

BOARD – ROLE AND RESPONSIBILITIES

The River Church Community

Last revised on March 18, 2009

The purpose of the following document is to help the Board carry out its role of governing the church. This document provides guidelines that are intended to help guide the Board, but they are not laws – or bylaws – that must be rigidly followed in every instance. The Board of the River Church Community is comprised of lay members of the church community and the Lead Pastor of the church.

Governing Responsibilities:

The Board is the legal governing body of the church and has the following governing responsibilities:

1. **Stewarding the Mission of the River Church**

The Board is charged with ensuring that the church is fulfilling its mission in a manner consistent with the church's values and statement of faith. Any change to the mission, values, or statement of faith of the church must be approved by the Board.

2. **Lead Pastor**

The Board delegates to the Lead Pastor the authority and responsibility for faithfully leading the church to fulfill its mission in a manner consistent with the church's values and statement of faith. The Board is responsible for hiring, evaluating, and, if ever necessary, firing the Lead Pastor. The Board also sets his/her salary and benefits. Given that the Board delegates leadership, decisions, and day to day operations of the church to the Lead Pastor, and through him/her to the rest of the staff team, a key role of the Board is to empower the Lead pastor to be successful and to hold him/her accountable. The Board is charged with overseeing the Lead Pastor's work, approving his/her annual objectives, and conducting an annual performance review. The Board is also responsible for shepherding the health of the Lead Pastor's life, schedule, ministry demands and commitments.

In the event that any disciplinary action needs to be taken against the Lead Pastor or in the case of the need to remove the Lead Pastor from his/her ministry leadership, a two thirds majority vote of the Board is required, wherein the Lead Pastor must be excused from this vote.

3. **Fiduciary**

The Board must approve the annual operating budget of the church (including staff compensation), any significant alterations to the budget during the year, and any use of the church's reserves. The Board is charged with ensuring the organization has sufficient resources and is using them in the most effective manner to fulfill the mission of the church.

4. **Policies and Procedures**

The Board approves policies and procedures that govern the church, including personnel policies and financial policies. The Board will also have an open door policy for staff to discuss employee issues and/or submit grievances that are not being addressed by the Lead Pastor. The Board may choose to review the annual evaluation of any staff member to ensure he/she is being fairly evaluated.

5. **Communal Listening**

One of the roles of the Board is to participate in the life of the church community and listen to ideas, concerns, and input from other members of the church in a manner consistent with Biblical peacemaking principles. The Board is a leadership body charged with governing the church, but it is recognized that to do this effectively we must hear many perspectives and voices from the church body. The Board should establish both proactive and receptive processes for listening to the congregation. When the church is faced with major decisions (such as a facility purchase), the Board may initiate and/or participate in special meetings to facilitate communal listening.

Qualifications for all Board members:

1. An obvious love for God, Jesus, and the Holy Spirit.
2. Personal ownership of and a life that models the mission, values, and statement of faith of the River Church Community. No hidden agendas or theological emphases that are inconsistent with our mission, values, or statement of faith (www.the-river.org/statement-of-faith).
3. A ministering participant of the River Church Community for at least 2 years.
4. Demonstrates emotional healthiness and the ability to live a life of balance, integrity, and wholeness.
5. A servant's heart, demonstrated by their commitment to serving at The River prior to being considered for the Board.
6. Financial wholeness, faithfulness and generosity, including bringing a full tithe to the River (10% of gross income).
7. Able and willing to make the time commitment necessary to fulfill this role of service.
8. A love for the staff of the church, especially the Lead Pastor.

Key Gifts and Skills:

While not all members will have all the following gifts and skills, we recognize the need for the following key gifts and skills to be present on the Board in some form:

- Leadership, management, active listening, peacemaking, shepherding, encouragement, wisdom, mercy, and discernment.
- Given the fiduciary role of the Board, at least one member (preferably two), should be skilled in the area of financial management.
- Given our value on, and need for, prayer for our church community, at least one member of the Board will be gifted in prayer and intercession and will interface with the Intercessory Prayer Team.

Other Considerations:

It is our desire that the Board generally reflect the diversity of our church community in gender, age, ethnicity, personality style, and marital/parental status. At a minimum, Board members should be able to understand and account for the needs of a diverse body as they govern the church.

Commitment:

- A three year term commitment.
- Commitment to attend all required Board meetings.
- Participation in leadership meetings and events (Leadership Community, Retreat, etc.).
- Participation in other meetings as needed, including any necessary to be able to facilitate the communal listening process.
- Accessibility to the congregation. A servant's posture towards the body.
- Commitment to living out Biblical peacemaking.

Membership:

The Board shall have no fewer than four and no more than eight members, including the Lead Pastor.

In the event that any disciplinary action needs to be taken against a Board member or in the case of the need to remove a Board member, a two thirds majority vote of the Board is required, wherein the Board Member in question must be excused from this vote.

Nomination and Selection of new Board members:

The Board will seek nominations for new members from the Leadership Community. New members will be selected by the existing Board after being evaluated against the qualifications listed above (including any specific skills that the Board may need at that time – finance, prayer, etc) and after being interviewed by the current Board members and the Lead Pastor.

The potential new Board member will be asked to serve an initial temporary appointment of six months. This temporary appointment will be considered a probationary period in which the Board will have time to observe the potential member’s leadership potential, gifting, character, and contribution to the team and the process (I Timothy 3:10 and 5:22, II Corinthians 8:22).

At the end of the six-month testing period (1 Timothy 3:10), the Board will determine whether to extend an invitation to become a regular member.

Terms of Service:

Board members serve three year terms. At the end of the term, each Board member completes an evaluation to determine if serving on the Board continues to be a good fit for them. The Board discusses the evaluation as a group. If it is discerned that continued service is in the best interest of the individual Board member and the church, then the member can be re-appointed to another three year term by a two thirds majority vote of the Board, wherein the Board Member in question must be excused from this vote. Board members must rotate off the Board after two consecutive terms unless there are extenuating circumstances (i.e. there are fewer than 4 members left on the Board and/or the specific skills/gifts of the Board member in question is needed and a suitable replacement has not yet been found), at which point a one year term extension can be granted by a two thirds majority vote of the Board. For continuity sake, no more than one-third of the Board can rotate off at a time. After a Board member has rotated off, a minimum of one year is required before that Board Member can be re-nominated to return to serve on the Board.

Officers:

The Board has three officers – Chairperson, Treasurer, and Secretary. The Lead Pastor will not be an officer.

Board Members as of MY 2009:

<ul style="list-style-type: none"> • Brad Wong, Lead Pastor • Tom Tsao, Chairperson • Bill Balch, Secretary • Brian Perronne, Treasurer 	<ul style="list-style-type: none"> • Kathryn Mar • VACANT • VACANT
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