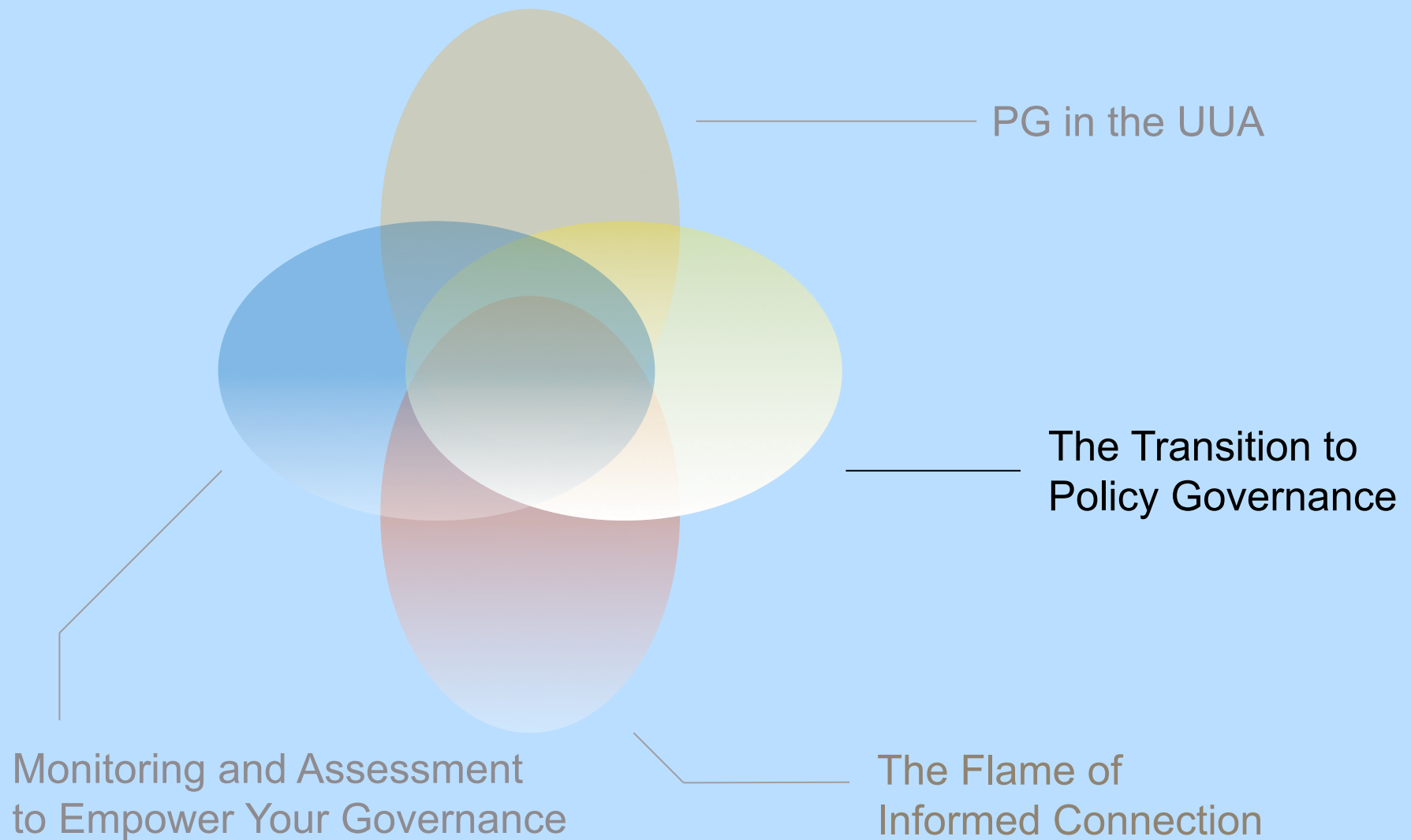


Welcome to: The Transition to Policy Governance®

Facilitated by Unity Consulting

How can governance liberate the energy and creativity of our congregations to awaken compassion, transform lives, and bless the world?

Policy Governance® Track
Four Workshops





Our mission:
To liberate the leadership of
progressive religious congregations and institutions to
awaken compassion, transform lives, and bless the world.



Our core question:
How can governance liberate
the energy and creativity of our congregations to
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Transition to Policy Governance®

