of Jesus Christ for the transformation of the world.
OP 1.1 Head of the Church
Jesus Christ shall always be the Head of the Church and the Church shall always be the Body of Christ. All church leaders are to keep their eyes focused on Jesus Christ.

OP 1.2 Role of the Leadership Team
The Leadership Team shall be the governing body responsible for administrative and visioning decisions for Cornerstone Global Methodist Church. This team assumes the decision-making responsibilities that must be performed by the Pastor Parish Relations Committee, the Finance Committee, the Nominations and Leadership Development Committee, the Board of Trustees and the Church Council according to paragraph 339.2 “Powers and Duties” of the April 12, 2022 Transitional Book of Doctrines and Discipline (TBoDD).

The LT will assign specific members to be the named representative (formerly chair of the aforementioned committees) to the Allegheny West Provisional Conference of the Global Methodist Church on all required documents.

OP 1.2.1 Except as shall be specifically delegated, all legal authority shall vest in the Leadership Team and no person may legally bind the church to any obligation without the prior approval of the Leadership Team. The Senior Pastor and the Leadership Team shall be accountable to the congregation of Cornerstone Global Methodist Church.

OP 1.2.2 The Leadership Team shall act on behalf of the church in accordance with the TBoDD and in compliance with the Guiding Principles. In the event of a conflict between the Guiding Principles and the TBoDD, the TBoDD shall have priority.

OP 1.3 Makeup of the Leadership Team
The Leadership Team shall be a 14-member governance body comprised of 12 members from the laity of the church. The Senior Pastor and the Business Administrator will be non-voting members and therefore do not need to be members of Cornerstone Global Methodist Church. The Business Administrator will serve as Secretary to the LT. The LT shall select, each year, a Chair and Vice-Chair. The Leadership Team Chair shall not serve more than 2 consecutive years as Chairperson.

OP 1.4 Eligibility and Selection of the Leadership Team and Nominations and Leadership Development Team
New members of the Leadership Team and the Nominations and Leadership Development Team will be elected at the Church Conference, which is open to all church members.

Individuals desiring to be a member of the Leadership Team shall have the following traits and criteria:

- Compassion: Shows evidence of a love for Jesus Christ and for people.
- Competence: Has skills consistent with administrative tasks.
- Commitment: Demonstrates a commitment to the mission and vision of Cornerstone Global Methodist Church by:
  - Professing Membership in good standing according to the TBoDD
  - Regular attendance in worship services
  - Service in the church
  - Financial giving to the church
Only one close family member can serve as a voting member on the LT at the same time (close is defined as spouse, child or sibling). Paid church staff shall not be eligible to serve on the LT with the exception of specific non-voting members outlined in section OP 1.3.

Any church member who desires to serve on the LT will be encouraged to submit a letter of interest which will provide pre-determined information about the candidate. These letters will be reviewed by a 5-member Nominations and Leadership Development Team who will conduct interviews and make recommendations to the Church Conference.

The Nominations and Leadership Development Team (NLDT) will consist of 3 professing members who are selected by the Church Conference and 2 voting members of the LT. Recommendations for service on the Nominations and Leadership Development Team will be made by the LT. Each member of the NLDT will be asked to serve a 3-year term. After serving one 3-year term, NLDT members will be ineligible to serve for at least one year before having the opportunity to serve again on the NLDT. The Senior Pastor will chair the NLDT.

The recommendations of the Nominations and Leadership Development Team will be presented to the Church Conference which will in turn elect the new members of the LT.

In the event a vacancy is created on the NLDT a Charge Conference or Special Church Conference shall select a member to fill the unexpired term. The new NLDT member shall be confirmed by a simple majority affirmative vote of all eligible voting members if no Special Church Conference is held.

Each Leadership Team member elected will be asked to either serve a full three-year term or fulfill an unexpired term. No member may serve more than six consecutive years on the LT. After serving a maximum of six consecutive years, LT members will be ineligible to serve for at least one year before having the opportunity to serve again on the LT.

