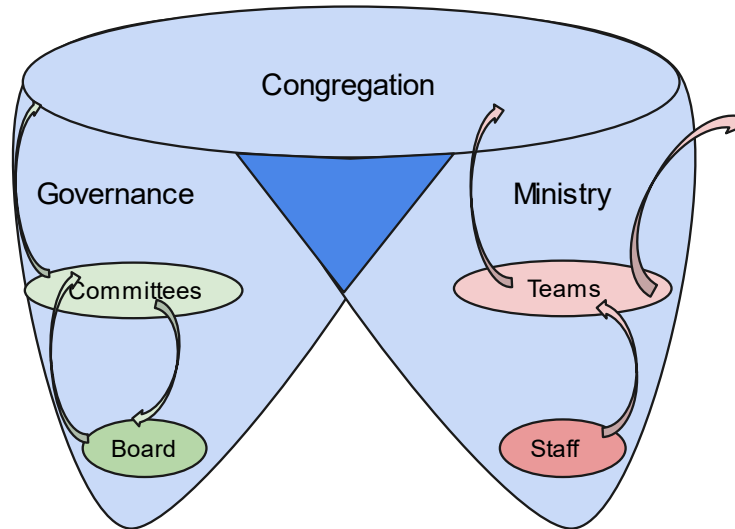


Mapping Ministry



Graphic 1: **Congregation, Governance, Ministry Boundaries.**

The **Congregation** elects a **Board of Trustees** (BOT) which provides a **Governance** structure.

The BOT is assisted by long term **Committees** (Policy and Governance, Personnel, Nominating, Right Relations, Financial Stewardship) and short-term Task Forces.

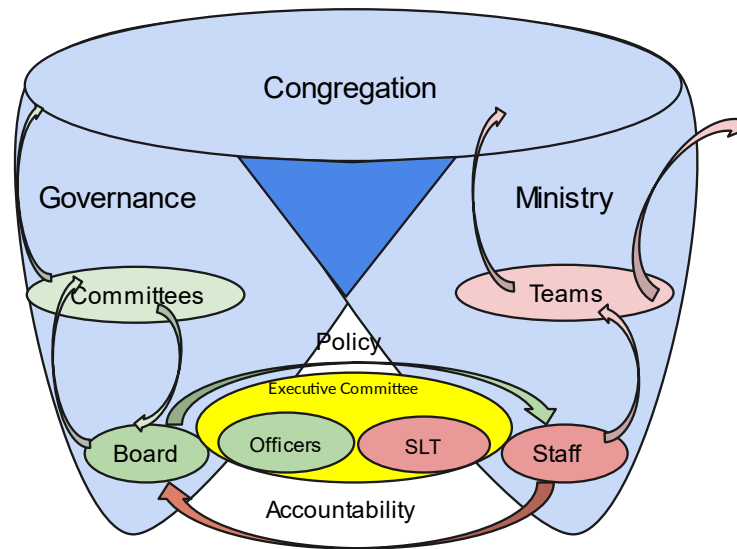
The **Congregation** calls the minister(s), and the **BOT** hires the rest of the Staff Leadership Team (SLT) which manages the **Ministry** of the church.

Congregational members volunteer to lead or participate on various **Ministry teams** with the SLT and Staff. Some ministry teams focus more on operations (facilities, finance, grounds, etc.), some more on mission (lay pastoral, social justice, religious education, etc.) and some on both (worship, membership development, etc.)

Governance and **Ministry** have well defined boundaries.

- The purpose of the **Governance** structure is to support **Ministry** work.
- To do that, the Congregation, Governance and Minister must have defined ways to connect and overlap.

