

LOCAL AREA
BOARD OF DIRECTORS



**STANDING
POLICIES
MANUAL**

This document is a model for a local YFC Center Board Standing Policies Manual. Any YFC Center may use and adapt the contents for their own purposes.

Appreciation is extended to John Carver for his book *BOARDS THAT MAKE A DIFFERENCE*, Olan Hendrix for his consultations, and Robert Andringa of the Christian College Coalition. YFC used the coalition's Standing Policy Manual as our model.

INTRODUCTION

This Standing Policies Manual contains all of the standing, and ongoing, policies adopted by the Board of Youth for Christ/local area, beginning with policies adopted by the board on January 10, 2005.

The reasons for adopting this evolving manual include:

- ! Efficiency of having all on-going policies in one place
- ! Ability to quickly orient new board members to current policies
- ! Elimination of redundant, or conflicting policies over time
- ! Ease of reviewing current policy when considering new issues
- ! Clear, pro-active policies to guide the executive director and staff

Each policy is consistent with the by-laws, which have precedence over these Standing Board Policies. Except for time-limited or procedural-only policies (approve minutes, elect an officer, etc.), which are recorded in regular board minutes, all new standing policies should fit into this document.

If any discrepancy is found between these policies and any policies adopted in previous minutes, these later policies will prevail.

Any conflict in interpretation between this manual and previously adopted board policies will be resolved by the chairperson of the board.

These policies are always under review and are expected to be refined at every board meeting.

Changes to this manual must be approved by the full Board of Directors, or by the executive committee in those areas of policy in which the board allows the committee to act. Proposed changes may be submitted by any member, or the executive director.

Each new policy will be drafted to fit in most logically with other numbered chapters and paragraphs. Whenever changes are adopted, a new document will be printed, dated and made available to board and staff.

Each set of policies should be drafted from the "outside-in," meaning the broadest policy statement should be made first, then the next broadest, etc. At some point in detailing each policy, the board stops and essentially says, "We are now willing to give to the executive director and his staff reasonable interpretation to our board policies by developing further policies, procedures and practices." Over time, the board can reduce or add to the specificity of its policies.

This manual may never exceed 20 pages. The secretary will ensure that staff record and publish all standing policies correctly. The executive director or his designee will maintain the policies on computer and provide updated copies to the board.

The executive director is held accountable for developing all other organizational policies, procedures and practices to be consistent with this manual.

I. YFC MISSION AND OTHER RELATED ESSENTIAL POLICIES

I.1. WORLD-WIDE VISION OF YOUTH FOR CHRIST. The vision of Youth for Christ is, in partnership with the body of Christ, to see every young person in every people group in every nation have the opportunity to make an informed decision to be a follower of Jesus Christ and become a part of a local church.

I.2. YFC STRATEGIC FOCUS. YFC reaches young people everywhere, working together with the local church and other like-minded partners to develop lifelong followers of Jesus, who lead by their Godliness in lifestyle, devotion to prayer and the Word of God, passion for sharing the love of Christ and commitment to social involvement.

I.3. FIVE ESSENTIALS. All YFC ministry sites are judged by the vitality of the Five Essentials needed to bring about real change in a young person's life.

- **Widespread Prayer:** We deliberately engage lots of Christians to intercede n behalf of the ministry site.
- **Loving Relationships:** We consistently pursue lost kids & engage them in life-long relationships with Jesus.
- **Faithful Bible Teaching:** We accurately handle biblical truth, regularly coaching kids to apply it in their lives.
- **Collaborative Community Strategy:** We intentionally work together with local churches, agencies and other partners to provide sustainable you and family ministry.
- **Adults Who Empower:** We strategically develop leaders to reach young people from every people group.

1.4. CORE VALUES.

EVANGELISM AND DISCIPLESHIP. We are committed to take the Gospel of Jesus Christ to all young people and always seek to do so with urgency, using the most culturally acceptable presentations. We are further committed to work in partnership with others who desire to accomplish the same mission.

SCRIPTURE. We are committed to the Word of God as the foundation and final authority for life and ministry. We discipline ourselves to study it diligently, apply it daily and teach its truth to young people.

PRAYER. We are committed to pray for the salvation of lost young people and for the empowerment of God's Holy Spirit in taking the Gospel of Jesus Christ to them.

CHURCH. Believing that the Church is the basic expression of the body of Christ, we are committed to partnership with the local church in fulfilling the Great Commission.

