Christ United Methodist Church
Guiding Principles

1. MISSION PRINCIPLES

1.1 Mission Statement: "Christ United Methodist Church will offer transformational relationships with Jesus to thousands of families and children living in the Rochester area." Everything we do as a church should flow from, relate to, and further this mission.

1.2 Faith Statement: CUMC is progressive in our theology. As a Wesleyan movement we are people who seek to explore scripture, tradition, reason and experience as we bring our faith to life. As followers of Jesus, we celebrate learning about life and faith in the company of others who seek wholeness, healing and breath.

1.3 Core Values: We draw our core values from our interpretation of John Wesley's three simple rules, "Do no harm, do good, stay in love with God." These values are:

- 1.3.1 Acceptance. We welcome all who seek to develop and deepen their relationship with God.
- 1.3.2 Compassion. We seek first to understand rather than be understood. We seek to provide a voice for the voiceless. We seek to provide a caring environment for all who are in need.
- 1.3.3 Dignity. We recognize the inherent dignity that God has given all people.
- 1.3.4 Justice. We will resist systems of oppression in our culture and the world around us.
- 1.3.5 Respect. We will treat all whom we encounter, regardless of background, with respect.

1.4 Our Essential Practices are Wesleyan. Disciples cultivate acts of:

- 1.4.1 Worship – private and corporate
- 1.4.2 Piety – personal faith practices
- 1.4.3 Mercy – acts of compassion
- 1.4.4 Justice – dismantling systems of oppression

1.5 Our Distinctive Qualities include:

- 1.5.1 Reconciling Congregation committed to full inclusion of all
- 1.5.2 Progressive theology seeking wisdom and healing for creation
- 1.5.3 Music and the arts as soul expression
- 1.5.4 Downtown location as community resource
- 1.5.5 Commitment to family support
- 1.5.6 Engaged discipleship through service and witness

2. BOUNDARY PRINCIPLES

The lead and executive pastors are the visionary leaders responsible for guiding CUMC to the accomplishment of its mission. They have the responsibility, authority and accountability to lead the congregation through teaching, the

leadership board (LB) through vision and inspiration, and the staff through direction and coaching.

Within the limitations set by these Boundary Principles the lead and executive pastors may use their judgement in meeting CUMC's Mission Principles and Goals.

The lead and executive pastors shall abide by the lead and executive pastor job descriptions, all guidelines and policies of The United Methodist Church (UMC), the Book of Discipline, the Minnesota Annual Conference of The United Methodist Church, and all civil and legal codes except where such policies stand in contradiction to our reconciling statement.

CUMC's Reconciling Statement: ***With open hearts, open minds and open doors, we welcome people of all races, nationalities, theologies and abilities. We welcome people of all sexual orientations and gender identities. We offer a safe and compassionate place to reconcile faith, identity, hope, understanding and mutual respect.***

The lead and executive pastors shall *not* cause or allow any practice, activity, decision, or organizational circumstance that is unlawful, imprudent, unethical, or in conflict with our Mission Principles.

2.1 Financial Planning

Budgeting for any fiscal year or the remaining part of any fiscal year shall not deviate substantially from the mission and goals established with the LB nor risk fiscal jeopardy.

2.2 Financial Management

With respect to the actual, ongoing financial health of the church, the lead pastor may not cause or allow a trend toward the development of fiscal jeopardy or a substantial deviation of actual expenditures from the budget set with the LB. The lead and executive pastors may not allow any debts, payroll taxes, apportionments, or other financial obligations to go unpaid or unfulfilled nor allow government required filings to be overdue or inaccurately filed.

2.3 Asset and Facilities Protection

Financial and physical assets may not be allowed to be unprotected by lack of insurance, security and hazard monitoring, prudent policies, or other appropriate means. The church's intangible assets, i.e. its good will, image, reputation and credibility, must not be placed in jeopardy particularly in ways that would hinder the accomplishment of its Mission.

2.4 Treatment of Staff, Volunteers and Constituents

The lead and executive pastors may not cause or allow conditions which would result in unfair or disrespectful treatment nor allow concerns to go unheard. The lead and executive pastors must not ignore the guidance provided in the Lay Staff Manual.

2.5 Communication and Counsel to the Leadership Board

The lead and executive pastors may not permit the LB to be uninformed on matters of significance that affect the life of the church.

