



BABC Governance Study Overview

Summer, 2014



What Is Our Mandate?

Implement
BABC's
Philosophy Of
Ministry &
Emerging
Principles



Improve
Communication
& Engagement



Evaluate
Organization
Design &
Processes for
Multi-Site
Movement
(Long Term
View)



Going back to last year's church-wide survey results, these were the Key Takeaways we got from you the Congregation.

1. Respondents do not want to “run” the church other than to weigh in on HUGE issues. But they do want to know significantly more about what is happening and why.

- Decisions of most interest are “Approving a large financial obligation” and “Starting or disbanding a Multisite.”
- Communication is deemed extremely important and we do not do an effective job at it.



So to handle the communications piece in the April Business Meeting the church approved a new Communications Team that will help with keeping you informed. Some of their initial steps include:

Publishing Ministry Team Meeting Notes within 2 weeks of meeting.

Will organize Quarterly Team Progress Reports on a rotating basis for the Congregation to get updates on what teams are doing.

Putting together an Annual State of the Church Report detailing Attendance, Visitors, Baptisms, Small Group Participation, Global Trips, Finances, and Staff information.



Governance Structure

-How do we make decisions in the church we now have in 2014, that is much larger and complex than when our current Governance structure was put into place?

-How do we do that in the context of a Multi-Site Environment?



To do this we started by looking at what are other churches similar to us are doing. This was not to copy any one church's model but to get input from others who have been down the path before us. In all we looked at 8 churches, here is a sample of the results we found.

Austin Stone

1500 members/8000
Sunday attendance

4 campuses with 11 services

They have Senior Pastor, 2
Executive Pastors, Elders,
Deacons, Staff

Christ Journey

5000 members/1850
attenders

2 campuses with 5 services

They have a Senior Pastor
who is a Power Leader that
works with Board Of
Directors elected by the
congregation.

Lake Pointe

8691 members/10,000
attenders

4 campuses with 12 services

They have Senior Pastor, 2
Executive Pastors, Elders,
Staff, Ministry Team

Lifepoint

2604 members/3300
attenders

3 campuses with 10 services

Senior Pastor, 2 Executive
Pastors, Board, Deacons,
Staff

Common Theme: As these churches have grown in size/complexity they have put a smaller decision making body in place to make most of their decisions.



Church Governance Field Study Key Learnings

Biblical foundation: Each church began with the biblical foundation for their governance model.

Small group key decision makers: All of the churches used some combination of Staff and/or Elder led model. (Elders, Bd. of Directors)

