INTRODUCTION AND ADMINISTRATION
This Guiding Principles Manual (GPM) contains the current Guiding Principles adopted by the District Executive Committee of the Metropolitan District (hereafter referred to as the DEXCOM). Subsequent revisions will be made from time to time by DEXCOM as needed.

IA1.0 Reasons for Adoption

IA1.1 The efficiency of having all ongoing Guiding Principles and policies in one place.

IA1.2 The ability to quickly orient new DEXCOM members, Staff, Ministry Team Leaders, and interested District Members to current Guiding Principles.

IA1.3 The elimination of redundant or conflicting policies of the past.

IA1.4 Ease of reviewing current Guiding Principles when considering new issues.

IA1.5 Providing clear, proactive Guiding Principles to guide the District Superintendent (hereafter referred to as DS) and Staff.

IA2.0 Consistency
Each Guiding Principle in this document is expected to be consistent with the Law, the Articles of Incorporation, and the District Bylaws, all of which have precedence over these Guiding Principles. Except for time limited or procedural only DEXCOM decisions (approving the Minutes, electing an officer, etc.), which are recorded in regular DEXCOM Minutes, all standing Guiding Principles shall be included or referred to in this document. The DS is responsible for developing organizational and administrative policies and procedures that are consistent with this GPM.

IA3.0 Transition
Whether adopted part by part or as a complete document, as soon as some version of the GPM is voted on by the DEXCOM, those Guiding Principles are deemed to supersede any past Guiding Principles that might be found in old Minutes or old editions of the Guiding Principles unless a prior DEXCOM resolution or contract obligates the District with regard to a specific matter.

IA4.0 Changes
These Guiding Principles are to be reviewed annually and refined by the DEXCOM during their scheduled meetings.

IA 4.1 Review The DS helps the DEXCOM formulate new language in the GPM by distributing proposed changes to the DEXCOM. When language is recommended for deletion, it is shown in strikethrough format. Proposed new language is underlined. Each section with a proposed change will be italicized and highlighted to help readers quickly identify proposed changes.
IA 4.2 Approval Any change to this GPM must be approved by the DEXCOM. Proposed changes may be submitted by any DEXCOM member, as well as by the DS. In some instances, a new Guiding Principle formulation can be assigned to an appointed task force of DEXCOM.

IA 4.3 Reporting Whenever new Guiding Principles are adopted, a new GPM should be dated, printed, and quickly made available to the DEXCOM and Staff and available for review by interested parties. Previous versions of the GPM should be stored electronically by the DEXCOM Secretary for future reference if needed.

IA 5.0 Specificity
Each new Guiding Principle shall be drafted to fit in the appropriate place within the GPM. Conceptually, policies should be drafted from the "outside in"; i.e., the broadest policy statement should be presented first, then the next broadest, etc., down to the level of detail that the DEXCOM finds appropriate for effective implementation.

IA 6.0 Oversight Responsibility
The DEXCOM shall be responsible to see that these Guiding Principles are used to govern the ministry direction for the District. The DS is accountable to the DEXCOM for effective and timely implementation of these principles. The DS is responsible to report both progress and setbacks in writing to the DEXCOM according to an agreed upon reporting schedule. When a questionable interpretation of a Guiding Principle might arise, the benefit of the doubt will be extended to the DS regarding the procedures taken to implement a principle.

IA 7.0 Maintenance of Policies
The DEXCOM Secretary shall ensure that the current GPM is on file in a three-ring notebook in the District office with all other standing documents. These documents are available for review by any interested person. The Secretary for DEXCOM is responsible to maintain the Guiding Principles Manual (GPM) and provide updated copies to the DEXCOM whenever the Guiding Principles change, or upon request.

Mission Principles of the Metropolitan District of the C&MA

The District exists to support a collaborative movement of Kingdom renewal churches who are impacting everywhere with the gospel in a holistic, transformative way. The District accomplishes this mission through the development of leaders, fostering church multiplication, mobilizing the local church for global engagement and equipping the local church for Kingdom renewal.

