



# Grace Governance Committee

The following is a final summary of the Governance Committee review process and transition recommendations for a move to Policy Based Governance, as approved at the June 2011 Voters' Assembly. Included are the following:

- Grace Governance Cross
- Governance Board Structure
- New Governance Org Chart
- Governance Comparison Chart

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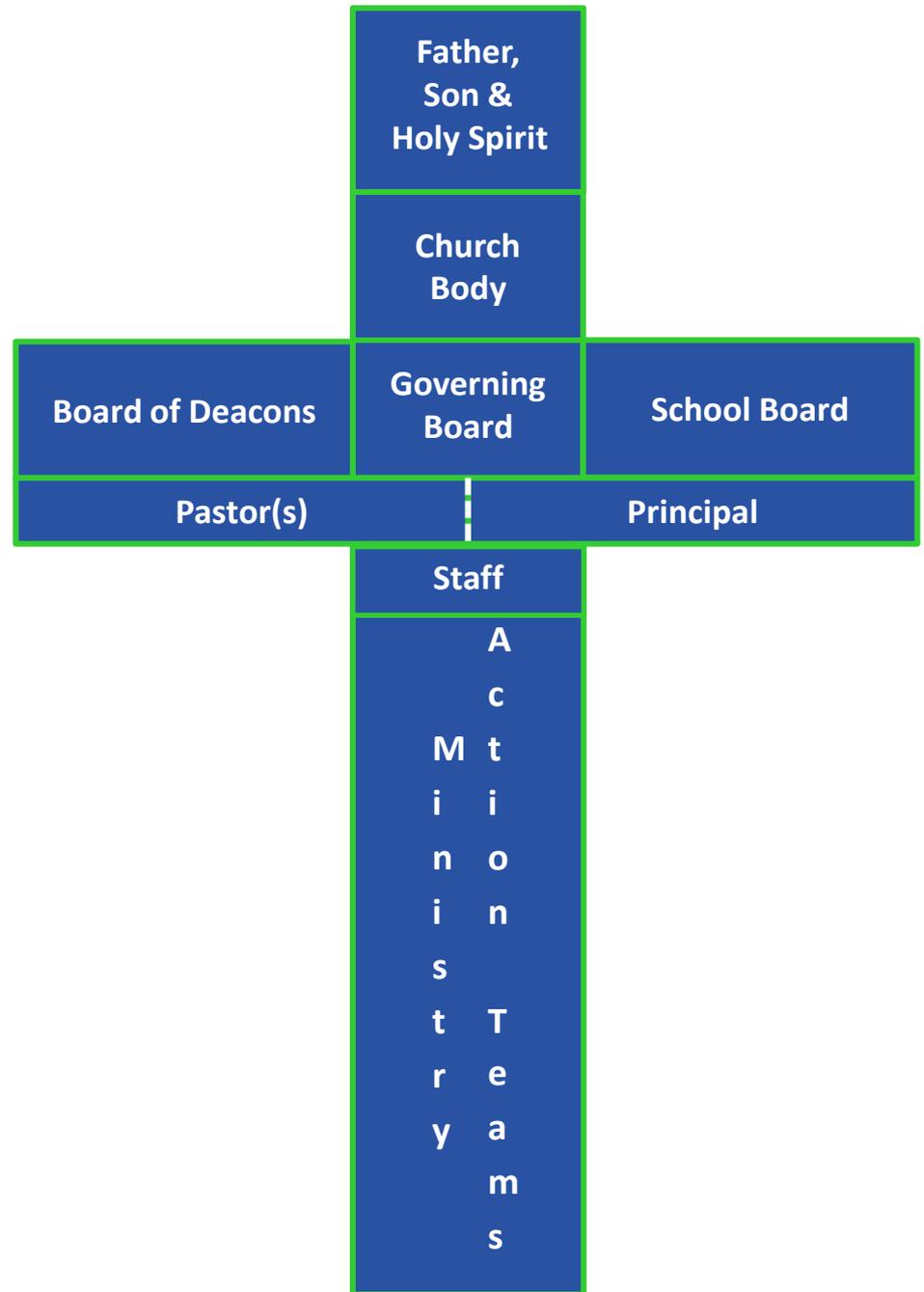
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5/7/2013



