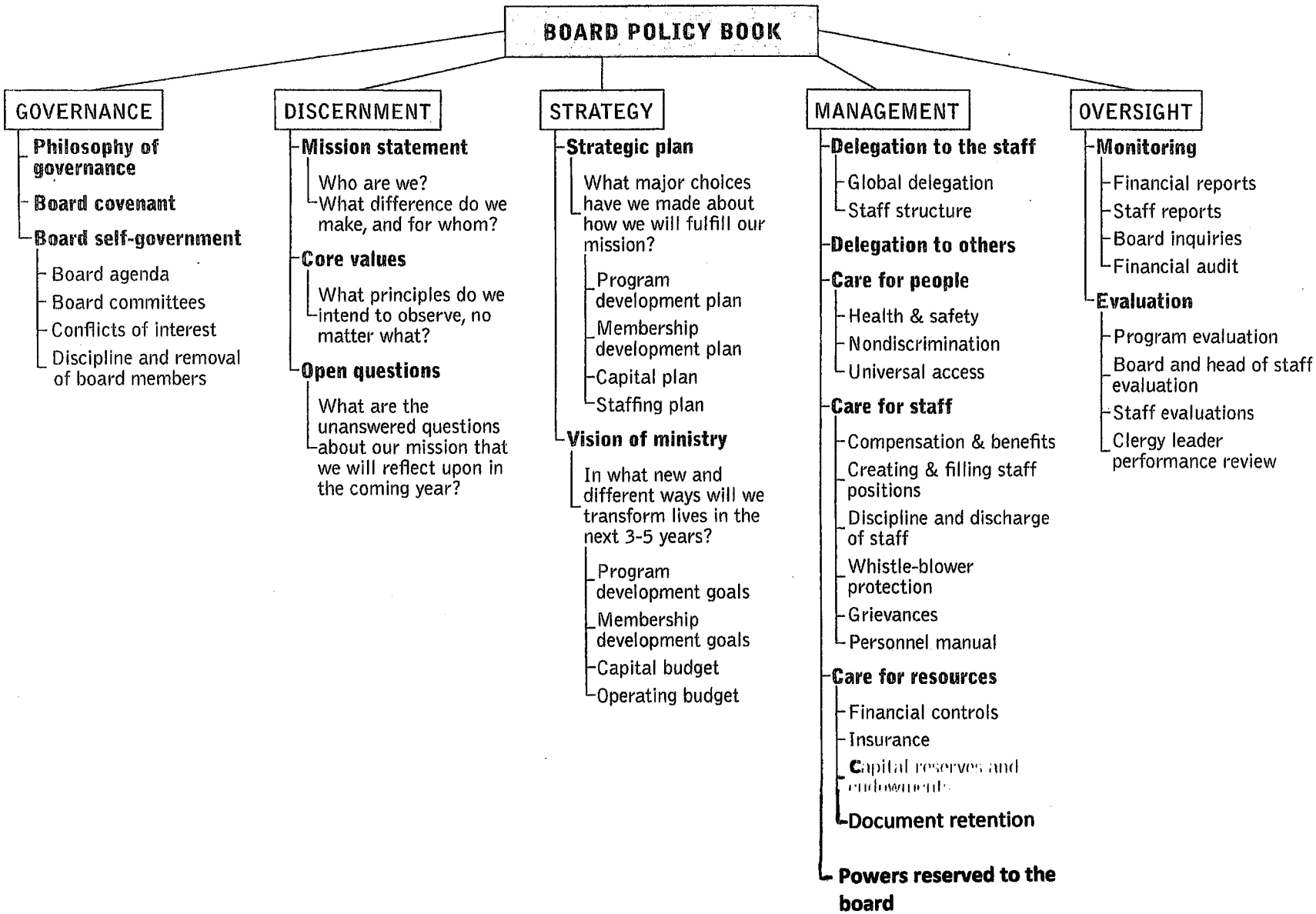
Figure B.1


BOARD POLICY BOOK
GOVERNANCE
Philosophy of governance
Board covenant
Board self-government
Board agenda
Board committees
Conflicts of interest
Discipline and removal of board members
DISCERNMENT
Mission statement
Who are we?
What difference do we make, and for whom?
Core values
What principles do we intend to observe, no matter what?
Open questions
What are the unanswered questions about our mission that we will reflect upon in the coming year?
STRATEGY
Strategic plan
What major choices have we made about how we will fulfill our mission?
Program development plan
Membership development plan
Capital plan
Staffing plan
Vision of ministry
In what new and different ways will we transform lives in the next 3-5 years?
Program development goals
Membership development goals
Capital budget
Operating budget
MANAGEMENT
Delegation to the staff
Global delegation
Staff structure
Delegation to others
Care for people
Health & safety
Nondiscrimination
Universal access
Care for staff
Compensation & benefits
Creating & filling staff positions
Discipline and discharge of staff
Whistle-blower protection
Grievances
Personnel manual
Care for resources
Financial controls
Insurance
Capital reserves and endowments
Document retention
Powers reserved to the board
OVERSIGHT
Monitoring
Financial reports
Staff reports
Board inquiries
Financial audit
Evaluation
Program evaluation
Board and head of staff evaluation
Staff evaluations
Clergy leader performance review