

## Information: Policy-Based Governance (PBG)

### DEFINITION:

- PBG is an operating system for organizational leadership.
- It is a process by which a governing Board creates basic "policies" (values, perspectives, and operational procedures) within which the Pastors and other leaders operate.
- These policies free the Pastors, leaders, and Ministry Action Teams to carry out their work as they see fit as long as they stay within those policies.
- Therefore, teams make decisions easier and perform actions quicker than they do currently. (Currently, too many minor decisions are made at higher levels during periodic, long, drawn-out Church Council meetings, delaying needed actions.)
- In PBG, the Board concentrates on end results; the Pastors and Ministry Action Teams concentrate on the means of achieving those results within established policies.
- PBG has a simpler structure and a clearer line of functional accountability.

### HOW PBG STRUCTURE AND FUNCTION DIFFER FROM HOW WE GOVERN CURRENTLY: (Read & compare across, from Policy-based to current)

	Policy-Based Governance	Current Governance
Structure	Cong. Assembly - Board - Pastors/Elders - Staff - Ministry Action Teams <i>(See diagram on back.)</i> Working level (non-pastoral): Ministry Action Teams	Cong. Assembly - President - Vice Presidents - Elders - Boards - Committees - Pastors - Staff Working level (non-pastoral): Boards/Committees/Staff/Individuals
Function	<b>Straight-line, clear accountability.</b> Ministry Action Teams accountable to Staff; Staff to Senior Pastor; Senior Pastor to the Board. Board not involved in daily activity. Action decisions made (within established policy guidelines) quickly at lowest level. (Board not involved). Board concentrates on ends, not means (has big picture).	<b>Circular, uncertain accountability.</b> Boards/Committees/Staff/Pastor accountability muddled. Council involved in most activity. Action decisions made (without solid guidance) at many levels, slowly percolating to the top. (Council involved in minutia). Council concentrates on ends and means (loses big picture).

## **WHY MOVE TO PBG?**

- OSLC staff has increased.
- Open Arms added to OSLC.
- Need clear lines of accountability.
- Need timely decisions.

## **BENEFITS?**

- More responsive to needs of church and community.
- Efficient means for performing mission & achieving vision.
- Increased congregational involvement.
- Clear personnel/fiscal accountability.
- Improved use/maintenance of church facilities.

## **TIMING - SCHEDULE:**

- February: Introduce revised By-Laws
- March: Vote on By-Laws
- May: Vote on Board Members

## **YOUR SUPPORT!**

- Pray.
- Consider participating in new governance process.
- Read proposed Board Policy Manual.
- Share encouragement with others.