



Governance at Chalice

March 13th, 2011



The MSC Told Us:

“Our governance needs to be clarified and formalized. We must put systems in place that will insure “good governance” irrespective of personalities or the leadership in place at any given time.”

.....and we need to do this before we can seriously search for a new minister



Governance Committee

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Tom Carlstrom

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Bob Nelson

Ralph Peters

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Problems We Will Solve

- Governance of Chalice is not specified.
- Problem resolution results in detail questions going to the board for resolution.
- No one knows who is responsible.
- No clear documentation or jurisdiction to solve routine problems.
- Committees report to the board and their focus is administered by the council.



Background

Our boards have studied “Policy Governance” for several years

.....now we need to act

- Clarify our governance practices
- Determine if ministerial candidate fits us
- Allow candidate to determine if they fit us
- Have a year to refine and develop the process



What is Policy Governance?

- It is a term copyrighted by John Carver, a lecturer and writer
- It is a model used by large churches and many UU congregations
- It is essentially the model used by the corporate world
- It allows the congregation to maintain control
- It maintains the Board as the principal authority within the congregation
- It uses a Leadership Team for the operational management of the church



How it works

- The Board establishes the vision and goals (Ends) for the congregation
- A “Leadership Team” provides the operational management (Means) to achieve those goals, with resources authorized by the board.
- The staff and committees are under the jurisdiction of the “Leadership Team”



The Heirarchy

The Congregation

Elects the Board and approves the By-laws
as the covenant with the Board

The Board

The governing body. Sets the objectives,
goals and visions of the congregation
Establishes the Governance Policy

The Leadership Team

The operational unit, led by the minister and staffed with
an administrator, treasurer and lay members. Performs
daily management to achieve the goals. Generates and
operates in accordance with Policies and Procedures

Staff

Hired by the Leadership
Team, with board
approval, to implement
means

Committees

Formed by Leadership Team to
implement the "Means" to
accomplish the "Ends".
Operates to Committee
charter



Output of the Governance Committee

- **Products**
 - Recommended by-law revisions for congregational approval
 - Recommended “Governance Policies” for board approval
 - Suggested content and outline for “Practices and Policies”
 - Suggested outline for committee practices
- **Goal**
 - Complete activity before May, 2011
 - Submit results to congregation for approval at annual meeting
 - Support search for new minister
 - Provide a year to adjust to new processes before called minister arrives



Summary

Policy Governance at Chalice will provide:

- **Clear definition of organizational structure**
- **Timely resolution of issues**
- **Consistent leadership**
- **Continuity**
- **Daily accessibility to leadership**