

Guiding Principles

First Baptist Church Timmins Ontario

November 26, 2014

Mission Principles

MP1.0 Comprehensive Mission Statement

The mission of First Baptist Church is to lead as many people as we can to Jesus and equip them to be disciple makers. First Baptist Church exists so that all within a reasonable and convenient distance (as defined by public perception) of the church building shall be aware of and touched by the church with the Gospel. We expect that through direct and indirect contact with our participants all who choose to respond shall be drawn by our personal and collective example of faith, hope and love to become Christ Followers.

MP1.1 Go = Winning People for Jesus

The highest priority of First Baptist church shall be reaching people who need to connect with the Gospel and God's people in our church home. We shall do so through an everyday lifestyle of reaching out to our existing friends and new friends we haven't met yet. We acknowledge that the priority is to do what we can as individuals to get people to a place where they can observe our love for one another and thereby know that we are Followers of Christ and desire to follow Him as well.

MP1.2 Baptizing = Building commitment to Jesus

A significant and supporting priority of First Baptist Church shall be to build up believers by intentionally calling people to demonstrate their internal belief by the external expression of baptism as a first step to a life of public and consistent discipleship. The expectation shall be that all baptized will become active participants in First Baptist Church or if more appropriate another church of like faith.

MP1.3 Teaching = Equipping growth in Jesus

A significant and supporting priority of First Baptist Church shall be to teach with a focus on growing belief, belonging and behaving as the New Testament commands and thus make disciples of whom a key characteristic is their participation, devotion and effort to make new disciples.

MP1.4 Extending = Participating in regional, national and global mission

A significant and supporting priority of First Baptist Church shall be to reach beyond our own community of faith, hope and love to support other churches in northern Ontario, the rest of Ontario, the nation of Canada and other places around the world. We acknowledge that the brighter our light shines the further it reaches even though we may never see the people reached participate in our local church ministry.

MP1.5 Balancing = Utilizing resources for Ministry Balance

A significant and supporting priority of First Baptist Church shall be to invest our resources from paid and volunteer participants utilizing time, ability and money in a balanced way so that no group of our participants is neglected and the elements of worship, instruction, fellowship and outreach each receive their due attention.

Boundary Principles

BP1.0 Comprehensive Boundary Statement

The Lead Pastor serves as the primary leader of the church. The Lead Pastor shall not cause or allow any program, practice, activity, decision or organizational circumstance that is unbiblical, uncoordinated, imprudent, unethical or unlawful. The Lead Pastor shall not fail to monitor through oversight and delegation the attitudes and actions of all participants to encourage engagement with the mission principles of First Baptist Church.

BP1.1 Biblical Integrity

With regard to the teaching, leadership and membership of the church, the Lead Pastor shall not fail to uphold the highest standards of biblical teaching and morality.

BP1.1a Biblical Modeling

With regard to leadership strategy, the Lead Pastor shall not fail to follow the pattern of Jesus and Paul of working intensively with the few to impact, through the few, the many while at the same time demonstrating an exemplary life of open engagement with people inside the church and with responsive people outside the church. All the activity the Lead Pastor engages in shall not fail to focus directly or indirectly on the mission principles.

BP1.1b Biblical Lifestyle

With regard to his personal lifestyle and testimony within our community, the Lead Pastor shall not fail to live a godly lifestyle for all to see, both those from within the body of Christ and those outside (for now) the body. He shall not implore the congregation to engage in any activity that he would not personally be willing to participate in.

BP1.2 Financial Oversight

With regard to financial oversight, the Lead Pastor shall not fail to monitor all income, expenses, assets and liabilities of the church to maximize the use of financial resources in fulfilling the Mission Principles with an eye to financial prudence over the upcoming years.

BP1.35 Treatment of Participants

With respect to interactions with participants or potential participants, the Lead Pastor shall not cause or allow conditions, procedures or decisions that are unsafe, undignified and unnecessarily intrusive or that fail to provide appropriate confidentiality or privacy.

BP1.47 Treatment of Staff

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

BP1.58 Communication and Support to the Oversight Team and Congregation

The Lead Pastor shall not permit the Oversight Team to be uninformed or unsupported in its work. The Lead Pastor shall not permit a lack of transparency with the congregation to hide anything the congregation might not collectively support.

BP1.69 Emergency Lead Pastor Succession

In order to protect the congregation from the sudden loss of Lead Pastor services, the Lead Pastor must have no fewer than two other ministry staff members familiar with the church's issues and processes.

Accountability Principles

AP1.0: Comprehensive Accountability Statement

The responsibility of the Oversight Team is to represent the congregation to see that First Baptist Church, through the leadership of its Lead Pastor (1) fulfills its Mission Principles and (2) avoids violation of the Boundary Principles. The Oversight Team shall not get involved in the day to day decisions and leadership of the congregation. However, the individual members of the accountability team may serve in various ministries as delegated by the Lead Pastor.

AP1.1 Stewardship to Christ for Those He Calls Us to Serve

The Oversight Team members shall maintain an active connection to high level oversight and involvement in the church and its mission.

