

ELCA Youth Ministry Network

Strengthening and empowering adult youth ministry leaders in service to Christ

Governing Policies of the ELCA Youth Ministry Network

DEFINITIONS

SECTION	TERMS AND DEFINITIONS
---------	-----------------------

- | | |
|-----|--|
| 0.1 | Owners are the members of the Network. |
| 0.2 | The Network Board of Directors (the Board) is the governing body of the Network and is accountable to the Owners. |
| 0.3 | The Executive Director is the chief executive officer of the Network and is accountable to the Board. The Executive Director shall serve as the “voice” and “face” of the Network. |
| 0.4 | The Staff include both paid and volunteer positions and are: <ul style="list-style-type: none">- Part of the organizational/leadership matrix; and/or,- Directly accountable to the Executive Director. |
| 0.5 | Resource Providers are paid or volunteer individuals or organizations who are not Staff, but are contracted to fulfill a specific task. |
| 0.6 | The Regional Facilitators (RF) are volunteer positions accountable to the Executive Director. |
| 0.7 | The Chaplain is an ex-officio member of the Board accountable to the Chairperson. |

THE NETWORK BOARD

SECTION	PURPOSE of the Board
---------	----------------------

- | | |
|-----|---|
| 1 | The ELCA Youth Ministry Network exists to strengthen and empower adult youth ministry leaders in service to Christ and the purpose of the board is to steward this mission. |
| 1.1 | The Board will strive for an understanding of the owners and seek opportunities to serve current and potential owners in response to the Gospel of Christ. |
| 1.2 | The Board will manage governing policies, placing priority on broadest level policies that affect board function and linkage between the board and staff and between board and owners. |
| 1.3 | The Board will assess the performance of the Network to ensure the alignment |

of core values, owner will, products, Executive Director performance and long-range direction.

- 1.4 **The Board will ensure** financial and relational resource development for the Network.

SECTION 2 PROCESS AND FUNCTION OF THE BOARD

- 2.1 The Board will govern with an emphasis on vision and leadership:
- Focusing chiefly on “ends” rather than “means”.
 - Enforcing upon itself whatever discipline is needed to govern with excellence.
 - Speaking with one voice regarding the actions taken by the Board.
 - Being accountable to the Owners for competent, conscientious and effective stewardship of the Network.
- 2.2 The Board will guide the vision and strategic planning of the Network in partnership with the staff and Region Facilitators.
- 2.3 The Board will develop skills and methods to assure governing with excellence. This will include, but is not limited to:
- A sharing of the gifts and talents of board members.
 - Training and retraining used liberally to orient new members as well as to maintain and increase existing members’ knowledge and skills.
 - Outside mentoring and coaching assistance arranged so that the board can experience confident control over performance.
- 2.4 No one other than the Executive Director or his/her express designees shall apply for any grant on behalf of the Network from outside funding agencies. The Executive Director and his/her express designees shall not apply for any grant that fails to serve the ends and avoids unacceptable means.

SECTION 3 QUALIFICATIONS AND EXPECTATIONS of Board Members

- 3.1 Board members:
- Are members of the Network.
 - Are active in their own ELCA community.
 - Care for their own spiritual life.
 - View their role on the board as their primary volunteer priority.
 - Actively engage each other in discussions and decision making.
- 3.2 Board Members must be adept at:
- Visionary leadership
 - Good communication
 - Willing and able to support the mission, vision and values of The Network
 - Critical and creative thinking especially relating to evaluation, prioritization and organization.
 - Understanding of policy based governance protocol.
 - Being objective and open to a diversity of ideals.

- Displaying personal humility and professional will.
- Producing results and striving to build enduring greatness.
- Modeling a servant's heart.

- 3.3 Board members are expected to:
- Attend all Board meetings
 - Attend the Extravaganza annually
 - Pay for their transportation to and from the Extravaganza
- 3.4 The Board will allow no individual or committee of the board to hinder or be an excuse for not fulfilling board responsibilities.
- 3.5 The Board Chair person shall counsel a member of the Board who violates any policy. Should violations continue, the Board as a whole shall counsel the member. Decisions concerning continued service to the Board by any member who continues to violate policy after such counsel shall require a 2/3 majority vote of the Board.
- 3.6 Should the Board Chair person violate policy, it shall be the responsibility of the Executive Director to initiate such counsel.

