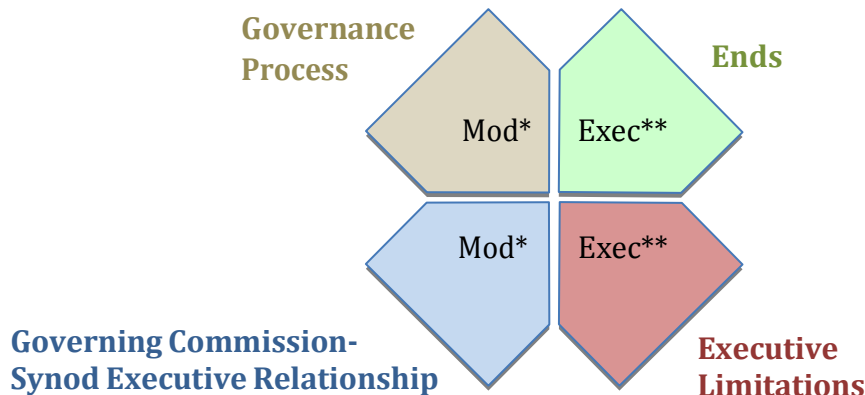# The Synod of the Trinity
Introduction to the Policy Manual

The **Policy Manual** is a comprehensive set of policies customized for The Synod of the Trinity that address the four aspects of Policy Governance® shown in the graphic below.

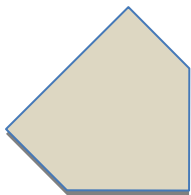*Mod* = Moderator assures these areas of policy are in compliance.*
Exec** = Synod Executive assures these areas of policy are in compliance.

The Policy Manual is written in **four sections**, preceded by a Preface.

Preface – Pages 3-5

The **Preface** provides a context for the Policy Manual by locating it within the Constitution of the Presbyterian Church (U.S.A.): The Book of Confessions and the Book of Order. The Preface outlines not only the policy manual but also explains in broad terms the basis for Policy Governance as a leadership model.
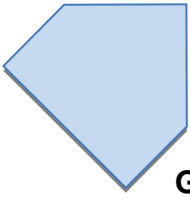
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Governance Process (GP) Policies – Pages 6-16

The **Governance Process (GP)** policies describe policies for the Synod Assembly generally, and the Governing Commission specifically. This section includes policy on governing style, commitment, member expectations, officers, agenda, meetings, complaints, annual planning cycle, Moderator's role, member code of conduct, committees, and development.

A key component (pages 6-7 and following) for commissioner understanding is that the commissioners gathered for Synod Assembly will meet annually (instead of the current three times a year), and will elect a smaller Governing Commission that would meet at least quarterly.
- The Governing Commission will work on behalf of the Synod Assembly comprised of all commissioners.
- The primary function of the Synod Assembly is discerning and visioning future opportunities and challenges facing the Synod.
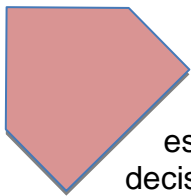
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Governing Commission-Synod Executive Relationship (GC-SE) Policies – Pages 17-19

Governing Commission-Synod Executive Relationship (GC-SE) policies prescribe how power is delegated and its proper use is monitored, as well as the synod executive's role, authority, and accountability.

A key component (page 17 and following) is that while the Synod's ends are the responsibility of the Governing Commission—and by extension, the Synod Assembly on behalf of member presbyteries, proper execution of the ends is delegated to the Synod Executive.
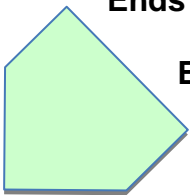
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Executive Limitation (EL) Policies – Pages 20-24

Executive Limitation (EL) policies address constraints on executive authority that establish the prudence and ethics boundaries within which all executive activity and decisions must take place while implementing the Synod's ends.

Key components include treatment of staff and volunteers (page 21), finances (pages 21-22) and communication with the Governing Commission (page 23).

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Ends Policies – Page 25

Ends policies describe organizational products, impacts, benefits, outcomes, recipients, and their relative worth. That is, ends policies answer the question: What benefit for which beneficiaries at what cost or priority?

ENDS

Global Statement

The synod's primary end is "As part of the Body of Christ, the Synod of the Trinity, through the responsible use of shared resources, supports and challenges member Presbyteries to be vital, innovative, and faithful in their collaborative and distinctive callings."

Secondary Ends
- Connect presbytery leadership for coordination, spiritual support and sharing best practices.
- Encourage innovation in, between and among presbyteries through the use of expertise and resources
- Provide services of education and nurture as requested by member presbyteries
- Extend partnership of member presbyteries in joint and shared mission and ministry
- Nurture relationships within the larger church for the purpose of greater witness
- Fostering conversation and action for the promotion of social righteousness