



Frequently Asked Questions Regarding Policy Governance

What is the Reasoning for Changing our Governance Model?

- Current system is full of confusion and redundancies with regard to authority, which leads to indecision, slow responses and territory arguments. Not clear who is responsible for doing some tasks.
- It is difficult to fully staff administrative teams. We have been blessed with many members offering time and talents with countless hours of service to our church. In recent years fewer members have stepped forward to serve two year terms on administrative teams. Having fewer members limits what the teams can accomplish. Under the new model, tasks may be offered for limited timeframes which may appeal to more people.
- Current model works for small churches but we have become a large church that needs a large church governance model
- Changes are slow to be implemented because teams and Council (PPC) only meet monthly and those groups have decision making authority. Under policy governance the staff will have authority as defined in the policies and will not need to wait for teams to make decisions on day to day **ministry** operations.
- **In the current model, many ministries are currently disjointed, at cross purpose and compete with other ministries for time, resources and facility. Under the direction of the Sr. Pastor and upholding the Mission, Vision and Values of the Congregation – ministries of the Congregation will be unified and better coordinated.**
- There aren't any written policies, therefore there are no checks and balances.

What is changing?

- The Council will become a visioning group that will set future direction for our Congregation.
- The Administrative Teams will report to a staff member, typically a Pastor.
- The Senior Pastor will have authority to make operational decisions within specified limits **and that support and further the mission, vision and values of the Congregation.**
 - Decisions will be made faster.
 - The needs of staff and Congregation will be met.
- The **Transition Team** is **has written** policies that will set limits on the authority of the Senior Pastor. The Council **will retain its oversight authority, on behalf of the Congregation, to ensure that decisions of the Senior Pastor are consistent with the policies set by the Council.**
- **The Council will communicate with the Staff through the Senior Pastor.**



What examples did the two churches we talked to indicate this proposed model has helped?

- **Both** First Lutheran and Hope **realized that they** needed to make this **organizational** change in order for them to grow as a church. New model gives them the flexibility and speed to do outreach.
- It puts the decision making authority and accountability in the hands of those who are best trained to make those decisions.

What decisions could the Senior Pastor make in the proposed new model?

- The Senior Pastor is tasked with ensuring our mission is achieved, our values are upheld, and we are continually moving towards our vision.

What are the checks and balances in the new governance policy given the new authority and responsibilities of the staff?

- The staff is accountable to the Senior Pastor. The Senior Pastor is accountable to the Council. The Council is accountable to the Congregation.
- The governance policy does include limitations on the authority of the Senior Pastor.
- **All Staff members will have detailed job descriptions indicating their areas of responsibility and accountability. All Job Descriptions are centered and focused on the Mission, Vision and Values of the Congregation.**

What are some examples of how the new plan would benefit the church (efficiencies/effectiveness/cost savings)?

- By removing some operational responsibilities from the teams and Council, it frees the Council to become **the visioning group it needs to be**. The activities and decisions of the staff and teams must support the mission and all of us will be working toward the same goals.
- Operational decisions will be made by the staff. For example, when Pastor O'Berg came, he noted that the office doors were difficult to unlock. He asked about this and found out the problems has existed for over seven years, been talked about a lot by custodians, in staff meetings, and at Property Team but it was never clear who had authority to resolve the problem, so it never got done. (By the way, steps are being taken to fix the locks.)
- **Another example, similar to the keys and locks issue, is one of the entry doors that was broken and non-operational. This door was the north door of the west entrance and had been an issue for 7 years. Pastor O'Berg took initiative and instructed the custodian to have the door fixed due to importance of operational entry points.**

How long will it take to get the governance model in place?

- The Transition Team has been working on this for 1 ½ years. We anticipate fully implementing the change in governance by the end of the summer. **The required constitutional changes will be made and presented to the Congregation at a 2018 Congregation Meeting. After review by the Synod, the congregation will be asked to approve these changes at the 2019 Annual Meeting.**

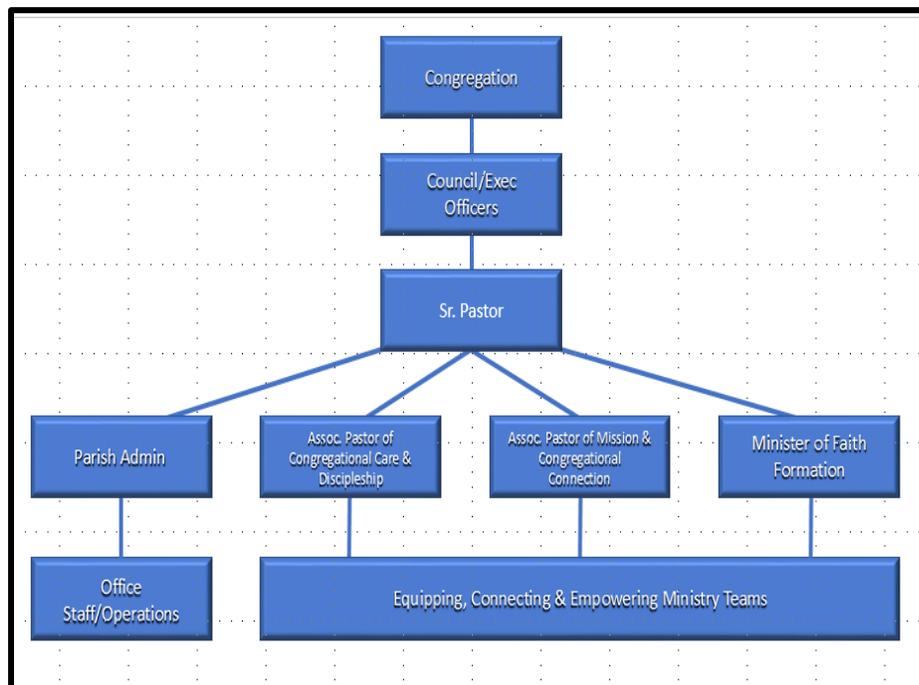
Who is on the Governance Team?

- Initial members of the book study were Steve Wingad, Tim LeClair, Dave Hove, Pastor Dan, Pastor Judy, Pastor Alex, and Linda Withey.
- The Transition Team members are Tim LeClair, Steve Wingad, Pastor Mike, Linda Withey, Jeff Watne, Eric Halvorson, Corey Herlickson, Rod Schober, Tim Keller, and Terry Hansen.

Where can I learn more about Policy Governance?

- Boards That Make a Difference*, a book by John Carver
- Reinventing Your Board*, a book by John Carver and Miriam Mayhew Carver
- A Carver video that is available from Pastor Mike
- <http://www.policygovernance.com/model.htm>

What does the organizational structure look like in the proposed governance model?





Additional Questions? Please contact a member of the Transition Team, or submit your questions to the Transition Team by completing this form and submitting to the church office.

Governance Policy Questions:

Submitted by: _____

Contact information: Telephone: _____

Email Address: _____

Thank you for your questions!