OP 1.5 Voting
All members of the Leadership Team, with the exception of the Senior Pastor and the Business Administrator, shall have voting privileges. The Chair shall call for voting on an action.

OP 1.5.1 Regularly Scheduled Meetings
A 66% vote in the affirmative of those present and voting shall be required for passage except as provided for in OP 1.5.2. Members need to be present to vote, either physically or through conference video or audio call while the meeting is in session. The Business Administrator shall record the vote of the LT for the meeting minutes.

OP 1.5.2 Action in Writing Without a Meeting
Under extenuating circumstances, if an action cannot wait for the next regularly scheduled LT meeting, the Chair may request that action be taken without a meeting with a written vote. A 66% vote in the affirmative of all eligible voting members shall be required for passage. Any such vote shall be emailed to all members of the LT with a requested date of final vote and responses can be submitted by email. The Business Administrator shall keep such responses the same as minutes of a meeting.

OP 1.5.3 Special Meetings
The Chair of the Leadership Team has the ability to call special meetings as necessary. The Chair shall make effort to provide as much advance notice of the meeting as reasonably possible, including phone calls notifying Leadership Team members of the special meeting in addition to email notification. A 66% vote in the affirmative of all eligible voting members shall be required for passage.
OP 1.6 Removal
A member of the LT may be removed for cause by a Charge Conference. In this case, "cause" is defined to include, but not be limited to, habitual violation of the Covenant, lack of willingness to abide by the Covenant or any other act or inaction deemed to be detrimental to the accomplishment of the Mission Principles. (The Covenant is defined in AP 1.0.)

The Leadership Team member recommended for removal shall be notified at least 1 week prior to voting by the Leadership Team on the action for removal and maintains his or her right to vote on the action for removal. The Senior Pastor may not be removed from the Leadership Team. At the recommendation and discretion of the Senior Pastor, a special Church Conference may be called to vote on the removal of the Leadership Team member.

If a member wishes to voluntarily be removed from the LT, he or she shall express the desire to be permanently removed in-person or through conference or video call at a LT meeting or in writing to the Senior Pastor or Chairperson. Any written request to the Senior Pastor or Chairperson shall be shared with the LT at the next scheduled meeting.

OP 1.7 Vacancies
In the event a vacancy is created on the LT, the LT shall select from the following options to best fulfill its essential responsibilities.

- **OP 1.7.1 Unfilled Vacancy**
  The position shall remain vacant until the following year’s nomination and selection process identifies and selects an individual to fill the unexpired term. The unexpired term shall count toward the six consecutive year maximum of the new LT member.

- **OP 1.7.2 Selection of Former LT Member**
  The Charge Conference shall select a former LT member to fill the unexpired term. The new LT member shall be confirmed by a simple majority affirmative vote of all eligible voting members if no Special Church Conference is held. The unexpired term shall count toward the six consecutive year maximum of the new LT member.

- **OP 1.7.3 Selection by Special Church Conference**
  The Nominations and Leadership Development Team shall nominate a church member (or members) to fulfill the unexpired term. The new LT member shall be elected by a Special Church Conference. The unexpired term shall count toward the six consecutive year maximum of the new LT member.

OP 1.8 Attendance at Leadership Team Meetings
In an effort to maintain a spirit of transparency of the Leadership Team within Christ’s Body, any member of the congregation may observe LT meetings. If a member of the congregation would like to address the LT at a meeting, it is preferred that observers notify the Senior Pastor or Chairperson in advance of their intention to address the LT. The Leadership Team has the right to limit the length of time of the address and may limit the number of persons addressing the LT.

The LT may enter into Executive Session by vote of the LT at which time no observers may be permitted to attend the Executive Session. Executive Session shall be reserved to review confidential issues including but not limited to staff personnel actions.

OP 1.9 Changes to the Organizational Principles
To ensure appropriate accountability to the congregation, any proposed changes to Article 2 Organizational Principles, shall be approved at a Church Conference called in accordance with the TBoDD.
ARTICLE 3: ACCOUNTABILITY PRINCIPLES (AP)

Defining for the chairperson and team the standards for upholding the integrity and fulfillment of the Leadership Team's processes and activities.

