

Ten Principles of Policy Governance (Revised):

1. Council members are trustees for the owners (congregation). (The key is to identify who are the owners.)
2. The council must speak with one voice or not at all.
3. Council decisions should predominantly be stated in the form of policies.
4. The council should formulate policies from the “outside-in.” (Council values must be defined before more narrow values. The council is to stay away from advising the senior pastor. It is not the council’s job to help the senior pastor do his job.)
5. The council should define and delegate – not react and ratify.
6. The highest calling of a council using policy governance is to determine the organization’s ends.
7. The council should control how the staff operates (staff means) only through pre-defined limits.
8. The council must be responsible for designing its own products and processes.
9. The council must forge a relationship with the senior pastor that provides necessary control with maximum empowerment.
10. Performance of the senior pastor must be rigorously monitored, but only against predefined written policies.