

Why the Relationship between Pastor & Board Will Make or Break Your Church

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Resources

Bit.ly/NazChurchBoards



Brief Theology & Polity

Theology

_____ > _____ > _____

Church is a body for expressing the Kingdom of God

Board + Pastor is a relationship for creating a healthy Church

Polity

Paul's _____ + _____ = Church Board in the CotN

Why the relationship matters

If the people calling the _____ are calling different _____, it's _____.
2 degrees off

Goal: _____ Harmony

Do two walk together unless they have agreed to do so?

Amos 3:3

Rate your relationship

Pastors with your Board

1 2 3 4 5 6 7 8 9

Board with your Pastor

1 2 3 4 5 6 7 8 9

Why this is important:

#1 Move your number

#2 Kingdom _____

#1 Make agreements instead of trying to meet expectations

Agree on _____

Agree on _____

Who is the _____

What _____ does each

TOOLS

RACI

Staff led v Board Led

#2 Double down on the relationship

_____ is the currency of relationship

Your ideas aren't _____

Own when you're _____

Lay down your _____

TOOLS

Lunch & coffee

#3 Take Action

_____ things

_____ your ordination vows

_____ the vision

Know _____

TOOLS

Proactivity

#4 Humility of recognizing this is not yours

Root your ministry in your _____,

not your _____.

Philippians 2

#1 Remove barriers

Recognize the _____ of ministry and empathize

Take the _____

#2 Be available to your pastor...a person of peace

Honor

Go as _____ as they will let you go

#3 Align

It's my _____ to align with the pastor's vision.

It's not the pastor's job to _____ his/her vision with what I _____

_____ until you get there

Don't go outside the _____

#4 Commit to being spiritual leaders

Save your _____ if you haven't been in prayer and the Word.

Your first business is the _____ business and its your _____ business.

Q&A

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Theology & Polity

Theology

Jesus > **Mission** > **Church**

Church is a body for expressing the Kingdom of God

Board + Pastor is a relationship for creating a healthy Church

Polity

Paul's **Letters** + **Democracy** = Church Board in the CotN

Why the relationship matters

If the people calling the **shots** are calling different **shots**, it's **shot**.

Goal: **Agenda** Harmony

Do two walk together unless they have agreed to do so?

Amos 3:3

Rate your relationship

Pastors with your Board

1 2 3 4 5 6 7 8 9

Board with your Pastor

1 2 3 4 5 6 7 8 9

Why this is important:

#1 Move your number

#2 Kingdom **Density**

#1 Make agreements instead of trying to meet expectations

Agree on **where**

Agree on **how**

Who is the **leader**

What **role** does each **play**

TOOLS

RACI

Staff led v Board Led

#2 Double down on the relationship

Trust is the currency of relationship

Your ideas aren't **moral**

Own when you're **wrong** (EX)

Lay down your **power**

TOOLS

Lunch & coffee

#3 Take Action

Improve things

Remember your ordination vows

Own the vision

Know **thyself**

TOOLS

Proactivity

#4 Humility of recognizing this is not yours

Root your ministry in your **justification**, not your **sanctification**.

Philippians 2

#1 Remove barriers

Recognize the **weight** of ministry and empathize

Take the **arrows**

#2 Be available to your pastor...a person of peace

Love

Honor

Go as **far** as they will let you go

#3 Align

It's my **responsibility** to align with the pastor's vision, not the pastors.

It's not the pastor's job to **align** his/her vision with what I **think**

Pray until you get there

Don't go outside the **Manual**

#4 Commit to being spiritual leaders

Save your **comments** if you haven't been in prayer and the Word.

Your first business is the **spiritual** business and its your **own spiritual** business.

Q&A

Wichita First Church Board Members comments about the relationship between Pastor and Board

Ryan

“Keep them well informed but out of the day to day management. The Board is about governance and support of the mission.”

Tom

“Pastoral staff provides the vision. The board removes barriers.”

Megan

“The Board should not operate the Pastor like a puppet.”