2.6 Employment, Compensation and Benefits

With respect to the employment, compensation and benefits to employees, consultants, and contract workers, the lead and executive pastors may not cause or allow the fiscal integrity or public image of the church to be jeopardized. The lead and executive pastors must not ignore the guidance provided in the Lay Staff Manual.

2.7 Interim Lead and Executive Pastor Succession

In order to continue the day to day management of the church in the event of the sudden loss of both the lead and executive pastors' services, one or both of these pastors shall not fail to designate at least one other person familiar with the LB and the lead and executive pastors' duties and processes, informing the LB and staff of the designee(s).

3. ACCOUNTABILITY PRINCIPLES

The responsibility of the Leadership Board (LB) through the leadership of its lead and executive pastors is to assure: 1) the fulfillment of its Mission Principles and Goals, and 2) that the Boundary Principles have not been violated.

The LB will operate as the legal power of the Church Council, the Trustees, the Staff/Pastor Relations Committee, the Finance Committee, and the Lay Leadership Committees except wherein such activities described by the Discipline are delegated within these Guiding Principles to the lead pastor, executive pastor or other party.

3.1 Board Structure

3.1.1 The LB will be comprised of eleven (11) to fifteen (15) active church members including the lead and executive pastors. Members other than the lead and executive pastors will be selected by a nominations process led by the lead and executive pastors and confirmed by vote at a Church Conference. They may not be paid staff or family of paid staff or clergy, nor may two family members serve on the LB at the same time.

3.1.2 Members of the LB will serve staggered 3 year terms with three (3) or four (4) members in each class. Members may apply for successive terms through the same nominating process.

3.1.3 Annually the LB will appoint or reappoint a Chairperson, two Trustee representatives, two Finance representatives, two Staff/Parish Relations representatives, one Lay Leader, one Secretary, and one delegate to Annual Conference (the latter could also hold one of the aforementioned positions). The areas of representation of the other LB members will be determined as needed.

3.1.4 A "quorum" will be two-thirds (2/3) of the LB members. A quorum must be present when making decisions with legal implications. The lead and excutive pastors must be present at such meetings except if they are attending to an emergency.

3.1.5 LB members will be required to be present at a minimum of 2/3 of the regularly scheduled LB meetings and participate in all necessary phone and electronic correspondence, reading, and training. In all cases, the lead and executive pastors must be aware of every meeting. A LB member will be considered present whether there physically or electronically.

3.1.6 The LB will follow a simplified interpretation of Roberts Rules of Order for the business of the meetings and seek to make decisions based on consensus as often as possible. When a consensus cannot easily be reached, the Chairperson will call for an official vote. The requirements for passage are as follows:

3.1.6.1 A simple majority will be required to pass a motion except in cases that involve changes to the Guiding Principles or that have legal implications.

3.1.6.2 For issues involving changes to the Guiding Principles or that have legal implication a 2/3 majority will be required.

3.1.7 LB members who are not faithfully fulfilling their obligations will be counseled and if necessary be asked to resign.

3.2 Governance Style

The LB has adopted the governance philosophy described in John Edmund Kaiser's book "Winning on Purpose". The LB will govern with an emphasis on outward vision rather than internal procedures and programs recognizing that CUMC's mission calls us to reach out to those seeking a relationship with Jesus while also nurturing those among us on their journey. Accordingly, the LB will:

3.2.1 Covenant with other LB members to live out their membership vows faithfully, participate fully in the activities of the LB, protect the unity of the church, maintain confidentiality, support the lead pastor, executive pastor, clergy and church staff, and hold the lead and executive pastors accountable to the Guiding Principles.