AP1.1.2 Church Feedback and Assessment

The Oversight Team shall collect input and feedback from members, attenders, newcomers and non-returning visitors to better understand the needs and recommend adjustments to the Lead Pastor. About every three years the Oversight Team shall arrange a full church assessment by a component consulting group.

AP1.1.3 Devotion to Prayer and the Word of God

Under the teaching and guidance of the Lead Pastor, the Oversight Team shall continually seek the wisdom and leading of Christ as the Lord of the church. To this end, significant attention shall be given to prayer and study of Scripture as a group.

AP1.2 Disciplining the Process of the Oversight Team

The Oversight Team shall conduct itself with discipline and integrity with regard to its own process of governance.

AP1.2.1 Oversight Team Style

The Oversight Team shall govern with an emphasis on (1) outward vision rather than internal preoccupations, (2) encouragement of diversity in viewpoints, (3) strategic leadership more than administrative detail, (4) clear distinction of Oversight Team and staff roles, (5) collective rather than individual decisions, (6) future rather than past or present and (7) proactivity rather than reactivity.

AP1.2.2 Oversight Team Job Description

The job of the Oversight Team consists of (1) connecting with Christ and the congregation in order to govern on their behalf, (2) defining the Guiding Principles in order to establish the mission and boundaries for the congregation, the Lead Pastor and the staff and (3) monitoring Lead Pastor performance in order to ensure the mission is being fulfilled and the boundaries are being respected.

AP1.2.3 Oversight Team Member Code of Conduct

a. Members of the Oversight Team shall exhibit loyalty to the interests of Christ regarding those whom he has called his church to serve. This loyalty supersedes any personal or group interest among or outside consumers of the church's services. A member shall disclose any fiduciary conflict of interest and withdraw from any decision-making affected by it.

b. Members of the Oversight Team shall honour the principles and decisions of the Oversight Team acting as a whole. They may not foster dissent or attempt to exercise individual authority over the staff or the organization except as explicitly stated in the guiding principles.

c. Members of the Oversight Team shall respect the confidentiality of sensitive Oversight Team issues and shall avoid facilitating gossip against the practice of direct, biblical resolution.

AP1.2.4 Responsibility of the Chairperson for Integrity of Process

The chairperson shall enforce the integrity and fulfillment of the Oversight Team's process including the monitoring of Lead Pastor performance. The chairperson is authorized to use any reasonable interpretation of the Accountability Principles as he or she acts to ensure the integrity of the Oversight Team's process.

AP1.2.5 Responsibility of the Lead Pastor for Visionary Leadership

The Lead Pastor has the responsibility, authority and accountability to serve as the primary leader of the church at every level: congregation, Oversight Team and staff. With respect to the Oversight Team, the Lead Pastor shall envision the Oversight Team on all actions except for monitoring of Lead Pastor performance. If a question of process arises with regard to the bylaws or guiding principles of the church, the Lead Pastor shall defer to the judgment of the Oversight Team chairperson.

AP1.2.6 Use of Oversight Team Committees

Oversight Team committees, if used, shall be assigned so as to reinforce the wholeness of the Oversight Team's job and never to interfere with the delegation from the Oversight Team to the Lead Pastor or with the work of the staff.

AP1.2.7 Cost of Governance

The Oversight Team shall invest amply in its own governance capacity through training, outside expertise, research mechanism and meeting costs within the bounds created by the church budget as approved by the congregation.

AP1.3 Monitoring the Performance of the Lead Pastor

The Oversight Team's sole official connection to the operating organization of the church, its achievement, and conduct shall be through the Lead Pastor.

AP1.3.1 Unity of Control

Only decisions of the Oversight Team acting as a whole are binding on the Lead Pastor. The Lead Pastor shall not conduct any communications with individual Oversight Team members that convey the appearance of design to divide the Oversight Team.

AP1.3.2 Accountability of the Lead Pastor

The Lead Pastor is the Oversight Team's primary link to operational achievement and conduct, so that all authority and accountability of staff, as far as the Oversight Team is concerned, is considered the authority and accountability of the Lead Pastor.

AP1.3.3 Instruction to the Lead Pastor

The Oversight Team shall instruct the Lead Pastor through written principles that prescribe the mission to be achieved and establish the boundaries to be respected, allowing the Lead Pastor to focus on any reasonable interpretation of these principles. When there may be doubt that the pastor is leading the church in a valid direction the Oversight Team is responsible to represent the congregation on establishing a prudent course.

AP1.3.4 Performance of the Lead Pastor

The Oversight Team shall conduct systematic monitoring of the Lead Pastor's performance against accomplishment of the Mission Principles and compliance with the Boundary Principles.

- a. The Lead Pastor shall declare goals that correspond to each of the church's Mission Principles.
- b. Each year the Oversight Team shall review the results achieved by the Lead Pastor and the church on each of the Mission Principles as a basis of compensation increase or corrective action. These results include both those achieved with reference to annual goals and those achieved in addition to annual goals.
- c. The Lead Pastor shall be required to report to the Oversight Team on compliance with the Boundary Principles at each annual performance review and to affirm or give evidence of compliance upon request by the Oversight Team at any time.