

<i>Centerville Christian Church Elder Policy Manual</i>	Category: <b>4</b>
Subject: <b>Limitations</b>	Document: <b>1</b>
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Policy Type: **Limitations**

Title: **General Constraints**

The Centerville Christian Church staff is empowered with the responsibility and authority to conduct the affairs of the Church including the creation of a strategic plan to achieve the Vision established by the Elder Leadership Team. To that end, the following general constraints define the functional and operational limits of the Sr. Minister and staff.

**1. No deviation form Church doctrine.**

- A. No programs, activities, or teachings that undermine the Centerville Christian Church doctrine and/or statement of beliefs.
- B. No individuals shall be employed in ministry or teaching positions who are unwilling to become a church member or who, through their lifestyle or doctrinal position, are ineligible for church membership.
- C. No individual may be appointed or permitted to continue in professional or lay leadership when their lifestyle and/or behavior is contrary to sound Biblical doctrine and/or statement of beliefs as defined by the Elders.
- D. No female shall be ordained as minister, preach the word to the congregation, perform marriages, perform funerals or teach a class with adult males present.

**2. No unlawful practices.**

- A. No violation of federal, state or local laws unless such laws conflict with church doctrine and the Elders have been advised in advance.

**3. No practices or operations that knowingly conflict with Biblical and professional ethics or that are unprofessional or imprudent.**

- A. No accounting practices contrary to sound accounting principles for churches of this size.
- B. No behavior or activities that violate the Elders' Conflict of Interest Policy.
- C. No unnecessary exposure of the Church to liability claims.
- D. No failure to protect information, files, and intellectual property from loss or damage.
- E. No deceptive practices.
- F. No individuals involved with children or youth who are, or ever have been, child molesters or abusers.
- G. No discrimination except that established through doctrinal authority.
- H. No sexual harassment or inappropriate behavior.
- I. No unfair treatment of employees.

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**4. No unwarranted financial risks.**

- A. No inadequate internal control procedures.
- B. No intermingling of operating funds with restricted or temporarily restricted funds.
- C. No loans that have not been approved in advance by the Elders.
- D. No investments that fail to comply with the church's investment policy.
- E. No fiscal year in which operating expenses exceeds receipts.
- F. No acceptance of restricted or temporarily restricted funds that have not been approved by the Elders in advance.
- G. No annual budget in which the cost of staff salaries and benefits exceeds 55% of the total budget amount.
- H. No acceptance of gifts-in-kind not previously approved by the Elders.

**5. No inappropriate uses of Church resources.**

**6. No endorsement of an event unless the event is sponsored by the Church or in direct support of Church values and our strategy for ministry.**

**7. No use of Church facilities or assets by events or groups that contradict our Biblical or doctrinal positions.**

**8. No transfer of ownership of any real property.**

**9. No failure to inform the Elders of major items of information.**

**10. No Christmas Eve play, program, or worship service that does not center around the traditional Christian message as depicted in the Bible (Matthew 1:18-25, 2:1-16, 19-23, Luke 1:26-56, 2:1-32).**

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Title: **Designated Contributions**

Much prayer and planning goes into the formation of the annual budget and Centerville Christian Church encourages its people to give to the general fund to support all ministries of the church. The church, however, does recognize the importance and value of designated giving and so makes provision for certain designated gifts.

Centerville Christian Church will give a tax deductible receipt to an individual giving to any of the following ministries. If an individual wishes to give to a ministry other than one below, the gift will need to be given directly to that ministry and the tax deductible receipt will come from that individual ministry.

The following are the accepted gift designations:

- Barnabas Ministry
- Bereavement gifts (subject to approval of the Senior Minister)
- Building Fund
- Capital items approved in the Annual Budget
- Christ Reaching Asia Mission Worldwide, Inc. (C.R.A.M., CY Kim)
- Cold Water Ministries
  - These are ministries that “give a cup of cold water” in Jesus name.
  - Funds are divided among Solid Rock Ministries, Hope House, and possibly other ministries.
  - Gifts for this area must be designated “Cold Water Ministries.”
- General Missions
- Short-Term Mission Trips (Brazil trip, Mexico trip, Katrina, etc.)

Other specific designated gifts may be considered by the Elders on an individual basis. For further explanation of this policy or IRS regulations or see the Senior Minister or the Administration Minister.

Adopted: April 30, 2008

