



Governing Policies of the Barrington Baptist Church

2017

Amended November 5, 2018

§ 1. Policies governing the Council.

The church Council shall be accountable to God first and to the members of the church by governing through effective policies and being good stewards of finances and talents.

(a) Qualifications of Council Members.

(1) Council members should have been in the church long enough to have demonstrated agreement with the church's core values, mission, vision, and strategy.

(2) Council members must agree with and fully support the core beliefs of the church:

(A) The authority and inerrancy of Scripture (Statement of Faith ¶ 1);

(B) The Trinity (Statement of Faith ¶ 2);

(C) The full deity and humanity of Christ (Statement of Faith ¶ 4);

(D) The substitutionary atonement and bodily resurrection of Christ (Statement of Faith ¶ 4);

(E) The spiritual lostness of the human race (Statement of Faith ¶ 6);

(F) Salvation by grace through faith in Christ alone (Statement of Faith ¶ 6); and

(G) The physical return of Christ (Statement of Faith ¶ 4).

(3) Council members should be faithful to Scripture and open to innovation in ministry.

(4) Council members should be actively involved in church ministry.

(5) Spouses of Council members must be supportive of their service on the Council.

(b) Responsibilities of Council Members.

(1) The Council commits itself and its members to ethical, biblical conduct, including proper use of authority and appropriate decorum when acting as Council members.

(2) Council members shall work together as a unified team in the best interests of the entire church.

(3) Council members shall be courageous and make the right decisions no matter how unpopular or controversial.

(4) Council members shall trust and respect one another.

(5) Council members shall encourage differing viewpoints in striving for a spirit of unity.

(6) Council members shall deal quickly and properly with disagreements among themselves.

(7) Council members shall commit to regular attendance of Council meetings.

(8) Council members shall have no authority over others—other Council members, the Senior Pastor, staff, or members of the congregation—except when acting corporately as a Council.

(9) Final decisions are the position of the Council and are repeated publicly with one united voice.

(10) Criticism and staff performance assessment may be expressed privately, within the Council, but not publicly, outside the Council.

(11) Council members shall respect the confidentiality appropriate to issues of a sensitive nature.

(12) Council members shall avoid any conflict of interest with respect to their Council positions, observing the following guidelines.

(A) There must be no for-profit self-dealing or conduct of private business or personal services between a Council member and the church as an organization.

(B) When a conflict of interest arises for a particular Council member, the Council member shall abstain from participating in both the deliberation and the voting on the matter.

(C) Council members shall not use their positions to obtain employment for themselves, family members, or close associates.

(D) Council members shall disclose their involvements with other organizations or associations—such as fraternal organizations, other churches, and parachurch ministries—that might pose a conflict of interest for the church.

(c) Operation of the Council.

(1) The Council generally observes parliamentary procedure according to Robert's Rules of Order, subject to the reasoned discretion of the Council Chair.

(2) The Council makes its decisions by consensus, defined as a simple majority vote when rules do not specify otherwise.

(3) Entities of the Council appointed by authority of the Constitution, article VII(E)(10), may exercise no authority over the Council, Senior Pastor, or members of the staff or congregation. Persons serving such entities shall keep their business confidential, especially as to matters of a private or sensitive nature.

(d) Role of Council Chair.

(1) The Council Chair shall assure the integrity and fulfillment of the Council's process and, when necessary, may represent the Council to the congregation and outside parties.

(2) The Council Chair shall craft meeting agendas, take the initiative in matters such as determining meeting times, recognize Council members and others who wish to address an issue, and limit discussion.

(3) The Council Chair as an individual has no authority to supervise or direct the other Council members, including the Senior Pastor.

(4) The Chair may delegate authority but is responsible for its use.

(e) Council monitoring and evaluation.

(1) The Council shall informally and regularly monitor and evaluate its ministry performance for compliance with Council policies.

(2) The Council shall facilitate an annual evaluation of its performance, individually and collectively, and solicit informal evaluation by the Senior Pastor. The Council shall discuss these evaluations for the purpose of improving its leadership.

(3) The principal basis for evaluation of the Council shall be the Constitution and these policies governing the Council.

(f) Council training.