Four Distinct Phases



Casting the Vision
12 to 18 months

Transition to Policy Governance®

Four Distinct Phases

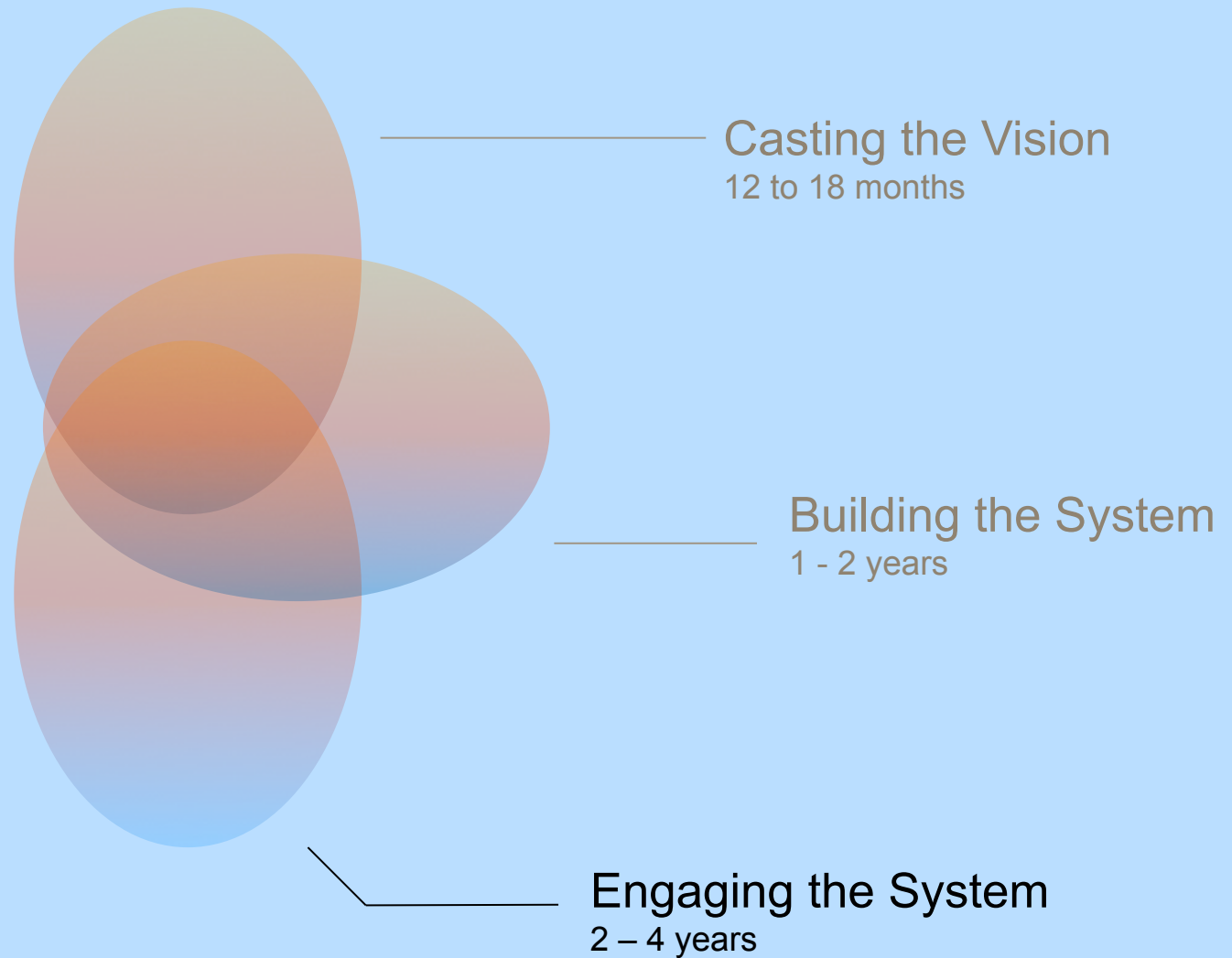


————— Casting the Vision
12 to 18 months

————— Building the System
1 - 2 years

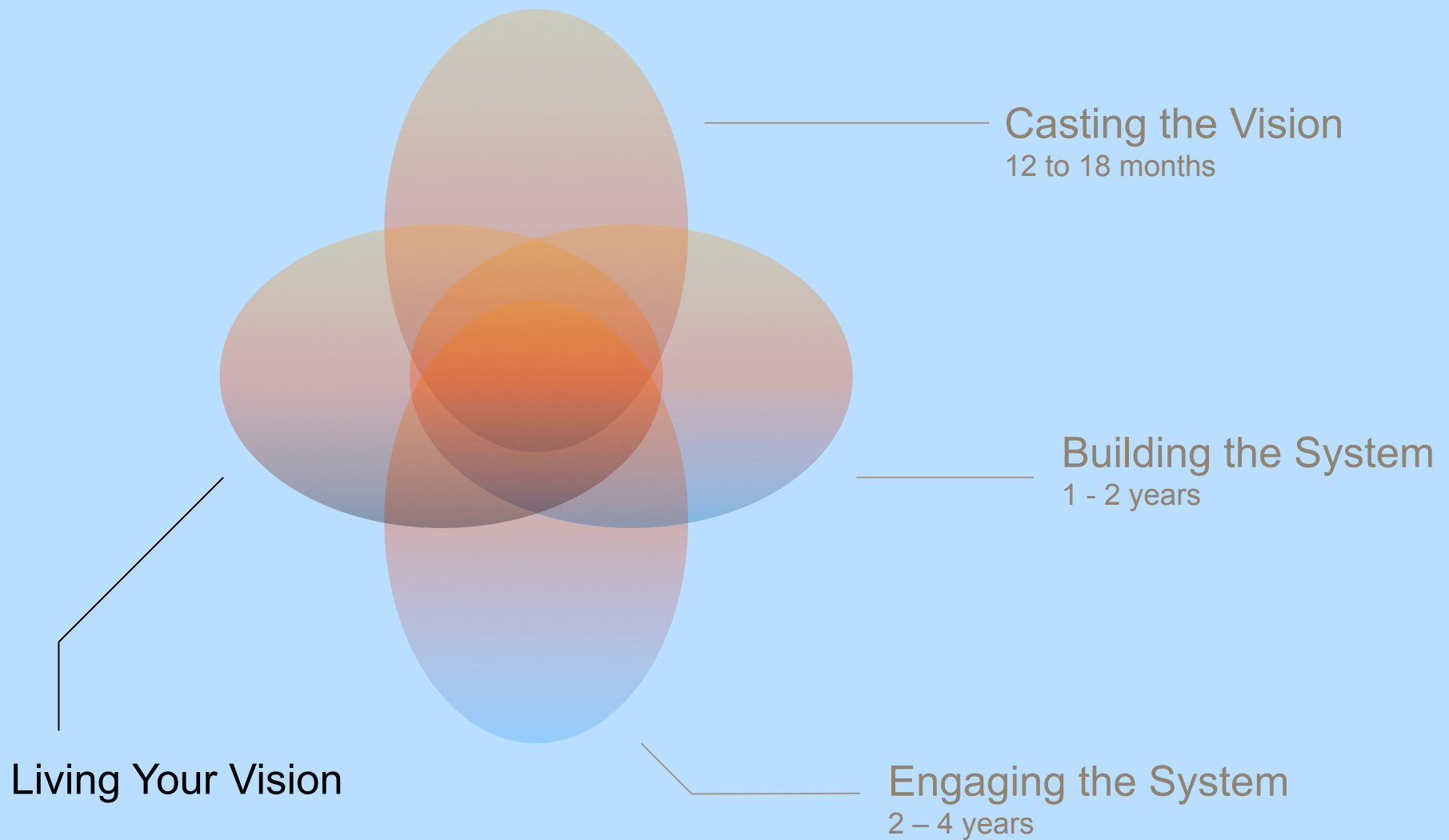
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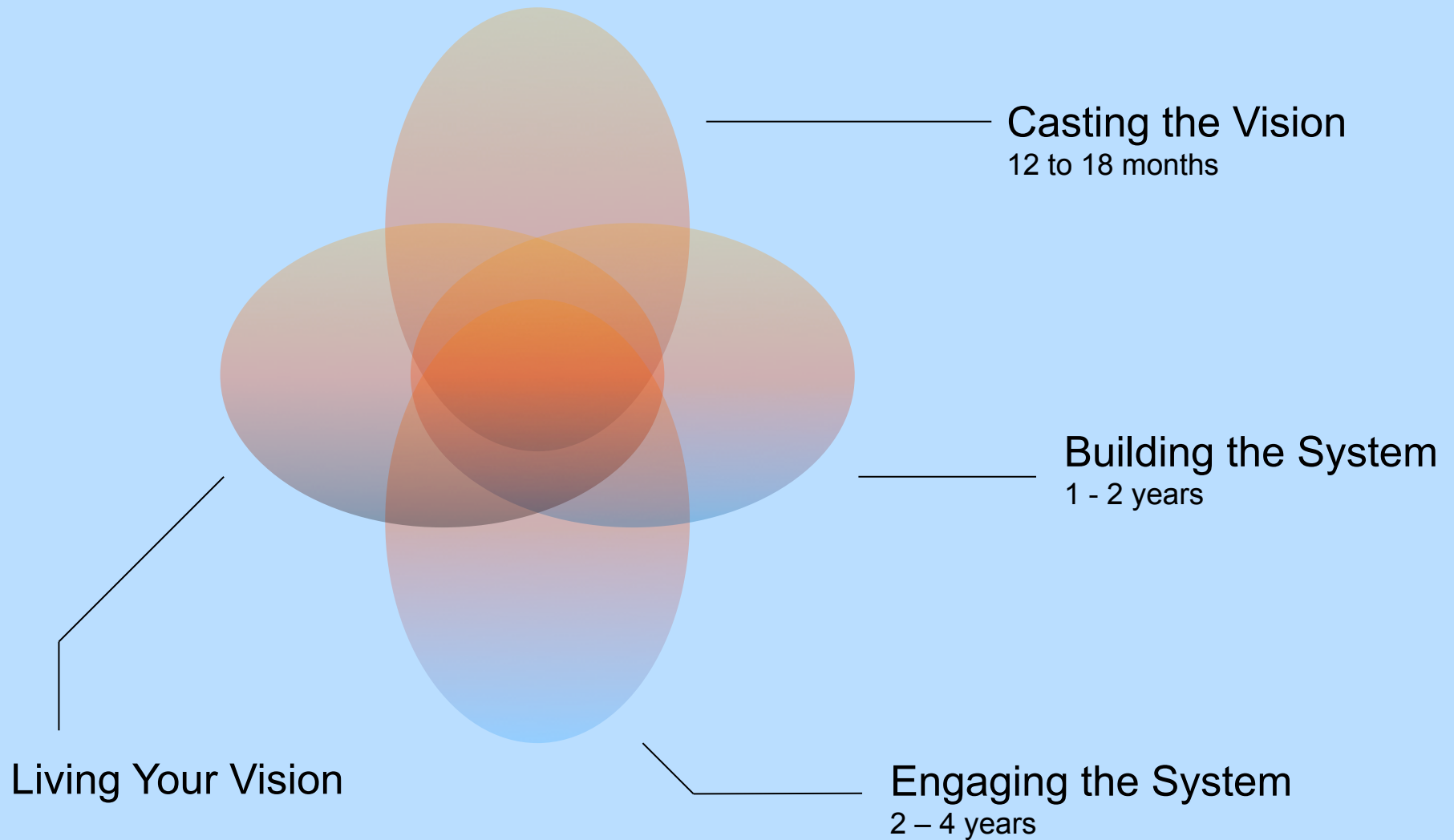
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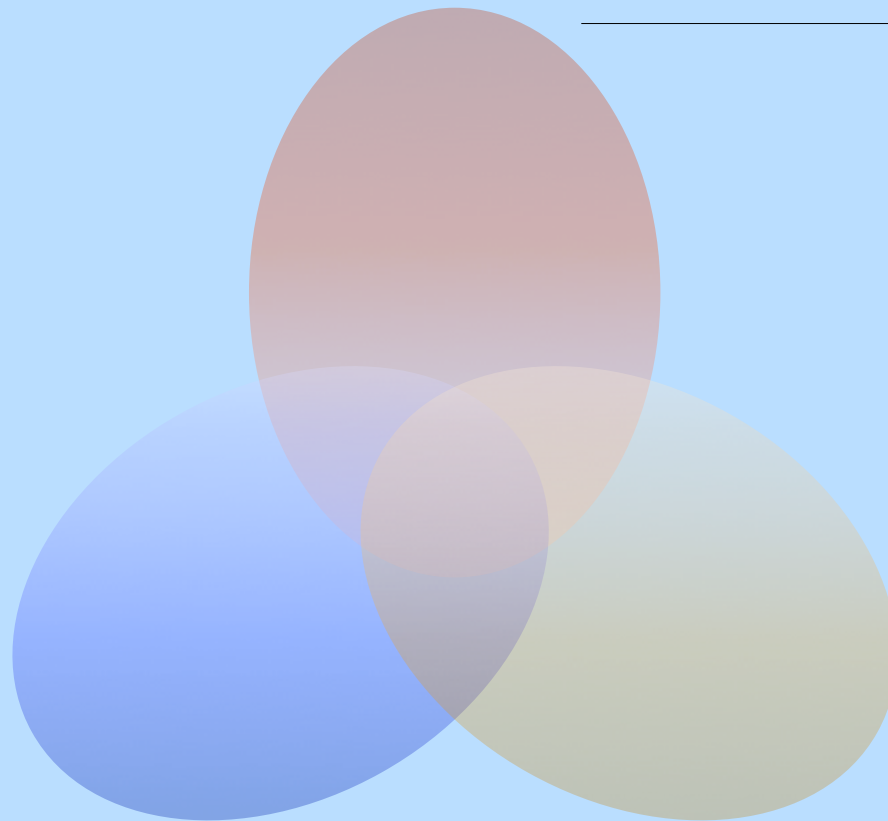