**Grace**  
LUTHERAN CHURCH  
& SCHOOL  
*Proclaiming. Connecting. Growing.*

# Grace Governance Cross

A depiction of the spiritual  
process flow of our new  
government model





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## **Governance Board**

Chair

Vice-Chair

Financial Officer

Rec. Secretary

Facilities Officer

Member at Large

*Ex-Officio:*

Pastor

Principal

Deacons Chair

School Board Chair

**Board of Deacons-** Constituted as before

**Board of Education-** Constituted and run as before

**Ministry Action Teams-** Called to action by the Deacons, Governing Board and Board of Education as needed from time to time. Requests for an Action Team would come through representatives currently on the Governing Board.

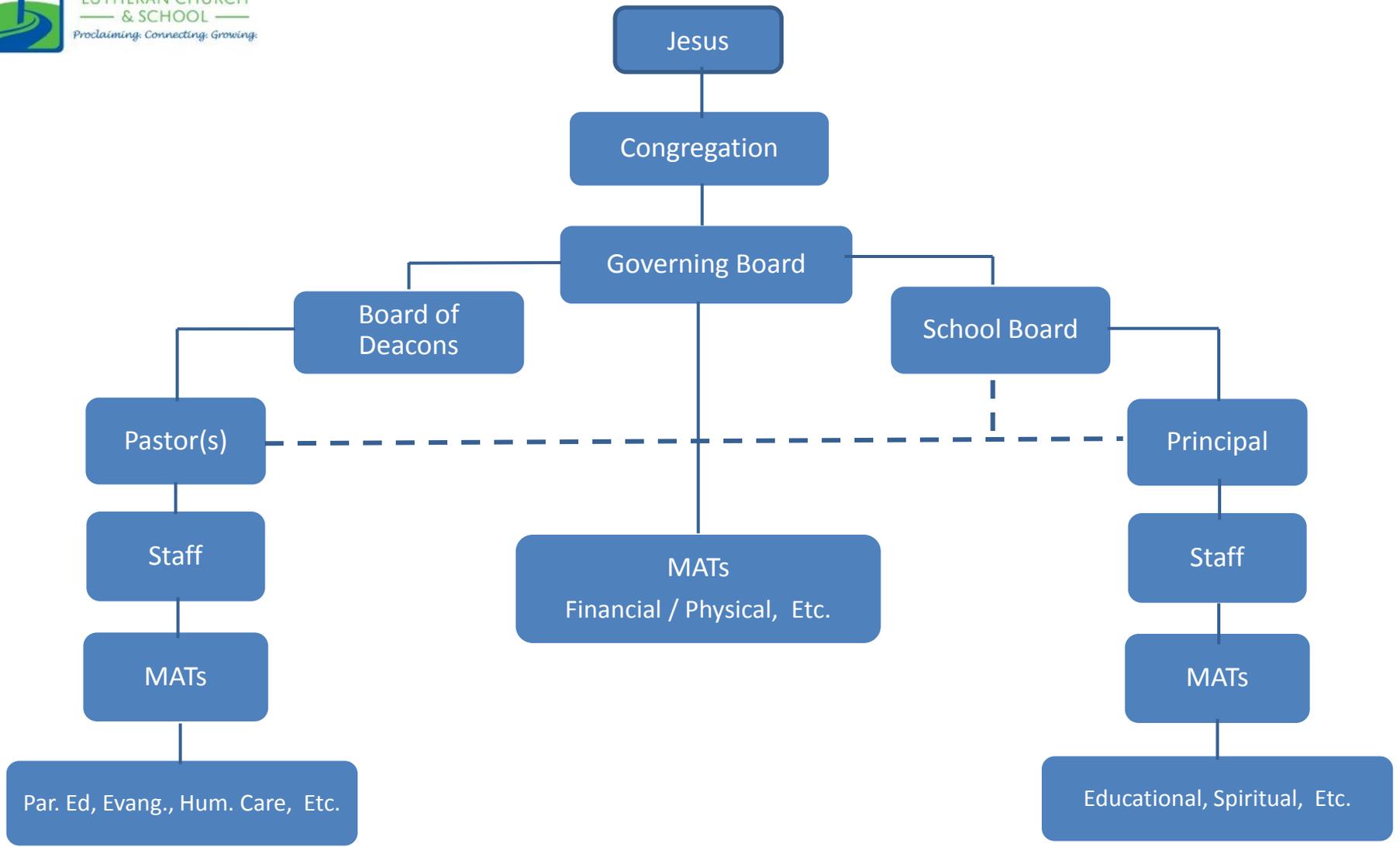
Action Teams: Would consist of converting current boards to MAT's with the exception of Deacons and School Boards, and possibly Finance