(1) Because leaders are learners, the Council shall invest in and participate in its own training on a regular basis.

(2) The Council shall ensure that all new Council members are oriented on the functions of the Council and policies governing the Council, the Senior Pastor, and the Council-Senior Pastor relationship.

(3) All Council members shall have the opportunity to add to their knowledge and hone their skills as members involved in the leadership process. This opportunity may include reading books together, attendance at conferences and workshops, work with a church consultant, and other training experiences.

(g) Search for Senior Pastor.

(1) The Council shall lead the congregation in the search for a Senior Pastor when required by the Constitution, article VII(G)(9).

(2) The Council, through its appointed Search Team, shall follow biblical guidelines with respect to the qualifications of the Senior Pastor.

(3) The Council shall seek a Senior Pastor who is committed to our church Statement of Faith, agrees to honor our relationship with the Conservative Baptist Association, and meets specific qualifications as outlined by the Search Team.

(h) Compensation and benefits of the Senior Pastor.

(1) The Salary Team of the Council, as provided by the Constitution, article VII(H), shall pursue equity and fairness as well as follow biblical guidelines in establishing the compensation and benefits of the Senior Pastor.

(2) The Salary Team shall establish fair compensation, which may include salary, housing, and utilities; and benefits, such as retirement, insurance, and car allowance, according to the Senior Pastor's training, prior experience, size of the church, and tenure.

(3) The Salary Team shall determine any increase in the Senior Pastor's compensation and benefits based on the Senior Pastor's annual evaluation and the financial condition of the church.

(i) **Continuity of leadership.** In the absence of a Senior Pastor, the Council shall determine how to proceed and maintain continuity of leadership.

§ 2. Policies governing the Council-Senior Pastor relationship.

(a) Direction of Senior Pastor.

As provided in the Constitution, the Council bears responsibility for effective governance, and the Governing Overseers bear responsibility for doctrine, liturgy, discipline, and reproof. In their respective roles, the Council and Governing Overseers instruct the Senior Pastor through written Policies Governing the Senior Pastor and Policies Governing the Mission of the Church, allowing the Senior Pastor to use reasonable interpretation of these policies.

(1) The Governing Overseers shall develop policies instructing the Senior Pastor to achieve the mission established by the Governing Overseers. These are the Policies Governing the Mission of the Church.

(2) The Council shall develop policies that limit the latitude of the Senior Pastor. These are the Policies Governing the Senior Pastor.

(3) As long as the Senior Pastor uses reasonable interpretation of the Policies Governing the Mission of the Church and the Policies Governing the Senior Pastor, the Senior Pastor is responsible for further policies, decisions, actions, and practices, and he directs all activities.

(4) The Governing Overseers may change the Policies Governing the Mission of the Church, and the Council may change the Policies Governing the Senior Pastor and Policies

Governing the Council-Senior Pastor Relationship, thereby changing the boundary between the Senior Pastor and the Governing Overseers and Council.

(b) Authority of Senior Pastor.

The Council corporately entrusts the Senior Pastor with the authority to be the primary leader of the church and its ministry.

(1) The Senior Pastor answers to the Council only when it acts corporately as the Council in a constitutionally authorized capacity.

(2) The Senior Pastor as the primary, designated leader of the church has authority over individual Council members except when they act corporately as the Council.

(A) The Senior Pastor may confront a Council member over spiritual issues.

(B) A Council member follows the leadership of the Senior Pastor when serving in a church-related ministry.

(C) The Senior Pastor may not tell a Council member how to decide an issue that the Council is addressing corporately.

(3) The Senior Pastor and all Council members including the Chair minister together and relate to one another as equals.

(4) The Senior Pastor does not answer to the Council Chair or any other individual Council member, committee, or person in the congregation.

(c) Accountability of Senior Pastor.

As provided in the Constitution, the Council holds the Senior Pastor accountable for church management, and the Governing Overseers hold the Senior Pastor accountable for church leadership.

(1) The Senior Pastor has the Council's invested authority over staff, including the hiring, enlistment, and release of staff.

(2) The Senior Pastor is accountable to the Governing Overseers to accomplish the ministry of the church.

(3) The Council may not interfere corporately or individually with the staff in its ministry.