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12 to 18 months

Transition to Policy-Based Governance

Phase One—Casting the Vision

1+ Years



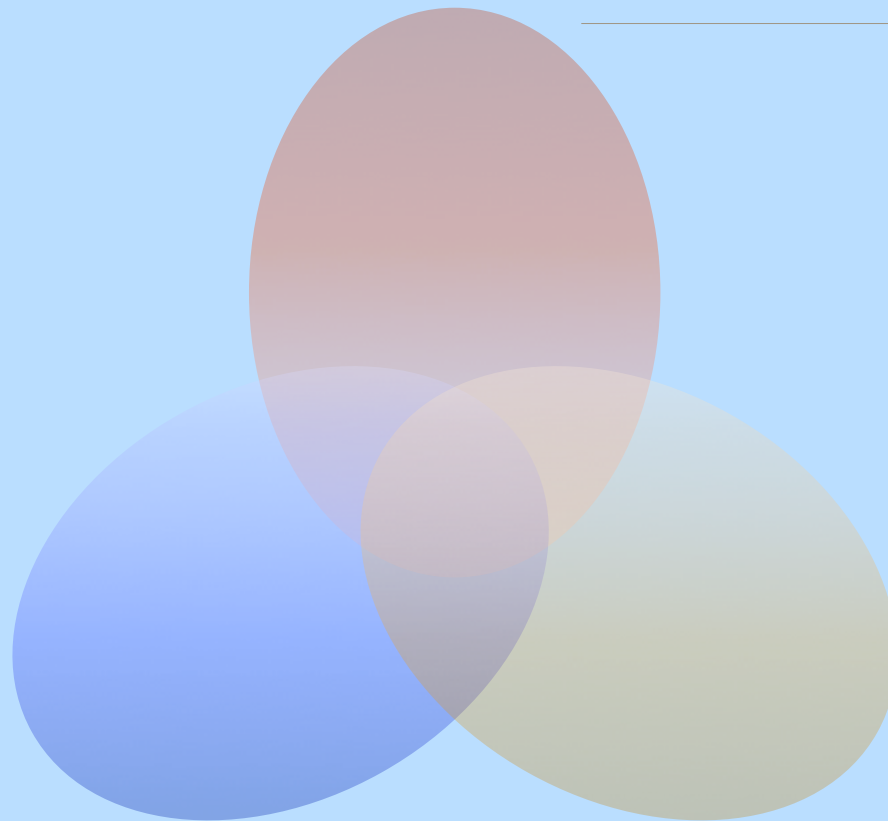
————— **Purposes:**

1. Connect to congregation's values and purpose
2. Establish an authentic trustee role

Transition to Policy-Based Governance

Phase One—Casting the Vision

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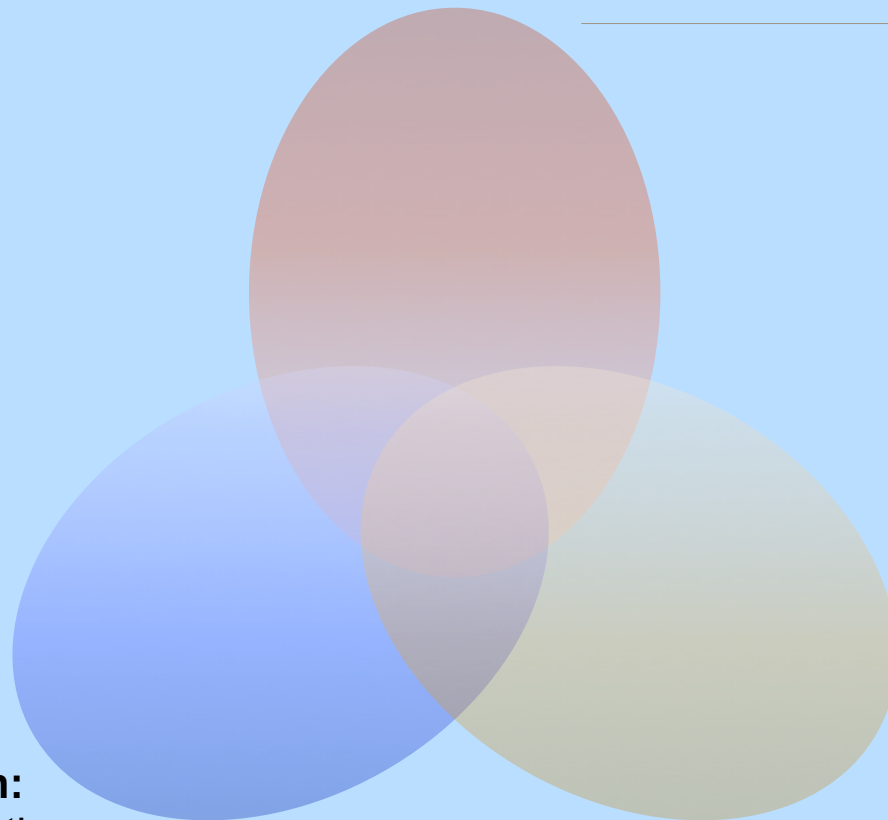
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1. Statement of values, mission and ends.
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Transition to Policy-Based Governance

Phase One—Casting the Vision

1+ Years



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Phase 1 ends when:
Board passes resolution
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Transition to Policy-Based Governance

Phase One—Casting the Vision

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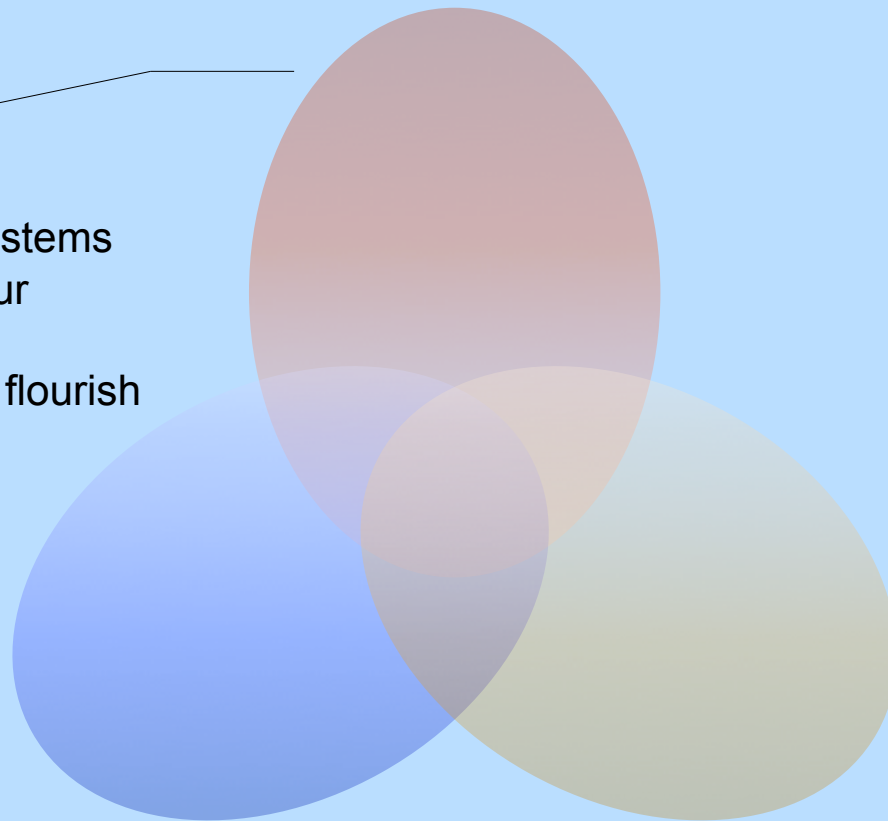
Transition to Policy-Based Governance

Phase Two—Building the System

1 – 2 Years

Purpose:

Establish the governance systems that enable your philosophy of governance to flourish



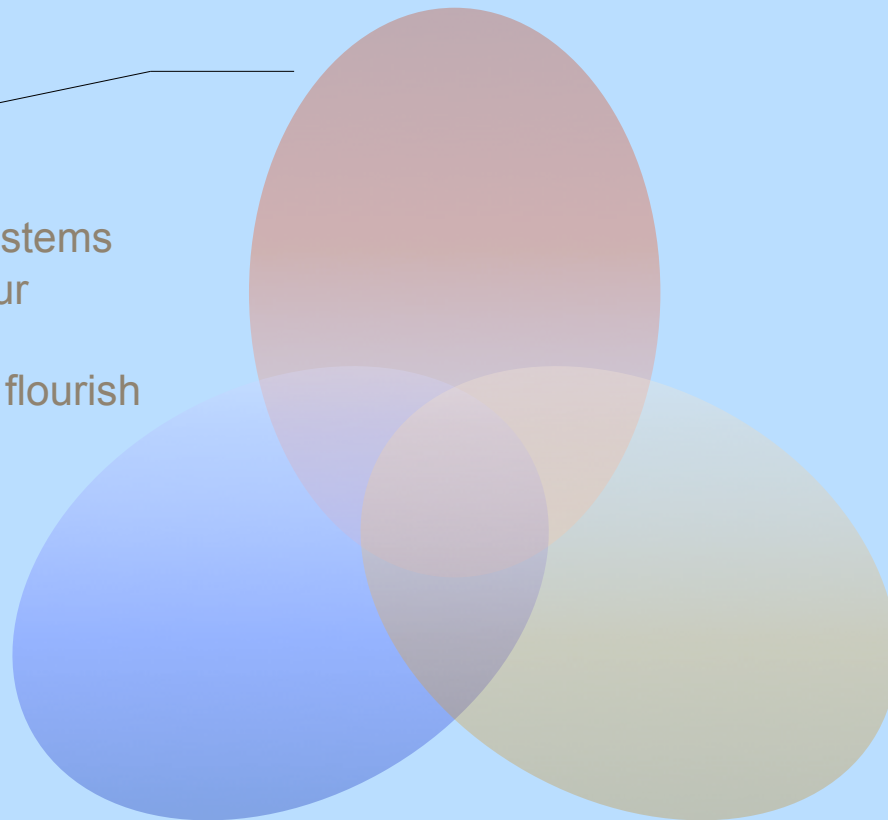
Transition to Policy-Based Governance

Phase Two—Building the System

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Purpose:

Establish the governance systems that enable your philosophy of governance to flourish



Products:

Written governing policies that articulate the:

- Board's governance commitments
- Board's relationship with the Executive
- Executive's Operational Limits

