

Attachment A

3.1 Delegation of Executive Authority

The Board supervises and directs the affairs of the Church by delegating to the Senior Minister as the Executive the authority to manage day-to-day operations under a policy-based governance model as described in Policy 2, Governance Process. It is understood that this delegation is to the Senior Minister and not to the other ministers who are under the supervision of the Senior Minister and do not have a direct relationship with the Board hereunder.

3.1.1 Executive Operating Policies and Practices

The Board authorizes the Executive to establish all further policies, make all decisions, take all actions, and develop programs and activities that are consistent with a reasonable interpretation of Board policies.

3.1.2 Board's Retained Authority to Change its Policies

The Board may change its policies at any time. However, the Board will not use its policies to "micromanage" the Executive, and the Board will generally respect and support a reasonable interpretation of its policies by the Executive.

3.1.3 Executive Does Not Direct the Board Regarding its Policies

The authority of the Executive does not extend to supervising or otherwise directing the Board as a body, its Chair, individual Board members, or Board committees. Nothing in this policy is intended to interfere with mutual dialogue about the understanding of and need for Board policies.

3.1.4 Unity of Control

Only decisions of the Board acting as a body are binding on the Executive. Decisions or instructions of individual Trustees, officers, or committee members are not binding on the Executive or any other staff member, except when the Board has specifically authorized the exercise of such authority. Informal meetings may occur between Board members and the Executive or other staff members for the purpose of exchanging information and seeking advice, but not for Board members to give instruction or direction to the Executive.

3.1.5 Additional Ministerial Support

The executive may hire and delegate ministerial duties to associate ministers as the executive deems appropriate. The Senior Minister (executive) shall be the only called minister in order to maintain clear designation of authority within the congregation.