Nut’s & Bolts Of The Single Board Model

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Dover District Clergy – Peninsula-Delaware Conference of The United Methodist Church
CURRENT CHURCH STRUCTURE

- Church Council (11+ persons)
- Board of Trustees (3-9 persons)
- Finance Committee (9+ persons)
- Staff Parish Relations Committee (5-9 persons)
- Nominating & Leadership Development Committee (9 persons)
TYPICAL CHURCH STRUCTURE PROBLEMS

• Can promote disunity and enables dysfunction
• Clear lines of authority...but no clear lines of accountability
• All responsibility on the pastor, but little or no authority
• Nearly impossible to make difficult and timely decisions
Structure is driving the mission versus the mission driving the structure!
¶247.2: The charge conference, the district superintendent, and the pastor shall organize and administer the pastoral charge and churches according to the policies and plans herein set forth. When the membership size, program scope, mission resources, or other circumstances so require, the charge conference may, in consultation with and upon the approval of the district superintendent, modify the organizational plans, provided that the provisions of ¶ 243 are observed.
¶243. The local church shall be organized so that it can pursue its primary task and mission in the context of its own community…. In carrying out its primary task, it shall be organized so that adequate provision is made for these basic responsibilities: (1) planning and implementing a program of nurture, outreach, and witness for the persons and families within and without the congregation; (2) providing for effective pastoral and lay leadership; (3) providing for financial support, physical facilities, and the legal obligations of the church; (4) utilizing the appropriate relationships and resources of the district and annual conference; (5) providing for the proper creation, maintenance, and disposition of documentary record material of the local church; and (6) seeking inclusiveness in all aspects of its life.
ALTERNATIVE STRUCTURE

SINGLE BOARD MODEL (SBM)

• Less time in meetings and more time in ministry
• Focused on outcomes than reports
• Wide-angle view of the congregation’s activities for all leaders according to the mission
• More efficient and effective to address all business areas by the same decision-making body
We structure our leadership in a way that complements everything else we are doing.
Fruitful congregations are characterized by:

- Radical Hospitality,
- Passionate Worship,
- External (missional) Focus
- Intentional Discipling Process
- Extravagant Generosity
More About The Why Than The What

Reasons To Consider SBM:
- Same Top-Level Leaders Year after Year
- Burnout
- Freeing People Up For Ministry
- Despite for Greater Leadership Effectiveness
MORE ABOUT THE WHY THAN THE WHAT

Reasons NOT To Consider SBM:
- Pastor alone thinks it’s a good idea
- Doesn’t Solve the real issue*
  - Ineffective meeting process
  - Poor leadership development
  - Conflict in the system
  - Not enough people

- *“5 Dysfunctions Of A Team” Patrick Lencioni
Fruitful Congregations Align For Leadership

First Feature
Responsibility

Second Feature
Authority

Third Feature
Accountability
Fruitful Congregations Align For Leadership

Responsibility – Authority = Ineffectiveness (our common model)

Responsibility + Authority = Risk To Integrity

Responsibility + Authority + Accountability = Fruitfulness
Shifting from the United Methodist Church’s former structure that include an Administrative Council, Finance Committee, Board of Trustees, and SPRC, to the Single Board alternative structure comprised of anywhere from 9-15 members.
STRUCTURE OF THE SINGLE BOARD MODEL

• Eliminating Finance, Trustees, Staff-Parish Relations, as separate, stand-alone entities
• Concentrating the work of these entities into ONE church council
• The other members of the church council will serve the purposes of the Finance, Trustees, Staff-Parish, etc. depending on the issues it is addressing
TYPICAL SINGLE BOARD STRUCTURE

9 to 15 members* elected by the Charge Conference

Must also include in the total of 9-15:
Board Chair #
Lay member to Annual Conference #
Lay Leader #
UMM +#
UMW +#
Youth/Young Adult

May also include the treasurer and/or financial secretary

*All serve as Finance, Trustees, & SPR
+ If a chartered group exists
# Can be combined positions
SINGLE BOARD PURPOSE

- Utilize a leadership style that combines accountability, responsibility, and authority
- Reduce micro management
- Synchronize and align all the church’s ministries with the mission, vision, and goals
- Reduce the number of people engaged in administration and free up resources (time, gifts, talents, etc…) for hands-on ministry and engagement in the mission field
- Empower the pastor to lead
- Assist smaller congregations who cannot sustain the traditional structure
Three Types Of Work Of The Single Board

SET BOUNDARIES: budgets, policy, goals, oversight, etc...

Not Day-To-Day Operations Of The Church – It is more than reports.

