

ROSE HILL CHURCH
GUIDING PRINCIPLES

This document defines the principles by which Rose Hill Church (“Church” herein) leadership pursues its mission. It is divided into three sections:

- Mission Principles define what the mission is and broadly how the Church will accomplish that mission;
- Boundary Principles set boundaries around the Pastor/Head of Staff and staff that they shall not cross in the pursuit of the mission; and
- Accountability Principles define how the Session will hold the Pastor/Head of Staff and Staff accountable to their performance in the pursuit of the mission, and how it will hold itself accountable to the mission goals.

While this is a “living document,” the Session will in particular monitor and adjust the Mission Principles as they discern the will of God for the Church. It is not intended as an “instruction manual,” rather it sets out the guidelines by which we set goals, pursue, and monitor our performance against our mission, keeping us within prudent behavioral and operational boundaries.

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MISSION PRINCIPLES

The Mission of the Church is to invite, inspire, and ignite all who will come to Christ by holding fast to our core beliefs and by building up the body of believers in reliance on the Word of God and His Holy Spirit. Our Vision for carrying out our mission is to be salt and light in our community and in the world by sharing the Good News of salvation in Christ and by reaching out to help in His Name (*Matthew 5:13-14*).

As we live into this vision and mission, the broad culture we are seeking to create is a missional one, where we are disciples of Jesus making disciples of Jesus. Identifying and equipping a core group of people who can help shape this disciple-making culture is key. To carry out this mission and vision, Rose Hill Church has ministry areas that include: Worship, Adult Discipleship/Fellowship, Children’s, Youth, Congregational Care, Global Outreach, Local Outreach, Finance, and Facilities. Within the larger culture that we seek to develop at the Church, we believe the following areas need particular attention:

- Children
 - a. Create environment where kids want to be
 - b. Special events that bring kids and parents together
 - c. Growth – both spiritual and numerical
- Youth
 - a. Create environment where youth want to be
 - b. Reaching students where they are (school, activities, etc.)
 - c. Growth – both spiritual and numerical
 - d. Regular participation in ministry and outreach of the Church
- Adult Discipleship
 - a. Vital adult classes during both services
 - b. Classes that encourage outward focus and disciples making disciples
 - c. Small Groups strengthened and encouraged to further reflect the Mission Principles

- Outreach and Communication
 - a. Become more missional and outward focused as the Church body
 - b. Be present and visible as Christians in the community and in our individual neighborhoods
 - c. Include outreach in all Church activities and events
 - d. Continuous improvement in electronic & online discipleship and outreach
- Facilities
 - a. Prioritize facility improvements
 - b. Raise capital funds and begin improvements

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BOUNDARY PRINCIPLES

The Pastor/Head of Staff’s primary responsibility is to provide leadership for the congregation to “prepare God’s people for works of service, so that the body of Christ...grows and builds itself up in love, as each part does its work” (Ephesians 4:12,16). The Pastor/Head of Staff together with the staff shall not cause or allow any practice, activity, decision, or organizational circumstance that is unlawful, imprudent, unethical, or unbiblical within the ministry of the congregation.

Specifically, they shall not:

- a. **Biblical/ethical:** Stray from upholding the highest standards of biblical teaching, ethics, and morality, and they shall not allow, encourage, or condone any teaching or practice that is unbiblical.
- b. **Lawful:** Allow any decision, practice, or activity within the ministry of the congregation that is illegal.
- c. **Prudent:** Cause or allow conditions, procedures, or decisions that are unsafe, undignified, unnecessarily intrusive, or that fail to provide appropriate confidentiality or privacy.
- d. **Finances and Personnel:** Stray from the budgetary guidance established by the Session or the policies and procedures set forth in the Church manuals for Finance and Personnel.
- e. **Integrity:** Jeopardize the integrity or public image of the Church.
- f. **Communication with Session:** Permit the Session to be uninformed or unsupported in its work. In order to protect the Session and the Church from the sudden loss of the Pastor/Head of Staff’s services, the Pastor/Head of Staff will have at least one other ministry staff member familiar with the Session and the Pastor/Head of Staff’s role and processes.
- g. **Conflicts of Interest:** Allow a conflict of interest or the appearance of a conflict of interest. Where a potential conflict exists in financial, personnel, ministry, or any other matter of Church leadership, the leader shall disclose the conflict to the supervisor or supervisory body and that supervisor or supervisory body shall determine its resolution.
- h. **Constitution and By-Laws:** Act in any way contrary to the constitution or by-laws of our Church and denomination.

