

# SURFACE TO SOUL

Live Well | Lead Well | Coach Well

## Who's Responsible Leadership Team Exercise

Respond to the statements below, **indicating WHO is primarily responsible** for each task below.

The Board defines and delegates. The staff design and equip. Members do the ministry.

(B=Board/Council/Session/Vestry; S=Pastors/Staff; M=Members & Ministry Teams)

B	S	M	INDICATE WHO IS PRIMARILY RESPONSIBLE FOR EACH ACTION LISTED BELOW
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Establish or periodically review the church's purpose, priorities, policies and preferred future.
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Invite, welcome and befriend guests who come to worship or participate in our ministries.
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Ensure that the church has a current constitution, bylaws, and policies.
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Ensure that the church is operating according to current laws and regulatory standards.
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Ensure that the church is fulfilling its fiduciary responsibilities.
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Develop short- and long-term goals for the church and tracks ongoing progress.
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Equip and empower members and ministry team members.
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Assess the impact and effectiveness of the church's governance, policies and procedures.
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Assess the impact and effectiveness of staff members in light of the church's culture and goals.
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Ensure that the church performs annual reviews of the staff and rostered leaders.
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Establish policies and procedures for managing finances and accepting donations.
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Write news articles and reports for the benefit of all members.
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Oversee and evaluate the church's programs and ministries.
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Design programs, practices and procedures for deepening people's engagement with ministry.
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Call on, care for and connect with people who are part of the faith community.
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Design blueprints for helping people connect with God, each other and people in the community.
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Ensure that every staff member has goals and a development plan.
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Follow up with people who worship infrequently or have limited engagement with the church.
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Provide a recommended annual budget to be approved by the congregation.
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Offer new member orientation and opportunities for ongoing spiritual growth.
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Help people discover ways their gifts and passions can be used to serve and bless others.
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Provide practices and procedures to deal with inappropriate behavior and/or unmet expectations.
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Follow up with board members who are not honoring their covenant or fulfilling their responsibilities.
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Periodically review the church's impact, reach, and congregational culture.

Action items that need more discussion and/or greater clarity:

Action items that need to be communicated more frequently:



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