

CCC Financial Policy
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Scripture

Psalm 96.8: Ascribe to the Lord the glory due his name; bring an offering and come into his courts.

Mt 5.16: let your light shine before men, that they may see your good deeds and praise your Father in heaven.

Mt 6.1: Be careful not to do your 'acts of righteousness' before men, to be seen by them.

Mt 6.21: For where your treasure is, there your heart will be also.

Mt 6.24: You cannot serve both God and Money.

Mt 6.33: But seek first his kingdom and his righteousness, and all these things will be given to you as well.

Mt 7.20: by their fruit you will recognize them.

Micah 3.11: Her leaders judge for a bribe, her priests teach for a price, and her prophets tell fortunes for money.

1 Cor 9.11: If we have sown spiritual seed among you, is it too much if we reap a material harvest from you?

Ll 19.13: 'Put this money to work,' he said, 'until I come back.'

Mt 21.13: My house will be called a house of prayer,' but you are making it a 'den of robbers.

Acts 8.20: May your money perish with you, because you thought you could buy the gift of God with money!

1 Tim 6.10: For the love of money is a root of all kinds of evil.

Mt 4.9: "All this I will give you," he said, "if you will bow down and worship me."

2 Cor 9.6-7: Whoever sows sparingly will also reap sparingly, and whoever sows generously will also reap generously. Each man should give what he has decided in his heart to give, not reluctantly or under compulsion, for God loves a cheerful giver.

2 Cor 9.11: You will be made rich in every way so that you can be generous on every occasion, and through us your generosity will result in thanksgiving to God.

2 Cor 9.13: men will praise God for the obedience that accompanies your confession of the gospel of Christ, and for your generosity in sharing with them and with everyone else.

1. The Spiritual Nature of the Church

1.1. All the material goods of the church will be used for the glory of God and the building of his kingdom.

1.2. A Christian church is a uniquely spiritual institution. Financial decisions that make sense for businesses, other non-profit institutions, or families may not make sense for the church.

1.3. This church will invest all her material goods for spiritual benefit and gain. Though investing to increase material goods is wise for businesses and families, the church is to be funded by the gifts of God's people and not by material investments. This church will not invest material goods for the purpose of material gain.

1.4. The church should be an exemplar for the families of the church in the godly use of money and property.

2. Assets

2.1. The church will be supported by the gifts of her people and not by accumulated investments or an endowment. We may own or rent property for the purposes of the ministry of the church. We may save money over a long term for a specific ministry purpose, such as purchasing property.

2.2. All CCC financial assets will be kept in some type of demand deposit account, money market account, or other type of financial instrument that has no significant risk of capital loss, has quick liquidity, and gains suitable market interest. Any revolving credit agreement will be paid off before any interest or penalties are due.

2.3. A church account can only be opened or closed with the approval of the Session and the notification of the Deacons, Treasurer, and Business Manager.

3. Debt

3.1. Scripture urges caution when assuming debt yet allows for wise investing. Because the need to repay burdensome debt may improperly influence the church's ministry, we will limit our amount of long term debt to not exceed about one year of budgeted expenses. It is common in Scripture for God's people to give special offerings above their tithe for special needs in the church. This is a trustworthy example.

4. Volunteers and Church Staff

4.1. The church is essentially an organization of volunteers who serve in thanksgiving for what God has done for them. The one biblically mandated exception is that the preacher of the Gospel will be supported by the giving of the church (1 Cor 9.14). In addition, if the church calls a person to support the ministry of the church as his primary occupation, then the church should offer that person fair compensation. Beyond this, the church is free to hire people to accomplish all sorts of tasks to which the church is called when they cannot find someone within the church with the calling to undertake the task,

and they are convinced it is best for the church that the task be done. In all cases beyond hiring a Teaching Elder, the church should be careful not to deprive its people of opportunities to serve and not to create a culture of consumerism (members paying the church for its services) within the church.

5. Accountability

5.1. In our finances, because there is no one good but God, we will have strong accountability, so that financial decisions and directions have proper oversight. The senior pastor(s), treasurer, and chairman of the Deacons will be informed of all budgeted expenses each month. This same group may approve unbudgeted expenditures up to the amount of the contingency budget item. When the sum of unbudgeted expenditures for the year exceeds the current contingency budget item, the Session must approve an increase in this budget item.

5.2. The session will receive from the treasurer a monthly report of spending against budget. The congregation will receive regular updates regarding giving and expenses.

5.3. The Deacons are responsible for the collecting, counting, and handling of tithes and offerings. They should insure that a single person is never in a position to compromise this collection, counting, and handling. They may delegate this work as they see fit as long as they insure the integrity of the process.