MP 1.0 LEAD Develop leaders to be healthy, spirit-led, kingdom servants
  MP 1.1 Develop leaders through the process of recruitment, accreditation, licensing, ordination/consecration, and continuing education in partnership with the local church.
  MP 1.2 Uphold the standards, core values, and expectations for credentialed workers.
  MP 1.3 Provide the screening and search process for leadership, as well as appointments to service that will advance the kingdom.
  MP 1.4 Support Metro District Official Workers with resources for effective member care.
MP2.0 ADVANCE Foster strategic multiplication of kingdom renewal churches.
   MP2.1 Inspire churches to plant churches that reach all communities.
   MP2.2 Equip pastors with training and development for planting reproducing churches.
   MP2.3 Utilize assessment in the selection process of church planters.
   MP2.4 Provide assistance to churches for multiplication through support services including financial support, legal advisement and systems development.
   MP2.5 Coach developing churches.
   MP2.6 Develop strategies and provide expertise for creative multiplication of advancing churches (i.e. multi-site campuses, mergers).

MP3.0 ENGAGE Mobilize the local church to fulfill the great commission.
   MP3.1 Develop holistic relationships between churches and international workers.
   MP3.2 Train church leaders to mobilize their congregations for missions engagement.
   MP3.3 Equip churches to engage across cultures and to reach unreached peoples within the local community.
   MP3.4 Inspire churches to invest in Alliance missions.
   MP3.5 Identify, develop and train future workers to be sent for global engagement.
   MP3.6 Challenge churches to engage in kingdom justice and mercy.

MP4.0 GROW Equip churches for Kingdom renewal.
   MP4.1 Inspire churches to advance the Kingdom through their unique Acts 1:8 mission.
   MP4.2 Resource churches according to their demonstrated needs (i.e. board training, strategic planning, discipleship training, youth worker training and events, empowerment of women for ministry).
   MP4.3 Foster collaborative partnerships among district churches.
   MP4.4 Assist churches in establishing systems for assessment and improvement.
   MP4.5 Monitor and review key church data and legal compliance.
   MP4.6 Revitalize churches for kingdom growth and renewal.

Boundary Principles of the Metropolitan District of the C&MA

The District Superintendent shall not fail to provide spiritual and regional administrative leadership for pastors, churches, and district ministries; cooperating with ethnic and geographic districts to proclaim the Fourfold Gospel and advance the mission and objectives of The Alliance both in the United States and worldwide.

BP 1.0 Organization Integrity
The DS shall not cause or allow any practice, activity, decision, or organizational circumstance that is unlawful, not in compliance with C&MA polity/policy, imprudent, unethical, divisive, or unbiblical.

BP 1.1 Financial and Legal Integrity
The DS shall not place the Metro District in financial risk, legal jeopardy, or poor fiscal management.

BP1.1.1 Fund Establishment The DS shall not collect income nor distribute funds outside of the District Ministry Fund, District Advancement Fund, and District Ministry Restricted Funds.
BP 1.1.1.1 District Ministry Fund. This fund includes operations, services and ministries required by The Manual of the C&MA, District Constitution and bylaws, and the Mission Principles of the Metropolitan District. (Licensing, Ordination, Consecration, pastoral care, regional ministry, missionary outfits, training, consulting, coaching, salaries and benefits, and administrative office costs). District churches support this fund by giving 6% of their regular operating budget.

BP 1.1.1.2 District Advancement Fund. This fund reflects continued strategies for improved church health, redevelopment, church planting and mission’s mobilization within the district. There is commitment to equip and develop all ministry leaders and promote church health throughout the entire Metropolitan District. This budget is funded by proceeds from property sale, rentals and investment income from the Metro Investment Fund. The Operating Budget shall not exceed the receipts that come from the District Ministry Fund. The separation of the Operating Budget from the Advancement Budget (ministry funded by reserves), must not be blended to mask a short fall of regular giving.

BP 1.1.1.3 District Ministry Restricted Fund Only DEXCOM shall establish restricted accounts designating funds for specific parameters and usage.