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ACCOUNTABILITY PRINCIPLES

The responsibility of the Session, before God, is to: 1) Discern God's guidance and His will for the congregation and ministries of the Church; 2) Keep the Guiding Principles updated and relevant to the Church and God's leading; 3) Evaluate the progress of the Church in living into the Mission Principles as led by the Pastor/Head of Staff; 4) Be disciplined in its own role and responsibilities in the life of the Church.

a. Discernment:

1. Devotion to Prayer and the Word of God: Under the teaching and guidance of the Pastor/Head of Staff, the Session shall continually seek the wisdom and leading of Christ as the Lord of the Church, communicating their sense of discernment to the Pastor/Head of Staff and the congregation regularly.
2. The Session shall maintain an active connection with the congregation and the broader community to understand the spiritual needs and discern how the Church can serve people more effectively.

b. Guiding Principles: Through prayer, discernment, and the evaluation of the progress of the Church in its ministry, the Session will update the Guiding Principles as often as needed to keep them relevant so that the Church can effectively live into its Mission and Vision.

c. Budget: The financial budget for the Church shall be developed by the Pastor/Head of Staff and staff and submitted to the Session for review and approval.

d. Monitoring the Performance of the Pastor/Head of Staff

1. Unity of Control: Only decisions of the Session acting as a whole by consensus or majority vote are binding on the Pastor/Head of Staff.
2. Delegation to the Pastor/Head of Staff: The Session will instruct the Pastor/Head of Staff through written principles that prescribe the mission to be achieved and establish boundaries to be observed, allowing the Pastor/Head of Staff to use reasonable interpretation of these principles.
3. Authority of the Pastor/Head of Staff: The Pastor/Head of Staff will act as the Head of Staff and has authority to lead the staff and congregation in all aspects of fulfilling the Mission Principles.
 - i. This authority includes establishing, directing, modifying, or ceasing ministry activities.
 - ii. This authority includes establishing the structure of the Church staff, and selecting and managing all staff personnel in accordance with Rose Hill Personnel policies. Volunteer staff positions may be created at the discretion of the Pastor/Head of Staff. Budget for paid staff positions must be approved by the Session. Ordained positions must be created and filled following denominational policy and procedure.
4. Accountability of the Pastor/Head of Staff: The Pastor/Head of Staff is the Session's primary link to operational achievement and conduct, and is accountable to the Session for the performance of the staff and the success of all the ministries of the Church.
5. Annual Goals of the Pastor/Head of Staff: The Pastor/Head of Staff will write and submit to the Session, for review and approval, measurable goals each year that correspond to each of Session's mission principles.

6. **Performance Review of the Pastor/Head of Staff:** At least annually, the Session shall review the results achieved by the Pastor/Head of Staff on each of the annual goals together with the Mission and Boundary Principles. Salary increases, other compensation changes, or corrective action shall all be based on the results of these reviews.
- e. **Governance of the Session:** The Session shall conduct itself with discipline and integrity with regard to its own process of governance, always keeping in view the Mission and Vision of the Church.
 1. **Governance Style:** The Session will govern with an emphasis on:
 - i. Outward vision rather than internal preoccupation,
 - ii. Consideration of diversity in viewpoints,
 - iii. Strategic leadership rather than administrative details,
 - iv. Clear distinction of Session, Pastor/Head of Staff, and staff roles,
 - v. Individual elders are to submit to the decisions of the Session,
 - vi. Future rather than past or present, and
 - vii. Proactivity rather than reactivity.
 2. **Session Elders' Code of Conduct:**
 - i. Session elders seek to be faithful to the interests of Jesus Christ regarding those they have been called to serve. This commitment supersedes any personal or group interest among or outside participants in the Church's services. A member of Session must disclose any conflict of interest and withdraw from any decision-making affected by it.
 - ii. Members of Session shall honor the principles and decisions of the Session acting as a whole. They shall not foster dissent or attempt to exercise individual authority over the staff or congregation.
 - iii. Session elders shall respect the confidentiality of sensitive issues and shall avoid facilitating gossip or other triangulation of people involved.
 3. **Responsibility of the Elders for Accountability:** A team of three elders, ideally one from each class facilitated by the elder with seniority, shall be appointed by the Session each year to assure the integrity of the Session's process for monitoring the performance of the Pastor/Head of Staff.
 4. **Cost of Governance:** The Session will invest amply in its own governance capacity through training, outside expertise, research mechanisms, and meeting costs.