

What Is Policy Based Governance?

Policy-Based Governance is a system for organizational governance that defines and guides the alignment of governance and mission (operations), setting relationships between the organization's Stewards (church members), its Governing Board, and its Senior Pastor & staff.

Policy Governance is a specific model of governing that emphasizes

- Values of the congregation
- Vision of the congregation
- Empowerment of the congregation, board, and staff

Advantages of Policy-Based Governance

- Greater clarity about our purpose
 - Why we exist as an organization -- Our Mission / Our Why
 - What difference we want to make in the world
 - What good we wish to accomplish, for whom, and at what cost
 - What we want to become
 - What goals we wish to achieve
 - Greater clarity about roles and responsibilities
 - Roles and responsibilities of
 - Congregation (Stewards)
 - Governing Board
 - Senior Pastor
 - Staff (paid and volunteer)
 - Greater accountability
 - Governing Board accountable for governing policies and establishment of Strategic Direction/Goals to be achieved
 - Senior Pastor and his team accountable for the organization's performance in achieving The Goals that support the Strategic Direction

Key Roles

The Governing Board

- Listens to the congregation
- Articulates the congregation's goals and values and sets a strategic direction
- Creates Board Policies
- Monitors Staff fulfillment of policies
- Monitors achievement of ENDS

Senior Pastor

- Leads staff (volunteer and paid) in implementing policies to achieve Goals and Strategic Direction
- Empowers staff to use creative means to accomplish Goals that support the Strategic Direction
- Reports to Board regularly on progress towards goals

Stewards (Congregation)