BP 1.1.2 Financial Planning and Budgeting The budgetary process must not exclude the DEXCOM, Finance Committee, and District Conference Committee on Finance prior to District Conference Approval.

BP 1.1.3 Financial Condition and Activities With respect to the actual, ongoing financial conditions and activities, the DS shall not allow the development of fiscal jeopardy or a material deviation of actual expenditures from DEXCOM priorities established in Mission Principles, or to exceed the summary budget bottom line total as approved by District Conference vote at the Annual District Conference Meeting or as amended by DEXCOM.

BP 1.1.3 Authorization of Expenditures. The DS shall not allow any unauthorized funds to be disbursed.

BP 1.1.3.1 Church Multiplication Grants. The Church Multiplication Committee is authorized to disburse multiplication grants. The committee shall not give any grant that fails to meet the criteria of multiplication approved by DEXCOM. Grants shall not exceed the sum of CMG budgeted total.

BP 1.1.3.2 Special Opportunity Grants. The Metro District Executive Team is solely authorized to disburse Special Opportunity Grants. The Exec Team shall not give any grant that fails to meet the criteria of the Special Opportunity Grants approved by DEXCOM. Grants shall not exceed budgeted total and $50,000 to any one entity without DEXCOM approval.
BP 1.1.3.3. *Educational Grants.* The DS is authorized to disburse scholarships as established by DEXCOM and funded by the budget. No grants shall be dispersed for scholarships that fail to meet the criteria established by DEXCOM and has not been documented by application and filed for audit.

BP 1.1.3.4 *Emergency/Benevolence Grants.* The DS is authorized to disburse Emergency/Benevolence Grants. The DS shall not exceed the budgeted total and $10,000 to any one entity without additional approval. Expenditures beyond the budget that constitute an emergency or cannot wait for DEXCOM approval shall not be spent without consent of the Executive Committee for DEXCOM. The DEXCOM Executive Committee shall not approve expenditures outside of the budget of more than $20,000 per incident or more than $50,000 annually.

BP 1.1.3.5 *District Advancement Fund Expenses.* The DS shall authorize different ministry leaders to give oversight to the appropriate line item(s) for the ministry he/she oversees. Expenditures shall not exceed budget lines unless by approval of the DS. The total sum of Advancement Fund shall not exceed with approved budget without consent of DEXCOM.

BP 1.1.3.6 *District Ministry Fund Expenses.* The DS shall authorize different ministry leaders to give oversight to the appropriate line item(s) for the ministry he/she oversees. Expenditures shall not exceed budget lines unless by approval of the DS. Expense Accounts will not be reimbursed beyond the allocated budgeted amounts without DS approval (in the case of the DS, the Executive Committee). Total expenditures shall not exceed the budget of the District Ministry Fund without consent of DEXCOM.

BP 1.1.3.6 *Restricted Ministry Fund Expenses.* The DS shall not expend restricted ministry funds outside of the restrictions established by DEXCOM.

BP 1.1.4 *Expenditures and Reimbursements.* Funds and or reimbursements will not be executed without proper documentation abiding to IRS regulations and General Accounting Principles ascribed by our auditors. This shall include receipts demonstrating the expenditure, the source of authorization (budget line, Executive Committee, DEXCOM) and rational for the expenditures.

BP 1.1.5 *Protection of Metro Advancement Funds.* The DS, as a fiduciary, shall not permit any investment of Advancement Funds to excessive risk and loss of principle. He shall abide by the Investment Guide Portfolio and uphold the purpose of these investments established by DEXCOM.

The purpose of the Metro Advancement Investment Fund is to wisely steward resources received by the Metro District, which are outside of the District
Ministry Fund, in order to utilize these resources for the multiplication of the Kingdom impact initiatives. The intent of the investment fund is not to build a large ‘nest egg’ or an endowment, but to fund Kingdom opportunities as district leadership prayerfully approves them. DEXCOM empowers the Metro Investment Advisory Committee to implement the best investment growth strategy in order to fund such current and future initiatives.

