

GUIDING PRINCIPLES FOR THE RFUMC CHURCH COUNCIL

Version 2013.05.20

I. The Mission Principle

At the annual Charge Conference meeting, the pastor will identify at least eight (8) “active seniors” (50-70 years old) currently unaffiliated with RFUMC who connected with our Engaging Faith process in some way for the first time (excluding first time worship visitors).

II. Our Boundary Principle

The pastor shall not cause or allow any practice, activity, decision, or organizational circumstance that is unethical or illegal according to state, county, or municipal law, the Book of Discipline of the United Methodist Church, or the Rules of the Oregon-Idaho Annual Conference.

o Finances

- 1. The pastor shall not overspend the adopted annual budget without the approval of the Church Council.*

o Personnel

- 2. The pastor and staff shall not act contrary to the Personnel Policies of RFUMC.*

III. Our Accountability Principle

The responsibility of the Church Council to God on behalf of the people in the greater Roseburg area and of the Roseburg United Methodist Church is to see that this congregation, through the leadership of the pastor, 1) fulfills our Mission Principle, and 2) adheres to the Boundary Principles.

o Council Procedures

- 1. The Church Council shall:*
 - a) meet quarterly, or as needed*
 - b) keep written records that are treated as confidential*
 - c) maintain open discussion before voting on proposed actions*
 - d) report decisions as a united body*
- 2. The Church Council shall be constituted of the following positions:*
 - a) Chairperson (One of the lay leaders)*
 - b) Lay Leader 2*
 - c) Lay Leader 3*
 - d) Trustee 1*
 - e) Trustee 2*
 - f) Finance 1*
 - g) Finance 2*
 - h) SPRC 1*
 - i) SPRC 2*

- j) *Secretary*
- k) *Annual Conference Lay Member*
- l) *At Large Member*
- m) *Pastor*

3. *Due to its role as the Staff-Parish Relations Committee, no immediate family member of the pastor or other paid staff person may serve as a member of the Council.*
4. *Council members, with the exception of the lay leaders, the annual conference lay member, and the pastor, shall serve two-year terms with the possibility of being nominated and elected to succeed themselves. Council members are nominated for election by an independent nominating committee (chaired by the pastor) to an annual all-church meeting open to all church members.*
5. *The Council shall be chaired by one of the three lay leaders.*
6. *The pastor is a full member of the Council and entitled to a vote, except for votes related to the “Pastor’s Performance” principles listed below.*

- o ***Pastor’s Performance***

1. *The Council shall set the pastor’s salary within Annual Conference guidelines.*
2. *The Council shall conduct an annual review of the pastor’s performance, considering the Mission Principle as well as the pastor’s visionary leadership, effective direction, and inspired teaching of the congregation.*