PEOPLE. We are committed to people. We believe that young people, volunteers, board members, ministry partners, staff and their families are important first as individuals, and all are vital in the fulfillment of our mission.

MOBILIZATION. Knowing the size and urgency of our task, we are committed to mobilize all the available resources of young people, adults, prayer and finances to accomplish our mission.

INTEGRITY. We are committed to a life of integrity through personal and organizational accountability in lifestyle, relationships, finances, ministry management and responsible evangelism.

1.5. STATEMENT OF FAITH. We adhere without reservation to the following Statement of Faith in Youth for Christ.

1. We believe the Bible to be the inspired, the only infallible authoritative Word of God.
2. We believe that there is one God, eternally existent in three persons: Father, Son and Holy Spirit.
3. We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory.
4. We believe that for the salvation of lost and sinful man, regeneration by the Holy Spirit is absolutely essential.
5. We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life.
6. We believe in the resurrection of both the saved and the lost; they that are saved unto the resurrection of life and they that are lost unto the resurrection of damnation.
7. We believe in the spiritual unity of believers in Christ.

II. LOCAL AREA MISSION, VISION AND GOALS

II.1 CONSISTENCY: The mission and goals of Youth for Christ/Local Area shall conform to and be consistent with those of Youth for Christ/USA.

II.2 LOCAL GRAND GOAL: This is the basis for the local area long-range strategic planning what includes STRATEGIC INITIATIVES that are to be accomplished over the next three years and one-year goals for both operations and ministry. The local area grand goal is consistent with the national grand goal and reads as follows:

With God's help and direction, we see to engage 9,000 young people by 2010 in a lifelong journey of following Christ. To do this we will need to:

1. Pursue young people everywhere, especially the hard to reach in the juvenile justice system and urban neighborhoods of our city.
2. Reach young people through 9 campus ministry sites (currently in 4 senior high and middle schools with Campus Life) and 4 community ministry sites (currently in 1 site, Youth Guidance at the juvenile hall; will add a new City Life ministry in Urbanhood, and Teen Parents ministries for the north city and the south city).
3. Multiply our efforts through strategic partnerships with 5 churches and kingdom organizations; send an annual YFC Project Serve Team.
4. Equip 200 young Christian leaders in evangelism and discipleship.
5. Create higher levels of organizational innovation and excellence as measured by high ratings in the YFC Annual Progress Review.

II.3 STRATEGIC INITIATIVES. Over the next three years the focus will be on the following Strategic Initiatives that include both new ministry and the organizational capacity to develop new ministry (through June 2007).

1. FACILITIES. Move to new office space and youth center space.
2. FUNDING. Add the funding to support 3 new full-time staff members and related programs through the utilization of Transformational Development.
3. CAMPUS MINISTRY. Focus on the addition of middle school ministry.
4. COMMUNITY MINISTRY. Develop new ministries to our urban area, teen parents, and a mentoring program linked to the Youth Guidance program in a major community ministry forward thrust.
5. WORLD-WIDE. Develop our own annual Project Serve trip.

II.4 STATEMENT OF ANNUAL GOALS. These include both operational goals and ministry goals for 2004-05.

1. Operations.
 - Add 1 new full-time staff person for Campus Life.
 - Add 1 part-time staff person for Teen Parents.
 - Increase the board to 11 members (currently at 9).
 - Send all staff to Basic Transformational Development training.
 - Start using a new funding development software program.
 - Raise an additional \$60,000 in support.
 - Begin looking for a potential office/youth center location.
2. Ministry.
 - Add 1 middle school for Campus Life (currently at 4).
 - Start a new Teen Parents program in north city.
 - Pilot new juvenile justice mentor program.
 - Feasibility study for new urban ministry.
 - Send 50 kids to summer Campus Life camps.
 - Take 5 people on a national Project Serve trip.
 - Engage 900 young people on a regular basis during the year.

III. NATIONAL OFFICE-LOCAL BOARD- EXECUTIVE DIRECTOR RELATIONSHIP

III.1. PURPOSE: YFC/Local Area shall serve as a YFC Center of Youth for Christ/USA, governed by and connected to YFC/USA by the YFC Charter Covenant, and locally governed by the board of directors. The board shall, in consultation with the region's National Field Director, appoint and hire an executive director to carry out their strategic plan and policies, including administration, financial management, funding development, community relations, board development, staff management and development, and ministry. There shall be a clear understanding of all relationships involved.

