



Governance and Ministry

RETHINKING BOARD LEADERSHIP

Dan Hotchkiss

Foreword by Anthony B. Robinson

SECOND EDITION

Governance And Ministry Rethinking Board Leadership

Xiang Xie



Governance And Ministry Rethinking Board Leadership:

Governance and Ministry Dan Hotchkiss, 2016-01-14 Governance and Ministry has proven to be an indispensable guide for leaders and clergy on how to work together to lead congregations. In this second edition, veteran congregational consultant and minister Dan Hotchkiss updates the book to reflect today's church and synagogue landscape and shares practical insights based on his work with readers of the first edition. Governance and Ministry highlights the importance of reaching the right governance model for a congregation to fulfill its mission to achieve both the outward results and the inward quality of life to which it is called. Hotchkiss draws on governance research from business, nonprofits, and churches as well as deep experience in a variety of denominations and congregations to help readers determine the governance model that best fits their needs. The second edition has been streamlined and reorganized to better help readers think through leadership models and the process of change. The book features new material on the implications of congregation size, the process of governance change, policy choices, and the lay clergy relationship. It also features two appendices with resources often requested by Hotchkiss's consulting clients: a style guide for policy makers and a unified example of a board policy book. Written with energy and humor and offering plenty of practical examples, the second edition of this helpful resource is ideal for anyone involved in church leadership to assist in framing critical questions, creating a vision, and implementing a plan.

The Impact of Church Consultancy Ian G. Duncum, 2019-01-14 This book follows the journey of ten churches who underwent church consultancies and explores in depth both the consultancy and its outcomes. Pre-consultancy and post-consultancy snapshots, four to five years apart, of vitality indicators and attendance figures using National Church Life Survey and other data are used to compare these with churches that have not undertaken church consultancies. Theologies of church consultancy, church health, and church growth are also developed and examined, intersecting with a wide body of literature including contemporary ecclesologies. Consultancy outcomes are examined in detail. This includes interviews with pastors of some of those churches reflecting on their perceptions of whether and how the church consultancy impacted the health and growth of their church. Conclusions are drawn about the efficacy of church consultancy in influencing the health and growth of churches as well as contexts for the best use of church consultancy. This is a significant book for denominational leaders, theological lecturers, pastors, and church leaders as they encounter lack of health in churches and seek ways forward for greater health and impact in their local communities.

The Art of Kubernesis (1 Corinthians 12:28) Larry J. Perkins, 2019-03-04 Those who chair church boards deserve our prayers and respect. Often with little preparation or experience, they step up to lead the primary spiritual leadership team within a local congregation. When they need help, they have to search long and hard to find resources that respond to their specific questions and concerns. *The Art of Kubernesis* 1 Corinthians 12:28 Leading as the Church Board Chairperson fills this gap. It takes the best ideas about chairing nonprofit boards being discussed today and carefully evaluates them. Those ideas that are compatible with biblical values and the

unique nature of a church congregation contribute to this map for church board chairpersons Although its primary frame of reference is congregational polity the principles discussed can help anyone who chairs a faith based nonprofit board

Inside the Large Congregation Susan Beaumont, 2011-10-25 For five years Alban Institute senior consultant Susan Beaumont has been giving voice to the organizational and leadership demands of large congregations Through her work she has identified five basic leadership systems that need to stay in alignment for the large church to function well for its size clergy leadership roles staff team design and function governance and board function acculturation and the role of laity and forming and executing strategy She has also learned that these five systems operate with some important but subtle distinctions in what Beaumont calls the professional church 400 800 in worship attendance the strategic church 800 1 200 and the matrix church 1 200 2 000 Often she has discovered problems in a large congregation are related to the fact that one or more of the five systems is inappropriately structured for the size of the congregation In other words the church isn't acting its size Beaumont is invested in helping large congregations rightsize their leadership systems to better serve their ministry context This book articulates why size matters and how it matters in the world of large congregations It is written for anyone who wants to better understand the leadership and organizational dynamics of the large church anyone seeking to understand the challenges of leading from inside the large congregation

Governance Ethics in Healthcare Organizations Gerard Magill, Lawrence Prybil, 2020-01-28 Drawing on the findings of a series of empirical studies undertaken with boards of directors and CEOs in the United States this groundbreaking book develops a new paradigm to provide a structured analysis of ethical healthcare governance Governance Ethics in Healthcare Organizations begins by presenting a clear framework for ethical analysis designed around basic features of ethics who we are how we function and what we do before discussing the paradigm in relation to clinical organizational and professional ethics It goes on to apply this framework in areas that are pivotal for effective governance in healthcare oversight structures for trustees and executives community benefit community health patient care patient safety and conflicted collaborative arrangements This book is an important read for all those interested in healthcare management corporate governance and healthcare ethics including academics students and practitioners

Entering Wonderland Robert A. Harris, 2014-10-08 The first year or so of a pastor's tenure in a new congregation is precarious many pastors stay at a new congregation for fewer than five years This handbook helps coach both experienced and new pastors to enter a new congregation effectively Drawing from organizational systems leadership material in religious and secular worlds it offers nearly fifty tips and tools designed to help new pastors analyze their congregation's system and then to lead leaders within the congregation to affect positive change Using imagery from Alice in Wonderland to clarify various archetypal roles within the church community Harris provides concrete suggestions for facilitating communication and dealing with difficult behaviors within the congregation He provides a coaching approach to ministry in which the pastor reframes issues and asks provocative questions a powerful strategy to maximize a new pastor's

chances for success Readers will find tools to help them uncover critical information about their new congregation regarding congregational norms particularly regarding the office of pastor conflict and holy objects their history and sense of God's call the true leaders among the congregation mutual accountability *Transitional Ministry Today* Norman B.