**BP 1.1.6 Reserve Funds.** The DS shall not allow the District’s cash reserve to be less then 50% of its operating budget as mandated by the National Office Policy for Districts.

**BP 1.1.7 Audit.** The DS shall not fail to ensure a full Audit is conducted the year following a DS election. He shall not fail to ensure an audit review is completed each year. He shall not fail to ensure the audit or audit review is conducted inline with National Office standards.

**BP 1.2 Board and Staff Integrity**
The DS shall not permit his staff or DEXCOM to be uninformed or unsupported in its work.

**BP 1.2.1 Treatment of Staff.** The DS shall not cause or allow conditions that are unfair, unsafe, or undignified.

**BP 1.2.2 Promise of Employment.** The DS shall not promise or imply permanent or guaranteed employment, or make any statement or promise which is inconsistent with the principle that all employees of the District are employed at-will, meaning that any employee of the District may be terminated at any time, with or without cause or reason.

**BP 1.2.3 Suitability for Position.** The DS shall not allow or permit any person to serve as a staff member without an assessment of that person’s suitability for the position for which they are being considered, in terms of spiritual maturity, temperament, gifts and talents, commitment to the mission of the District, and other criteria deemed suitable by the DS and the DEXCOM.

**BP 1.2.4 Job Description.** The DS shall not allow or permit any person to serve in, or present for DEXCOM approval, any paid staff leadership position without a job description for that position, accompanied by goals specifically related to the Mission Principles and a description of the budget authorization associated with that position.

**BP 1.2.5 Staff Code of Conduct.** The DS shall not allow or permit any person to serve as a member of the staff who fails to (1) serve with un-conflicted loyalty to the interests of Christ regarding those whom He has called His church to serve (Matt. 28:18-20); (2) promote such loyalty above any personal or group interest among or outside consumers of the District’s services; and, (3) disclose any fiduciary conflict of interest and withdraw from any decision-making affected by it.
BP 1.2.6 Compensation and Benefits. The DS shall not cause or allow jeopardy of fiscal integrity of the District or jeopardy of the public image of the District or the individual. Staff compensation will not be based on the needs of a person but upon the job description and job related matters. The DS will not hire spouses of employees, regardless of the amount of time donated or volunteered.

BP 1.2.7 Notice. The DS shall not fail to acquaint staff with their rights according to these Guiding Principles as well as the Employee Handbook.

BP 1.2.8 Grievances. The DS shall not prevent staff from expressing a grievance to the DEXCOM through the Vice-Chair when (1) internal procedures have been exhausted, and (2) the employee alleges either that Boundary Principles have been violated to his or her detriment or that Boundary Principles do not adequately protect his or her rights under law, C&MA Constitution or District Bylaws or Guiding Principles.

BP 1.2.9 Transparency. The DS will not keep secrets from DEXCOM in regards to all matters pertaining to the governance of the District but will be transparent so the committee is fully aware of activities in the District.

BP 1.2.10 Establish Vice-Chair. The DS shall not fail to have the DEXCOM elect from its membership a Vice-Chairman who will serve as DS in the case of the absence of the DS (sickness or travel) or when the DS is unable to be reached and there is a need for DS authority to be exercised. The DS shall not prohibit the DEXCOM from meeting for executive session under the leadership of the Vice-Chair for DS accountability.

BP 1.2.11 Establish Executive Committee of DEXCOM. Each year, the DS shall not fail to have DEXCOM establish an Executive Committee, comprised of the DS, Vice-Chair, Secretary, Treasurer, and two members chosen by DEXCOM.

BP 1.3 National Office Compliance
The DS shall not permit, endorse, or enact any policy or procedure that is in violation of the Governing Documents of The Christian and Missionary Alliance or policy established by National Church Ministries or the Board of Directors of The C&MA.

BP 2.0 Spiritual Care and Oversight of District Workers
The DS shall not fail to serve as district pastor and provide leadership in the spiritual life and ministry of the district. He shall not fail to uphold the C&MA Statement of Faith and the high standard of biblical teaching, morality, and integrity for his staff, district committees and all official workers charged to his care.