1. Fiduciary = tending to the stewardship of tangible assets
2. Strategic = working to set the congregation’s priorities and seeing that resources are aligned with those priorities
3. Generative = problem framing and sense making about the shifting environment of the congregation and community
CHALLENGES OF A SINGLE BOARD

1. Management Of Communication
2. Decision Making Aligned To Effectiveness
3. Shift To Accountability
4. Shift To Strategic & Generative Focus
SINGLE BOARD RESPONSIBILITIES

• Establish the church’s yearly budget
• Confirm the vision casted by the pastor and establish yearly goals for the church
• Work in partnership with programs and ministries to ensure they fulfill the mission and vision of the church
• Work with the District Superintendent to hold the pastor accountable

*This team is not responsible for hearing reports. Other avenues for communication (bulletins, email, Facebook, newsletters, Town Hall meetings, etc…) within the congregation must be efficiently employed.
SINGLE BOARD RESPONSIBILITIES - CONTINUED

• May choose to designate members of the Single Board to serve as liaisons between the Single Board and each various ministry team or group within the church. (for example: Nurture Team, Witness Team, Mission Team, etc…)

• This promotes communication and allows for avenues of evaluation and decision making. NOTE: THE LIAISON IS NOT EXPECTED TO BECOME AN ACTIVE PART OF THAT ARM OF THE CHURCH, BUT SIMPLY TO PROVIDE A BRIDGE FOR CONNECTEDNESS.

*This team is not responsible for hearing reports. Other avenues for communication (bulletins, email, Facebook, newsletters, Town Hall meetings, etc…) within the congregation must be efficiently employed.
THE ROLE OF THE PASTOR

- Cast the church’s vision
- Hire, supervise, assess (and if needed, terminate) both paid and unpaid staff
- Hold staff (paid and unpaid) accountable for leading their ministry areas and fulfilling the mission and vision of the church
- Monitor the accomplishment of church goals and make adjustments as required to ensure achievement of those goals
- Equip present leaders and raise up new leaders for the work of ministry
SINGLE BOARD MEETING AGENDA

Meeting Outline Sample

- Prayer
- Spiritual Formation
- Leadership Development
- Review of New People
- Review of Goals
- Review/Reallocation of Finances
- Help with Ministries
- Pressing Issues/Problem Solving
- Approval & Questions of Agenda Packet
- Communication
- Prayer

1/3
Start

Spiritual Formations
Leadership Development
Review Of New People/ Families

1/3
Middle

Review Goals With Accountability
Review Finances
Reallocation Of Assets And Resources

1/3
End

Pressing Decisions and/or Issues
Help Ministries As Needed
Problem Solving
ANNUALLY RESPONSIBILITIES

- Evaluate current year ministry
- Review vision & church life cycle
- Set new annual goals
- Set budget after strategies designed
- Church/Charge Conference Forms
- Conference/Denominational Forms
DIFFERENT STRUCTURES

Typical
Single Board
Nominating & Leadership Development Committee

Alternative #1
Single Board
Nominating & Leadership Development Committee
Ministry Teams

Alternative #2
Single Board
Nominating & Leadership Development Committee
SPRC
THE BENEFITS OF THE SINGLE BOARD MODEL

➢ Has clear lines of authority, so that everyone knows who oversees what
➢ Prioritizes decision-making above simple reporting, so that God's people can move forward in ministry
➢ Empowers laity to do the work of making disciples rather than sitting in incessant meetings
➢ Empowers the pastors to attend to the work of Word, Order, Sacrament, and Service.
➢ Focus to have people participate in the ministries of the church.
➢ Streamlined leadership structure consistent with best practices in both business and congregational development.
HOW TO TRANSITION TO A SINGLE BOARD MODEL
ROADMAP – SEEK COACHING ALONG THE JOURNEY

**Step One**
Contact DS

**Step Two**
Leadership and Congregation Buy-in

**Step Three**
Guiding Principles

**Step Four**
Communicate, Communicate, Communicate,

**Step Five**
Annual Charge Conference Vote

**Step Six**
Move To New Structure
RESOURCES

Books

- Mission Possible: A Simple Structure for Missional Effectiveness – By: Kay Kotan
- Simple Governance: Liberating Your Church for Mission – By: Rev. Stephan W. Ross
- Winning On Purpose: How To Organize Congregations to Succeed in Their Mission – By: John Kaiser

Website

- United Methodist of Arkansas – Center of Vitality
  vitality.arumc.org
THANK YOU

Next Zoom Session
August 25, 2020 @ 7 pm
Single Board Model & Accountable Leadership

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INSIGHT & MATERIAL CREDIT

- Mission Possible: A Simple Structure for Missional Effectiveness – By: Kay Kotan
- Shift 2.0: Helping Congregations Back Into The Game Of Effective Ministry – By: Dr. Phil Maynard
- Simple Governance: Liberating Your Church for Mission – By: Rev. Stephan W. Ross
- Winning On Purpose: How To Organize Congregations to Succeed in Their Mission – By: John Kaiser
- Five Dysfunction Of A Team – By: Patrick Lencioni
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