

# Guiding Principles of The Journey Church

## **MISSION PRINCIPLES**

### **MP1.0 Mission Statement**

In order to glorify God, The Journey Church exists to lead people to follow Jesus, love God and love others.

#### MP1.1 Belong

The highest priority of The Journey Church shall be reaching people in the community who need to be welcomed into the body of Christ, whether seekers or unchurched believers.

#### MP1.2 Share

The next highest priority of The Journey Church shall be sending out missionaries, empowering each church member for a personal life mission in the world.

#### MP1.3 Grow

A significant and supporting priority of The Journey Church shall be helping believers to become grounded in the Christian faith and to grow in their participation with the body of Christ.

#### MP1.4 Serve

A significant and supporting priority of The Journey Church shall be equipping and deploying each believer for a significant ministry by developing their God-given gifts, talents, and experiences.

#### MP1.5 Worship

A significant and supporting priority of The Journey Church shall be gathering and leading people into the presence of God through worship so that they are changed and mobilized.

### **MP2.0 Our Mission Through Multi-Site**

The core purposes/mission principles of The Journey Church (Belong, Share, Grow, Serve and Worship) shall be expressed in a multi-site context but applied as appropriate and tailored when necessary to meet the needs of, and to best use the resources at, each campus of The Journey Church.

### MP2.1 Structure

The Journey Church shall aim to carry out its Mission Principles in a multi-site form through one body, one church, with multiple locations and congregations,

### MP2.2 Leadership

The Mission Principles of The Journey Church shall be fulfilled through a shared vision and pastoral leadership that is both centralized and congregation-specific.

### MP2.3 Equipping

Members of The Journey Church shall be equipped to serve within their congregation, the wider church body, the greater community and wherever God leads.

### MP2.4 Teaching

The same teaching program shall be provided to all congregations of The Journey Church.

### MP2.5 Finances

There shall be a single church budget that is applied appropriately across all expressions of The Journey Church, aligning to our mission and vision

## **BOUNDARY PRINCIPLES**

### **BP1.0 Comprehensive Boundary Statement**

The Lead Pastor shall not cause or allow any practice, activity, decision, or organizational circumstance that is unlawful, imprudent, unethical, or unbiblical.

#### BP1.1 Biblical and Moral Integrity

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

#### BP1.2 Financial Planning and Budgeting

Financial planning for any fiscal year, or the remaining part of any fiscal year, shall not deviate materially from the Board's Mission Principles, risk financial jeopardy, or fail to be derived from a multi-year plan.

### BP1.3 Financial Condition and Activities

With respect to the actual, ongoing financial conditions and activities, the Lead Pastor shall not allow the development of fiscal jeopardy or a material deviation of actual expenditures from Board priorities established in Mission Principles.

### BP1.4 Asset Protection

The Lead Pastor shall not allow the assets of the church to be unprotected, inadequately maintained, or unnecessarily risked. These assets include our finances, our buildings, our staff, as well as the Lead Pastor himself/herself.

### BP1.5 Treatment of Members and Regular Attenders

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

### BP1.6 Compensation and Benefits

With respect to employment, compensation, and benefits to employees, consultants, contract worker, and volunteers, the Lead Pastor shall not cause or allow jeopardy to fiscal integrity or public image.

### BP1.7 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, undignified or unsafe.

### BP1.8 Communication and Support to the Board

The Lead Pastor shall not permit the Board to be uninformed or unsupported in its work.

### BP1.9 Emergency Lead Pastor Succession

In order to protect the Board and the ministry of the Church in the event of the sudden loss of Lead Pastor services, the Lead Pastor may have no fewer than two other ministry Staff members familiar with Board and Lead Pastor issues and processes.

## **BP2.0 Staff Hiring**

The Lead Pastor shall not follow a hiring process that is unfair, exclusive or un-documented.

### **BP2.1 Job Openings**

The Lead Pastor will not fill a paid position, from within or without, without having formed a hiring team, consisting of the Lead Pastor and three other ad hoc members as determined by the Lead Pastor and General Manager of Ministries or designate.

If in the event a candidate for a position is part of the immediate family of either the Lead Pastor or General Manager of Ministries or the designate, the related party on the hiring team will recuse themselves from the committee and another ad hoc member will be selected in their place for the entire process of hiring for that position.

### **BP2.2 Job Postings**

The Lead Pastor will not fill a paid position, from within or without, without posting internally and externally the position for all interested to see for at least 2 weeks.

### **BP2.3 Job Interviews**

The Lead Pastor will not fill a paid position, from within or without, without having job interviews with qualified candidates.

### **BP2.4 Hiring Family Members**

The Lead Pastor shall not fill a paid position with an immediate or extended family member, of theirs or another Staff person, without the knowledge and approval of the process of the Board.

### **BP2.5 Exit Interviews**

All paid employees leaving the church will not leave employment without having been offered an opportunity for an exit interview with their supervisor. The exit interview should not be conducted by an individual that the outgoing employee is uncomfortable with; in this case, an alternate Staff member should be selected. The information provided by the employee should not affect his or her reference. The exit interview is not a discussion of the employee's performance, nor is it an opportunity for the employer to defend his organization.