### **The purpose and value for the change in governance:**

- Reduce meeting time, increasing service productivity
- Enhanced serving environment for lay persons and increased action time
- Help Pastor to move from meetings to ministry
- General efficiency in the decision making process
- Increased accountability for leadership and staff



# New Grace Org Chart 2013



# Grace Governance Comparison

Grace Governance Comparison		
Concept	Existing Governance System	Proposed Governance System
<b>Ultimate responsibility</b>	Congregation, through the Voters' Assembly	Congregation, through the Voters' Assembly
<b>Governance Group</b>	Elected Officers/PPCC: 15 people who meet monthly for about two hours each time. Comprised of elected Officers with specific roles and preset terms, plus chairs of specific boards, Pastor and Principal.	Governing Board elected by the congregation, with officers selected by the Governing Board to best fit the needs of the congregation and the individual's skills, expertise, experience and passions.
<b>Specific Task Accomplishment</b>	Eight Boards to manage specific ministries, requiring a total of 37 elected positions if all the boards are to be filled. Each board has specific number of people, serving for specific terms, and requiring monthly meetings and report to the PPCC. Finding candidates to fill boards is often a struggle.	Two Boards (Deacons and School), plus Ministry Action Teams created to serve specific ministries supporting the Church's mission and our members' passions, on an "as needed/desired" basis. There are no preset terms, and with flexibility to create new MATs, eliminate others that have fulfilled their objectives, and/or add people to existing MATs as needed to accomplish the objectives of our congregation.
<b>Pastor's Role</b>	Pastor leads in many capacities and is involved with many meetings and ministries at a day-to-day level, including management profession and lay staff, in addition to his pastoral duties and worship.	Pastor is involved at a higher, more strategic level and more engaged with ministry and worship, and, with the support of the Governing Board and the MATs, is less engaged in meetings and managing day-to-day tasks.
<b>Strategic View</b>	PPCC is charged with developing strategy, but often gets bogged down in the minutia of procedural items and micromanaging board activities. Information is often discussed at meetings, but the structure of the PPCC sometimes limits action and ability to move processes forward.	Governing Board is charged, with Pastor and Principal, with the development of overall strategies for the future growth of our ministries, while the Boards and MATs are responsible to implement those strategies. Each Board and MAT is charged to develop its own policies and procedures that align with the overall strategy of the Governing Board.
<b>Policy Basis</b>	Very ad-hoc, with the PPCC being involved in policies of subordinate groups (Boards) and having less time to look at overall organizational policy.	Governing Board sets overall strategies for the congregation and insures that the policies implemented align with those objectives.
<b>Flexibility</b>	A fairly rigid governmental system--PPCC/Officers/Boards. Adding/merging/deleting a board requires a congregational vote at two different congregational meetings	Ministry Action Teams are formed around people's interests and ministerial passions. Formation or elimination of MAT's does not require a congregational action, as opposed to having to change Bylaws to form/merge/delete a specific board.
<b>Volunteer Involvement</b>	The required fixed term lengths of a Board member may discourage volunteers from serving, as people have less free time and are less willing to commit to long-term responsibilities. Fragmented management and actual accountability for volunteer activities. Rigid guidelines for volunteer service in different capacities.	Specific focus on more unified Leadership with closer Governance and Pastoral Leadership focus. with greater flexibility and increased willingness to serve, in different capacities as needs arise. Generally allows volunteers to serve where their personal passion exists, for the length of time they wish to serve.