

EFFECTIVE GOVERNANCE

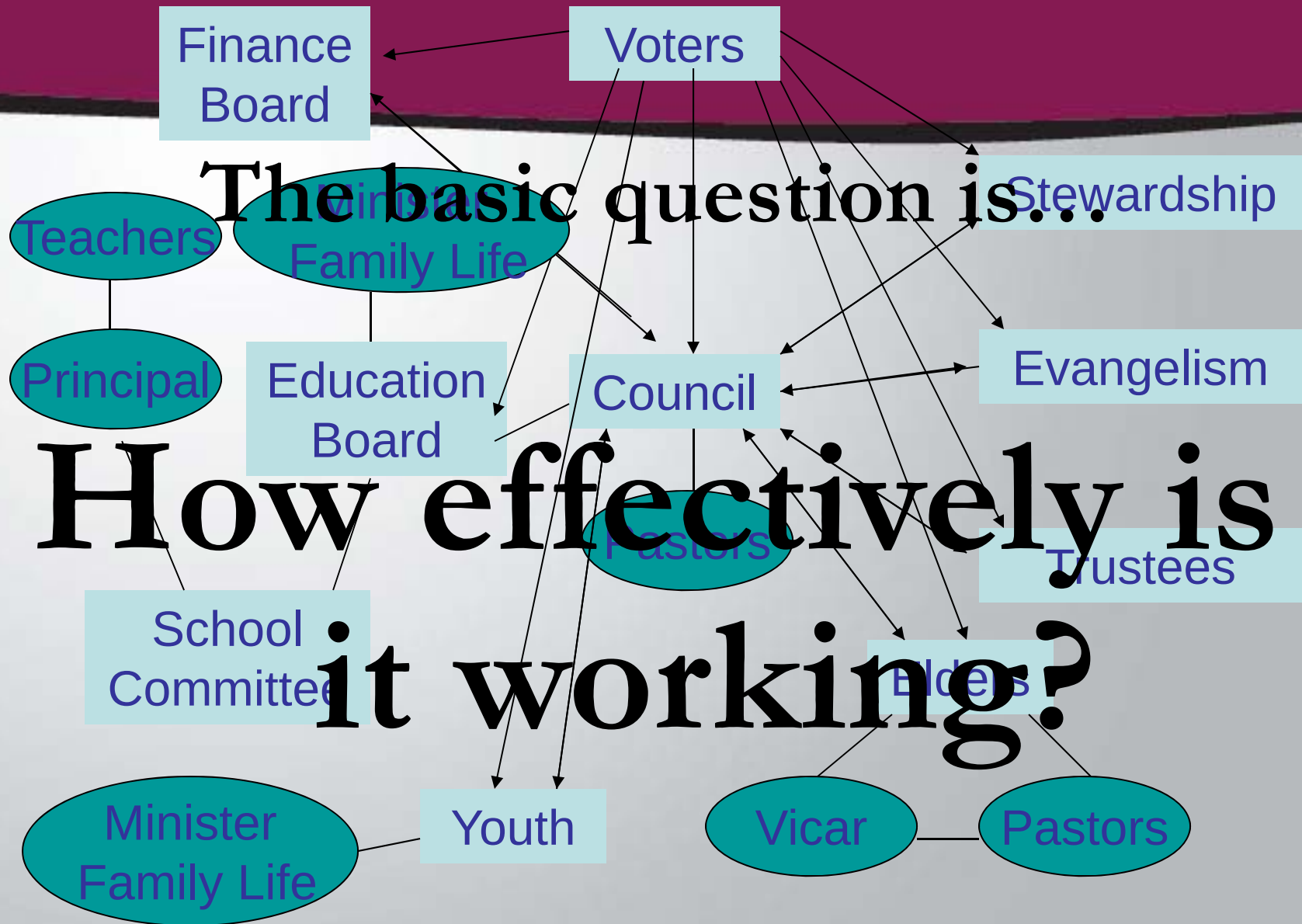
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Michigan District LC-MS

SOME QUESTIONS TO GET US THINKING...