5.4 The church treasurer works with the Deacons and is responsible for auditing and verifying church finances.

6. Transparency

6.1 We will have transparency in our finances, working to keep detailed financial information before the session and Deacons and to keep general financial information before the congregation. Although the congregation will not normally deal with detailed finances, all financial details not designated as confidential by the Session are available to any member who inquires. Confidential financial information includes the amount of giving by individual. Individual giving information will be available only to the CCC Business Manager and Treasurer. These two may make statistically generalized giving information available to others. If they need to make individual giving information available to any other person, that exception would need to be approved by the Session.

7. Giving

7.1. Giving in the church is based on thanksgiving, freedom, and love; it is not based on compulsion, guilt, or self-glorification. If we teach someone to give wrongly, we lead him into sin and bondage. The Gospel teaches us how to give fearlessly, persistently, sacrificially, and wisely. The believer is a steward of all God has given to him (1 Chron. 29:11-12; Mt. 25:21; Luke 12:42; 1 Cor. 4:2; 1 Pet. 4:10). Therefore, the believer is obligated to devote all resources in service to God (Mt. 8:22; 9:9; Luke 9:23), exercising responsibility to give wisely (Col.1:9-12; 2:2-3), generously, and freely, “what he has decided in his heart to give, not reluctantly or under compulsion, for God loves a cheerful giver.” (2 Cor. 9:7).

7.2. Although the OT church had a number of specific laws regarding giving, the NT church propagates no law as to how much its members must give the church. Nevertheless, the principles taught by the OT ceremonial and civil law are unchanging and should instruct the consciences of all believers under the authority of Scripture and with the guidance of their spiritual shepherds. These principles are binding on our consciences before God. For us to ignore them is worse than it would be for an OT saint to ignore the outward laws that reflected these principles in OT times because we now have a clearer understanding of the greatness of God's mercy that is the basis of all our giving.

7.3. The Principle of the Tithe is that, in order to recognize that all provision comes from God, the child of God should devote a tenth of our increase back to God (Gen. 28:20-22; Lev. 27:30-33; Deut. 12:5-18; Neh. 13:10-12; Mal.3: 8-12). With the greatness of God's provision in Christ now made clear, the New Testament saint ought to respond with at least a similar proportion (1 Cor 9:14; Luke 10:7; Gal. 6:6). Because we are tempted to control even what we are called on to give away, it is wise to devote our tithe to God by turning it over to the authority of the Church without direction. At CCC, that means giving it to the General Fund. Because the principle of the tithe is now a moral principle, but not a strict law, the proper auditor of a Christian's giving is his conscience before God's Word assisted by his spiritual overseers. It is appropriate to use the language of the tithe as a healthy spiritual principle for obedient faith, but we must also be cautious not point people to a righteousness of works.

7.4. The Principle of Special Offerings is that we recognize God's providential hand in our lives by devoting appropriate gifts to him. Offerings address special events, undertakings, and needs; they celebrate special mercies and provisions; they mark significant beginnings and endings. For instance, a First Fruits offering teaches us to devote to God the first receipts of a new supply in faith that God will follow grace with grace. Offerings are properly given to the church or to other appropriate purposes. It is unfortunate that we easily become locked into the arithmetic giving of a tithe and forget to look for the particular Fatherly ordering of our lives that should spur on our offerings.

7.6. The Principle of Alms is that God gives freely to us who are needy, so we ought to give freely to others who are needy. The Old Testament saints shared their bounty with the poor among them, both their own and foreigners (Deut. 15:7-11; Lev. 19:9-10; Prov. 19:17; 21:13; Ezek. 18:7-8). New Testament saints are given even more explicit instruction on helping those in need by the teaching and life of Jesus (Mt. 10:8; Mt. 25:31-46; Luke 10; Acts 10; Eph. 4:28). The Church's ministry of mercy has always addressed both those inside the church and those providently placed within reach of the Church. After our obligation to care first for our family, we are also obligated to care for, as best we can, those in extraordinary need in our congregation and, to a lesser degree, in the Church at large. However, mercy to those outside the Church is essentially an extension of the ministry of Gospel outreach and is ruled largely by biblical wisdom in the face of providential circumstances. We are neither able nor obligated to address the needs of all the poor. While the Church leads and provides alms opportunities through its

ministries of mercy, individuals should apply the principle of alms giving in all spheres of their lives, not just through the church.

8. Funds And Special Offerings

8.1. All giving to the church is ordinarily tithes and offerings given to the church as God's steward. Such giving goes to the CCC General Fund. Expenditures from the General Fund will be made according to the budget approved annually by the session.

