

Good Shepherd Lutheran Church, Turlock, CA
Commentary for the Organizational Flow Chart
Based on the Policy Governance & Accountable Leadership Models

June 2012

- I. The Congregation is committed to fulfill the Great Commission (Matthew 28:19-20). It has several responsibilities that cannot be delegated:
 - A. To elect members of the Church Council.
 - B. To call or remove the Senior Pastor.
 - C. To call or hire any other called workers. (Note: The Council retains the responsibility to remove called workers, except the senior pastor.)
 - D. To undertake a capital campaign.
 - E. To incur long-term debt.
 - F. To buy, sell, mortgage or transfer real estate.
 - G. To execute a merger or dissolution of the congregation.
 - H. To amend the Constitution or By-Laws.

- II. The Church Council is elected by the congregation to represent the served (Congregation and community) and to oversee the Office of the Public Ministry of Good Shepherd Lutheran Church.
 - A. Elected members represent the served in its entirety; elected members do not represent any individual or group.
 - B. The Council always speaks with one voice when it speaks to the public.
 - C. The Council assures compliance to the Constitution and By-laws.
 - D. The Council is responsible for establishing a Mission Statement, Mission Summary, Vision Statement, Ends Statements and Core Values. It is to encourage and assist the congregation in fulfilling them.
 - E. The Council is to develop and monitor governance policies for itself and the senior pastor. Governance policies set boundaries and limitations on how much responsibility and authority is given. The Council holds itself and the senior pastor accountable to those limitations. Policies state:
 1. Decisions that cannot be made.

2. Actions that cannot be taken.
 3. Responsibilities that cannot be avoided.
- F. The Council acts on behalf of the congregation for congregational matters:
1. Concerns and needs expressed by the served.
 2. Financial accountability and budgetary needs.
 3. Oversight of the senior pastor with the assistance of the People Committee.
- G. The Council serves as a planning/visionary group to help set direction for the congregation.
- H. Council members serve as role models for others as they embrace the changes necessary to respond to new realities and give their time, talent and treasure in support of the ministry plans.
- I. Council members adhere to their governance policies, including:
1. Attend all Council and Congregational meetings
 2. Inform the president if unable to attend
 3. Prepare for meetings by reading materials sent in advance of the meeting
 4. Check communication basket on a regular basis
 5. Represent the congregation to the Council.
 6. Do not speak or act individually for the Council.
- III. The Senior Pastor is a member of the Church Council. He is responsible to the Congregation for the Office of the Public Ministry and to the Council for the daily, ongoing ministry of the congregation.
- A. Governance policies set by the Council serve as limitations for him and staff.
 - B. He is responsible for maintaining the budget and presenting a new budget each year, which he does with the assistance of a budget committee.
 - C. He maintains financial oversight for the Council with the assistance of the Stewardship Ministry Team (appointed), the treasurer (elected), the bookkeeper (paid staff) and the Human Relations & Financial Coordinator.
 - D. He recruits and resources staff to assist him in fulfilling in the Office of the Public Ministry. (Called staff are hired by the congregation and removed by the Council.)

- E. He provides supervision for all paid staff with the assistance of the Human Relations & Financial Coordinator and the People Committee.
 - F. He assists staff in developing and resourcing ministry teams to assist in carrying out specific areas of ministry in the congregation. (The Elders are a ministry team, but they are elected by the congregation. They serve under and with the Senior Pastor.)
 - G. He develops operational policies with the assistance of staff.
- IV. A People Committee has been recruited by the Senior Pastor to oversee personnel issues. The Council requires that two Council members serve on that Committee. The People committee serves under the Council for Senior Pastor matters. They serve under the Senior Pastor for all other personnel matters, since he is responsible to the Council for personnel.
- V. The Council develops other committees or task forces as it deems necessary to assist in their ministry. The following serve under the direction of the Council:
- A. A Nominating Committee prepares a slate of people to serve on the Council. That slate is ratified by the congregation.
 - B. A Quincy Property Committee is developing a report regarding the use of the Quincy property.
 - C. An Investment Committee is being established to oversee the investments of the congregation.
 - D. An Endowment Fund Committee is being established to set up and maintain endowment funds for the congregation.