Bendroth, 2014-12-05 Transitional ministry can be tremendously helpful for congregations in times of change and yet to be successful today transitional ministers and churches need to take into account the major changes in the religious landscape From the decline of mainline churches to the rise of those who don't identify with any religious tradition the religious scene has changed dramatically since transitional ministry began three decades ago and to remain vital today the practice of transitional ministry must change as well This book provides transitional ministers and congregations with essential information on rethinking transitional ministry in ways that take the current religious climate into account Ten experienced authors including seasoned practitioners of transitional ministry and those who oversee transitional ministry denomination wide propose new ways to approach transitional ministry today Chapters address practical theology leadership specialized interim situations renewal during interim time alternative models of transitional ministry and more Essays address a range of diverse churches in size racial ethnic background and location *Transitional Ministry Today* highlights how creative and cutting edge ministry can be done during the in between time through creative thinking and practice in the face of new realities *Interim Ministry in Action* Norman B. Bendroth, 2018-05-14 Many churches today find themselves in frequent transition whether due to the changing culture the struggles of mainline churches or the changing nature of mission *Interim Ministry in Action* helps guide churches and their leadership through these times of change The book will guide readers step by step through the process of how and why to decide to call an interim minister the process for deciding what's next and more Each chapter concludes with exercises for readers search committees or boards to illustrate key themes and help them determine the best path forward

Who's in Charge Here? Unitarian Universalist Commission on Appraisal, 2013-06-01 How complex is the relationship between ministry and authority in our congregations Come find out what the Commission on Appraisal has learned from focus groups all over the country and dedicated listserv conversations Help us make the most of the coming year as we zero in on particular case studies Program guide *An Introduction to Ministry* Ian S. Markham, Oran E. Warder, 2016-01-19 *An Introduction to Ministry* is a comprehensive and ecumenical introduction to the craft of ministry for ministers pastors and priests that make up the mainline denominations in the United States Ecumenically focused It offers a grounded account of ministry covering areas such as vocation congregational leadership and cultivation of skills for an effective ministry Covers the key components of the M Div curriculum offering a map and guide to the central skills and issues in training Explores the areas of vocation skills for ministry and issues around congregational leadership Each topic ends with an annotated bibliography providing an indispensable gateway to further study Helps students understand both the distinctive approach of their denomination and the relationship of that approach to other mainline denominations Advocates

and defends a generous understanding of the Christian tradition in its openness and commitment to broad conversation

The Whole Church Kenneth Reeves, 2019-07-12 Ministry can be challenging especially when people are behaving badly or escalating conflicts The Whole Church offers congregational leaders a way to resolve such difficult situations by first viewing the congregation as a whole then interacting healthily with the congregation knowing health in one area heals the whole community The Whole Church offers a way to diagnose the whole congregation and ways to bring calm clarify a congregation's identity create an effective congregational structure resolve conflicts handle difficult behavior motivate change address unconscious dynamics and use the sermon all to support the congregation's health and the fulfillment of its spiritual mission

Cultivating the Missional Church Randolph C. Ferebee, 2012-10 Written from a post Christendom emergent worldview this book was born of a singular question asked in hundreds of ways What do we do to be faithful in this changed and changing reality Whether shaped by anxiety a foretaste of coming changes excitement or energy at the prospects of witness and service the future holds the question remains the same and the answers elusive Part one addresses church functions under categories of governance modeling collaboration champion catalyst mission covenant disciple change and leadership Part two offers further explication of the functions including books recommended for in depth study application ideas and further exploration of themes

Brimming with God Barbara J. Blodgett, Matthew Floding, 2015-08-13 The yearning to be a theologian is widespread Pastors students supervisors and mentors all wish to think theologically about their ministries but often feel inadequately prepared This book seeks to respond by showcasing a variety of approaches to theological reflection brought to bear upon actual situations in ministry It is written by theological field educators We define theological reflection as reflection upon lived embodied experiences in ministry that seeks to make sense of practice and form reflectors in habits for competent ministry An introductory chapter defines theological reflection as practiced within field education and points readers toward a diversity of approaches Eleven subsequent chapters present two reflections upon the same case each reflection written by a different author and representing a different reflection method The book's significance is as a resource for teaching theological reflection in a range of settings It not only offers a definition of and rationale for theological reflection but models various approaches to it Its use of cases furthermore models the use of case studies in theological education and pastoral practice more widely

