

FAIRFIELD BAPTIST CHURCH

GOVERNANCE BOARD MEMBERSHIP APPLICATION

Thank you for your interest in serving on the Fairfield Baptist Church Governance Board. Your willingness to contribute your gifts and talents to this vital ministry is a blessing to our church family. By completing this application, you are taking an important step toward helping us fulfill the Great Commission of our Lord and Savior, Jesus Christ—strengthening the Kingdom of God and guiding Fairfield forward with vision, excellence, and a heart devoted to worship and praise.

As this board holds a sacred responsibility, all candidates will undergo a careful selection process. This includes interviews, verification of experience, and a complete background check. These steps ensure that those chosen are well-prepared and spiritually equipped to lead and serve faithfully in this critical work of the church.

We kindly ask that you complete the application in its entirety for consideration.

The deadline for submission is October 17, 2025.

We are excited about what God is doing in and through Fairfield, and we thank you for your willingness to partner with us in shaping the future of our church for generations to come.

Purpose and Role of the Governance Board

The Governance Board establishes policies and procedures for the efficient and effective operations of the church, ensure accountability, support the Pastor's vision, and the church mission in alignment with its faith, vision, and values. The board does **not** micromanage the ministry but provides policy/procedure oversight and accountability.

Church's Vision

Fairfield Baptist Church envisions a community transformed by the power of the Gospel, where every individual is nurtured to become WHOLE PEOPLE. We are committed to embodying the WHOLE GOSPEL message in our lives, relationships, and outreach efforts. As a unified body, we strive to equip and empower each member to embrace their identity in Christ fully, fostering spiritual, emotional, and relational wholeness. With a deep sense of purpose and compassion, we embark on a mission to share the transformative love of Christ with the WHOLE WORLD. Our vision is to see communities restored, lives redeemed, and hearts reconciled through the holistic ministry of Fairfield Baptist Church.

Pastor's Mission

We strive to become a Whole People, taking the Whole Gospel to the Whole World. We believe the Good News of Jesus Christ commissions us to lead our church, families, and communities into a committed relationship with God and one another. We strive to be a lighthouse for the lost, a house of healing for the hurt, and a relentless voice for justice and righteousness. We strive to be a family of faith from all ages committed to loving God and loving people from all walks of life.

Core Responsibilities of Board Members

Board Members are entrusted with both spiritual and administrative duties that safeguard the mission and vision of the church while ensuring effective governance. Their core responsibilities include:

- Uphold the Word of God, Pastor's Mission, and the Church's Vision
Serve as spiritual leaders who model Christian principles, support the Pastor's God-given mission, and align all decisions with the overall vision of the church.
- Establish Policies and Procedures for Church Operations
Develop, review, and implement governance structures, policies, and procedures that ensure smooth ministry operations and accountability.
- Ensure Financial Integrity and Church's Stewardship
Provide fiscal oversight by approving budgets, monitoring financial performance, and ensuring resources are managed responsibly to advance the church's mission.
- Maintain Legal and Regulatory Compliance
Safeguard the church by ensuring that all activities, documents, and practices comply with applicable laws, regulations, and denominational standards.
- Oversee Risk Management and Crisis Response
Anticipate and mitigate potential risks to the church and provide leadership in times of crisis to protect both the congregation and church assets.
- Guide Long-Term Planning and Sustainability
Shape and support strategic initiatives that strengthen the church's future, ensuring ongoing spiritual vitality, financial health, and ministry relevance.

Board Structure

Qualifications

Governance Board members must be spiritually mature, committed to the church, and have integrity.

Skills Needed (Must possess one or more of these skills)

- **Theology**
The study and understanding of God, His Word, and His will for the church. In governance, theology ensures that all decisions, policies, and practices align with biblical principles and the mission of Christ.
- **Finance**
The responsible management of the church's monetary resources, including budgeting, stewardship, and accountability. Finance ensures the church operates with integrity, transparency, and sustainability in support of its ministries.
- **Law**
The framework of civil, state, and federal regulations that guide how the church operates in the wider community. For governance, this means ensuring compliance with legal requirements (such as taxes, contracts, property, and liability) while protecting the church's mission and reputation.
- **Human Resource**
The care, development, and oversight of the people who serve the church—both staff and volunteers. In governance, this includes policies for hiring, training, evaluating, and supporting individuals to thrive in their ministry roles.
- **Project Management**
The structured planning, organizing, and execution of church initiatives—such as building projects, ministry programs, or community events. Good project management ensures that goals are met on time, within budget, and in alignment with the church's vision.
- **Business**
The practical aspects of organizational leadership, administration, and operations. In governance, business focuses on efficiency, accountability, and strategic planning so that the church can flourish as both a spiritual and organizational body.
- **Medical**
Equips the board to safeguard the health and wellness of the congregation by guiding health initiatives, ensuring emergency preparedness, aligning practices with public health standards, and connecting the church with community healthcare resources.
- **Social Justice**
Ensures the church actively reflects God's call to justice, equity, and compassion by advocating for fairness within the congregation and the community, addressing systemic issues such as poverty and inequality, and fostering partnerships that advance peace and righteousness.

Terms and Rotation

- Typical term: 2–4 years
- Term limits (e.g., max 2 consecutive terms)
- Staggered terms for continuity

Duties and Responsibilities

Financial Oversight and Stewardship

- Approves annual budget to be ratified by the church conference
- Monitor financial statements
- Ensure an annual financial review
- Approve major expenses

Transparency

- Provide financial reports to the congregation
- Maintain open-book policy with safeguards

Legal and Ethical Oversight

- Ensure compliance with local laws, tax regulations, and employment practices
- Review and update bylaws and policies
- Handle legal risks, insurance, and child safety protocols
- Establish grievance policies

Strategic Planning

- Approve and evaluate strategic plans (typically 3–5-year cycles)
- Support succession planning for key leaders
- Evaluate ministry effectiveness and community impact

Board Code of Conduct

Expectations:

- Must be an active member of the church for at least one year

- Support the church financially, spiritually, and wholeheartedly through your commitment, service, and devotion to God's work
- Commit to prayer, confidentiality, and spiritual discernment
- Avoid conflicts of interest
- Serve with humility, unity, and accountability
- Attend all meetings and actively contribute
- Abide by decisions once made (even if dissenting)

Training and Development

- Onboarding orientation for new members
- Ongoing training in governance, theology, leadership, and legal issues
- Regular board self-evaluation

Communication with Congregation

- Share regular updates on board actions and decisions appropriately as directed by the Governance Board
- Attend appropriate church meetings and church conferences
- Invite feedback and input respectfully