III.2. RELATIONSHIP TO THE NATIONAL OFFICE. With respect to the linkage between the YFC Center, the National Office, the executive director, and the local board, everyone must clearly understand their relationship. Accordingly, they may not:

1. Fail to honor the requirements of the Charter Covenant and to participate in the life of the larger YFC movement.
2. Neglect the fact that the executive director is an employee of YFC/Local Area, accountable to the local board, and working as the C.E.O. of the organization, and that he/she is to conduct his/her job according to the dictates of Board Standing Policy.
3. Fail to provide reporting as required by the Regional and National Service Centers.
4. As a board, fail to bring their concerns over the performance of the executive director first to the executive director, and then as necessary, to your Region's National Field Director.
5. As a board, fail to provide an annual evaluation of the executive director.
6. As a board, dismiss the executive director without first consulting your Region's National Field Director.

III.3. DELEGATION TO THE EXECUTIVE DIRECTOR. To facilitate effectiveness, the board recognizes their responsibility is generally confined to establishing end results consistent with the purposes of YFC/USA's National Service Center, seeing that the corporate by-laws are followed, and forming and enforcing topmost policies regarding the governance of the corporation. They shall see that those ends are carried out in a spiritual, ethical and prudent manner, working within policies that set boundaries as "executive limitations." Beyond that, the establishment of means to achieving those ends, including sub-policy in the form of procedures and practices, and the management of staff, are in the hands of the executive director as CEO of the corporation. Accordingly, the following authorities are established:

1. The executive director is authorized to establish all further procedures and practices, make all decisions, take all action, and develop all activities which are true to the board's policies. This does not prevent the board from obtaining information about activities in the delegated areas to insure the fulfillment of the intentions of established policies.
2. In matters of the fulfillment of the executive director job description and in matters of corporate governance, only the board, by majority vote, has authority over the executive director.
3. The executive director shall carry out the policies of YFC and the board in a manner that is biblical, spiritual, lawful, ethical and prudent.
4. Should the executive director deem it necessary to violate a board policy, he/she shall conform to policy within 14 days, or inform the board in a timely manner. Informing is simply to guarantee no violation may be intentionally kept from the board, to request approval. Board response, either approving or disapproving, does not exempt the executive director from subsequent board judgment of the action nor does it curtail any executive decisions.
5. The Annual Progress Review System of evaluation of the YFC Center shall be conducted by the executive director, staff and board annually, and a report made to the National Service Center.

IV. BOARD GOVERNANCE, STRUCTURE AND PROCESS

IV.1. GOVERNING STYLE. The board will approach its task with a style that emphasizes policy, outward vision, encouragement of diversity in viewpoints, and strategic leadership more than administrative detail, clear distinctions between board and staff roles, and proactivity rather than reactivity. In this spirit the board will:

1. Enforce upon itself and its members whatever discipline is needed to govern with excellence. Discipline will apply to matters such as attendance, respect of clarified roles, speaking with one voice, and self-policing of any tendency to stray from governance adopted in these board policies.
2. Be accountable to YFC/USA, and the public for competent, conscientious and effective accomplishment of its obligations as a body. It will allow no officer, individual or committee of the board to usurp this role or hinder its commitment.
3. Monitor and regularly discuss the board's own process and performance, seeking to ensure the continuity of its governance capability by selection, orientation, training and evaluation of board members.
4. Be responsible for its own performance, but seek and encourage assistance from the executive director in the board's pursuit of excellence.

IV.2. BOARD JOB DESCRIPTION: Board functions include:

1. Hold the YFC Center to established YFC vision, mission, strategic outcomes, core values, operating principles and statement of faith.
2. Establish a long-range vision, strategic plan, and one-year goals and hold itself accountable for them.
3. Establish standing policies to guide the board and staff.
4. Nurture, encourage and evaluate the executive director in cooperation with your Region's National Field Director.
5. Ensure financial solvency and integrity through giving, fund-raising and board policy and its enforcement.
6. Require periodic audits of the organization and the fulfillment of board policies.
7. Help represent the YFC Center externally.
8. Evaluate and improve itself as a governing body.