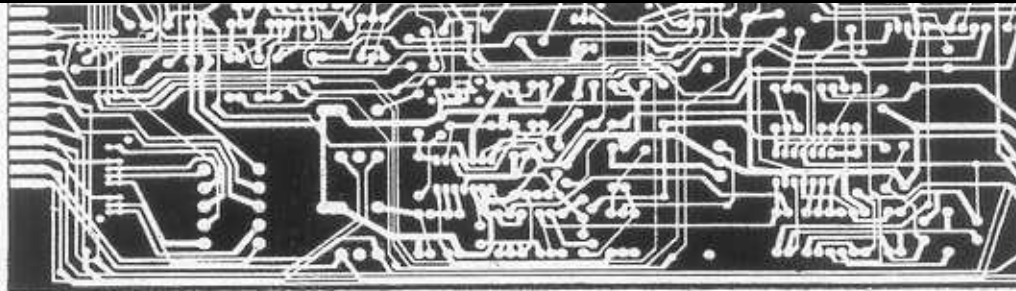
1. At your church, to whom do staff members report and who supervises them...
 - ... Boards?
 - ... Council?
 - ... Other staff?
 - ... All of the above?
2. Who is responsible for establishing values and monitoring progress in keeping them?

SOME QUESTIONS TO GET US THINKING...

3. Do you have an inclusive written policy manual available to be accessed by anyone?
4. Do you have written job descriptions for each ministry position?
5. In your congregation, which matters must go to the Voters' Assembly for approval and which matters can the Council approve without Voters' approval?



CHURCH MANAGEMENT PLANNING GUIDE THROUGH 2015



Effective Structures . . .

- . . . organize the ministries of the congregation
- . . . organize the flow of people into the congregation
- . . . influence the making of decisions (major and minor)
- . . . provide for the training and equipping of leaders and the training and equipping of ministry workers

Effective Structures . . .

- . . . are the necessary result of vision, goals and planning
- . . . encourages change to be more easily dealt with
- . . . provide a positive framework to consider creative possibilities for ministry opportunities

SYMPTOMS OF GOVERNANCE ISSUES

1. Uncertainty of what to take to Voter's Assembly
2. Use of Voter's Assembly to "get my way" when other ways don't work
3. Spending of money without consideration of what is effective in meeting the church's mission
4. One ministry of the church taking too large a share of resources
5. Lack of proper staff supervision
6. Playing of boards & other staff against each other

SYMPTOMS OF GOVERNANCE ISSUES

7. Staff not knowing what authority they have without approval
8. “Kingdoms” of ministry independent of the church’s total ministry and mission
9. Little accountability of the effectiveness of ministries in achieving the church’s mission
10. Ministries in the church operating without co-ordination to the total mission and ministry of the church

SYMPTOMS OF GOVERNANCE ISSUES

11. Improper financial accountability (for example, spending designated funds for non-designated purposes)
12. Budgeting according to tradition or need rather than according to mission.
13. A non-working set of policies.
14. Pragmatic problem solving.
15. There is a multitude of reports and documents to be approved.
16. Staff are directed what to do and how to do it.

