

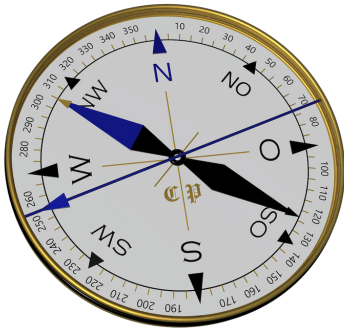
SURFACE TO SOUL

Live Well | Lead Well | Coach Well

3 Metaphors for Church Governance

FOOTBALL metaphor

- Outcome is clear (Win the game by outscoring your opponent).
- There are 4 pathways for scoring (pass, run, field goal, safety).
- Each pathway is regularly discussed and practiced.
- The coach selects players to fulfill each pathway.
- The coaching pays attention to each person's contributions to the overall success of the team.
- The coach is aware of the big picture (score points, win!) but is usually more focused on "next steps" or short-terms (moving 10 yards in 4 or fewer downs).
- The huddle after each play is a time to learn from past results and determine the best approaches for moving forward.

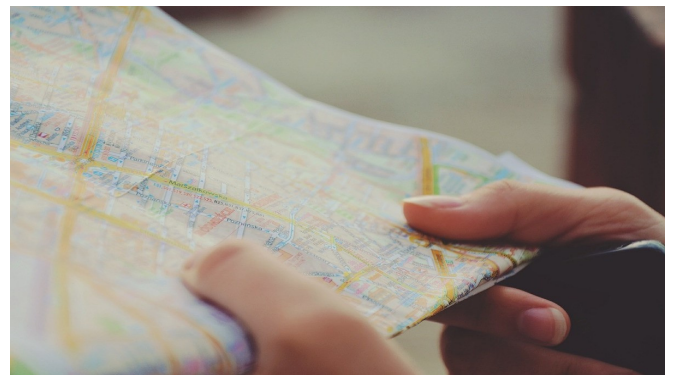


COMPASS metaphor

- A compass lets people know which way is "north" (easy to get your bearings).
- People know if you're going in the right direction or are veering off course.
- The "compass" for most organizations is their mission, vision, values and goals.
- The task of leaders is to remind people of the organization's purpose.
- Board members align assets, actions & conversations around what matters most.
- Board members pay attention to direction & overall progress but not daily tasks.
- New leaders must be "oriented" in the way of the organization.

ROAD MAP metaphor

- It's essential that people know "where they are" and what their final destination is, particularly if one is using GPS.
- There is more than one route to the final destination and leaders must select paths that are most appropriate based on their decision-making criteria.
- Particular attention is paid the next leg of the journey.
- Travelers acknowledge that there may be detours and that some rerouting or recalibration will be needed to reach their goal.
- Some travelers may need more details than most people.
- Physical and mental maps need to be updated to be useful.



Questions to ask board members

- What do you consider to be the primary roles of board members?
- What do you consider to be the primary roles of staff? Of members?
- Are there roles and responsibilities that are essential to the organization that need further clarification?
- How will communication work between and among key stakeholders? What platforms will be used?



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