

Fishers United Methodist Church

Church Board Policies

Effective March 12, 2024

1. Scope

- a. The Fishers United Methodist Church shall be governed by a unified Church Board, effective March 12, 2024;
- b. The Board shall be responsible for the overall direction of the Church in terms of setting the broad spiritual direction of the Church;
- c. The Board shall collectively assume the administrative oversight duties previously performed by the Trustees and the Staff-Parish Relations and Finance Committees;
- d. The independent ministries for the Preschool, Food Pantry, UMM, UWF and the Multiply Ministry will continue in their present forms;
- e. The day to day administration and operations of the Church shall be performed by the Senior Pastor and such person as to whom he/she shall delegate for such responsibilities
- f. The Board shall hold the Senior Pastor accountable in fulfilling the policies and direction of the Congregation as directed by the Church Board;
- g. The Senior Pastor shall provide all information regarding the operations and ministries of the Church to ensure that the Board makes informed decisions regarding its responsibilities;

2. Membership

- a. The Church Board shall be composed of no fewer than 12 and no more than 15 members of the Congregation, along with the Senior and Associate Pastors who shall serve in non-voting advisory roles;
- b. Each member shall serve a 3-year term, with the terms being staggered so that each year, four or five members of the Church Board will complete their term and may serve a second term if eligible or be replaced by new members;
- c. One of the members of the Church Board shall serve as Chairperson, who shall serve for up to a three year term as Chairperson;
- d. One member of the Church Board shall serve as Vice Chairperson to act in the absence of or where there is a conflict of interest on the part of the Chairperson;
- e. One member shall be appointed as Secretary to record agendas and the minutes of meetings, and to track the terms of members. The role of Secretary may be filled by a staff administrative assistant who shall attend all Board meetings, but serve in a non-voting capacity.
- f. Church Board members who serve for up to two years to fill a vacancy due to departure of another Church Board member shall be eligible to serve an additional three year term at the conclusion of the vacated term;
- g. Upon completion of a three year term, a Member of the Church Board shall be eligible to serve for an additional three year term.
- h. Upon completion of a maximum of six years, a Member of the Church Board shall not be eligible for service on the Church Board for a period of one year.
- i. The term year runs from January 1 through December 31;

- j. The initial Church Board, which takes office after the adoption of this document, shall determine the length of term of office of the initial board to establish the classification of members as one year, two year or three year appointments.
3. Function of Church Board
- a. All members to be responsible for all functions of the Church Board;
  - b. Sub-committees may be formed to perform specific tasks formerly administratively performed by Trustees, SPRC, and Finance, as well the missional tasks performed by the Multiply Ministry, Endowment and Generosity Committees. The Board shall also form other sub-committees to perform any other function necessary for the function of the Church Board and the Congregation;
  - c. Assignments for subcommittees and selection of Chairperson, Vice Chairperson and Secretary are to be made at an initial organizational meeting at the beginning of the year;
  - d. Additional specific Task Groups may be formed to carry out specific tasks or to engage examination and vetting of issues to be determined by the Board;
  - e. Task Groups may be formed from Members of the Board along with other members of the Congregation and/or staff members as necessary to carry out the function of the Task Group;
  - f. A Board vote on an issue is the final and official action of the Board; actions or representations of other groups or individual board members are not official action of Fishers UMC and are not binding upon Fishers UMC or staff;
  - g. Duties of Membership
    - i. Each Board Member will strive to improve their service by engaging in continuing leadership education, with an emphasis on development of spiritual leadership skills;
    - ii. Board Members serve with an understanding that the Board will often consider sensitive and confidential information, and that such information shall not be shared with anyone, including spouses, friends and family;
    - iii. No Board Member will participate in any deliberation or vote upon any issue in which the Board Member has a personal or financial interest, nor shall any Board Member attempt to use their position as a Board Member to influence the policy of the Church Board to promote a personal or financial interest;
    - iv. Board Members serve with the understanding that their decisions are to be made to further the life of the Church and God's Kingdom on earth, and to set aside personal interests in any situation that may conflict therewith;
    - v. In deliberations upon an issue, or after the Board has reached a decision on an issue, Board Members shall not engage in factional or divisive behavior which is intended to undermine or reverse a decision of the Board;
    - vi. Board Members must show their participation in the life of the Church with their prayers, presence, gifts, service and witness as stated in the Book of Discipline;
    - vii. Members shall demonstrate that they are outwardly living an example of Christ's presence in their lives;

#### 4. Selection of Members

- a. Members shall be selected by the prior year's Board through the use of a Nominating Subcommittee;
- b. The Church shall publish the Members of the Board through social media, internet and within the Church Building, which will include their terms of office. Members of the Congregation may apply for selection and service to fill any upcoming vacancies of the Board;
- c. Upon application, prospective members shall prepare a statement of interest listing qualifications and strengths that they would bring to the Board;
- d. Membership on the Board shall be restricted to active members in good standing of Fishers UMC; however, compensated staff members of the Church or their family members as well as family members of existing board members are not eligible to serve on the Board;
- e. Prospective Board Members must show their participation in the life of the Church with their prayers, presence, gifts, service and witness as stated in the Book of Discipline;
- f. Prospective Members shall demonstrate that they are outwardly living an example of Christ's presence in their lives;
- g. In selecting incoming future Members, the Board shall consider and strive to create a Church Board that is reflective of the Congregation as a whole and inclusive of diverse components of the Congregation. However, Membership shall not be predicated on a set principle of fixed representation by any group or mission of the Congregation;
- h. Filling of vacancies
  - i. Upon resignation, death, incapacitation or removal, Board shall appoint replacement for term pursuant to procedure on selection of Board Members generally
- i. Confirmation of membership shall be done by Charge Conference;

#### 5. Continuation of and Removal of Board Members

- a. The Senior Pastor and Board Chairperson shall conduct an annual review and interview of Board Members to support their continued participation;
- b. Grounds for removal may consist of;
  - i. Any Member who is unwilling or unable to perform the duties reasonably expected, or violates any prohibitions regarding conduct of Board Members;
  - ii. Any Member who violates the duties of a board member or otherwise violates the principles expounded in the establishment and operation of the Board as stated herein;
- c. Removal of a Board Member shall be in a Church Board meeting, done upon Motion and by official majority vote, where Board Member has the right to attend and be heard;
- d. Upon written notice by a member of the congregation, made to the Senior Pastor or Church Board Chairperson, which notice calls into question the continuation of a Board Member on the Church Board, the Senior Pastor or Church Board Chairperson shall select subcommittee of three neutral Board Members to investigate and make recommendations to the full Church Board whether further action is necessary;

- e. Any notice under subsection (d) above shall be considered confidential and not subject to dissemination to the Congregation or the public consistent with Section 3(g)(ii).
- 6. Amendment
  - a. These Church Board policies, procedures and structure may be amended from time to time as necessary. Amendments shall be by majority vote of the existing Board.