SECTION 4 SELECTION of Board Members

- 4.1 Candidates are brought to the Board for approval through the Nominating Committee (NC), as defined in the Network bylaws.
- 4.2 Selection of roles is determined by openings and may include someone who is a (an):
- Practitioner of Youth Ministry
 - Academic member of the Youth Ministry culture (student or faculty)
 - Researcher in the field of Youth Ministry
 - Synodical, regional or church-wide staff for the ELCA relating to Youth Ministry
 - Former RF or volunteer leader within the Network
 - Fundraiser or resource development expert
 - International ministry expert
 - Para-church professional or volunteer

SECTION 5 LINKAGE of Board and Staff

- 5.1 The Board's link to all staff is through the Executive Director.
- 5.2 The Board will hold the Executive Director accountable to the mission and core values of the Network:
- The Board shall not give instruction or evaluation directly to any Staff or Resource Person.
 - The Board shall provide annual written evaluation of the Executive Director.
 - Effectiveness of the Executive Director is measured by the accomplishment of his/her annual goals, as affirmed by the Board.

- 5.3 The Executive Director shall report regularly to the Board:
- Membership data and trends to assist the Board in understanding the current and potential owners.
 - Financial information relevant to the life of the Network
 - General information about the state of the Network.
- 5.4 The Board will provide the Executive Director with broad ends and means policies.

SECTION 6 CONFLICT OF INTEREST

- 6.1 It is the intention of the Network leadership to have no conflicts of interest.
- 6.2 It is a conflict of interest (COI) for a Board or Staff member to serve directly over or with another Board or Staff Member who has a subordinate work relationship outside of the Network.
- 6.3 It is a COI for a Board member to also be paid Staff or a person who could financially benefit from their position on the Board.
- 6.4 It is a COI for a Board member to be an immediate family member of another Board or Staff member. If a family member is considered for a Staff position, the Board member must withdraw from all discussion and voting. If an offer of employment is made, the Board member must submit a letter of resignation to the Board.

THE REGIONAL FACILITATORS

SECTION 7 PURPOSE AND ACCOUNTABILITY of the Regional Facilitators

- 7.1 The Regional Facilitators (RFs) exist to serve the Owners of the Network by:
- Representing the Network to the region.
 - Increasing regional involvement.
 - Discovering and responding to regional needs,
 - Working with Staff to be the hands as well as ears and eyes of the Network.
- 7.2 The RF is a volunteer position, accountable to the Executive Director.

SECTION 8 FUNCTIONALITY of the Regional Facilitators

- 8.1 One RF is elected for each region of the ELCA. Strategic and emerging networks can be represented by additional facilitators at the will of the Board.
- 8.2 An elected RF shall serve for a 3-year term with a possible 6-year tenure to serve the Owners by:
- Expanding the base of leadership within the Network.
 - Operating as a connector between leadership and Owners.

- Supporting, uplifting and connecting youth and family ministry in urban, rural, and suburban settings being done by full-time, part-time, and volunteer staff – lay or clergy.

After tenure, one may be eligible to serve again after one year.

Responsibilities may vary by region and can be brought forth by the regional caucus at the time of election.

8.3 Upon election, terms will begin and end at the close of the Extravaganza.

8.4 The RF Team will select a convener amongst themselves to report to the Executive Director.

SECTION 9 QUALIFICATIONS AND EXPECTATIONS of Regional Facilitators

9.1 RFs are passionate members of the Network, members of an ELCA Congregation, experienced in youth ministry, knowledgeable about their unique regions and are influential within their region.

- 9.2 RFs must be adept at:
- Evaluating needs of the Owners in the region.
 - Communicating through a variety of methods.
 - Building relationships.
 - Marketing the Network.
 - Facilitating local networks.
 - Working on and with teams

SECTION 10 SELECTION of Regional Facilitators

10.1 RFs are elected during the regional caucus at the Extravaganza.

10.2 Information will be available to the Owners concerning the role and requirements of the RF prior to the time of election.

10.3 The RF will be removed from responsibilities in the event that the RF is no longer fulfilling expectations, moves out of the region, leaves youth ministry, or leaves the ELCA.

10.4 The RF team will meet at the Extravaganza and in the Spring.

STAFF MEANS

SECTION 11 POLICIES relating to Staff

11.1 The Staff shall create and encourage practices, activities, decisions and structures that support the Network’s bylaws and policies, as well as commonly accepted business, ethical and legal boundaries.

11.2 The Executive Director shall accept restricted gifts on behalf of the Network only when they are in line with the standards of the Network’s mission or ends.

