

GROWTH POINTS

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Build an Excellent Board

To build a healthy and effective church board, leaders should focus on several key areas:

1. Selecting Top Members

Choosing the right individuals for the board is critical. Effective board members possess:

- **Spiritual maturity** and a deep love for the church.
- **Specific skills** that align with the board's responsibilities.
- **A team-oriented mindset**, prioritizing collaboration and unity.

2. Training and Development

Equip board members with the knowledge and skills they need to succeed. This includes:

- Providing resources on **governance**, **leadership**, and **financial management**.
- Training on **expectations**, **responsibilities**, and prior board **activities** to bring the new members up-to-speed on current discussions.
- Offering ongoing **workshops** and **seminars** to foster growth.
- Training on **conflict management**.

3. Communicating Clear Expectations

Defining roles and responsibilities is essential for a productive board. Steps include:

- Establishing **terms of service** for members.
- Setting clear **meeting protocols** and **decision-making processes**.
- Outlining **specific duties** to avoid confusion.
- Reminding of legal responsibilities, such as, **Fiduciary Responsibility** (Duty of Care) and **Transactional Responsibility** (Duty of Loyalty).

4. Conducting Regular Evaluation

Assess the board's effectiveness each year. Consider asking:

- Are members **fulfilling** their roles?
- Is the board **contributing** to the church's mission?
- Are board members still in **agreement** with the church's doctrinal statement, mission, and values?
- Do board members **attend** board meetings, **prepare** in advance, and **demonstrate** serious involvement?

5. Focusing on Relationships

Strong relationships among board members foster trust and collaboration. Encourage:

- **Team-building activities** to strengthen bonds.
- **Open communication** to prevent misunderstandings.
- **Full support** of pastor and staff members.
- **Commitment** to pastor / staff professional and personal development.

6. Doing their Job

Excellent boards do the basics of their job well. Among many things boards do, the following are key:

- Lead in **calling** and **evaluating** the lead (senior) pastor.
- Review the **budget** and financial **plan** to make certain they are consistent with the church's mission, values, and policies.
- Design processes to monitor the **legal**, **ethical**, and **financial** solvency of the church.
- Set broad **policies** and make certain the ministry is carried out to fulfill them.
- Report the church's **activities** and financial condition to all donors.

7. Maintaining a Good Working Relationship with the Pastor

The relationship between the pastor and the church board is foundational to a healthy church. Principles for fostering a strong partnership include:

- **Mutual Respect:** The pastor and board members respect each other's roles and contributions, recognizing their shared goal of advancing the church's mission.
- **Regular Communication:** Open and honest communication helps prevent misunderstandings. Regular updates ensure alignment on key issues.
- **Shared Vision:** The pastor and board are committed to the church's mission and vision, working together to achieve common goals.
- **Limit Surprises:** Keep everyone apprised of ongoing issues. Communicate early and quickly; No surprises.
- **Focused Mentality:** Focus on important issues; Avoid petter issues.
- **Conflict Resolution:** Address conflicts promptly and biblically to maintain unity and trust. Avoid letting issues fester.

It takes time to build excellence.

Get started today.

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