

## Gloria Dei Lutheran Church – Board of Directors Governance Policies

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(Policies initially approved 8/21/2007)

### Updates:

1. February 12, 2008 Revised Policy 4.3.2, Balanced budget
2. March 7, 2008 Revised Policy 3.2, Means of Monitoring Results
3. March 28, 2008 Revised Policy 2.4, Board Job Description  
Policy 2.5, Monthly Agenda  
Policy 2.6, Annual Planning  
Policy 2.9, Board Members' Code of Conduct  
Policy 2.11, Cost of Governance
4. November 11, 2008 Revised Policy 1.0, Global Desired Outcomes  
Policy 3.1.2, Guidelines  
Policy 4.3.2, Balanced budget  
Policy 4.3.4, Budget for Board  
Policy 4.4.5, Payroll and Debts  
Added Policy 4.4.8, Capitalization of asset  
Revised Policy 4.5.5, Purchase price with comparison
5. March 24, 2009 Revised Policy 2.2.3.3, Resolutions  
Policy 2.6, Annual Planning  
Policy 2.7, Senior Pastor Compensation  
Policy 3.2.2 & 3.2.4, Means of Monitoring Results
6. September 15, 2009 Revised Policy 3.5, Annual Review for Senior Pastor
7. October 20, 2009 Revised Policy 1.8, One-Year Goals  
Policy 4.6, Financial Reviews and Audits
8. June 15, 2010 Revised Policy 1.8, One-Year Goals
9. September 21, 2010 Revised Policy 4.5, Asset Protection and Risk Management
10. March 22, 2011 Revised Policy 4.9, Compensation
11. January 17, 2012 Revised Policy 1, Desired Outcomes, except for Policy 1.5, Five-Year Goals
12. February 21, 2012 Deleted Preamble, Core Beliefs, p.45
13. March 20, 2012 Revised Policy 1.2, Results

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| 14. May 22, 2012       | Revised Policy 3, Board-Senior Pastor Relationship<br>Policy 4, Senior Pastor Limitations, including Pols. 4.0 - 4.4, and 4.6 - 4.8  |
| 15. August 21, 2012    | Revised Policy 3.2.3 internal financial review completion time from March to October every year  |
| 16. October 16, 2012   | Revised Policy 2.3, Board Self-Review<br>Policy 2.5 Monthly Agenda   |
| 17. January 22, 2013   | Added BOD Internal Procedure, “Appendix A - Nominating Committee Procedure.”   |
| 18. May 21, 2013       | Revised Policy 2, Board Process<br>Policy 3, Board-Senior Pastor Relationship<br>Added BOD Internal Procedure, “Appendix B - Board of Directors Annual Senior and/or Executive Pastor Appraisal Process”   |
| 19. September 17, 2013 | Revised Policy 4 Overview, Senior Pastor Limitations<br>Policy 4.3, Financial Planning and Budgeting<br>Policy 4.5, Asset Protection and Risk Mitigation<br>Policy 4.7, Contracts  |
| 20. November 19, 2013  | Revised Policy 4.5 Asset Protection and Risk Management  |
| 21. March 18, 2014     | Revised Policy 1.0 Global Desired Outcomes<br>Policy 1.1 Values<br>Policy 1.2 Results<br>Policy 1.6 One-Year Goals<br>Policy 2 Board Process<br>Policy 2.2 Governing Process<br>Policy 2.4 Board Job Description<br>Policy 2.8 The Chairperson   |
| 22. May 20, 2014       | Revised Policy 1.6 One-Year Goals<br>Policy 3.1 Manner of Delegating   |
| 23. September 16, 2014 | Revised Policy 2.2 Governing Process<br>Policy 2.4 Board Job Description<br>Policy 2.5 The Chairperson<br>Policy 2.6 Board Members’ Code of Conduct<br>Policy 2.7 Board Committee Definition<br>Policy 2.8 Board Meeting Agendas<br>Policy 2.9 Annual Planning<br>Policy 2.10 Senior Pastor Compensation |
| 24. November 18, 2014  | Revised Policy 1.1 Values  |

Policy 1.3 Recipients  
Policy 1.5 Strategic Priorities

25. August 26, 2015 Revised Policy 1.6 One-Year Goals  
Policy 2.5 Board Officer Duties (incl. Title Change)  
Policy 2.8 Board Meeting Agendas  
Policy 3.0 Global Board-Senior Pastor Relationship Policy  
Policy 3.2 Means of Monitoring Results  
Policy 3.5 Annual Review Process for the Senior Pastor  
Policy 4 Senior Pastor Limitation (Introduction)  
Policy 4.3 Financial Planning and Budgeting  
Policy 4.4 Financial Condition and Activities  
Policy 4.7 Contracts  
Policy 4.8 Emergency Senior Pastor Succession  
Policy 4.11 Ends Focus of Gifts and Bequests  
Added Policy 2.12 Electronic Voting  
Policy 4.12 Member Termination
26. September 15, 2015 Revised Policy 2.3 Board Self Review  
Policy 2.4 Board Job Description
27. September 24, 2015 Revised Policy 2.8 Board Meeting Agendas
28. November 17, 2015 Revised Policy 1 Desired Outcomes  
Policy 1.0 Global Desired Outcomes  
Policy 1.1 Values  
Policy 1.2 Results  
Policy 1.3 Recipients  
Policy 1.5 Strategic Priorities  
Policy 1.6 One-Year Goals
29. March 29, 2016 Revised Policy 3.0 Global Board-Senior Pastor Relationship Policy  
Policy 3.1 Manner of Delegating  
Policy 3.2 Means of Monitoring Results  
Policy 3.3 Accountability of the Senior Pastor
30. June 21, 2016 Revised Policy 4.3 Financial Planning and Budgeting  
Policy 4.8 Emergency Senior Pastor Succession
31. September 20, 2016 Revised Policy 1.6 One-Year Goals  
Policy 2.3 Board Self-Review  
Policy 2.5 Board Officer Duties  
Policy 2.8 Board Meeting Agendas  
Policy 3.5 Annual Review Process for the Senior Pastor