Governance

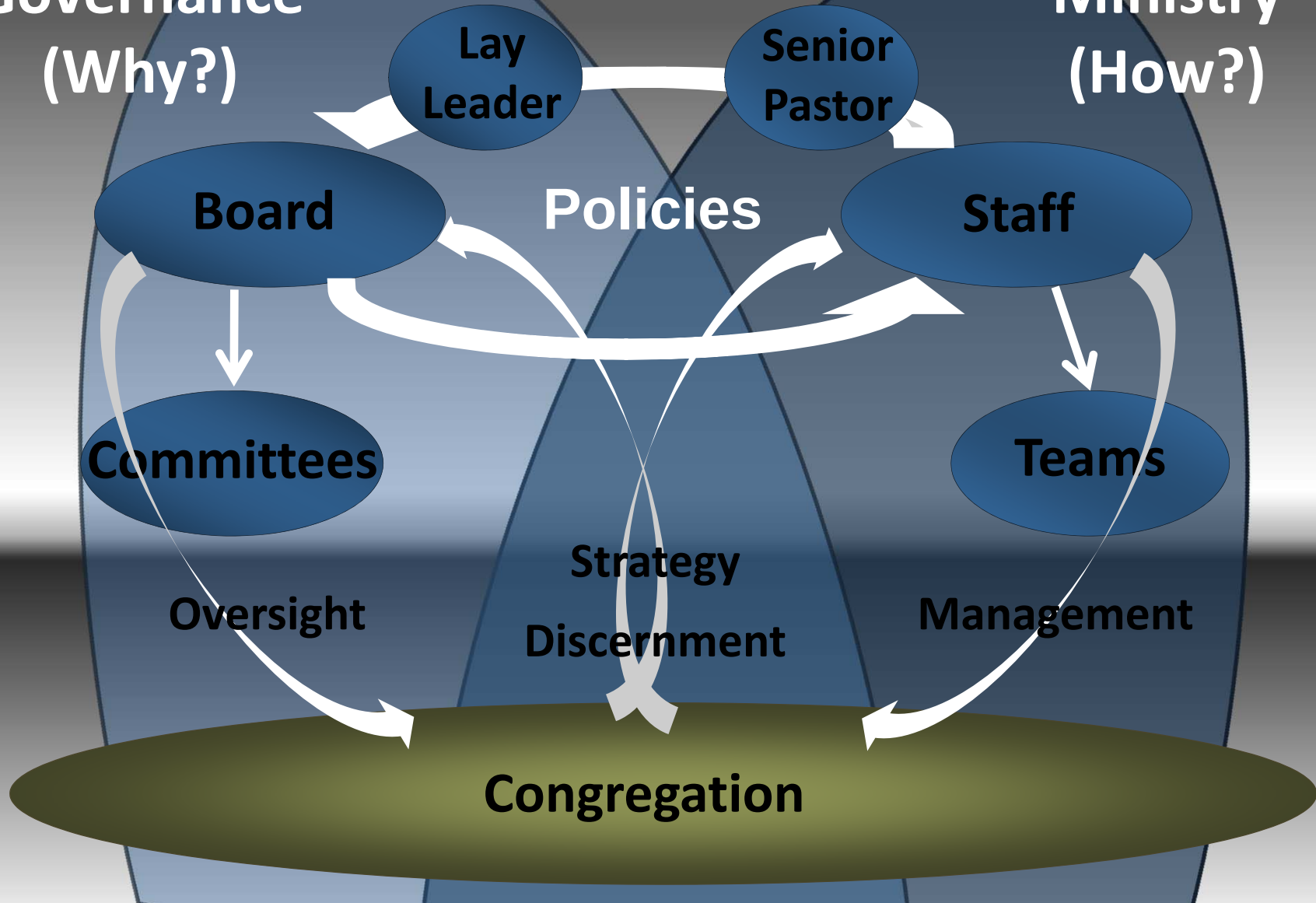
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Management