Transition to Policy-Based Governance

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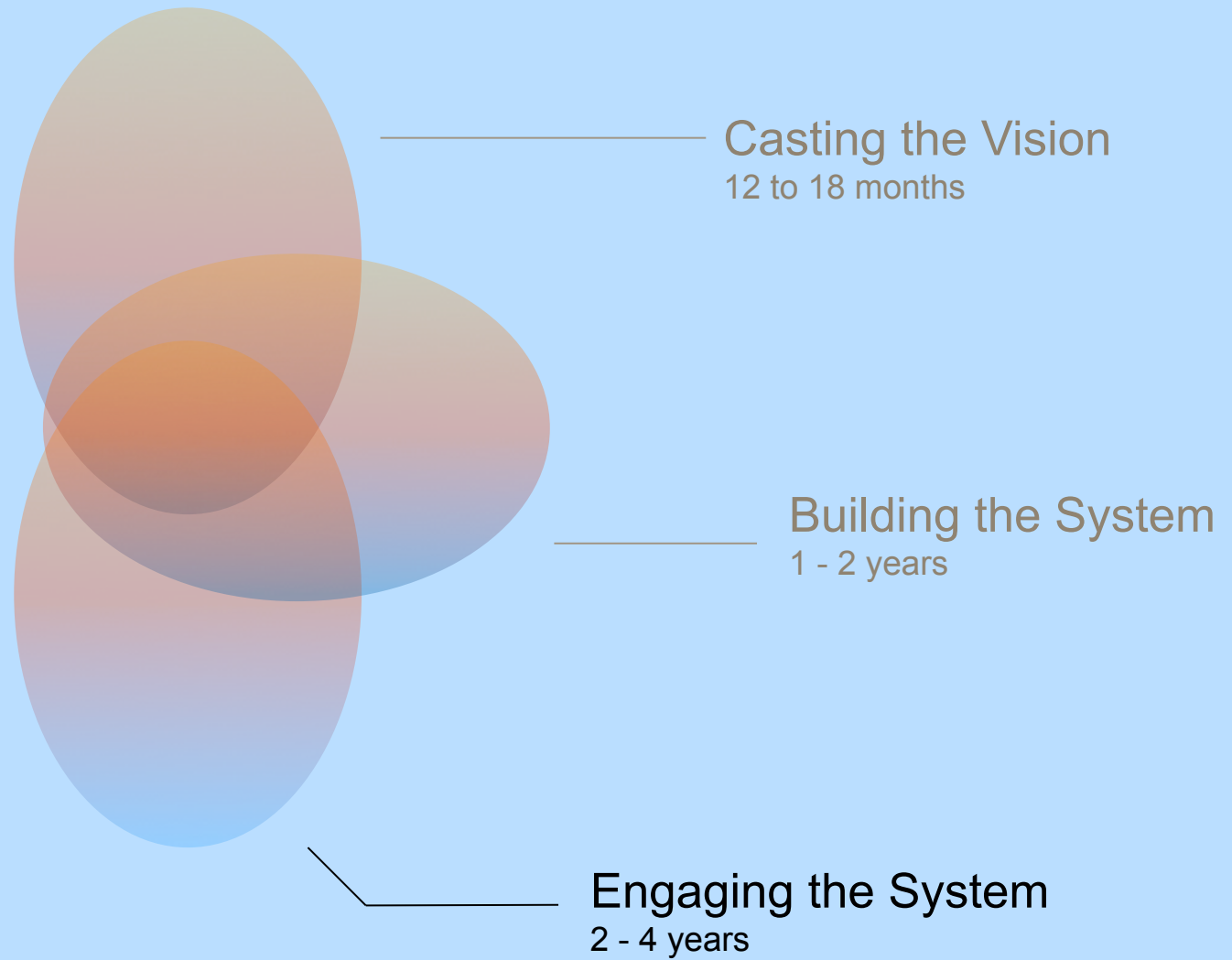
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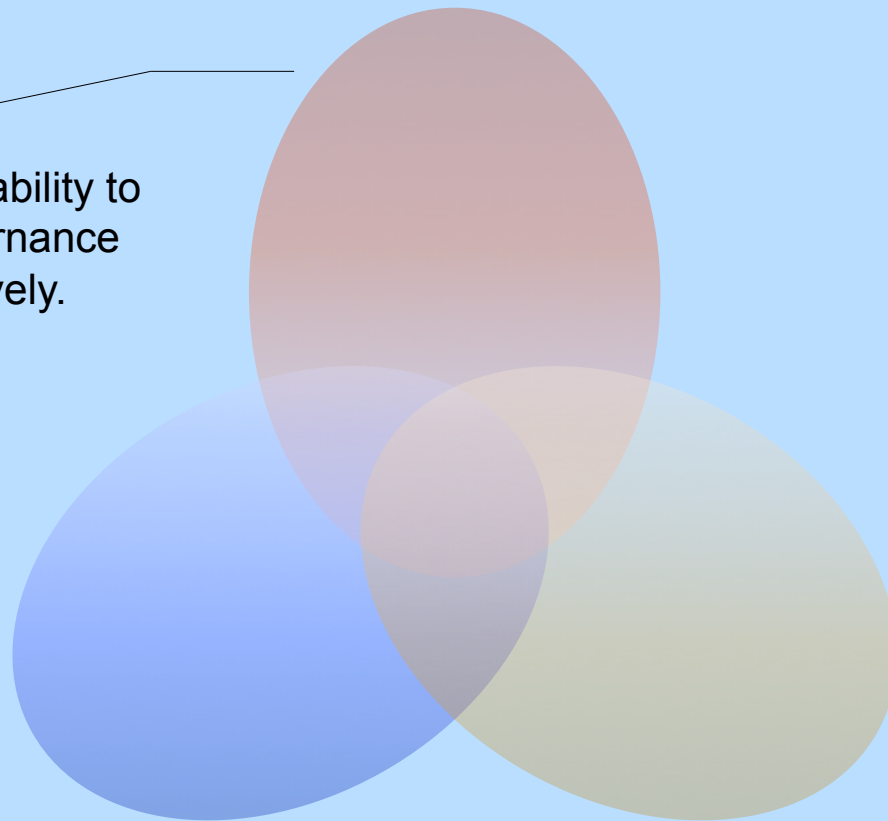
Transition to Policy-Based Governance

Phase Three—Engaging the System

2 – 4 Years

Purpose:

Develop your ability to use your governance system effectively.



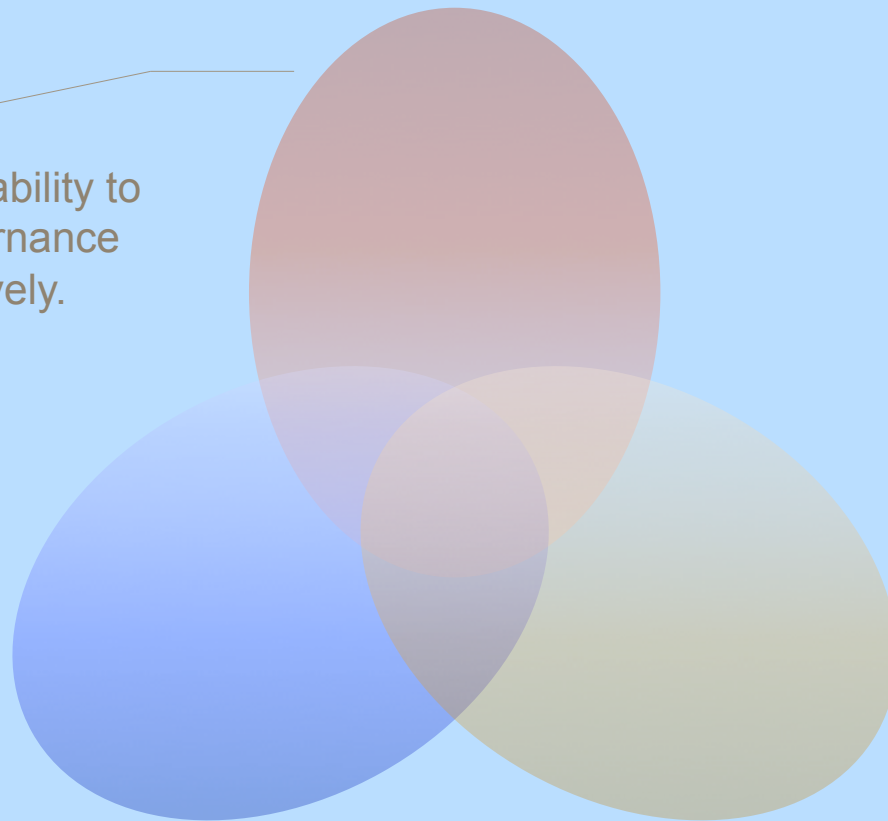
Transition to Policy-Based Governance

Phase Three—Engaging the System

2 – 4 Years

Purpose:

Develop your ability to use your governance system effectively.



Products:

- Stabilized organizational structure, realigned with ends
- Reasonable operational interpretations of policies
- Monitoring practice that adds value
- New and emerging questions about the future

Transition to Policy-Based Governance

Phase Three—Engaging the System

2 – 4 Years

Purpose:

Develop your ability to use your governance system effectively.

Phase 3 ends when:

Governance discipline is well-established.

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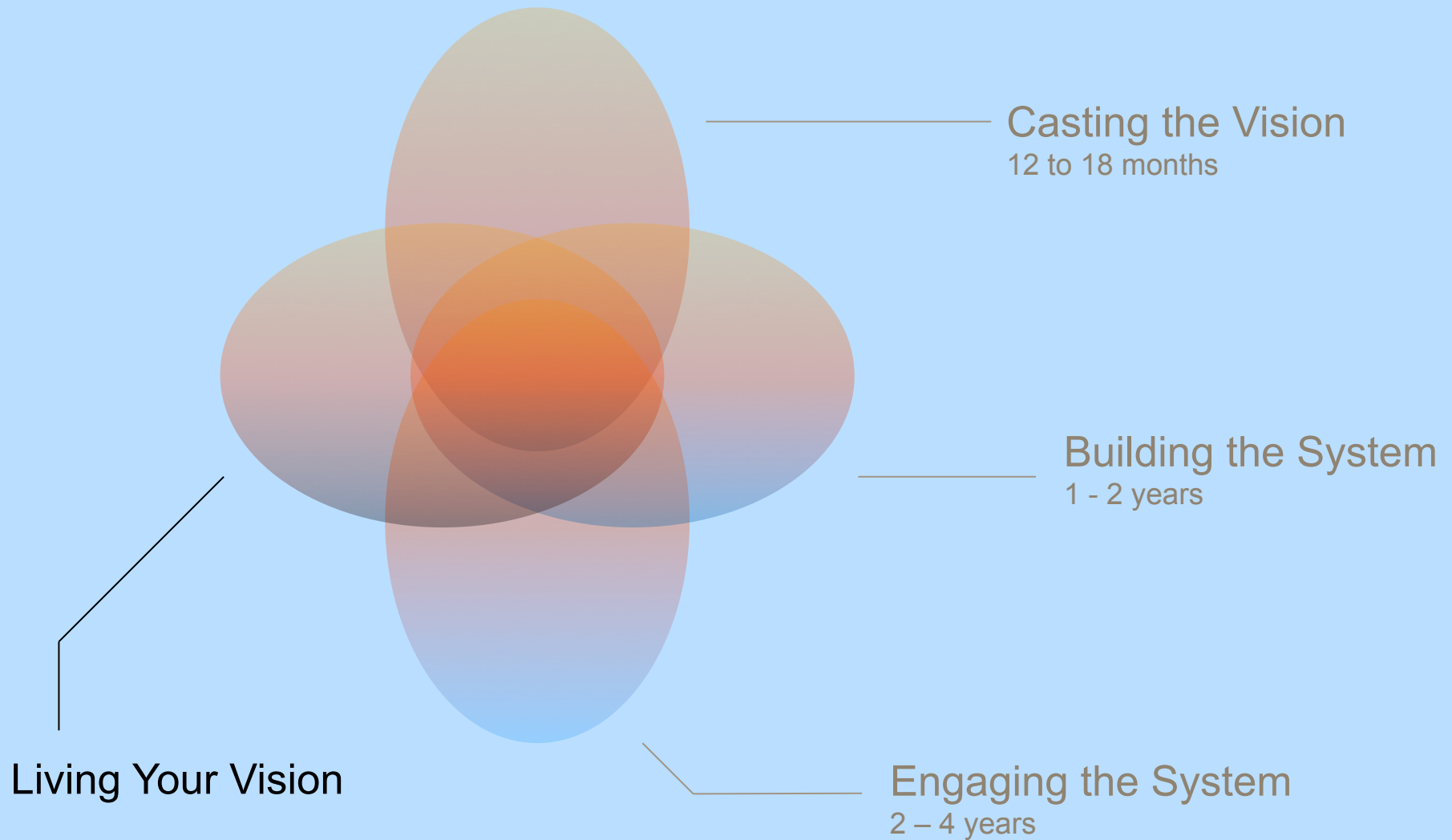
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Transition to Policy Governance®