How Governance and Ministry Work Together



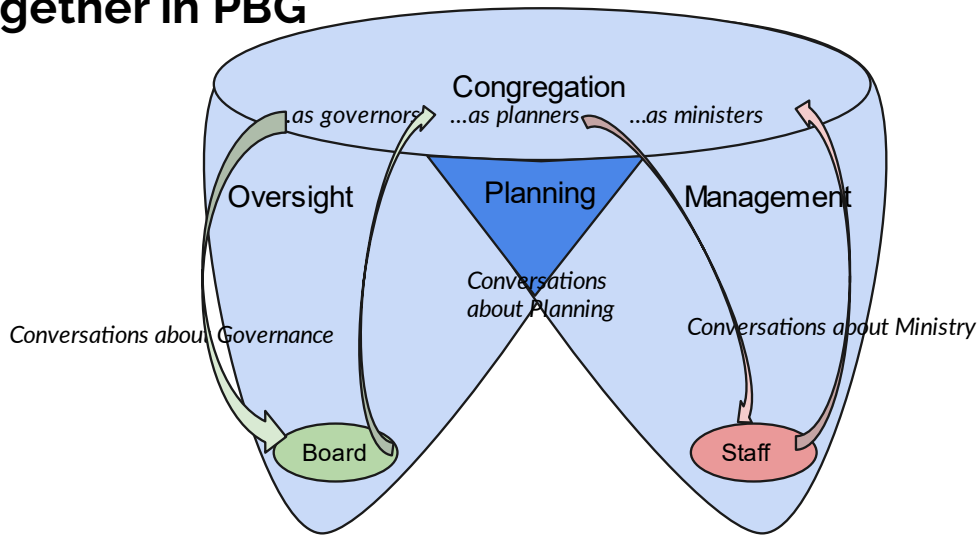
Graphic 2: **Congregation, Ministry, Governance intersections.** Ministry and Governance overlap in some of their work with the Congregation (dark blue triangle).

Ministry and Governance also connect in leadership roles with the Staff Leadership Team on the Board and on the Executive Committee with the Board officers.

Sometimes SLT members are on relevant Board Committees.

The Board **delegates authority through its Policies** to the Staff Leadership Team whose members work on a daily basis with Ministry Teams and congregants. The Staff Leadership Team is **accountable** to the Board for the Ministry done with the Congregation.

How Governance, Ministry, and Congregation work together in PBG



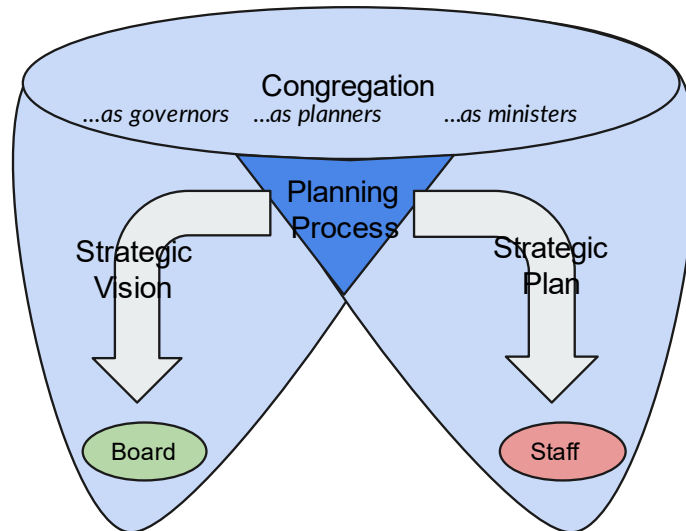
Graphic 3: **The Congregation as governors, planners, and ministers.**

The Board works with the Congregation on **Governing** bylaws, policies, budget.

The Staff Leadership Team works with the Congregation on **Ministry**.

The Board and the Staff Leadership Team work together with the congregation on **Planning**.

Planning products in PBG



Graphic 4: **Products that guide the work.**

During **Planning**,

- The Board works with the congregation to produce the Mission, Vision, and Annual Goals.
- The Staff Leadership Team works with the congregation to produce strategic plans which they implement toward the Mission and Goals.
- These plans are to be monitored and adjusted in ongoing communication with the Board.