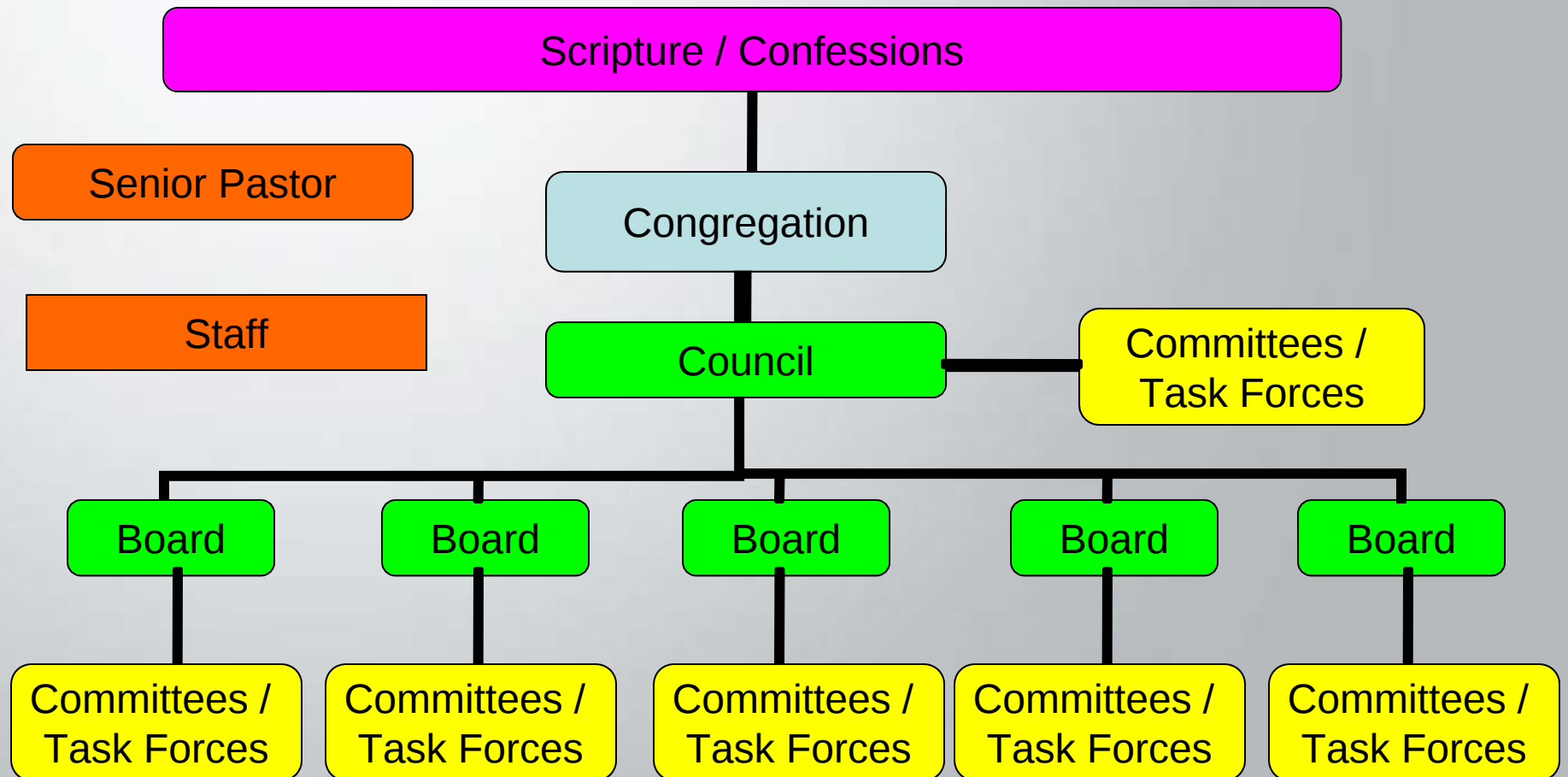
ROLES TO CONSIDER...