Four Distinct Phases



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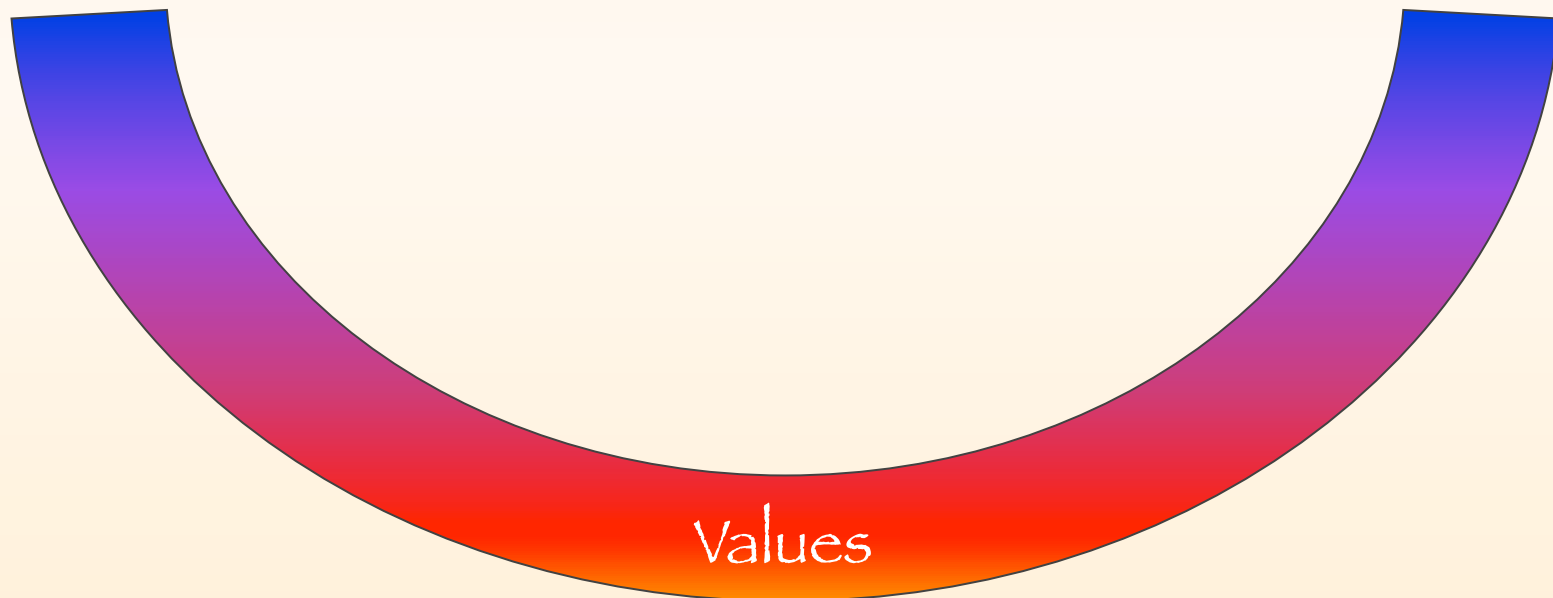


————— Casting the Vision
12 to 18 months

The Nested Bowls

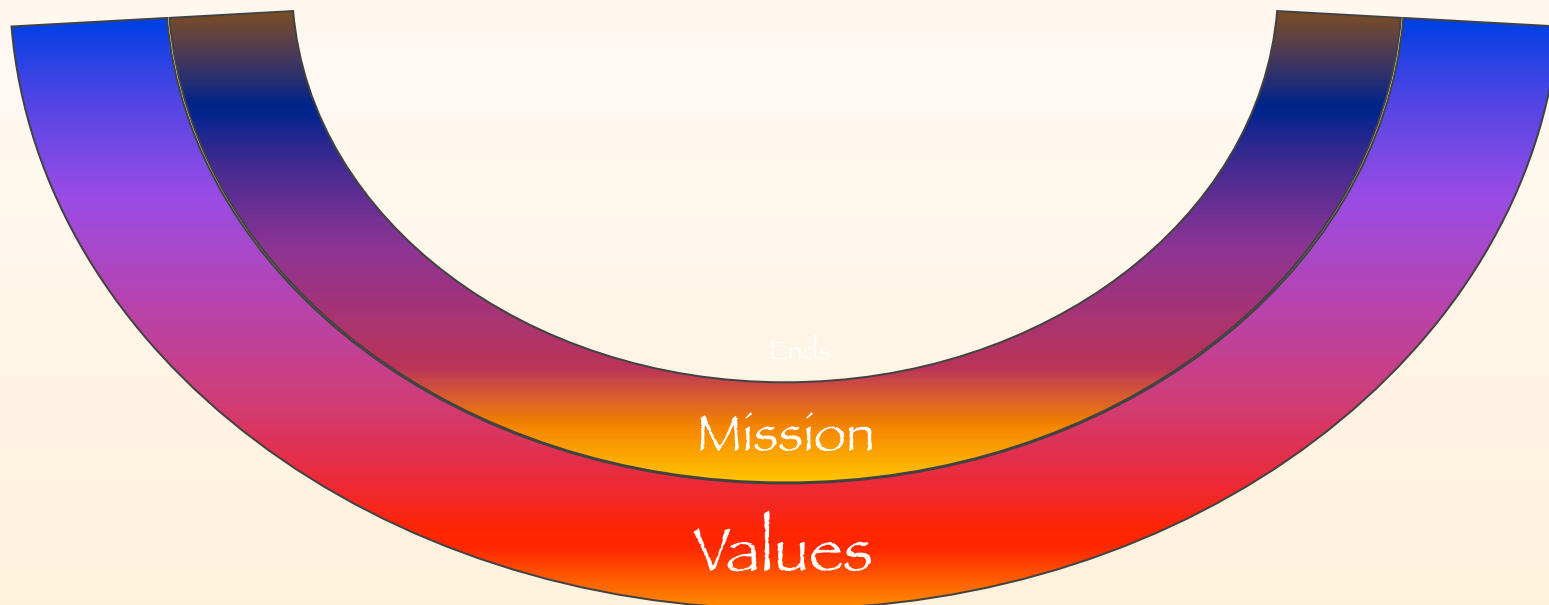
The Nested Bowls

Shared Core Values – What transcendent, timeless qualities of our religious community will we carry forward into the future?



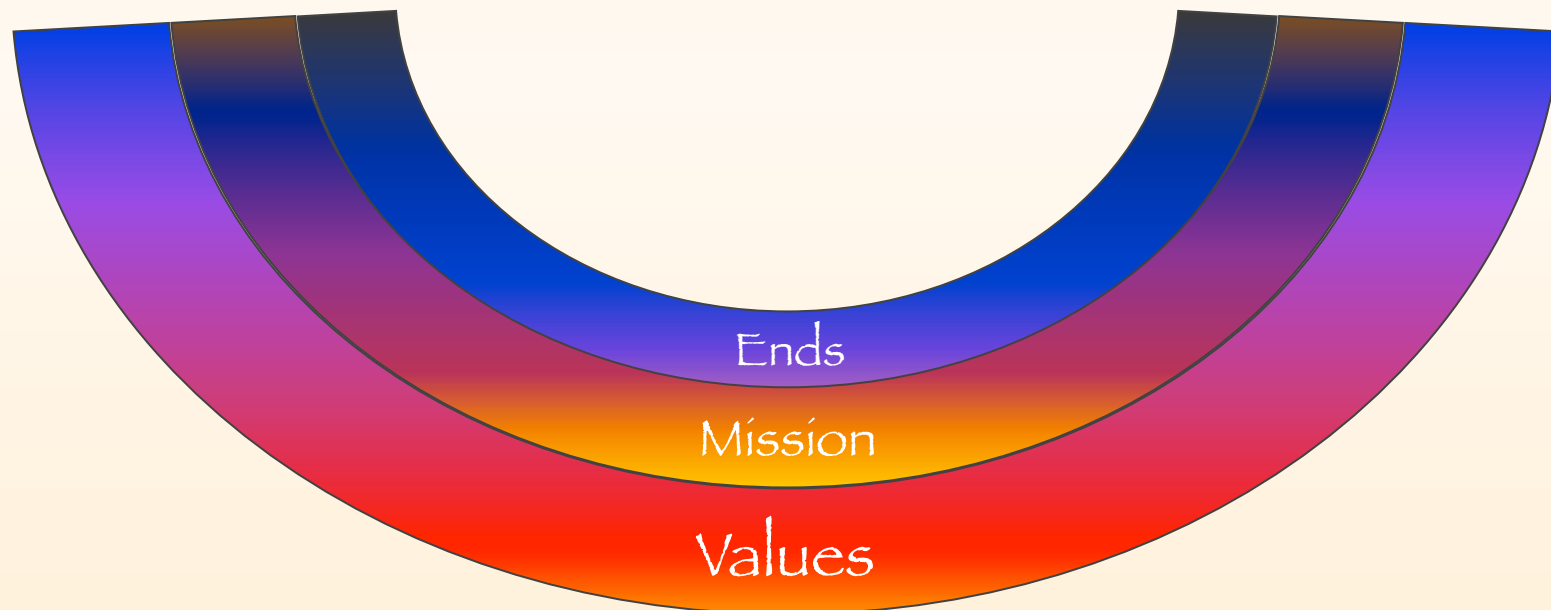
The Nested Bowls

Mission – What is our transcendent purpose—
what overarching difference are we here in
the world to make and for whom?



The Nested Bowls

Ends – What specific, measurable differences will we make and for whom by some identified time in the future?