## **BP3.0 Staff Structure**

The Lead Pastor shall not create a staff structure that does not fulfil the Mission Principles or adhere to the Guiding Principles of The Journey Church.

### BP3.1 Congregational Pastoral Presence

The Lead Pastor shall not fail to ensure there is pastoral presence for each congregation of The Journey Church, accountable to the Lead Pastor, and responsible for:

- a) following and communicating the shared vision of The Journey Church
- b) pastoral leadership for that congregation
- c) being the primary point of contact for pastoral or ministry concerns or otherwise for that congregation.

### BP3.2 Conflicts of Interest

The Lead Pastor shall not implement a staff structure where real or perceived conflicts of interest exist.

### BP3.3 Family Members on Staff

When hiring or restructuring, a direct supervisor/subordinate reporting relationship cannot be created between related staff members.

## **ACCOUNTABILITY PRINCIPLES**

### **AP1.0 Comprehensive Accountability Statement**

The responsibility of the Board, before God, is to see that The Journey Church, through the leadership of its Lead Pastor, (1) achieves the fulfillment of its Mission Principles, and (2) avoids violation of its Boundary Principles. This shall be on behalf of the people of Moncton, Dieppe, Riverview, the greater community and wherever God leads us, who need to be led to Follow Jesus, Love God and Love Others.

### AP1.1 Moral and Spiritual Ownership

The Board shall maintain an active connection to the “moral ownership” of the church, Christ and the people He has called His church to serve.

#### AP1.1.1 Connecting to the Congregation and the Community

The Board will ensure significant resources are invested each year to enhance its understanding of the needs of people in the congregations of The Journey Church and to enhance the church’s reputation of service to the community.

#### AP1.1.2 Lines of Communication

The Board will collect input and feedback from members, attendees, and non-returning visitors to better understand their needs. Every three to five years, the Board will arrange a full church assessment.

### AP1.1.3 Seeking God's Direction through His Word and through Prayer

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

## AP1.2 The Functioning of the Board

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

### AP1.2.1 Board Priorities

The Board will govern with an emphasis on (1) outward vision rather than internal preoccupation, (2) encouragement of diversity in viewpoints, (3) strategic leadership more than administrative detail, (4) clear distinction of Board 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 The Role of the Board

The main results of the Board's work shall be two-way communications with members and regular attenders, definition of Guiding Principles and monitoring of Lead Pastor performance. In addition to these three main results, the Board will also carry out any duties or responsibilities given to it in the Bylaws that are not delegated to the Lead Pastor.

### AP1.2.3 Board Member Integrity

The Board commits itself and its members to the following points of integrity:

- a) Members of the Board must acknowledge and believe that Jesus is the sole owner of the Church and that each individual and group is called to serve His Church. Therefore, any personal or group interests are to be laid aside.
- b) Members of the Board must honor the principles and decisions of the Board 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 Board must respect the confidentiality of sensitive Board issues and will not discuss these issues outside of the Board, except to bring resolution using Biblical guidelines.

### AP1.2.4 Responsibility of the Chairperson for Integrity of Process

The chairperson enforces the integrity and fulfillment of the Board'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 Board'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, Board, and staff. With respect to the Board, the Lead Pastor will envision the Board 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 will defer to the judgment of the Board chairperson.

#### AP1.2.6 Use of Board Committees

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

#### AP1.2.7 Training and Development

The Board will invest in its own governance capacity through training, outside expertise, research mechanisms, and meeting costs.

### AP1.3 Component: Monitoring the Performance of the Lead Pastor

The Board ensures that the organization, achievement and conduct of the church are carried out through the Lead Pastor.

#### AP1.3.1 The Board Acts as a Group

Only decisions of the Board acting as a whole and documented in the Guiding Principles or the minutes of Board meetings are binding on the Lead Pastor.

#### AP1.3.2 Accountability of the Lead Pastor

The authority and accountability of the Lead Pastor is to the Board and likewise the authority and accountability of the staff is to the Lead Pastor.

#### AP1.3.3 Accountability is assigned to the Lead Pastor

The Board will instruct the Lead Pastor through written principles that layout the mission to be achieved and establish the boundaries to be avoided, allowing the Lead Pastor to use any reasonable interpretation of these principles.

#### AP1.3.4 Monitoring the Performance of the Lead Pastor

The Board will conduct systematic and objective monitoring of the Lead Pastor's performance solely against accomplishment of the Mission Principles and compliance with the Boundary Principles.

- a) The Lead Pastor will be required to write measurable goals each year that correspond to each of the Board's Mission Principles. At least one of these goals for each mission principle must project growth in the number of people who benefit or participate.
- b) Each year the Board shall review the results achieved by the Lead Pastor on each of the Mission Principles as the 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 will be required to report to the Board on compliance with the Boundary Principles at each annual performance review and to affirm or give evidence of compliance upon request by the Board at any time.