

ATN Policies

General

ATN's policies are structured and guided by its bylaws.

Ministry

A quorum of at least half the elected ATN leadership team members must be present for a leadership team vote to be valid.

One must be an active ATN Partner in order to:

- Vote for congregational ballot initiatives - whether online or in person
- Serve as a paid staff member, a member of ATN's Leadership Team, or as a leader of one of ATN's Ministry Constellations

Leadership Team and Nominating Team members must be approved by the congregation partners

New ministries and events are subject to review and approval by ATN's Constellation Teams.

Official promotion of ATN ministries and events is subject to review and approval by ATN's Communications Constellation.

Finance

An annual Ministry Financial Plan (MFP) must be pre-approved by ATN's Leadership Team and by the congregation.

Any increase to the overall MFP during the year must be pre-approved by ATN's Leadership Team and by the congregation.

Any new expenses that cannot be covered by the MFP by moving funds from one MFP line item to another and that exceeds \$1,000 (*or any of a recurring nature that cumulatively exceed \$1,000*) requires Leadership Team pre-approval.

Fundraising and designated giving is discouraged. Exceptions must be pre-approved by ATN's leadership team.

Benevolence funds are distributed at the discretion of the Benevolence Team

Staffing

New staff positions (including position descriptions, titles, compensation, etc.) and any modifications to current staff job descriptions, titles, or compensation must be pre-approved by ATN's Leadership Team.

Candidates for staff positions must be pre-approved by ATN's Leadership Team.

See Staff Handbook for policies specific to ATN paid staff.