**Governance
(Why?)**

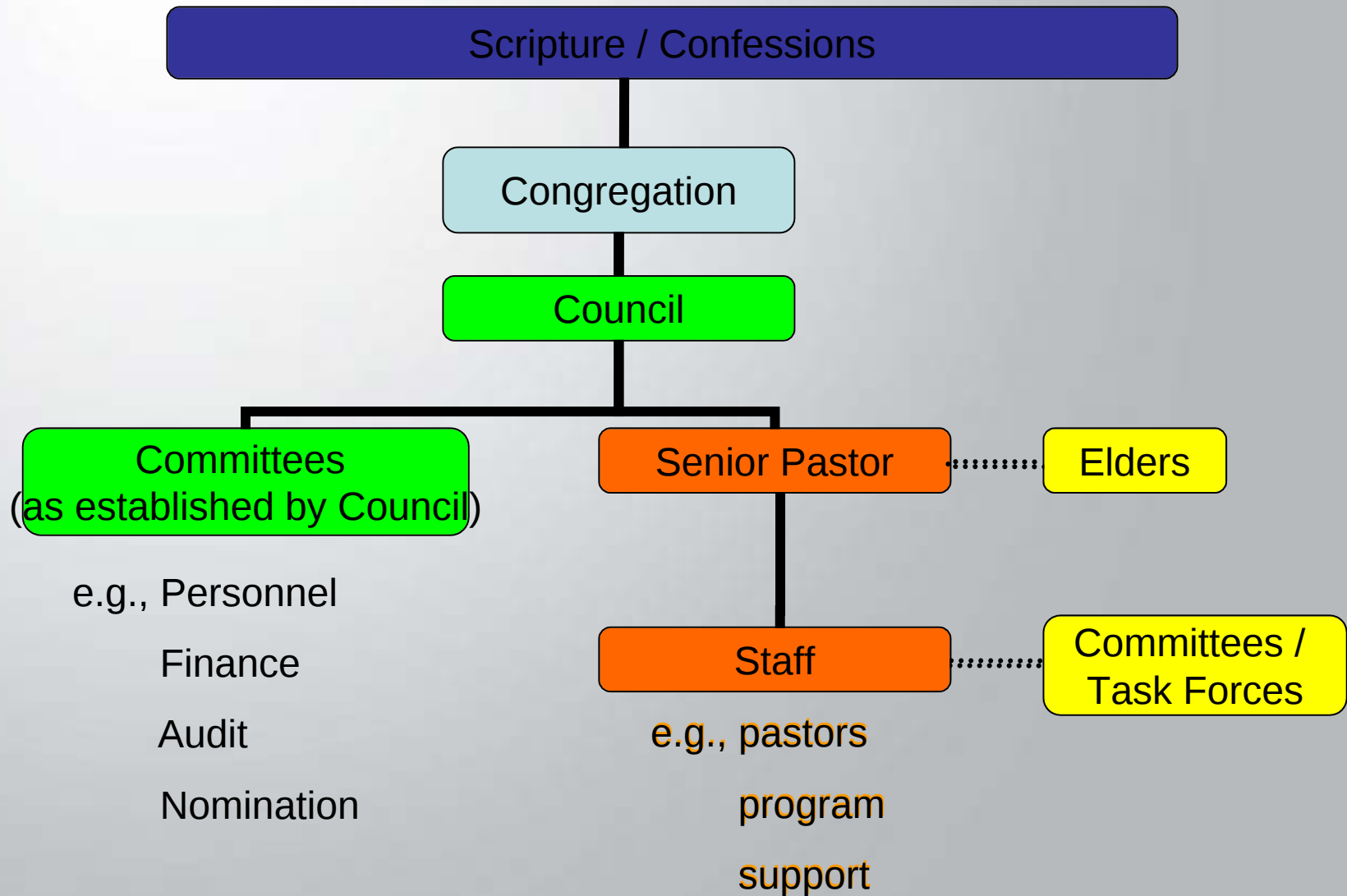
**Ministry
(How?)**



BOARD / COUNCIL STRUCTURE (Abdon)