The Nested Bowls

Moral Ownership – connection with our sources of authority & accountability adds the flame



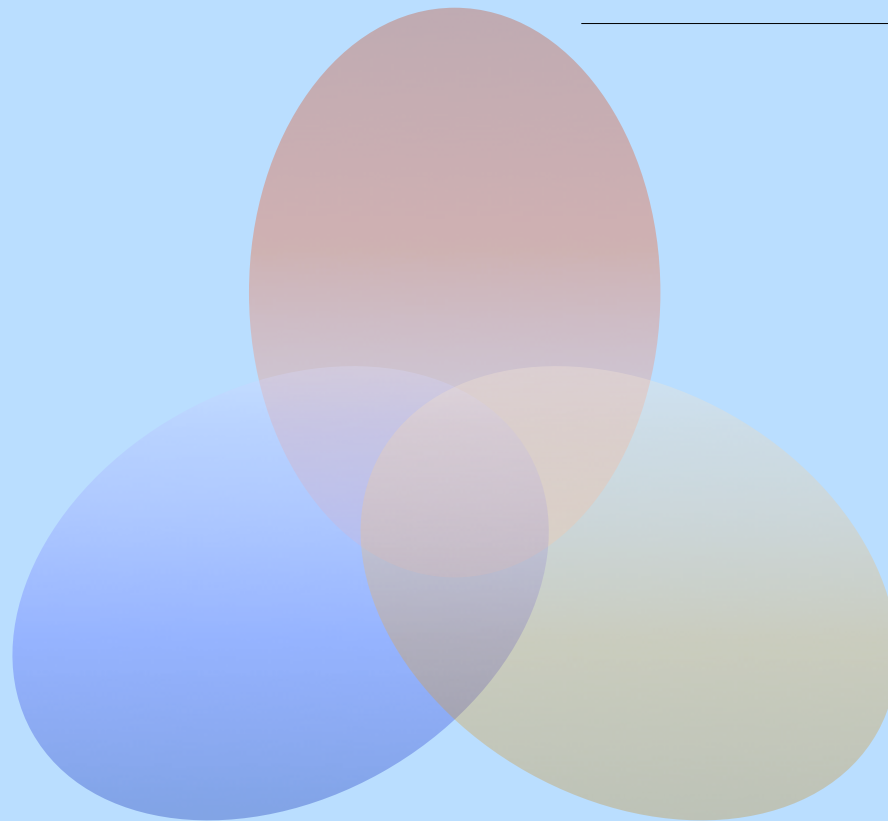
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Transition to Policy-Based Governance

Phase One—Casting the Vision

1+ Years



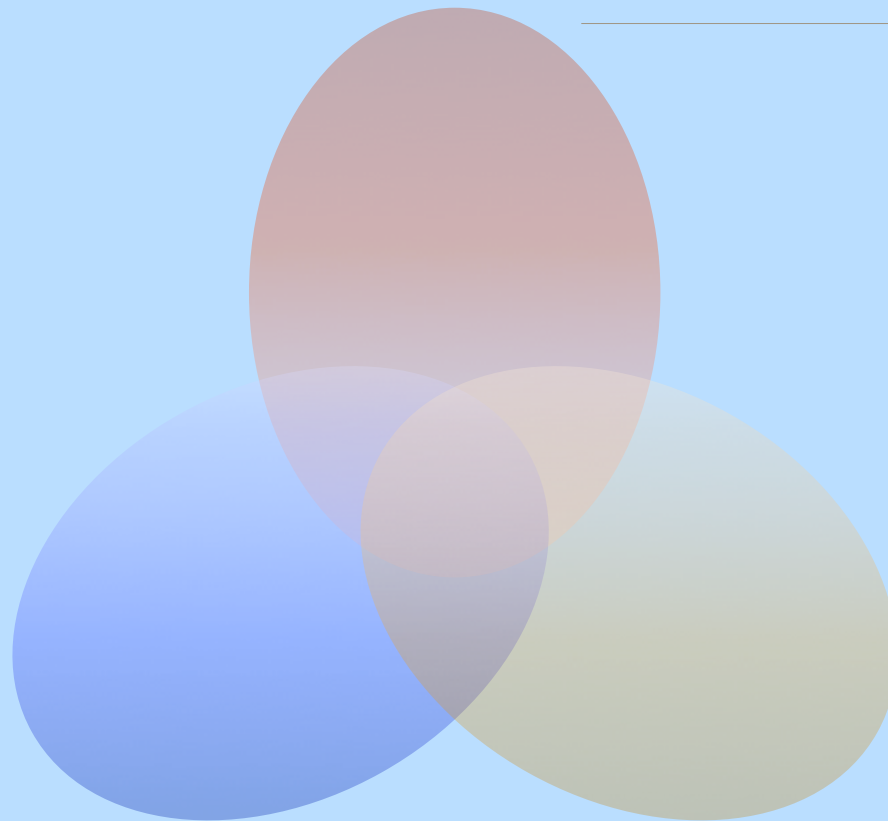
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Transition to Policy-Based Governance

Phase One—Casting the Vision

1+ Years



Purposes:

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2. Establish an authentic trustee role

Products:

1. Statement of values, mission and ends.
2. Governance philosophy statement

Sample Governance Philosophy

Governance at First UU Church of Austin shall support our shared ministry, reflect our UU principles and release the full potential of our people.

To do so, our elected, representative Board of Trustees will engage in ongoing, meaningful conversations with members of the church (and others to whom we are accountable) to continually focus the work of the board on our shared values and purpose.

The board will govern in a manner that:

- Clarifies accountability, authority and responsibility so that staff and volunteers are empowered to reach their full promise in pursuit of our shared purpose;
- Is flexible and always improving;
- Encourages creativity and examining the bigger picture;
- Strives for excellence but recognizes that true excellence is often a stepwise process of continual monitoring and refinement;
- Strongly connects the congregation and leadership;
- Focuses on governing by policy;
- Keeps the board in covenant with one another and with the congregation

Transition to Policy-Based Governance

Phase One—Casting the Vision

1+ Years

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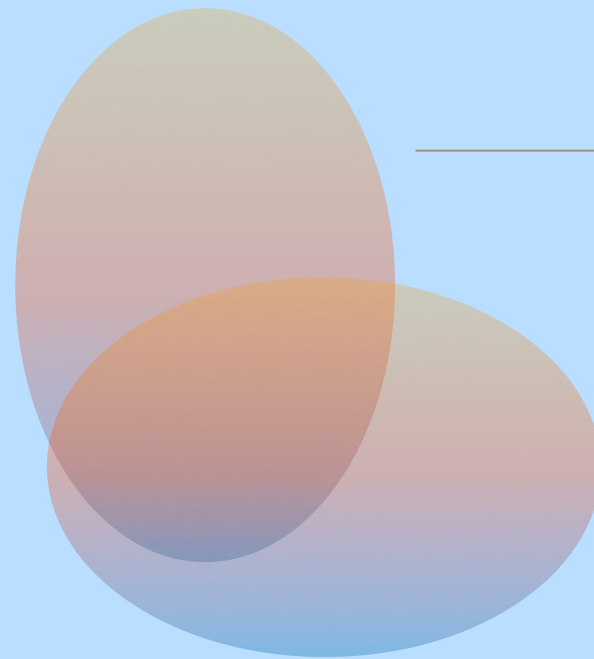
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Transition to Policy Governance®

Four Distinct Phases



Casting the Vision
12 to 18 months

Building the System
1 - 2 years

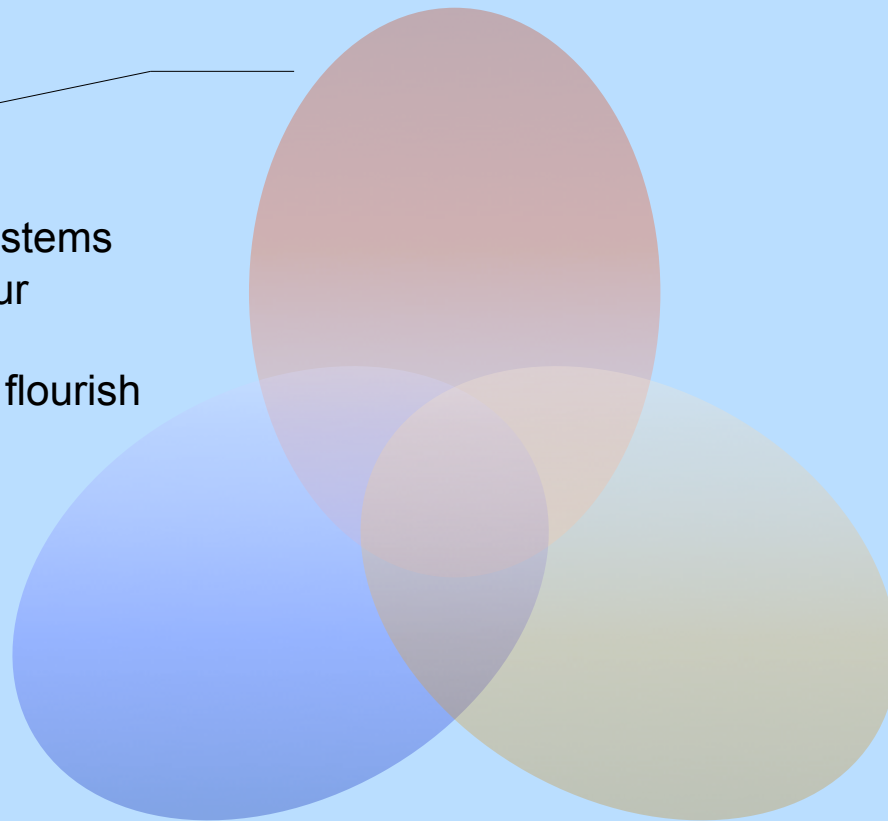
Transition to Policy-Based Governance

Phase Two—Building the System

1 – 2 Years

Purpose:

Establish the governance systems that enable your philosophy of governance to flourish



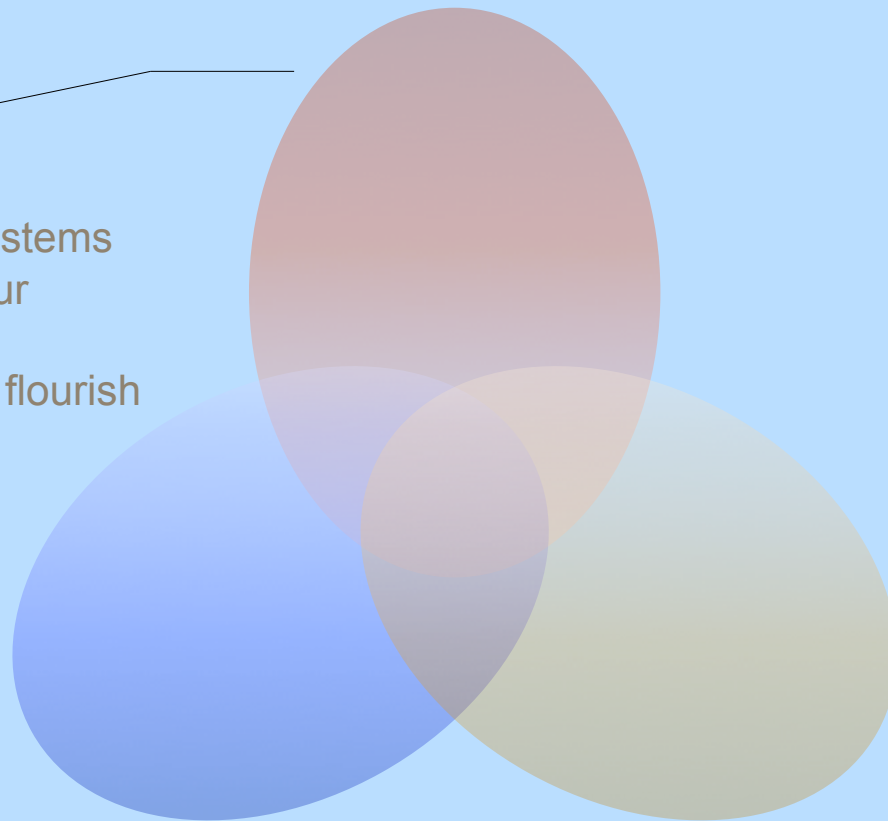
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Phase Two—Building the System