AP 1.0 Comprehensive Accountability Statement
The Leadership Team serves before God and on behalf of the members of Cornerstone Global Methodist Church, the Global Methodist Church as a whole, and to the people in the surrounding region who need to be led to Christ and nurtured in Him. It is the responsibility of the LT to see that Cornerstone Global Methodist Church, through the leadership of its Senior Pastor achieves the fulfillment of the Mission Principles.

The LT shall create and abide by a Covenant outlining LT members’ responsibilities and commitments to each other. The LT will review, amend if deemed appropriate, and renew the Covenant annually.

Leadership Team COVENANT:

The foundation of our team is to love God and all people for the transformation of the world. We will incorporate our vision into all we do as we seek God’s will for our church. We will allow the Holy Spirit to guide our meetings and knit us together as a team. When we get stuck or don’t know how to proceed, we commit to pray at that moment. We will also pray for one another and support one another outside of our meetings.

We will come with the posture of a servant’s heart, honoring one another above ourselves and in doing so we will support one another, offer grace, and commit to trust one another.

We commit to being fully present at all meetings, and will put ourselves in a position to hear and connect with one another.

We commit to allowing each other to speak freely and honestly, sharing with vulnerability and humility while honoring confidentiality. Even when we disagree, we will continue to work together.

We acknowledge that everyone on this team has something unique to offer, and we will work hard to contribute and to value the contributions of others.

We will work toward our common causes with measurable goals, and will hold one another accountable to accomplish the work before us. In love, we will expect each member of the team to do what we are called to do.

AP 1.2 Leadership Development
The Leadership Team will invest appropriate resources each year to enhance its understanding of leadership, mission, vision and values.

AP 1.3 Church Feedback and Assessment
The Leadership Team will collect input and feedback from members, attendees, guests, non-returning guests and members, and persons unconnected to Cornerstone Global Methodist Church in order to better understand their needs. The LT will incorporate this feedback to better help govern the church.

AP 1.4 Leadership Team Essential Responsibilities
With input from the congregation, pastors, and staff, the Leadership Team serves to:

1. Govern the administrative needs of the church,
2. Take action to meet those needs or delegate the responsibility to do so,
3. Identify ways the church may respond to issues that impact the spiritual and organizational health of Cornerstone Global Methodist Church,
4. Conduct meetings on an anticipated monthly basis which will include opportunities for laity questions, input, and discussion,
5. Oversee the vision of the church ensuring that all ministry teams are free of administrative burdens in order to focus on the mission of their ministry,

6. Oversee all administrative policies,

7. Approve the Annual Budget,

8. Monitor income and expenditures compared to the budget,

9. Approve adjustments to the budget as necessary,

10. Approve all land acquisitions, facility construction, and renovations,

11. Conduct evaluations of the Senior Pastor and Associate Pastors as necessary,

12. Assure the TBoDD is upheld,

13. Complete Cornerstone Global Methodist Church Safe Sanctuary training within first year after joining the LT and/or renew training as required by the Cornerstone Global Methodist Church Safe Sanctuary Policy,


AP 1.4.1 Sub-Teams
It is necessary and productive for the LT to appoint sub-teams formed around on-going administrative tasks. Sub-teams will function as directed by the LT. These teams will consist of at least one or more members of the LT, who will act as full members of the team. One LT member will chair the sub-team and be present for all votes. The LT may also enlist church members and staff to fulfill specific assignments of the sub-teams.

The chair of the sub-team will keep the LT apprised of all current and planned activities and actions of the sub-team and bring forth to the LT any items requiring LT vote or direction.

On-going Sub-teams shall consist of the following teams:

AP 1.4.1.1 Facilities Management Team
The purpose of this team is to monitor the condition of all facilities owned by the church and initiate maintenance, repair, and upgrades of those facilities as conditions warrant within the budgeted funds approved.