(4) Individual Council members when serving in staff-directed ministries serve under the direct authority of that staff person and the indirect authority of the Senior Pastor.

(d) Monitoring and evaluation of Senior Pastor.

The Governing Overseers both monitor and evaluate the Senior Pastor's ministry performance.

(1) The Governing Overseers informally, regularly monitor the Senior Pastor's performance.

(2) The Governing Overseers collectively facilitate a formal, annual evaluation of the Senior Pastor's performance, which may include self-evaluation and staff evaluation of the Senior Pastor.

§ 3. Policies governing the Senior Pastor.

The Senior Pastor shall lead the church to accomplish its mission and vision. In fulfillment of this responsibility, the Senior Pastor shall observe the following limitations and expectations.

(a) Limitations on the Senior Pastor. The Senior Pastor shall not cause or allow any practice within the church that would bring dishonor to God or His church.

(1) **Doctrinal.** The Senior Pastor shall not cause or allow departure from the BBC Statement of Faith in the teaching or practice of the church and the qualification of church leaders.

(2) **Moral.** The Senior Pastor shall not cause, engage in, or allow any immoral, unethical, or illegal activities.

(3) **Financial.** The Senior Pastor shall not cause or allow a failure of financial planning, budgeting, expenditure, or asset protection that would put at risk the financial viability of the church.

(4) **Communal.** The Senior Pastor shall not cause behavior that fosters factions within the church, placing a high priority on maintaining a God-honoring community. The Senior Pastor shall not fail to facilitate discipline and restoration within the church.

(5) **Communicative.** The Senior Pastor shall not fail to communicate significant issues and governance policy deviations to the Governing Overseers or Council.

(b) Expectations of the Senior Pastor. The Senior Pastor, working closely with the Governing Overseers, Council, and pastoral team, is responsible for providing clear, unifying, strategic leadership to all areas of the church through spiritual leadership, preaching, teaching, mentoring, and delegating. The Senior Pastor is the primary speaker from the pulpit with a focus on building people up in their faith, equipping them, and winning people to Christ.

(1) **Biblical and moral integrity.** The Senior Pastor adheres to biblical principles, the vows of ordination, high standards of biblical teaching and morality, and requirements of law.

(2) Relationship with church.

(A) The Senior Pastor shall preach and teach the Bible and protect the congregation from false teaching. The Senior Pastor must use wisdom and discernment in presenting a biblical model of life and thought and in exposing obvious and subtle errors in a secular worldview.

(B) The Senior Pastor shall lead or direct the affairs of the church, articulating a clear vision, in alignment and conjunction with the Governing Overseers.

(C) The Senior Pastor shall develop, train, disciple, and equip leaders for ministry through teaching, personal modeling, mentoring, and program development and implementation.

(D) The Senior Pastor shall secure capable communicators for worship services in his absence.

(E) The Senior Pastor shall represent the church and be a spokesperson for the church in public contexts both inside and outside the larger Christian community.

(F) The Senior Pastor shall coordinate baptisms, communions, and child dedications.

(3) Relationship with staff.

(A) The Senior Pastor shall engage in pastoral leadership development and encourage and provide opportunities for staff development.

(B) The Senior Pastor shall ensure that clear personnel policies are written, communicated to paid and volunteer staff, and properly implemented.

(C) The Senior Pastor shall not prevent a staff member from exercising the rights and privileges of Article X of the Constitution in event of conflict with a member of the church. After internal procedures have been exhausted, the Senior Pastor shall not prevent a staff member from grieving to the Council in event of conflict with the Senior Pastor.

(D) The Senior Pastor shall review the performance and conduct an evaluation of all pastoral staff at least annually. Evaluations consider achievement relative to staff ministry goals.

(4) Financial management.

(A) The Senior Pastor shall assist the Stewardship Team in developing an annual budget for Council approval.

(B) The Senior Pastor shall assist in raising the funds necessary to meet the budget. Accordingly, the Senior Pastor shall:

- (i) Communicate regularly the church vision;
- (ii) Preach on and teach biblical principles of living;
- (iii) Invite people publicly and privately to invest in God's kingdom; and
- (iv) See that the congregation is regularly informed of the church financial condition.