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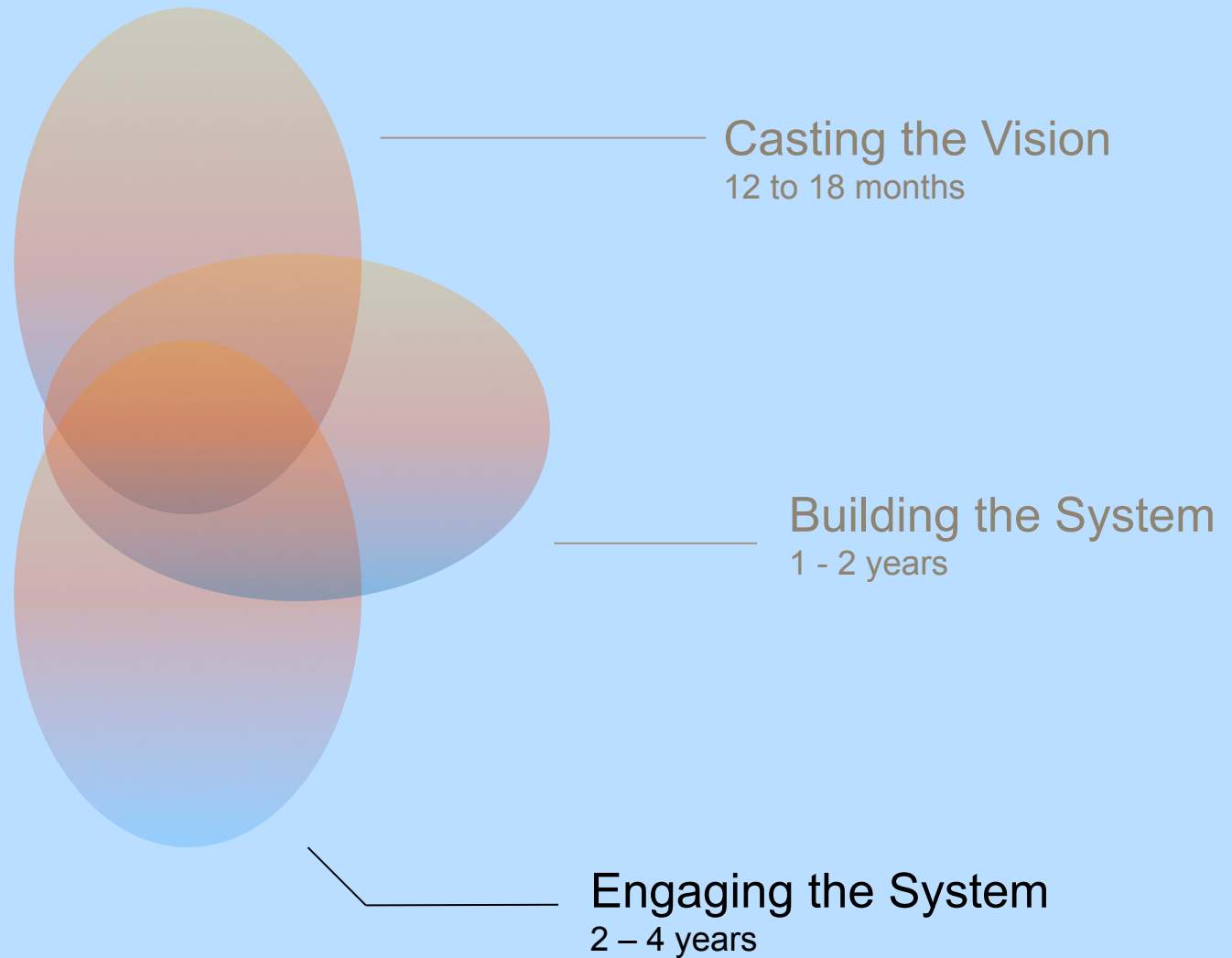
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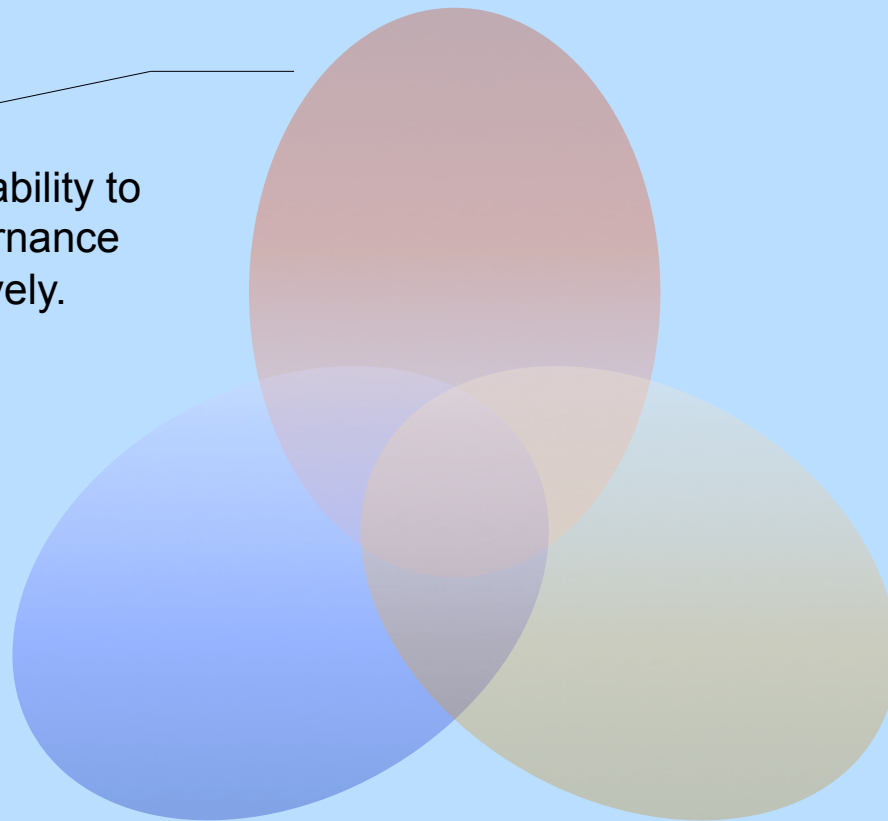
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Phase Three—Engaging the System

2 – 4 Years

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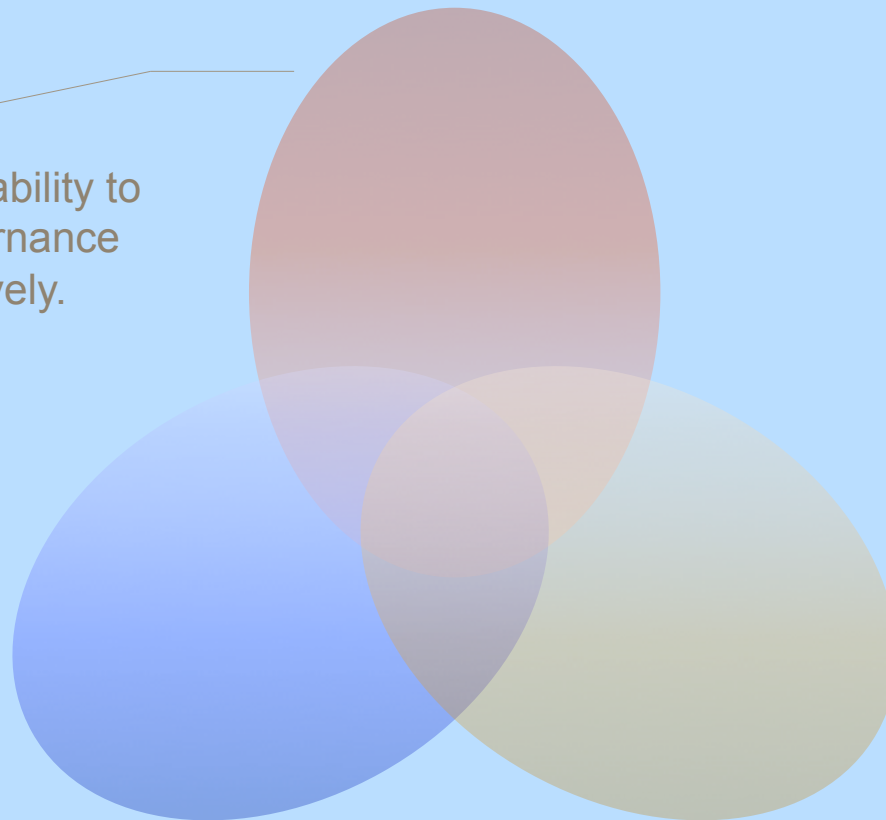
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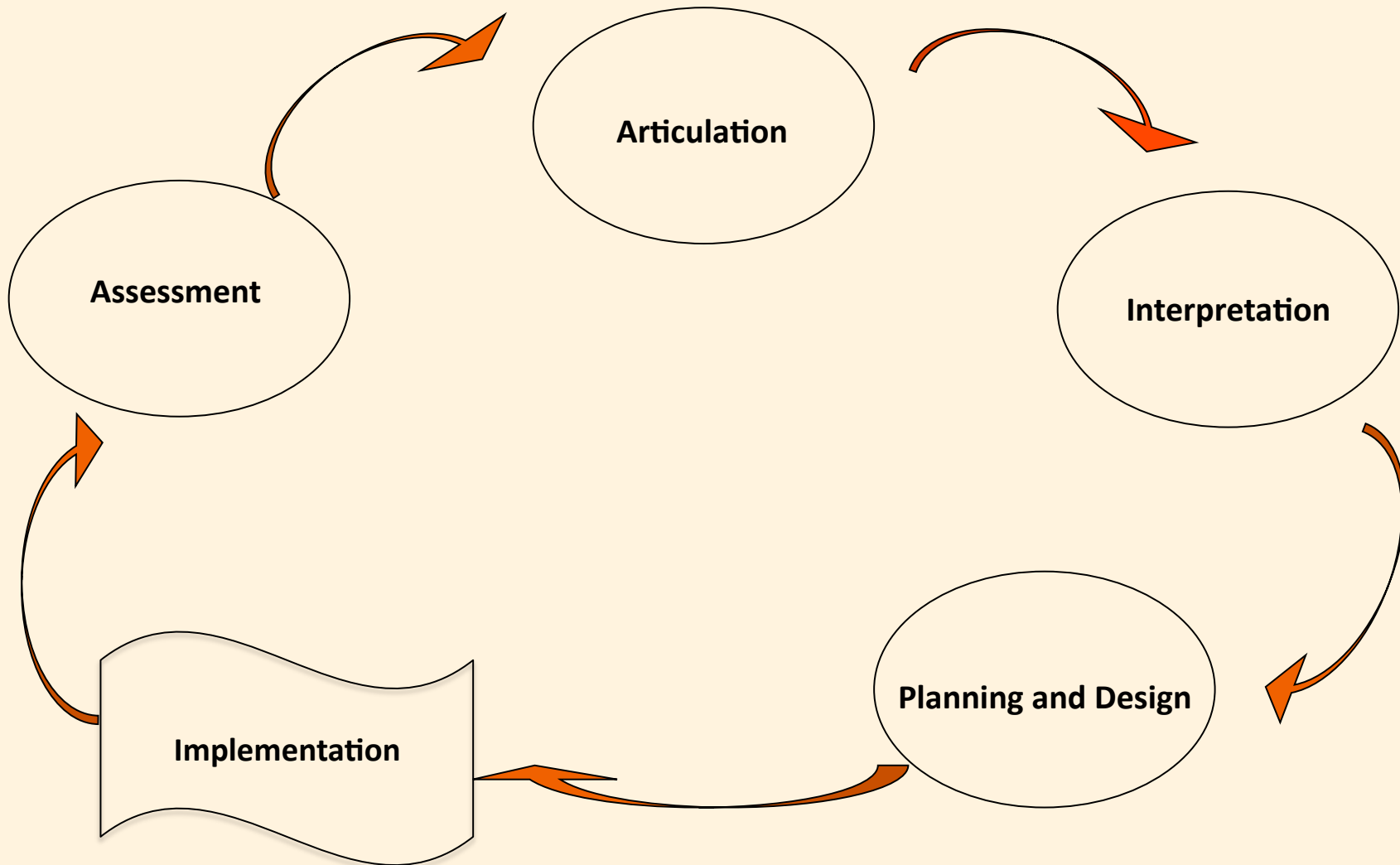


