

## **GOVERNANCE**

The Vineyard Church of Hopkinton is governed by the Board of Directors, of which the Co-Lead Pastors are a part and lead.

The Board of Directors votes in new members of the board, has responsibility for financial oversight (which includes approving budget and major expenditures), ensures that the mission and vision of the church is being carried out, oversees the Co-Lead Pastors, and provides accountability for Co-Lead Pastors. The Co-Lead Pastors are the President of the Board and share a vote. Board members serve 1-year terms, for up to 3 years, and then may come back on the Board after a 1-year break.

Currently, the board is: Stephen & Sarah Watson, Rod Klinger, Peter Sammons, Sara Billings and Andrea Doherty.

## **FINANCES**

The Finance Committee oversees staff management of finances throughout the year. The Finance Committee approves and critiques the yearly budget and submits it for Board approval.

Our current system is that our Director of Operations manages and inputs contributions and expenses, with checks and balances given by a Co-Lead Pastor, the Finance Committee and additional support from church members with accounting backgrounds. ADP manages payroll and salary decisions are made by the Co-Lead Pastors with board approval.

Vineyard Church of Hopkinton seeks to compensate staff and provide a living wage in Massachusetts, maintain the church building and property for the future, fund the ministries of the church well, and give generously to the community and Vineyard USA.

For the 2025-2026 year we committed 15% of income to outside ministries (Mobile Food Pantry, Spain Missions, Outreach, and more).

## **GRIEVANCES**

While Vineyard Church of Hopkinton strives to create a safe space for people from all backgrounds to belong, we understand that circumstances may arise that create unsafe situations. We take these seriously and commit to responding quickly and with transparency and clarity.

If there is a problem with another person in the church or a staff member, our hope is that it can be resolved between the two individuals or parties. Addressing conflict directly between just the effected parties is what the Bible instructs us to do in most situations (Matt 18:15-17)

If however, there are situations where a part of our community is not comfortable going directly to the other member or staff or pastor implicated, please email either one of the pastors or one of the staff members.

If there is a case of harmful acts, including but not limited to sexual harassment, abuse, or misconduct, and in cases where individuals do not feel comfortable contacting one of the Co-Lead Pastors or a staff member, Vineyard USA has created a partnership with Guidepost Solutions, a third-party whistleblower organization who can receive and investigate such complaints. To report a complaint or grievance to Guidepost Solutions, you can email [VineyardUSA@guidepostsolutions.com](mailto:VineyardUSA@guidepostsolutions.com). Learn more at <https://vineyardusa.org/report/>