3.2.2 Sign and abide by the LB Covenant.

3.2.3 Govern with one voice through written policies with an emphasis on long term goals.
3.2.4 Be responsible for excellence in governance. The LB will cultivate a sense of group responsibility and accountability.
3.2.5 Focus on long-term goals, leaving the administrative and programmatic means to those goals at the discretion of the lead and executive pastors.
3.2.6 Develop, define, maintain, and adhere to the Guiding Principles and ensure a church wide emphasis on:
  3.2.6.1 First reaching out to and serving the people of our larger community, and second caring for those already within our church community.
  3.2.6.2 Scripture, tradition, reason and experience guided through prayer as the means of ministry and strategic planning.
  3.2.6.3 Strategic leadership over administrative detail.
  3.2.6.4 Clear distinctions between LB, lead pastor, executive pastor, clergy, staff, and congregational roles.
3.2.7 Monitor the performance of the lead and executive pastors.
3.2.8 Manage itself with discipline and integrity with regard to its own processes.
3.2.9 Be accountable to the River Valley District Superintendent, the Bishop of the Minnesota Annual Conference of The United Methodist Church and to the congregation of Christ United Methodist Church in the following way:
  3.2.9.1 The Bishop or District Superintendent may call for a church conference vote to replace a LB member or the entire LB if the Guiding Principles are being flagrantly broken or LB action is contrary to District, Conference or Denomination norms.
3.2.10 Annually monitor its performance individually and collectively in the following areas:
  3.2.10.1 Quality and effectiveness of the guiding principles;
  3.2.10.2 Alignment of all resources to the Mission and Guiding Principles;
  3.2.10.3 Care of and accountability for the lead and executive pastors.
3.2.11 Respectfully and clearly voice their individual opinions in LB discussions.
3.2.12 Keep the congregation informed in a timely manner of its activities including the posting of LB meeting minutes on the church website except when legal, confidential or controversial issues have been discussed.
3.2.13 Maintain agreed upon confidentiality of topics considered during LB meetings with people outside the LB.
3.2.14 Designate a LB member (usually the lead pastor, executive pastor or chairperson) to inform the congregation of significant LB actions.
3.2.15 Take the lead in negotiating with the District Superintendent on the succession of the lead and executive pastors.

3.3 Goal Setting and Resource Usage

Direct the lead and executive pastors to write measurable goals each year that correspond to the mission statement and Missional Church Consultation Initiative prescriptions. The lead and executive pastors shall present the goals to the LB and

provide quarterly updates to the LB. Goals will be measurable, e.g. attendance, new members, giving, participation in small groups, children and youth program growth and/or others as agreed upon.

In the allocation of resources, the LB will base their decisions on the following considerations:

3.3.1 Does the budget and staffing reflect our Mission and Goals?
3.3.2 Does a new opportunity further our Mission and Goals?
3.3.3 How does the opportunity reach out or relate to the unchurched?
3.3.4 Is radical hospitality being offered?
3.3.5 How does this opportunity offer people a next step in their discipleship and/or relationship to our church? (i.e., are they invited to deepen their relationship with Christ, are they invited to return to another event, etc.)

3.4 Monitoring Performance of the Lead and Executive Pastors

The LB holds the lead and executive pastors accountable to the Guiding Principles through the following means:

3.4.1 Empower, encourage and support the lead and executive pastors in the fulfillment of the Mission and attainment of the Goals using their best judgement within the Boundaries of these Guiding Principles.
3.4.2 Encourage, support, and empower the lead pastor to take the necessary actions to insure their spiritual, physical, emotional, and relational health.
3.4.3 Evaluate the lead pastor according to the goals negotiated each year.
3.4.4 Within the church's budgetary constraints, appropriately compensate the lead pastor based on the evaluation.

3.5 Chairperson of the Leadership Board

The chairperson assures that the LB executes its duties with integrity and faithfully governs according to the Guiding Principles. Accordingly, the chairperson:

3.5.1 Presides at the meetings of the LB.
3.5.2 Is responsible to initiate the evaluation of the lead and executive pastors.
3.5.3 Is authorized to use any reasonable interpretation of the Accountability Principles to ensure the integrity of the LB process.
3.5.4 Monitors meetings to ensure that deliberations are fair, open and thorough and that a simplified interpretation of Robert's Rules of Order is being followed when necessary.
3.5.5 May delegate the authority described above when necessary but remains accountable for its use.
3.5.6 Represents the LB to outside parties when needed.

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Glossary

The following definitions are for terms as used in these Guidelines.

Term	Definition
Lead pastor	Leads either directly or through delegation all other clergy, staff volunteers and the congregation of the church.
Executive pastor	Leads either directly or through delegation all other clergy, staff volunteers and the congregation of the church.
Clergy	People ordained for church service and paid by CUMC for that service.
Pastor	Generally a clergy person charged with giving particular spiritual direction through preaching, teaching, or counseling, often to a specific group.
Staff	Non-clergy people paid for their services to the church.
Volunteers	Anyone serving the church in an unpaid capacity; may also be referred to as unpaid staff.
Radical hospitality	All people are welcomed as we would welcome Christ.

Revision history

Date	Description
6/16/2016	Initial adoption
7/18/2019	Revised
2/20/2020	Revised
2/18/2021	Revised
5/1/2022	Revised

Lead Pastor: _____

Executive Pastor: _____

LB Chairperson: _____