8.2. We will also have a Facility Fund for the purpose of accumulating capital for the purchase or long-term leasing of real estate and any associated capital improvements. We will accept giving designated to the facility fund when the Session calls for such giving.

8.3. At regular intervals, CCC will make known to the congregation opportunities to participate in a one-time offering for a particular mercy need. Each special offering and expenditures against it will be tracked. These will be tracked under the CCC Mercy Team budget but separately from the Mercy team budget line item. If for any reason, some portion of a special mercy offering is not spent for the stated purpose, it will be used for some other purpose within the Mercy ministry.

8.4. Mercy offerings are under the particular direction of the Deacons who also oversee the Mercy team. The Deacons may directly oversee the spending of special mercy offerings, or they may delegate that authority to the Mercy team. The Deacons will be responsible for overseeing the Deacons' Fund budget line item, which is intended for special needs of church members. Having the Deacons fund explicitly for members reminds us that our financial support of members is a higher obligation than our help to those outside the church.

8.5. The Mercy team will function as a committee of the Deacons. The Mercy team leader will be responsible, under the oversight of the Deacons, for spending the Mercy team budget line item. This will be used for purposes not appropriate to a special offering such as small or pressing needs. The Deacons will be responsible to create a policy that controls the purpose and processes of all mercy ministry at CCC including a policy for the Mercy team. Handling of special mercy offerings and the Mercy team budget item will be controlled by this policy.

8.6. When CCC sponsors a short-term missions team, we will accept giving designated to members of that team. Handling of these funds is controlled by the GMT policy. On occasion, CCC may make know to the congregation a one-time opportunity to give to a particular missions need. These offerings and expenditures against them will be tracked under the CCC GMT budget but separately from the GMT budget line item. If for any reason, some portion of a special missions offering is not spent for the stated purpose, it will be used for some other purpose within the GMT budget. See the GMT policy for details of GMT financial tracking.

8.7. The Session must approve all special offerings that allow designated giving. When the Session approves the sponsoring of a short term missions team, they are implicitly also approving designated giving to any member of that team.

8.8. All designated giving outside of the General Fund should be gifts that are above the tithe.

8.9. We will not accept gifts designated outside the principles described above. If a person sees a mercy or missions need, they are free to suggest to the session, Mercy Team, or GMT that a designated offering be taken for that need.

8.10. The general fund, facility fund, budget items, and tracking special offerings are all independent of any particular underlying bank accounts or financial instruments.

8.11. All non-cash gifts will be converted to cash as soon as possible.

9. Budgets

9.1 In creating a budget, the Session is obligated to devote the giving of God's people to God's work. They should avoid both accumulating excessive funds and allowing the churches accounts to be drawn below an amount that does not allow for seasonal variations in giving and expenses. If the amount of money in the General Fund (not including savings for particular long term goals or designated giving) should exceed eight months of budgeted expenses, the session should seek immediately to adjust the budget or invest at least the amount above that threshold into a useful ministry, designating it for a purpose either inside or outside of CCC. If the amount of money in the General Fund should drop below 10% of annual budgeted expenses, the Session should meet as soon as possible to adjust the budget to meet the current income.

9.2. When the budget is composed, each budget line item will have associated with it the person or persons having authority to spend against that line item. For a budget line item associated with a ministry team, the person having spending authority will be the team leader. A person with spending authority can delegate that authority to another person by informing the senior pastor(s), treasurer, business manager, and chairman of the Deacons. It will be active if no objection is made within five days. That delegation may be for a specific purpose or time period.

9.3. A person with spending authority may not spend more than their budget. To change their budget requires session approval. That person may also not spend more than 4 months ahead of their budgeted amount broken into equal monthly amounts. That person may not spend more than one-third their annual budget in one month. To spend money outside these limits requires approval by the Deacons of a custom spending schedule when the budget is approved or as soon as the need becomes apparent.

9.4. Annual Budget Creation Process: In March of each year, the Business Manager working with the Deacons and the treasurer will initiate the collection of budget input from all people with spending authority in the previous year's budget. The Deacons will

approve a budget proposal for the Session by April 15. The Session will approve a proposed budget in time for the annual congregational meeting in May. The Session will approve a final budget before the end of June.

10. Principles for setting staff salaries:

- 10.1. The worker is worthy of his hire.
- 10.2. Comparable salaries by church size, type, location, and type of position.
- 10.3. Experience, productivity, initiative, fit, education, seniority.
- 10.4. In keeping with the church community and larger community.