

## Your church may be ripe for Policy Governance® if.....

- ❑ Average total Sunday morning attendance is surging beyond 250 and/or you are maxing out available space.  
— *These are indicators that the congregation is in transition between ‘pastoral’ and ‘program’ size\* and needs its board of Trustees (no longer Directors) to delegate management off-board and focus attention on mission and vision.*  
\*ref: Alice Mann, The In-Between Church & Raising the Roof [Alban Institute]
- ❑ The board regularly has too much business to cover in monthly 2-hour or 3-hour (even 4-hour) meetings. — *[evidence that the board is engaged in management]*
- ❑ There is little time to envision the future outside of a board retreat. *[likewise]*
- ❑ Folks in the congregation feel disconnected from the board and sometimes hamstrung by it. — *[evidence that the board is misunderstanding its reason for being, and may be wasting lay leadership]*
- ❑ The board reviews and approves plans that staff and lay leaders design. — *[evidence that the board is micromanaging]*
- ❑ The board is often unclear exactly who is responsible for action or follow-through on board decisions. — *[evidence that the board, deep into managing, is overwhelmed]*
- ❑ You may have overheard someone quip, “So they roped you into serving on the board, did they?” — *[a trouble-signal that vision is being wasted]*

*...and the following clues indicate that your congregation may thrive and grow with the organizational re-envisioning that Policy Governance upholds:*

- ❑ There’s enough going on during the week that two or three or more church activities may—as a matter of course—be happening at the same time.
- ❑ People are restless and eager for your congregation to be a visible, active, transformational presence in the community.
- ❑ People do not expect that once they’ve been around long enough they will know everyone’s name – or that everyone will know them.
- ❑ Members would allow your board not to be up-to-the-minute, actively engaged, with everything that’s happening in church life.
- ❑ Distresses and conflicts are managed with integrity and do not fragment the congregation.
- ❑ Your congregation is shifting from scarcity (*need-centered*) to abundance (*gift-centered*) ways of perceiving church life.