

Snapshot of the Flow of Responsibility for a **Church Policy Governance Board**

OWNER	Christ is the head (“owner”) of the Church. His Vision for the Church is the <i>Great Commission</i> , for causing real change to people throughout the world. The local church is a group/organization whose Mission is to do their part (follow their calling), in achieving that Vision.
BOARD	Established to <i>represent the Owner</i> (Christ’s stewards or trustees), “overseeing” the local church’s Management/staff to assure the Mission is being accomplished effectively. (while also maintaining fiscal responsibility and adhering to the laws of the land) Board Chair: Team leader of the board, and responsible for assuring an effective governance/communication process is maintained.
MGT (Sr Pastor)	The one employee of the Board is the Sr Pastor, hired as the spiritual leader and top manager of the local church (though very likely will established his own management team). Also serves as a member of the Board. Sr Pastor is ultimately accountable to the Board on the achievement of documented <i>Ends policies</i> , and compliance with documented <i>Limitations policies</i> .
STAFF/Volunteers	The team managed by the leader/Sr Pastor to fulfill the Mission, who jointly strategize actions/programs/ministries for achieving the Ends, and executing on those actions.

Job of the Board:

Strive to understand the wishes of the Owner (Christ!) – His vision and calling for their unique local church, including *the Result or change they seek to have happen, for Whom?* Capture these in Church’s Mission and guiding policy Documents. Hold Sr Pastor accountable for the Results – not the “means”.

Job of Management led by the Senior Pastor

Interpret the Board documents to the board’s satisfaction, and using his team’s expertise and creativity, develop the staff’s plans for assuring progress toward the Ends, while complying with the Limitations policies. Report on a scheduled basis to the board, the progress staff is making.

NOTE: Ministries, programs, events, facilities, etc – are all “means” used to support staff efforts in accomplishing the Mission and expected Results. They are the responsibility of management.