

Salford Congregation Accountability Guidelines

How are we accountable to God and each other as a faith community?

Members of the congregation are responsible to be involved in carrying out the church's vision, living its values, and fulfilling its goals through the church ministries. Members of the congregation are accountable to help the Board and Pastors lead the church by engaging in constructive dialogue, being willing to give and receive counsel, and fostering a spirit of openness, encouragement, and trust.

What are some examples of the responsibilities of membership?

- Regular worship attendance
- Financial and prayer support
- Participation in one or more of the church's ministries
- Attendance at church meetings
- Asking questions about issues that are not understood
- Reading communications, i.e., church bulletins, newsletter, ministry and board minutes, etc.

How are members accountable to the Board and Pastoral Staff?

Members of the congregation are expected to take their baptismal and membership vow to give and receive counsel seriously, and to pray regularly for the Board, the Pastoral staff, and the church's ministries.

How are the lead pastor and the Board mutually accountable to each other?

The lead pastor is responsible to accomplish the goals that the congregation has established and fulfill the job description. He/she should hold high and advance the vision and values statement of the congregation, and be in dialogue and discernment with the Board about the work of the church. Monthly reports in writing are important to help their relationship grow and be productive. The lead pastor is accountable to the congregation through the Board.

The Board must provide clear vision and value statements and goals to the lead pastor. The Board is responsible to honor, nurture, pray for, and respect the lead pastor, and to help the lead pastor succeed. The Board must be open to the vision, prophetic voice, and counsel of the lead pastor, and to the lead pastor pushing the congregation beyond its comfort zone. The Board is responsible to give the lead pastor performance feedback, to give and receive counsel, and be in dialogue. In the event that the lead pastor has not fulfilled the duties of the position, the Board is responsible to discern measures to be taken, which could include dismissal of the pastor.

How is the Board accountable to the Congregation?

The Board is directly responsible to the congregation, and will communicate regularly with the congregation. The Board will make itself regularly available. When members raise a concern to the Board, the Board will discern the issue, and if the Board agrees that the issue affects the spiritual, emotional, or relational health of the congregation, a response will be made. Examples of responses might be that the matter might be referred to the appropriate ministry team; or a congregational forum might be provided so that the entire congregation can give and receive counsel; or the Board might bring those directly involved with a particular issue together, for mutual understanding.

What are some examples of the board's accountability to the congregation?

- Giving and receiving counsel
- Published minutes of the board meetings
- Announcements in the bulletin/worship service
- Scheduled congregational meetings as well as special meetings
- Regular availability for dialogue and discussion via personal contact, phone, e-mail

What are issues that the congregation must determine as a body?

- Approving a pastoral candidate
- Approving a proposed building project
- Approval of vision statements and core values
- Approval of 3-5 year goals
- Approval of the annual budget
- Approval of non-budgeted expenditures of \$25,000 or more

We are members of, and mutually accountable to Franconia Mennonite Conference and Mennonite Church USA, and abide by their polity guidelines.

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Duties of the Salford Church Board

1. To lead the congregation in discerning God's direction for us, and our vision and core values.
2. To lead the congregation in establishing specific goals for the next 3-5 years that are consistent with its vision and core values.
3. To seek out the congregation's wisdom on major areas of church life, including,
 - Approving a pastoral candidate
 - Approving a proposed building project
 - Approval of vision statements and core values
 - Approval of 3-5 year goals
 - Approval of the annual budget
 - Approval of non-budgeted expenditures of 25,000 or more
4. To lead and give counsel to the congregation in matters pertaining to the spiritual, emotional, and relationship health of the congregation. At times it may need to teach and explore with the congregation information that is crucial to the congregation's efficiency and effectiveness. To continually help the congregation monitor the covenant that members have with the church and to discern what assumptions about church culture and patterns are life producing for all persons, or need adjustment from time to time.
5. To provide Personnel, Finance, Gifts Discernment, and Stewardship functions.
 - The Personnel function recommends employment practices, employee benefits, and staff salaries. It supports the Lead Pastor in hiring other staff, and in other significant issues.
 - The Finance function recommends annual budgets and protects the congregation's assets through prudent insurance coverage and investment policies.
 - To appoint other committees as needed for like purposes, e.g., to appoint a Pastoral search committee.
 - To specifically approve spending of \$10,000 or more, even if it is part of a budget approved by the congregation.
 - The Gifts Discernment function identifies members' gifts and abilities, and discerns the best use of those gifts and abilities within the church's ministries.
 - The Stewardship function provides an ongoing teaching program, and invites members to give joyfully and generously to the church.
6. To honor, nurture, pray for, and respect the lead pastor, and to help the lead pastor succeed. To solicit input from the congregation on pastors' performance, to provide performance feedback to the lead pastor on an intentional basis, to receive counsel, and be in dialogue. To discern measures to be taken, in the event that the lead pastor has not fulfilled the duties of the position, which could include dismissal of the pastor.
7. To intentionally work at leadership development within the congregation.
8. To be accountable to the congregation. To publish meeting minutes. To intentionally be available to receive counsel regularly from members. To discern any concern raised by one or more members, and if the Board agrees that the issue affects the spiritual, emotional, or relational health of the congregation, to respond, up to and potentially including providing a forum for congregational discussion.
9. To always perform its duties within the context of the *Salford Congregation Accountability Guidelines*.