Michael

“2 things:

- 1) it is important for both the pastor and the board to remember who's church it is: not the pastor's or the board's-but God's. We both are simply stewards. This helps reduce ego and regularly resets the purpose.
- 2) the board meeting needs to be a place of openness, trust, and safety. Openness allows for discussion and disagreement. Trust remembers the collective purpose and strengthens resolve. Safety fosters reconciliation and growth. The end result is unity of purpose between the board and pastor.”

Bobbi Jo

“When there is trust and safety between the board and Pastoral staff...honest, transparent, and difficult conversations can occur. Unity is critical... (even when the

“vote” isn't what “I” want.)”

Phil

“For the Pastor: My advice is to ask “Are we all on the same team”? If not, that’s where your leadership steps in to build a vision and help people embrace it. Being a student of your board and people and community will help create a vision the church can embrace. And vision and direction will need to be repeated over and over to let it sink in. Help your people marinate in it.

Very clear role delineation can help minimize frustration. I think the RACI model is helpful. Just like vision and mission, the RACI roles should probably be reviewed regularly together and any tension brought forth and settled or clarified.

For the board member: Pastors need encouragement and prayer and grace. They will listen to input and perspective if it is given with humility and without excess ownership. One of the best gifts you can give a pastor is being present and mentoring others by example. If there is a call for prayer, you want to be the first one on your knees. If home groups are forming, be the first to host.”

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Dave & I's contact info
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Preamble

50 year of experience between us

Theology

Jesus > **Mission** > **Church**

Church is a body for expressing the Kingdom of God

Board + Pastor is a relationship for creating a healthy Church

Polity

Paul's **Letters** + **Democracy** = Church Board in the CotN

Why the relationship matters

If the people calling the **shots** are calling different **shots**, it's **shot**.

If you aren't agreed, you can't go forward.

Do two walk together

unless they have agreed to do so?

Amos 3:3

Goal: **Agenda** Harmony

Do two walk together unless they have agreed to do so?

Amos 3:3

Rate your relationship

Pastors with your Board

1	2	3	4	5	6	7
	8	9				

Board with your Pastor

1	2	3	4	5	6	7
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Why this is important:

#1 Move your number

#2 Kingdom **Density**

#1 Make agreements instead of trying to meet expectations

Agree on **where**

Agree on **how**

Who is the leader

What role does each part play

TOOLS

RACI (2 years to implement)

Staff led v Board Led

#2 Double down on the relationship

•Take your time – be patient with people – connect on a personal level

•What kind of relationship do you have with key leaders?

Trust is the currency of relationship

You don't have to be right every

time – Our ideas aren't moral

Political Church example – own

when you're wrong

Lay your down your power

Be the CRO

TOOLS

Lunch & coffee

#3 Take Action

Improve things

•Go after things and processes that need to be improved and improve them

•Communicates value and standards

•Paint the why: The Church is the one organization for the people who don't belong yet

Remember your ordination vows – take thou authority

•Sometimes Boards lead out of a sense of vacuum in a pastor

Own the vision

Up/In/Out

Know **thyself**
APEST

#4 Humility of recognizing this is not yours

Root your ministry in your **justification**, not your **sanctification**.

- Meaning, you are in
- Nothing to prove
- Your Father loves you
- Allows you to not NEED this to work
- See yourself as a temporary steward who hands this off

Chief Repenting Officer

Philippians 2

#1 Remove barriers

Recognize the **weight** of ministry and empathize

EX: Preaching

EX: If your Pastor is changing lightbulbs...

Take the **arrows**

Ex: Letters to Board at review

Ex: Royer's Dad

#2 Be available to your pastor...a person of peace

Love

Honor

Go as **far** as they will let you go

EX: Brent v Scott

#3 Align

It's my **responsibility** to align with the pastor's vision

It's not the pastor's job to **align** his/her vision with what I **think**

Pray until you get there

EX: Wayne H.

Don't go outside the **Manual**

#4 Commit to being spiritual leaders

Save your **comments** if you haven't been in prayer and the Word.

Your first business is the spiritual business and its your own spiritual business.

Q&A