

Vineyard Movement Leadership Selection & Accountability Policy

Effective Date: [Insert Date]

Section I: Purpose

This policy outlines the process for selecting, evaluating, and—when necessary—removing the National Director, Super Regional Leaders, Regional Leaders, and Area Leaders. The Vineyard Movement affirms a leadership model based on shared discernment, congregational input, and systems of accountability that prioritize integrity and the long-term health of the movement.

Section II: National Director

A. Selection Process

1. Search Committee Formation:

- A diverse, independent National Search Committee shall be formed by the Board and must include:

- At least two pastors from small-to-mid-sized churches
- At least one representative from each Super Region
- At least two lay leaders unaffiliated with the national staff
- One outside advisor with denominational governance experience

2. Nomination Process:

- Open nominations will be solicited from affiliated churches, regional leaders, and Vineyard USA staff.

- Nominees must meet theological, leadership, and character qualifications laid out in the National Handbook.

3. Public Vetting and Listening Sessions:

- Finalist(s) will be introduced through bios, video interviews, and public forums for Q&A.
- Regional town halls will allow feedback from pastors, staff, and lay leaders.

4. Election and Ratification:

- The National Board shall vote to appoint the selected candidate.
- The appointment must then be ratified by a simple majority of affiliated local church representatives (1 vote per church).

B. Term and Evaluation

- The National Director shall serve a renewable five-year term.
- Annual performance reviews will be conducted by the National Board with input from:
 - Regional and Area Leaders
 - Church pastors via anonymous surveys
 - Third-party advisors (every 3 years)

C. Accountability and Removal

- Grounds for review or removal may include:
 - Breach of ethical or moral conduct
 - Abuse of power or misuse of funds
 - Failure to respond adequately to abuse allegations
 - Loss of trust within significant portions of the movement
- A formal review may be initiated by:
 - A majority vote of the National Board
 - A written petition signed by 10% of affiliated churches
 - A verified complaint investigated by a third-party body
- If necessary, an interim leader will be appointed by the Board while a new selection process is initiated.

Section III: Super Regional, Regional, and Area Leaders

A. Super Regional Leaders

- Appointed by the National Director but confirmed by a majority vote of all Regional Leaders within that Super Region.
- Serve 4-year renewable terms.
- Evaluated annually by the National Director and the Regional Leaders they oversee.

B. Regional Leaders

- Selected by a Regional Selection Committee, composed of:
 - Two local pastors
 - One lay leader
 - One representative from the national team
- Must be approved by the Super Regional Leader.
- Serve 3-year renewable terms, with a maximum of 3 consecutive terms.
- Subject to feedback-based review and congregational surveys every term.

C. Area Leaders

- Nominated by local pastors and confirmed by the Regional Leader.
- Serve 2-year renewable terms.
- Must not serve in a role where they oversee a family member or supervise a direct report without oversight safeguards in place.

Section IV: Transparency and Ethics Commitments

- All leaders must annually sign:
 - A Conflict of Interest Disclosure
 - An Anti-Retaliation and Abuse Reporting Acknowledgment
 - A Public Ethics & Accountability Statement (posted online)
- Any leader under investigation must step back from public-facing duties until resolution.