The Facility Management Team (FMT) will have the following structure:

- The FMT will be comprised of a minimum 9 voting members who meet monthly.
- FMT leadership positions will consist of a Chairperson, Vice-Chair and Secretary
- Service terms will be 3 years in length
- All new members of the FMT will be approved by the LT
- FMT meetings are open for anyone to attend as non-voting attendees

AP 1.4.1.2 Human Resources Team
The purpose of this team is to provide recommendations for action to the Leadership Team (LT) regarding:
- Encouragement and support of pastors & staff
- Continuing education, work/life balance, health & well-being, spiritual renewal
The Human Resources Team (HRT) will have the following structure:

The HRT will be comprised of a minimum of 3 laity members and the Business Administrator who meet as needed
- HRT may also include the Senior Pastor as requested by the Senior Pastor or as requested by the HRT chair to address specific topics
- All new members of the HRT will be approved by the LT
- HRT will meet in closed session

AP 1.4.1.3 Finance Team
The purpose of this team is to provide guidance and recommendations for action to the LT pertaining to Cornerstone Global Methodist Church’s financial status including:
- review financial reports for accuracy
- present financial reports to LT
- oversee the budgeting process and project expected yearly receipts
- compile the budget for submission to the LT
- review and update Financial Controls Policy for submission to LT
- review financial reports with the church’s accounting contractor on a monthly basis

The Finance Team will have the following structure:
- The Finance Team will be comprised of the Business Administrator and Financial Development Director and a minimum 2-3 laity members who meet as needed
- Finance Team may also include the Senior Pastor as requested by the Senior Pastor or as requested by the Finance Team chair to address specific topics
- All new members of the Finance Team will be approved by the LT

AP 1.4.2 Task Teams
It may also be productive for the LT to appoint task teams formed around as-needed administrative tasks. Task teams will function as directed by the LT. These teams will consist of at least one or more members of the LT, who will act as liaison and full member(s) of the team. The LT may also enlist church members and staff to fulfill specific assignments of the task teams. Most task teams will serve on an ad-hoc basis.

Task teams will govern themselves as far as the frequency of meetings and how they will organize themselves to accomplish their assignments.

Task teams will provide updates, information and recommendations to the LT on a monthly basis until the task assigned is complete. A task-specific team will be disbanded once its recommendations have been made to the LT.
Activities in which a task team may be needed to support an administrative task include:

- Human Resources: Assist with hiring interviews as needed, staff appreciation activities
- Finance: Budget, endowment fund policies, internal audit control policies
- Special: For example, review Church Historian record requirements in accordance with TBoDD. Establish annual goals as required for the Charge Conference.

AP 1.5 Responsibility of the Leadership Team Chairperson
The Chairperson enforces the integrity and fulfillment of the Leadership Team’s process as outlined in the Organizational Principles. Tasks include but are not limited to:

- Set agenda for meetings in conjunction with the Senior Pastor
- Determine the need for creation of task teams so as to reinforce the wholeness of the Leadership Team's job and monitoring the progress of task teams
- Ensuring the timely completion of annual tasks such as clergy evaluations, Nominations and Leadership Development Team candidate selection, and creation of the proposed annual budget

AP 1.6 Responsibility of the Senior Pastor for Spiritual Leadership
The Senior Pastor has the responsibility, authority, and accountability to serve as the primary spiritual leader of the church at every level: congregation, Leadership Team, and staff.

AP 1.7 Authority to Direct
The Senior Pastor is the Leadership Team's link to the operational achievement and conduct of Ministries Staff and Business Administrator. The Senior Pastor alone has the authority to direct the actions of the Ministries Staff and Business Administrator. The Business Administrator has authority to direct the administrative and custodial staff.

Any recommendations to the Senior Pastor must follow the process established in Operating Principle 1.5 in order to prevent unilateral direction by individual Leadership Team members.

AP 1.8 Changes to the Accountability Principles
To ensure appropriate accountability to the congregation, any proposed changes to Article 3 Accountability Principles section AP 1.4 “Leadership Team Essential Responsibilities” Items 1-14, section AP 1.6 “Responsibility of the Senior Pastor for Spiritual Leadership” or section AP 1.7 “Authority to Direct”, shall be approved at a Church Conference called in accordance with the TBoDD.