(C) The Senior Pastor shall ensure that expenditures remain in accordance with the annual budget, unless amended by the Stewardship Team or Council.

(D) The Senior Pastor shall not commit the church to financial obligations without approval of the Council.

(5) Asset protection.

(A) The Senior Pastor adequately protects church assets against risk of loss, theft, or abuse.

(B) The Senior Pastor protects the church, the Council, and staff against unnecessary liability exposure.

(C) The Senior Pastor ensures that church facilities and equipment are maintained in serviceable condition.

(6) Retirement. Should the Senior Pastor retire and request to continue to worship at the church, the Council will consider this request and make a decision based on what Council members feel is best for the church and new pastor. This decision will be reviewed from time to time and can be changed. No matter the time of the decision, the retired senior pastor will respect and honor the decision of the Council.

(7) Continuity of leadership. The Senior Pastor ensures that at all times, at least one other ministry staff member is familiar with Council and Senior Pastor processes and issues.

§ 4. Policies governing the mission of the church.

(1) When it comes to advancing the Kingdom of God, rather than maintaining status quo, **we must** prayerfully evaluate the effectiveness of our ministries in helping accomplish our mission.

- Recognizing that a buckshot approach to ministry is ineffective – and in an effort to align our ministry with our mission and the primary biblical expectations of the church – **we will** prayerfully evaluate the fruitfulness and relevance-to-mission of every ministry.
- Recognizing the core biblical principle of pruning – and in an effort to grow a healthy church – **we will** cut back and prune ministries accordingly.

- Recognizing the impact of purposeful and focused ministry – and in an effort to streamline and focus our ministry for maximum effectiveness – **we will** reorganize our ministry structure according to our mission.

(2) **We must** cultivate a healthy home and church family into which to invite those who are new to church, new to faith, or just new to BBC.

- Recognizing the diversity in our body and that of those we have been called to reach – and in an effort to create a catalyst for growth – **we will** create two new Sunday morning worship services and make related adjustments to our Sunday morning schedule accordingly.
- Recognizing that our major mid-week ministry is to Youth – and in an effort to provide important perspective and opportunity for the next generation as they seek to follow Jesus and learn to lead others to Him – **we will** plan, execute, and fund (in part or whole) one regional Missions Trip and two local service/outreach opportunities.
- Recognizing the opportunity to capture the next generation and their families with the Gospel – and in an effort to provide a meaningful worship opportunity with the youngest in mind – **we will** create a new Sunday morning worship service designed especially for elementary school-aged kids and marked by theological depth, engaging music, and enriching fellowship.

(3) As a church, given the power of the message God has given us to share, **we must** create opportunities that build excitement, that add value to our community, and that serve as tools people can use in their personal evangelistic efforts.

- Recognizing the potential of a unique and excellent Evangelistic opportunity to serve as an on-ramp to the life of the church – and in an effort to create an event that is identifiable as uniquely BBC – **we will** develop A LIVE NATIVITY with an eye toward investing it in long-term.
- Recognizing that the people of BBC live in four regions in and around Barrington – and in an effort to provide an opportunity for every household that participates to join with other BBC households in proactively making disciples in their own neighborhoods – **we will** pilot one regional “lighthouse” (with an eye toward full multiplication as the Lord leads) whereby we connect households for the purpose of praying for, serving, and sharing the Gospel with our neighbors.

(4) As a church, **we must** seek to up our game when it comes to communicating well and providing the kind of facility that serves our mission.

- Recognizing the importance of open and transparent communication and the power of a clear vision – and in an effort to strengthen the stewardship of our vision – **we will** institute quarterly church-wide meetings to provide a forum for open dialogue, Q&A, vision casting, information, and calls to action.
- Recognizing that God has provided the BBC to be used for His glory and the advancement of His mission – and in an effort to be purposeful in our use of it – **we will**

form and prayerfully consider the feedback of multiple small teams regarding upcoming projects that we need to fund: 1st floor Education space, 3rd floor Youth space, Lenca ministry campground, Worship center roof, completion of Worship center renovation including painting the ceiling, proper signage inside and outside, and potential A/C units for the Worship center.