BP 2.1 Treatment of Official Workers
In interactions with credentialed workers, the DS shall not cause or allow conditions, procedures, activities, or decisions that are unsafe, undignified, unnecessarily intrusive, or that fail to provide appropriate confidentiality or privacy.

BP 2.2 Development of Official Workers
The DS shall not fail to oversee the recruitment, training, certification, licensing, and ordination or consecration of qualified candidates for church ministry; developing and overseeing systems for coaching and mentoring official workers.

**BP 2.3 Upholding Biblical Standards of Official Workers**
The DS shall not fail to uphold the high standards of morality and conduct of the Official Workers as outlined in The C&MA governing documents. He shall not fail to oversee all disciplinary actions relating to licensed official workers within the district in keeping with the Uniform Policy for Discipline, Restoration, and Appeal.

**BP 2.4 Grievances and Conflict**
The DS shall not prevent Official Workers or congregants from Metro District Churches from expressing concerns, conflict, or grievances to the District Office when (1) internal procedures have been exhausted (talk to pastor and or governance authority), and/or (2) the Official Workers or congregants allege Biblical standards, governance documents, Alliance polity, or the law have been violated and/or (3) Conflict cannot be resolved in a redemptive manner within the church. The DS shall not fail to provide a process of Biblical resolution to grievances and/or conflict.

**BP 2.5 Attendance at District Conference**
The DS shall not permit credentialed workers to be excused from attending District Conference without written approval for absence.

**BP 2.6 Exit Interviews**
The DS shall not permit credentialed workers to miss having access to an exit interview with district staff following the conclusion of a ministry assignment.

**BP 3.0 General Oversight of District Ministries and Churches**
The DS shall not fail to provide general oversight of all district ministries and churches in the Metropolitan District.

**BP 3.1 Development of Healthy Multiplying Churches**
The DS shall not fail to facilitate the development of healthy Great Commission and Great Commandment multiplying churches.

**BP 3.2 Mission Mobilization**
The DS shall not fail to mobilize district churches, workers, and members to participate in the international ministries of The Christian and Missionary Alliance through prayer, personal engagement, and financial support of Alliance ministries through the Great Commission Fund.

**BP 3.3 Pastoral Transition**
The DS shall not fail to assist congregations in the pastoral search process by assessing congregational needs, advising pastoral search committees, approving candidates, appointing pastors and other licensed church workers, and guiding pastoral transition and change.

**BP 3.4 Direct annual District Conference**
The DS shall not fail to assure that all arrangements are properly planned, preside over and give general direction to the spiritual ministry of District Conference.
**BP 3.5  National Office liaison**
The DS shall not fail to properly represent the interests of the district to the National Office of the C&MA and act as liaison between the National Office and the churches of the district.

**BP 3.6  Relationship to Churches**
The DS shall not exert unwarranted authority nor benign neglect with the churches charged to his oversight.

*BP 3.6.1  Intervention Policy* If the following criteria are met the DS shall not fail to meet with the pastor and board. He shall not fail to determine the necessity of conducting a church health assessment for the purpose of identifying the key issues that need to be addressed and to set a redemptive course.

- When church attendance falls 20% in any one year or 30% in three years:
- Or when an unusual number of licensed workers leave;
- Or when an unusual number of elders are resigning or being removed;
- Or when there are a growing number of licensed workers, lay leadership or members expressing concern to the District,
- Or failure to submit an annual report for 3 consecutive years

*BP 3.6.2  Classification of Church Status* The DS shall not deviate from the policy for reclassifying church status as prescribed in The C&MA Manual (specifically Section E-12, 17, 18). He shall not fail to report any changes to the National Office.

*BP 3.6.3  Consultation of debt and selling property* The DS shall not fail to consult with churches planning on financing debt beyond $250,000. If warranted, he shall not fail to gain the consent of the DEXCOM. He shall not fail to consult with any church on the sale or purchase of any real estate, and if warranted, he shall not fail to gain the consent of the DEXCOM. (Metro Bylaw ARTICLE VII)

*BP 3.6.4  Former staff.* The DS shall not grant permission for former credentialed staff members to attend the church where they have been on staff without approval from the church’s governance authority.