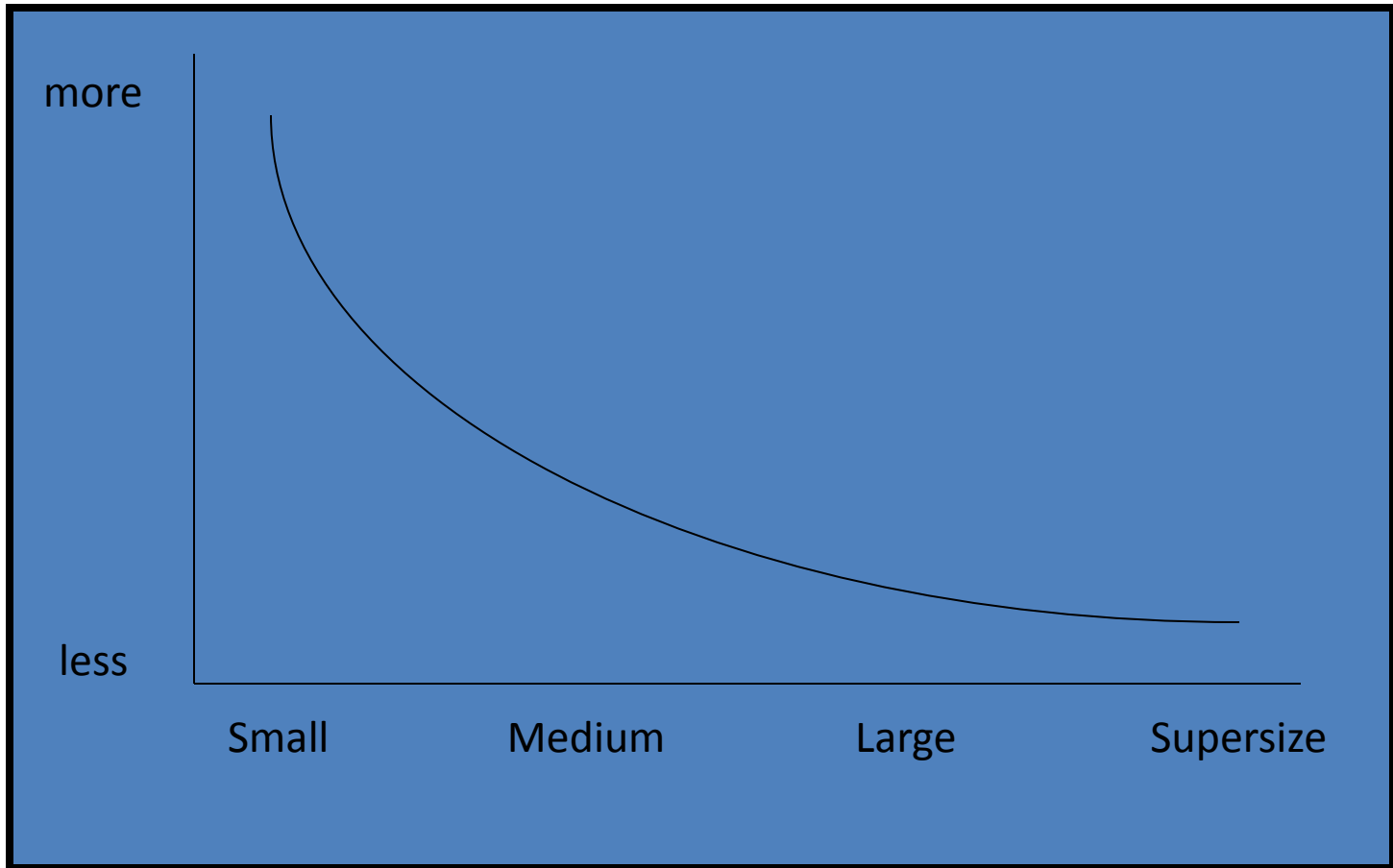
Clearly defined relationships: Sr. Pastor's (staff), Elders', Deacons', etc. roles and relationships to one another are clearly defined

Uniqueness in functionality: While all the churches interviewed were "elder led," the functionality and relationships were unique to each church/context.



So what we found is as a church increases in size typically the number of decisions the congregation is involved with decreases.

Number of decisions whole congregation is involved in



Size of the congregation



Another way of looking at the structure is you have Discerners, Deciders, and Doers.





Recommendation

- So we looked at our current Governance Structure and said do we have something close to this?
 - We believe we do using Ad Interim as our template we just need to modify a few things.



So here is what our new “Board of Elders/Church Council”
would look like.

- 9 members who serve 3 year terms
- Rotating Membership - 3 member staggered rotation format
- Senior Pastor an additional member but has no vote
- Facilitated by the Senior Pastor
- Meets Monthly
- Competency Based, Spiritually Mature Membership Focus
- Expanded Role and Authority



These would be the things that this new group would not be able to decide but must come to the whole church, making sure that we kept in mind what you told us in the survey results.

- May not call a pastor
- Can't adopt the budget
- Can't change the Constitution or Bylaws
- Can't alter the Identity or Denomination Affiliation
- Can't do contracts or agreements that require trustee signatures
- Can't start or disband a Multi-Site location
- Can't approve a large financial obligation



Questions