Managing Congregations in a Virtual Age John W Wimberly, Jr., 2021 In *Managing Congregations in a Virtual Age* John W Wimberly Jr draws on the experience of the business community and on a diverse group of skilled pastors and rabbis as he lays out the opportunities and challenges of working from home for congregations and staff offering principles and best practices for successfully managing remote workers and ministries The move toward working from home is part of a rapidly changing work environment for employers and employees alike Large parts of the business world have mastered managing their staff located around the country and the world virtually For many faith communities however the sudden move to working from home amid the Covid 19 pandemic involved significant

upheaval Fortunately various forms of technology and productivity tools can make this shift easier Wimberly focuses on how congregational leaders can ensure accountability and productivity create a sense of staff as a team help older staff members learn how to work from home and determine what hardware and software staff members and the congregation need to support effective communication This comprehensive guide will serve congregations well into the future even as technology and circumstances change

In the Interim Barbara Child, Keith Kron, 2017 A period of interim ministry poses unique challenges and opportunities for both congregations and ministers Much more than a caretaker ministry an interim ministry can help a congregation navigate and get the most out of a time between settled ministers In this practical and insightful volume interim ministers and other congregational leaders provide a road map for a transformative and fulfilling interim period First published in 2013 In the Interim quickly became an indispensable resource for congregations their leaders interim ministers and all involved in transitional ministry In its second edition editors Barbara Child and Keith Kron and contributors retain all of the practical strategies and keen insight of the original while also examining how interim ministry is adapting to a rapidly changing world Included are updates on the advent of developmental and jump start transition ministries

Finding Voice William B. Kincaid, 2012-11-30 In Finding Voice Kincaid employs an often used but somewhat elusive metaphor voice as a way of speaking of pastoral identity and contends that a lively imaginative pastoral voice emerges from a thorough grasp of context theology pastoral roles personal journey and systemic dynamics Designed as a text for the field education contextual education and supervised ministry experiences of seminary students and others preparing for congregational leadership Finding Voice examines in depth how people are experiencing each of these constituent parts of pastoral voice at their student ministry sites not only to learn about each of the areas but also to recognize and understand what is being called forth in the students as they engage these five key experiences and begin to visualize their future ministry The book further explores the opportunities created when the five aspects of pastoral identity are in conflict with one another In the absence of any one of these or the imbalance of them pastoral voice gets skewed and vibrant effective ministry is undermined Finding Voice urges students to begin now with field education to engage a practice of ministry that is imaginative courageous nimble and faithful

Navigating the Nonsense Douglas J. Bixby, 2016-04-08 Navigating the Nonsense will change the way your church approaches conflict and communication It will unlock the untapped potential that exists in your church It is a book for clergy and lay leaders It is for churches tired of getting a new pastor every four years It is for pastors who are afraid conflict may derail the effectiveness of their ministry It is for pastors who are afraid conflict with a small group of people may lead to an early departure from their pastorate It is for church leaders who want to find ways to protect their pastors from disgruntled members It is for leadership teams and boards that feel their ministries are frozen in place or in a permanent state of decline It is for those who believe the church cannot focus on ministry if it is bound up by so much conflict It is for anyone who is tired of feeling frustrated and wants their church to become more centrally focused on

Jesus and his way of doing things *Ministry and Money* Dan Hotchkiss, 2002-12-31 Frank straightforward guidance for clergy seeking to develop a sound theology of money and skills for church administration *Ministry and Money* also puts forth a new strategy for self care and a confident approach to managing both personal and congregational finances Dan Hotchkiss wants to help clergy overcome their own anxieties about money matters so they can help others address the personal social and congregational aspects of this challenging and often difficult topic *Ptoxicocracy* M. C. Lohrmann, 2025-05-20 The call of the church is ptoxicocracy either as a witness and practitioner or as its ideal standard bearer in the world To have a meaningful stake in the lives of the poor argues M C Lohrmann would change the ways in which governance of all types national or local municipalities denominations religious judicatories and non profit boards determines its focus Lohrmann defines ptoxicocracy derived from the Greek ptoxi the poorest of the poor as governance by the materially poor a hybrid form of representative democracy whereby only persons of the lowest economic status are eligible for elected public office This model he contends allows us to step back from the coupling of wealth and power created by myths of meritocracy and a rich ruling class to envision a system that works for the good of the whole Looking to Scripture Lohrmann follows the through line of God's blessing of the poor in both the Hebrew and Christian canons How might the kingdom of God appear if God's preferential option for the poor became the lens through which we organized our lives together **Mobilizing Congregations** John W. Wimberly, Jr., 2015-03-06 This is an in depth look at the power teams bring to congregational work Wimberly demonstrates that younger generations in particular are much happier working in a team rather than a committee environment Congregations using teams are able to mobilize members across generations for both short and long term tasks After clarifying the differences between teams and committees readers learn the important steps needed to set up new teams Leaders who simply create a team without attention to the formation process increase the likelihood of team failure Using real world examples and case studies Wimberly addresses problems teams can expect to experience as well as ways to resolve those issues He highlights the surprising similarities between how teams and congregations function both positively and negatively providing keen insights from the business world and showing how they can be used to solve issues in congregations Here readers will find both the theory and practice of making a successful transition to a congregation doing its work through highly motivated efficient teams

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