*BP 3.6.5  District Property* The DS shall not permit property acquired by the District to be given for free to any church. The DS shall not fail to uphold DEXCOM policy of selling property to C&MA churches for 66.6% of appraised value and to non-C&MA churches at market value. The DS shall not fail to receive approval from DEXCOM for any sale prior to signing of a contract.

**BP 3.7  District Ministry Fund**
The DS shall not permit churches in the Metropolitan District to not to give the appropriate portion of their operating budget to the District Ministry Fund. He shall not fail to inform DEXCOM of any agreed upon reductions.

**BP 3.8  District Ministries**
The DS will not allow any district activity or ministry to begin or continue that does not align with the Mission Principles.

**BP 3.8.1 Purpose of District Ministry** The DS shall not permit any ministry or activity or to start (or continue) without clear objectives and goals aligning with the accomplishment of the Mission Principles.

**BP 3.8.2 Regular Evaluation of District Ministry** The DS shall not fail to regularly evaluate ministries according to the goals established around the Mission Principles.

**BP 3.9 District Committees**
The DS shall not fail to adequately train and resource all members elected or appointed to district teams. He shall not fail to ensure that the needs of disciple making, church multiplication, missions mobilization, finance, and other needs are addressed through staff and committees.

**BP 3.9.1 LO&CC** The DS shall not present any names to the Nominating Committee for LO&CC who do not meet the following criteria approved by DEXCOM, as ascribed by Metro Bylaw Section C, paragraph 2:
- Positive track record of Alliance Ministry (recommended minimum of 6 years credentialed)
- Strong Theological and Biblical understanding, committed to continual learning
- Solid cross-cultural awareness
- Possess discernment, grace, and wisdom needed for discipleship and the restoration process.

**BP 3.9.2 Committee on Church Multiplication.** The DS shall not fail to recommend to DEXCOM the appointment of members to the Committee on Church Multiplication. This committee shall consist of (7) members. The Church Multiplication Committee shall promote district church multiplication in cooperation with local district churches. The committee shall have power to survey, plan, prioritize and oversee the planting of new churches in the Metropolitan District of the C&MA. It shall recommend to the Committee on Finance and Budget an annual budget for church multiplication. This committee shall report to and be responsible to the DEXCOM.

**BP 3.9.3 Committee on Finance and Budget.** The DS shall not fail to recommend to DEXCOM the appointment of members to the Committee on Finance and Budget. The Committee on Finance and Budget shall consist of seven (7) members, who are the District Superintendent, the District Treasurer, and five (5) members at large. At least one (1) of the members at large shall be a layperson. The committee shall recommend to the DEXCOM a unified budget to care for the expenses of the District.

**BP 3.9.4 – Committee on Missions.** The DS shall not fail to recommend to DEXCOM the appointment of members to the Committee on Missions. The Committee on Missions shall consist of at least five (5) members. The Missions Committee shall promote Alliance missions in cooperation with local district churches and national C&MA headquarters. It shall research, develop, and provide up-to-date resource materials on
worldwide missions in the District Office for use by local church mission committees. This committee shall report to and be responsible to the DEXCOM.

BP 3.9.5 Disciple-making Committee. The DS shall not fail to ensure that churches are inspired, resourced, and equipped in disciple-making. This can be accomplished through the staff, committees, or other means as seen fit.

PB 3.9.6 – Church Health Committee. The DS shall not fail to ensure his staff inspires, resources, and equips the churches in improving church health. This can be accomplished through the staff, committees, or other means as seen fit.

Accountability Principles of the Metropolitan District of the C&MA

The responsibility of DEXCOM to God on behalf of the people of the Metropolitan District through the leadership of the District Superintendent is to achieve the fulfillment of the Mission Principles, and avoid the violation of the Boundary Principles.