POLICY-BASED GOVERNANCE



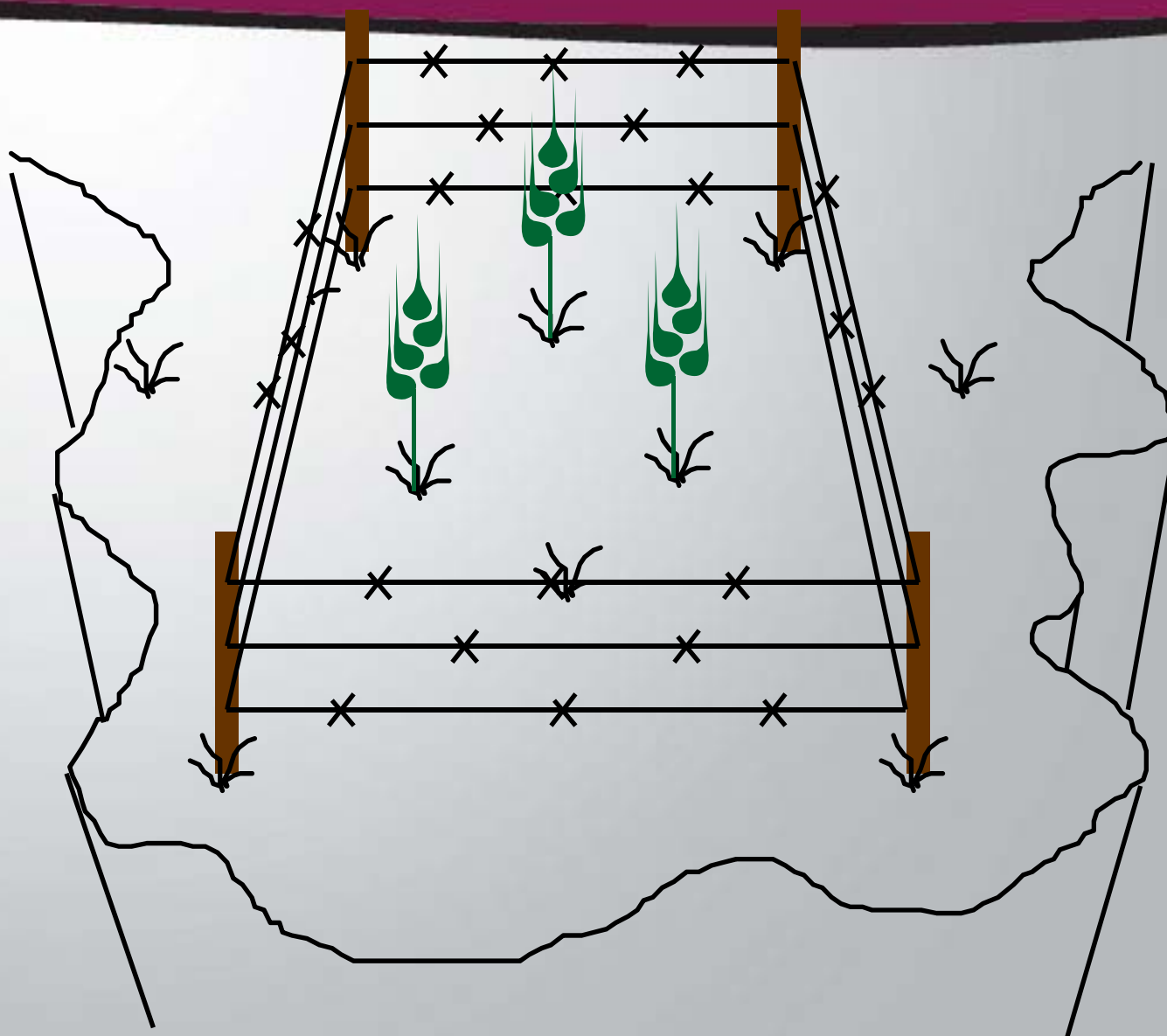
6 Core Principles of Effective Governance

- 1. Don't invite people to participate on a work crew and trap them into a deliberate body, or vice versa.**
- 2. When delegating responsibility, clearly state the goals to be achieved and the scope of the authority granted.**
- 3. Boards speak as a body, not as individuals.**

