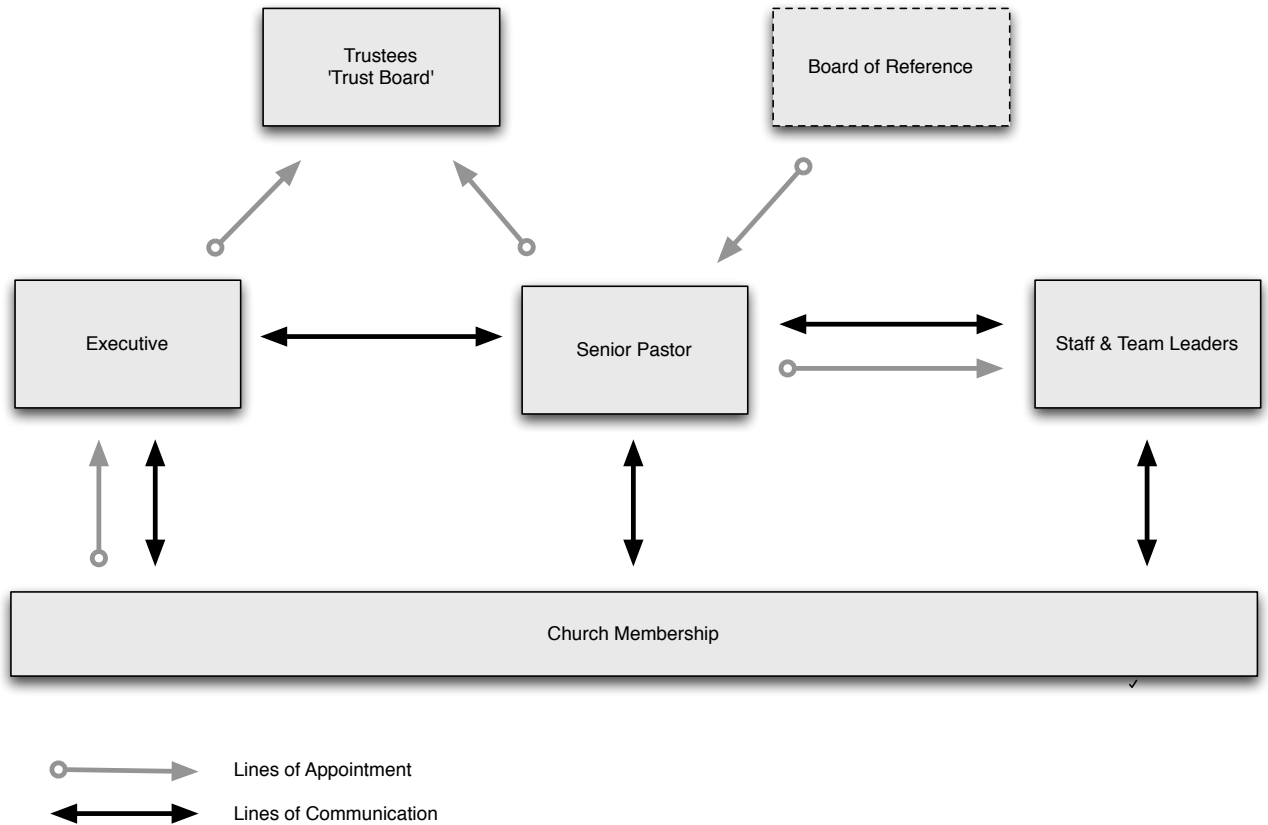


Cornerstone Church Governance Policy



Our church governance model seeks to express a mix of biblical convictions and godly wisdom around leadership and authority in church life. What follows is an agreed expression of how we have chosen to operate together at Cornerstone from a governance angle.¹

Legally, Cornerstone Church Trust operates under a registered charitable trust. The governance for the church is divided into two areas. The legal and financial oversight and administration is handled by an executive, elected by the church members, and chaired by the Senior Pastor. The pastoral ministries of the church are led by a team of leaders and staff appointed and led by the senior pastor.

Two trustees form the Trust Board and act as legal representatives of the trust, acting under the direction of the Executive Committee. The Board of Reference is

¹ This policy describes our approach to our church organisation and governance. The Trust Deed and the Trust Rules give a legal framework. This policy summarises the legal framework (in simpler form) and adds some of the processes and intentions behind it. If there is a conflict, the Trust Deed and the Trust Rules are the governing authority; however this document expresses how we agree to operate within that framework.

relied upon for advice in defined situations, which the trustees are bound by the Trust Rules to act upon.

The running of the trust is defined by three sets of documents:

- **The Trust Deed**—submitted to the Charities Office during the initial setup and available online at their website.
- **The Trust Rules**—defines the constitutional processes of the trust such as appointment and removal of office bearers. It can be modified with 2/3 majority of the Executive and unanimous approval of the Board of Reference.
- **The Trust Policies**—define operational procedures and policies. These are the working documents of the Executive and can be added to and amended by a majority vote at any meeting of the Executive.

Annual General Meeting

In October, we are constitutionally required to hold a meeting for all the members of the church. At this meeting, members are to receive a report on the progress of the church including financial updates. Elected positions are voted on at this meeting including the Executive and Board of Reference Nominations.

Trustees

Two trustees act together as the Trust Board with powers defined by the Trust Deed. One is appointed by the Executive, the other by the Senior Pastor. They generally operate on the direction of the Executive, with exceptions defined by the Trust Rules.

Executive

The Executive is responsible for oversight of the financial and legal obligations of the trust. It consists of 3 to 5 elected members, the Trustees (who are often elected members) and the Senior Pastor.

Senior Pastor

The Senior Pastor chairs the Executive Committee and is responsible for the spiritual oversight and leadership of the pastoral ministries of the church. The Senior Pastor is responsible to appoint and oversee the staff and team leaders. The Senior Pastor has tenure with exceptions outlined in the Trust Rules.

Board of Reference

The Board of Reference are not responsible for any day-to-day operations. They are appointed for 3 year terms and are intended to act as external trusted advisors to the church in defined situations, namely:

- Appointment or removal of the Senior Pastor
- Making changes to the Trust Deed or Trust Rules

Any person may approach the Board of Reference with concerns that they believe are serious enough to involve the functions above, but the process we encourage, in the first instance, is to engage with one of the two trustees (as representatives of the congregation) and similarly for the Board of Reference to involve the Trustees when responding to concerns.

Beyond their formal role described in the constitution the Executive are encouraged to draw on the wisdom of the Board of Reference on matters they believe are helpful and keep the Board informed on anything they think is of relevance to their role in church life.

Voting Members

Voting members at our Annual General Meeting are defined as those people attending the Annual General Meeting, having attended Cornerstone for 6 months or more and assenting to the Basis of Belief. We do not have a process of formally accepting or removing people from membership.

Summary of appointments

- **Executive** are elected annually by the church membership at the Annual General Meeting.
- **Trustees** are appointed by the Executive and Senior Pastor (one each) annually but can be reappointed.
- The **Board of Reference** are nominated by the Executive and ratified by the church membership at the Annual General Meeting.
- The **Senior Pastor** is appointed by the Board of Reference.
- The **Staff and Team Leaders** are appointed by the Senior Pastor.