AP 1 Accountability of The District Superintendent

AP 1.1 The DEXCOM will hold the DS accountable to follow the leading of God and to lead the District from the foundation of prayer and the Word.

AP 1.2 The DEXCOM will hold the DS accountable to report accurately to DEXCOM and to the Annual District Conference the yearly health of the District (fruitfulness) and progress in regards to the Mission Principles.

AP 1.3 The DEXCOM will hold the DS accountable to promote a culture of improvement through assessment in the local church both of the ministries and the staff, with the goal of every church participating and moving towards greater fruitfulness.

AP 2 Disciplining the process of the DEXCOM

AP 2.1 The DEXCOM shall be convened four times a year for the purpose of governing the Metropolitan District. The board meetings shall be conducted in such a way as to encourage participation and open dialogue, recognizing the call upon these members to discern the will of God on behalf of the churches.

AP 2.2 The DEXCOM’s responsibility is to set and review the Mission Principles, Boundary Principles, and Accountability Principles and to hold the DS accountable to them, with the goal of fruitfulness.

AP 2.3 The DEXCOM members will make every effort to fully engage in their responsibilities by attending meetings and using their spiritual gifts in governance. The members will seek the fruitfulness of the entire District and not use their influence for their own ministry purposes.
They will conduct themselves in a way that demonstrates respect for each other and demonstrates the fruit of Spirit.

AP 2.4 The DEXCOM, in the pursuit of the fruitfulness of the Mission Principles, will assess the effectiveness of the DS in his vision and leadership by reviewing and assessing the goals established each year and their impact on the overall health and growth of the District.

AP 2.5 The Chairperson of the DEXCOM shall be the DS unless he chooses to delegate that authority to another member. The Chairperson shall prepare in advance of meetings an agenda, supporting documents, and reports for the governance authority to do their work. The Chairperson will seek to bring forth the wisdom and will of the board under the leadership of God Himself.

AP 2.6 The Vice-Chairperson shall be elected yearly from the DEXCOM membership for the purpose of chairing the board in discussions on DS accountability (i.e. executive session without the DS present) and to be the acting DS when the DS is not present or available (sick, out of the country, etc.). In the absence of the DS, the Vice-Chairperson will have the authority to sign documents on behalf of the District.

AP 2.7 The Secretary of the board shall be responsible for keeping the following documents current and available for the DEXCOM (Mission Principles, Boundary Principles, Accountability Principles, Bylaws, Manual of the C&MA, as well as minutes of DEXCOM meetings). They may use an administrative assistant to keep notes, but the Secretary will be responsible for accuracy and will assure the reporting with their signature prior to reporting minutes to the board.

AP 2.8 The expense of DEXCOM travel and meals will be provided for in the budget and distributed upon request for reimbursement with proper documentation to its members.

AP 3 Monitoring the Performance of the District Superintendent

AP 3.1 The DEXCOM will monitor the conduct of the DS in how he carries out his function of leadership with the DEXCOM, Staff, Licensed Workers, and Churches.

AP 3.2 Accountability of the DS is to the DEXCOM as well as to the National Office Vice-President of Church Ministries. He will be responsive to the input of each of these authorities in his ministry.

AP 3.3 The DS is delegated the authority to cast vision and lead the District to achieve the Mission Principles and to establish and cease initiatives and programs for fruitfulness.

AP 3.4 The DS is delegated the authority to hire and organize staff according to his vision as is provided for by the approved budget.

AP 3.5 The DS is delegated the authority to remove staff after consultation with DEXCOM.
AP 3.6 The DS shall present to DEXCOM yearly goals for the advancement of the Mission Principles which are S.M.A.R.T.

AP 3.7 DEXCOM shall review the goals of the DS at each regularly scheduled meeting to give feedback on the performance of the DS.

AP 3.8 DEXCOM shall establish a sub-committee of DEXCOM in December of each year to conduct a 360 review of the DS and to report back to DEXCOM at its first meeting in the new year. The review shall be carried out in compliance with the regulations of the National Office and submitted to the Vice-President of Church Ministries in a timely manner.