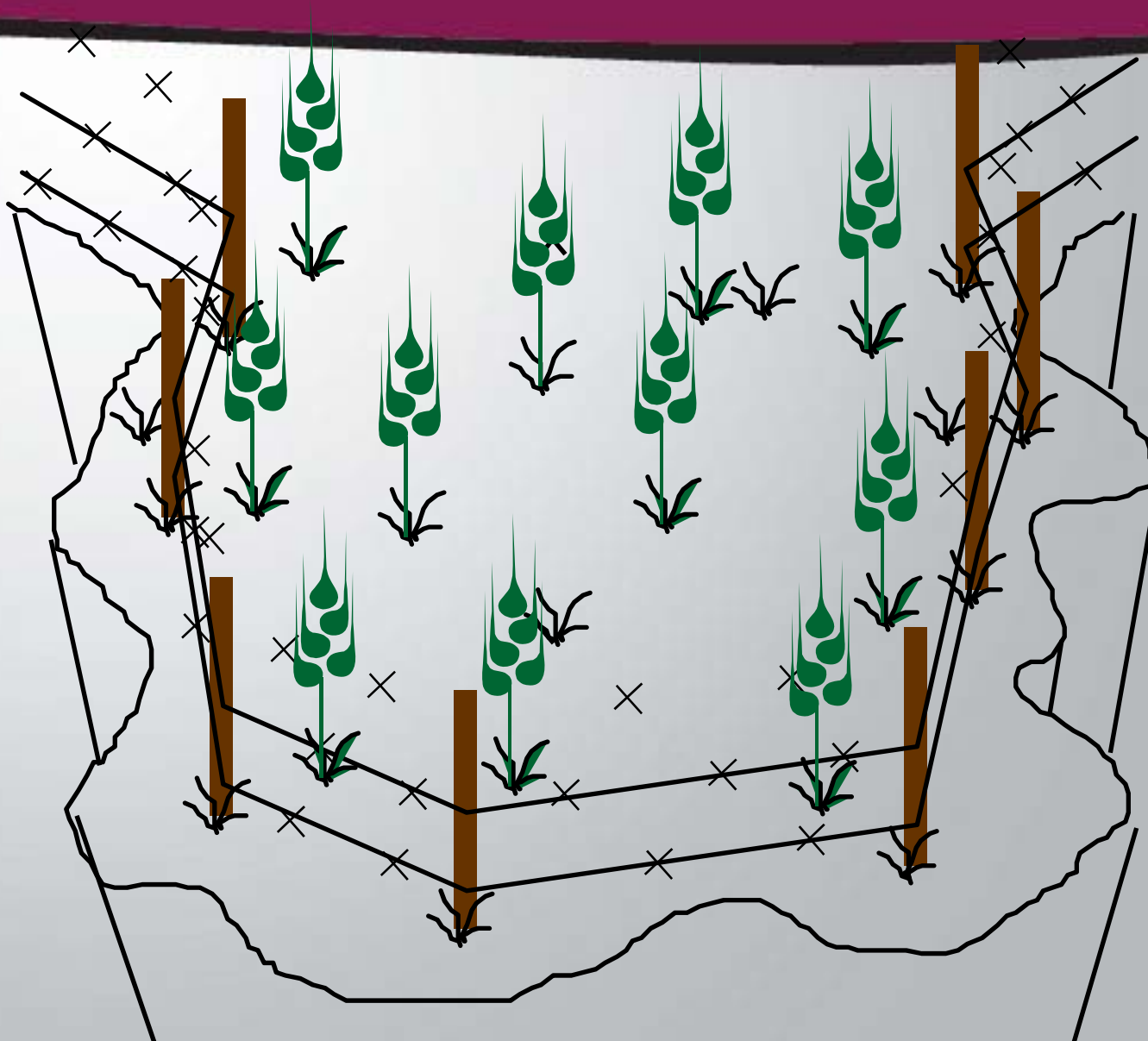
6 Core Principles of Effective Governance

- 4. Boards speak through written policies.**

Performance Area



Performance Area



6 Core Principles of Effective Governance

4. Boards speak through written policies.
5. Staff and volunteers need clear direction, clear limits and maximum flexibility in choosing means
6. The staff and volunteers should be responsible for managing their own work.

Consider taking this test...

Evaluate how time is spent in meetings...

1. Obtain copies of the minutes from January-March, 2012 and 2013
2. Divide into three groups with each group taking one month's minutes
3. Each group is to identify from their minutes the major issues discussed, the approximate time spent and the action or other outcome produced.

Consider taking this test...

Evaluate how time is spent in meetings...

4. Gather the results of each group and list the items on whiteboard or newsprint.
5. Answer the following questions...

Consider taking this test...

Evaluate how time is spent in meetings...

??? How much of the time was spent helping the staff (paid and volunteer) to select “means” – things that answer the “how” question ?

(Include all discussions of individual budget items, approvals of proposed programs and discussions about particular events.)

Consider taking this test...

Evaluate how time is spent in meetings...

??? How much of the time was spent establishing limits for the staff ahead of time?

How much time was spent criticizing staff for violating limits not articulated ahead of time?

Consider taking this test...

Evaluate how time is spent in meetings...

??? How much of the time was spent refining and improving its own process, including the process for communicating and evaluating effectiveness and impact (rather than action and efficiency)?

Consider taking this test...

Evaluate how time is spent in meetings...

??? How much of the time was spent stating whose lives the ministry is intended to change and in what way – things that answer the “why” question?

The Basic Question is...

**How effectively is our structure of
governance working?**

Q & A



Resources...

- Copy of Slides
- Webinar Recording
- Guidelines for Constitutions & Bylaws of LCMS Congregations
- “How Church Board Can Benefit from Secular Practices”
- Abdon vs. Carver Explanation
- <http://www.michigandistrict.org/webinars>

You will receive an email within 24-48 hours