IV.3. BOARD MEMBER CRITERIA:

Only qualified men and women should be asked to serve on a YFC board. Simply a "willingness to serve" is not enough. Here is a list of qualifications for board membership:

- Personal faith in Jesus Christ
- Exemplary Christian life
- Agreement with the YFC Statement of Faith
- Growing maturity – spiritually, mentally, emotionally

- Evidence of a good family life
- Participation in a local church.
- Respected in their church, community and work
- Evidence qualities of leadership, faith and vision
- A heart for reaching young people with the gospel
- Commitment to support YFC financially
- Ability to make YFC one of their priorities
- Attendance at board meetings will fit into their schedule
- Willingness to pray regularly for YFC
- Able to use their unique talents, gifts and connections for YFC
- Have a good measure of control over their time

Always look for the most qualified persons—ones who will make strong additions to your board. Some will be well established people. Others will be up-and-comers. You need both.

IV.4. BOARD MEMBER EXPECTATIONS: Board member roles as individuals are:

1. Attend the monthly YFC board meetings (no more than three absences annually).
2. Give and assist in raising at least \$2000-\$5000 per year.
3. Serve on committees and task forces as deemed necessary.
4. Attend at least two YFC ministry event per year.
5. Use talents and gifts as a volunteer in a way that will best serve YFC.
6. Be an ambassador for YFC.
7. Attend one YFC MidWinter Conference in a three-year period (or a regional conference).

IV.5. BOARD OFFICER ROLES

1. **Chairperson:** Plan the meeting agenda with the executive director, chair board meetings, and assure the integrity of board process, including effectiveness of meetings and the board's adherence to its own rules.
2. **Vice-Chair:** Serve in the absence of the chairperson.
3. **Treasurer:** Serve on any ad hoc finance or budget committee and monitor corporate adherence to financial policies on behalf of the board.
4. **Secretary:** Affix his/her signature to board documents, attesting to their legitimacy; report on and note inconsistencies of board actions.

IV.6. COMMITTEES.

1. An Executive Committee consisting of the officers may act at the request of the full board, though the board will generally make their decisions as a whole.
2. A Board Development Committee will serve to insure that the board has sufficient quality members, that new members are oriented as to their role, and that overall the board is healthy.
3. There will be no other standing committees; rather, the chair will appoint ad hoc committees on an as needed basis.

IV.7. BOARD OF REFERENCE: This group may be created for the purpose of adding credibility to YFC through the endorsements of high profile respected people.

IV.8. CODE OF CONDUCT. The board expects of itself and its members ethical and business-like conduct that is informed by scripture and brought to life through a relationship with Jesus Christ. Board members must represent uncompromised loyalty to the interests of the entire organization. They must avoid any conflict of interest with respect to their fiduciary responsibility. There must be no self-dealing or any conduct of private business or personal services between any board member and the organization, except as procedurally controlled to assure openness, competitive opportunity, and equal access to "inside" information.

V. FUNDING POLICIES

V.1. PURPOSE. The YFC Center is funded primarily by contributions. It is, therefore, necessary for YFC/ Local Area to raise funds from donors, and to do so in an ethical and prudent manner with respect to donors.

V.2. FUND-RAISING. With respect to fund-raising for the ministry of the area, the executive director may not go about these efforts in any way that is not respectful of donors, ethical, prudent, cost efficient and full of integrity. Accordingly, he/she may not:

1. Neglect prayer as a first step in funding development and neglect going about support raising with a sense of humility, that ultimately God is the supplier of our needs through the faithfulness of His people.
2. Fail to be honest in communication with donors and to treat them in a respectful and appreciative manner.
3. Neglect to communicate with our donors that YFC is local, regional, national and international in its scope, and that when they give to the region, it is part of a larger movement.
4. Have staff members who do not participate in support raising, including the likelihood of utilizing personal support raising among family, close friends and one's home church.
5. Neglect opportunities to work with the YFC/USA National Service Center in cooperative funding.
6. Use funds for purposes other than those the funds were raised for, or other than the intentions of donors.
7. Submit foundation proposals without first clearing them with the YFC/USA Development Department to avoid possible embarrassing conflicts.
8. Submit foundation proposals for new projects that will require additional time and money beyond current budget authorization without board approval.

