



Church Governance

What is a governance framework

A governance framework can be defined as all of the resources to ensure effective governance and includes the policies, processes, educational and reference materials, training and development materials, events and any standards which may define the level of outcomes to be achieved.

Implementation and application

It is important to understand that implementation of a governance framework is not the final activity but an ongoing application of the principles and practice of good governance.

The steps in implementation of good governance include:

- governance review
- governance workshop
- the release and adoption of resource materials
- board member training
- annual assessment and development activities.

Some biblical considerations

God calls men and women to be leaders of His people, whose primary concern is the spiritual wellbeing of the people they lead and serve.

We know the personal (spiritual) qualities of elders but what is their role and functions in the church today?

What is the biblical support for congregational governance?

God has a master plan for mankind. Should not planning be a part of our activity?

How should key decisions be made and by whom?

Churches of Christ in Queensland State office

Malcolm Chandler – Project Manager
Church Governance Project
PO Box 508 Kenmore QLD 4069
Phone: 07 3363 1741
Fax: 07 3378 3925
Mobile: 0421 389 600
Email: malcolm.chandler@cofcqld.com.au

www.cofcqlld.com.au



Enhancement in governance through the Church Governance Project



Church governance

Why an enhancement in governance is necessary

Change has occurred within the community and within church life. While our identity, core beliefs and message remain the same, our approach to how we operate the church will continue to change.

Our churches need a clear sense of purpose and direction. This is one of the outcomes of good governance. We need to know and embed our values into our behaviours.

Some church leaders have had difficulty with the transitions in functioning that are aligned with the aspirations and expectations of the congregation.

What has happened to require enhancement in governance

- The community expects organisations to function ethically, appropriately and sustainably.
- Our inability to address unacceptable behaviour by leadership has led to major shifts in trust and respect.
- Conflict and pain has been experienced in relationship tensions which have not always been resolved.
- Our society is becoming increasingly litigious.

How enhanced governance may help your church

- Role clarity between minister(s), other staff and elected leadership.
- Improved communication and commitment by the congregation.
- Clear policies on areas where the church's expressed position is required.
- Improved decision making and acceptance by the congregation.
- Effective planning which applies strategies and provides measures for performance.
- Enhanced relationships between minister and elected leadership.
- More effective meetings.

Godly and Spirit-filled lives

Processes alone do not guarantee good governance. More significantly, it requires modelling exemplary behaviours, values and leadership. The practice of ethical and responsible decision making, transparency and accountability to stakeholders needs to occur.



Key processes

- Nomination and election/appointment of governing board members
- Induction and training of board members building governance knowledge
- Strategy development and review
- Board sub-committees, delegations, reporting
- Owner/stakeholder communication and participation
- Strategic plan development and review
- Policy development and review
- Sustainability/financial management
- Risk management
- Legal compliance
- Meeting management
- Decision making – due diligence
- Ministry staff support, development and appraisal.