VI. FINANCIAL POLICIES

VI.1. PURPOSE: With respect to operating the YFC Center in a sound and prudent fiscal manner, the executive director may not jeopardize the long-term financial strength of the center. Accordingly, he/she may not:

1. Operate without an annual operating budget that has been created by the staff and ratified by the board.
2. Cause the center to incur indebtedness through borrowing or leasing other than trade payables incurred in the ordinary course of doing business except by specific board action.
3. Settle payroll and debts in other than an on time basis.
4. Use or borrow restricted funds from the general operating account or event account, for anything other than their intended use.
5. Allow expenditures to exceed income during the fiscal year except as provided for by a board approved operating budget.
6. Allow cash reserves to drop below an amount equal to 10% of the annual general operating budget at the end of the fiscal year.
7. Allow advances from the cash reserves for other than ordinary operating expenses.
8. Allow total expenses to deviate by more than 5% more than the total operating budget, and line item expenses to deviate by more than 15%.
9. Handle all income, donations, expenses and payroll in a manner that does not provide thorough documentation, safeguards and checks and balances and use generally acceptable accounting practices.
10. Handle all payroll matters in a manner consistent with federal laws or state laws.
11. Operate without receiving a timely, thorough monthly financial report, and fail to provide the board with timely monthly financial reports.
12. Fail to file an annual IRS 990 report or provide year-end financial reports reviewed by a Certified Public Accounting firm that has been selected by the board of directors.
13. Fail to communicate with the public each year that our C.P.A. reviewed financial reports are available upon request, and to provide our 990 reports to anyone within 30 days of their request.

VII. PERSONNEL POLICIES

VII.1. COMMITMENT TO PEOPLE. With respect to personnel policy, YFC's core value of commitment to people shall guide the actions of YFC regarding staff and their families, first as individuals and then as partners in the fulfillment of YFC's vision and mission.

VII.2. EMPLOYEE SELECTION. With respect to hiring full-time ministry staff, the executive director shall not disregard YFC/USA standards for staff selection and credentialing. Accordingly, he/she may not:

1. Hire any ministry personnel who do not meet YFC standards and conform to YFC policies.
2. Allow any credential candidate to take more than the maximum time specified to complete their credentialing requirements.

3. Hire any staff for positions not approved in the annual budget.
4. Complete the hiring of any full-time ministry person outside of a board specified hiring policy.

VII.3. MINISTRY ENVIRONMENT. With respect to the environment in which the ministry of staff takes place, the executive director shall not disregard the importance of giving leadership to a Christ-centered ministry team. Accordingly, he/she may not:

1. Neglect keeping the staff and their work focused on YFC's vision, mission, strategic outcomes and the overall vision and goals of the YFC Center.
2. Neglect efforts to provide a healthy spiritual environment where corporate and individual prayer is a vital part of the ministry, and to encourage staff to be healthy whole people who are growing in their relationship with Jesus Christ and His people.
3. Neglect the importance of healthy relationships among staff and their sense of being valued as individuals and team members.

VII.4. EMPLOYEE PROTECTION. With respect to the treatment of staff, the executive director's authority is limited so as to assure that the rights of employees to fair, equitable and humane treatment are not impeded. Accordingly, these provisions must be made:

The dignity, safety and right to ethical job-related dissent of employees shall not be impaired; grievances by employees shall receive fair internal hearing through procedural safeguards.

1. Sexual harassment will not be tolerated and will be defined and dealt with by clearly written and communicated procedures as specified by YFC/USA.
2. Staff will not be unprepared for prompt action in case of emergency or disaster.

VII.5. EMPLOYEE COMPENSATION. With respect to compensation of staff, the executive director shall not disregard the importance of carefully defined and fair compensation practices. Accordingly, he/she may not:

1. Fail to establish staff salaries according to a clear compensation plan that is competitive with similar YFC centers, youth ministries and geographic areas, and is provided for in the context of the annual budget.
2. Fail to establish appropriate benefits and meet YFC health insurance requirements and provide for in the context of the annual budget and staff handbook.
3. Fail to provide for a reasonable reimbursement of ministry-related expenses.
4. Fail to provide for reasonable opportunities for employee development.
5. Allow a staff member to be paid a part-time wage for full-time work after it is determined that there are insufficient funds for full-time compensation.

VII.6. EMPLOYEE PERFORMANCE AND BEHAVIOR. With respect to staff, their character, and behavior as Christian men and women, and their performance as ministers and staff members, the executive director shall not disregard these matters. Accordingly, he/she may not:

1. Neglect the establishment and implementation of regular supervision and performance evaluations.
2. Fail to communicate expectations related to Christian life-style through written principles and discussion with staff.

VIII. RISK MANAGEMENT POLICIES

VIII.1. PURPOSE. With respect to YFC's commitment to the safety of young people and staff, as well as good stewardship of the assets to which the YFC Center has been entrusted, certain matters must be addressed in the operations of YFC.

VIII.2. YOUTH SAFETY. Regarding the young people who are involved in our programs and activities, it is expected that the executive director shall seek to provide a measure of safety in all that we do in ministry. Accordingly, he/she may not:

1. Fail to carefully screen and select paid and volunteer staff who are involved with young people on an ongoing basis.
2. Take abnormal risks in working with young people, and to fail to provide for a prudent measure of safety when risks are assumed.
3. Fail to communicate standards of care in staff relationships with young people that will minimize the possibility of misconduct or being accused of misconduct.
4. Fail to take measures to see that transportation is provided in a reasonably safe manner when taking those responsibilities in YFC activities.
5. Fail to provide some form of insurance for youth activities when risk is assumed.

VIII.3. LIABILITY COVERAGE. Regarding the possibility of legal actions and judgments against YFC, the executive director shall be sure that there is appropriate liability insurance coverage. Accordingly, he/she may not:

1. Allow YFC to go without general liability insurance coverage through YFC/USA.
2. Allow the board of directors to go without director and officer insurance coverage.
3. Allow vehicles owned by YFC to go without liability insurance coverage.
4. Fail to take measures to see that to the best of our knowledge, all who transport young people in the course of our activities have sufficient liability coverage.
5. Fail to secure parental releases for young people participating in trips, camps and conferences.
6. Fail to follow YFC/USA policies and procedures in cases of sexual misconduct.

VIII.4. ASSET PROTECTION. Regarding the stewardship and care of those assets owned by YFC, care should be taken to see that everything is cared for and protected in case of loss. Accordingly, he/she may not:

1. Allow vehicles and office contents to not have insurance coverage for loss, beyond a reasonable deductibility.
2. Fail to allow prudent care to be taken against damage or theft when using owned assets.
3. Allow computer data and mailing lists not to be backed up on discs and stored at a location other than the office.

VIII.5. REPUTATION PROTECTION. Regarding the reputation of Youth for Christ as an evangelical ministry, the executive director shall be sure that appropriate measures are taken to insure that the YFC organization and its people represent Christ well. Accordingly, he/she may not:

1. Fail to help staff members understand the importance of their own personal conduct as an ambassador of Jesus Christ and as an employee of Youth for Christ.
2. Fail to have a clear plan and spokespersons to deal with the press and public in case of a crisis.

IX. STAFF AND YOUTH PROGRAM POLICIES

IX.1. PURPOSE. The YFC/Local Area provides training programs for volunteers and camps, conferences, or events for students. It is important that these be conducted in a manner that fulfills YFC's mission and at the same time protects YFC's assets both in terms of financial matters and risk management.

IX.2 ACTIONS. With respect to the operations and management of YFC training and ministry events and programs, the executive director may not jeopardize our mission, the reasonable safety of students, and the finances of the YFC Center, and shall always be handled in a prudent manner. Accordingly, he/she may not:

1. Conduct programs and events for staff and youth that are not in accordance with our mission and purposes.
2. Fail to have a communicated safety plan for student events.
3. Fail to restrict individual outreach ministry event funds to said event and to fail to allow any excess funds to carry over for subsequent events.
4. Allow expenditures to exceed income for events, but if that were to be the case, to fail to have a reserve fund for a student camp or conference of an amount less than 10% of the previous year's total event revenue.

X. CONNECTIONS AND VISIBILITY POLICIES

X.1. PURPOSE. YFC/Local Center personnel will be connected to the world-wide movement of YFC, the larger body of Christ and the community, and create a degree of visibility, for these reasons: maintain a kingdom-mindedness in accomplishing our mission, stay closer to ministry, draw on the resources of others, contribute to the work of the kingdom, inform people of YFC, and improve our ability to start new ministries, raise funds and recruit staff members.

X.2. ACTIONS. With respect to YFC's connections and visibility in the community, the executive director must see that the following steps are taken:

1. The staff maintain a degree of supportive involvement in the local ministry of their church and the community.
2. There are connections and involvement with the National Network of Youth Ministries, and the leadership of like-minded parachurch youth evangelistic ministries.
3. Efforts are taken to connect with selected colleges, universities and seminaries in the area.
4. Cooperative efforts are made with like-minded organizations to strategically expand outreach in the area.
5. Participate in Youth for Christ regional and national programs: MidWinter, training opportunities, DC/LA, and other ministries and avenues of service in the larger movement.