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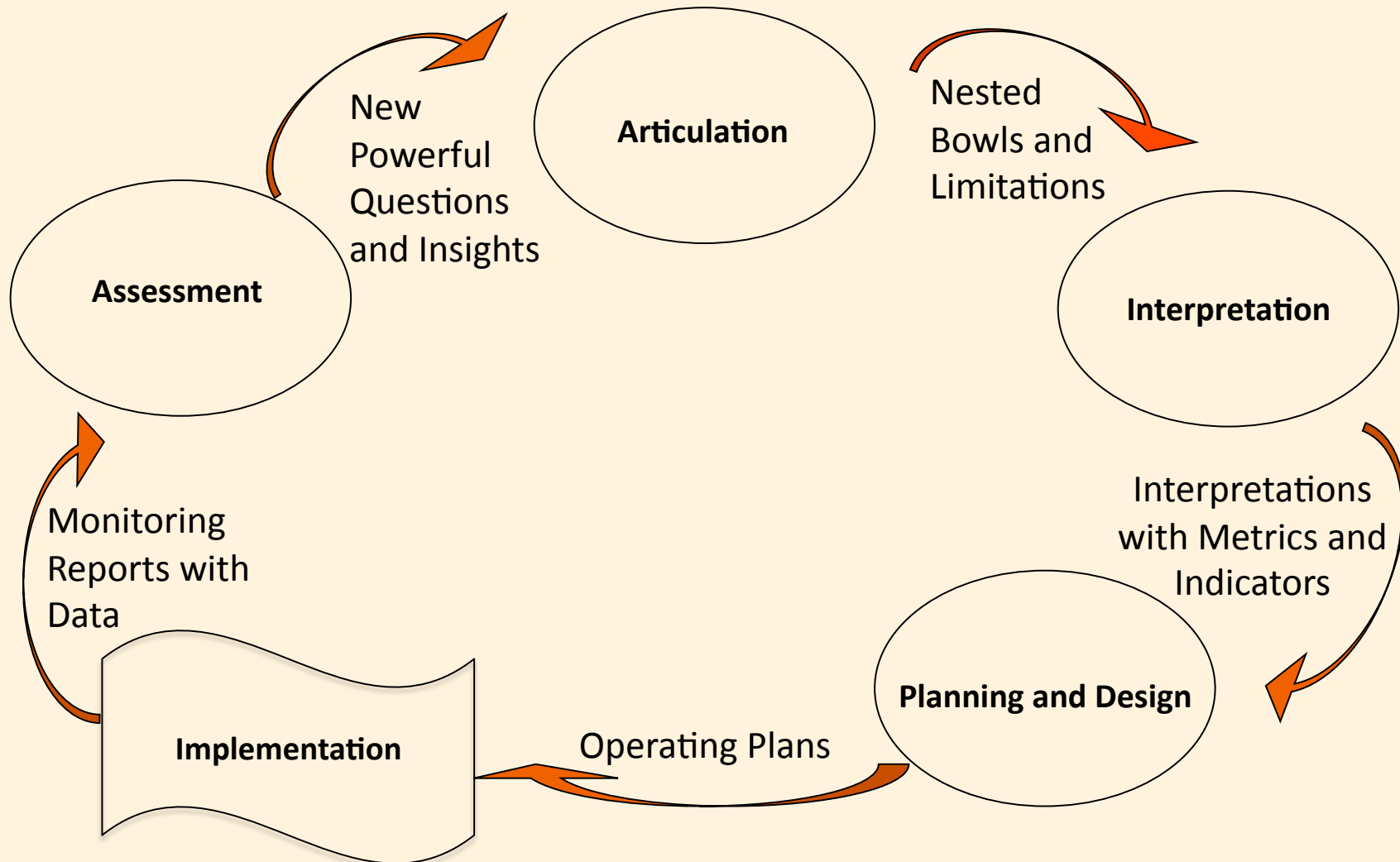
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Leadership Cycle in the Mission-Focused Congregation

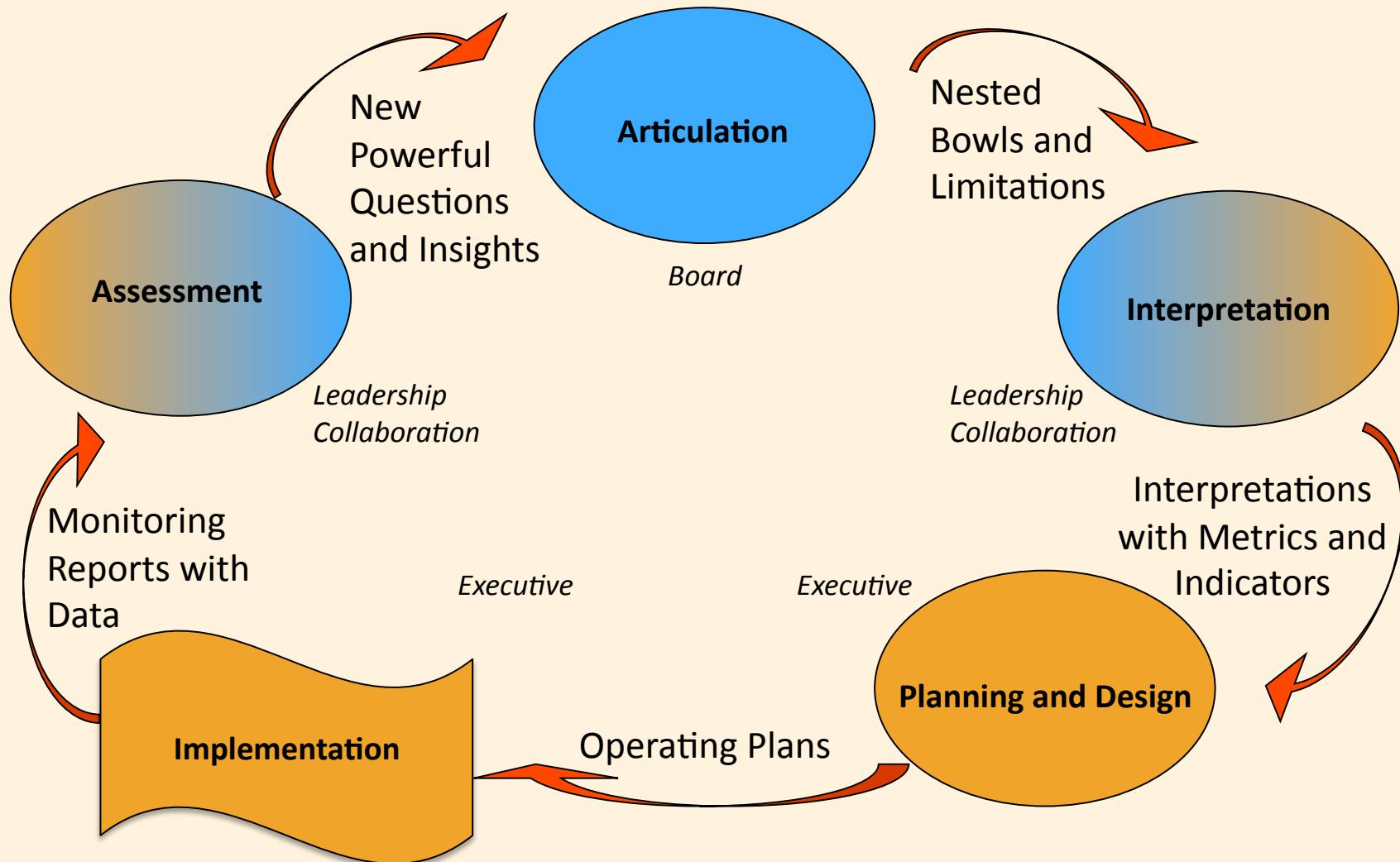
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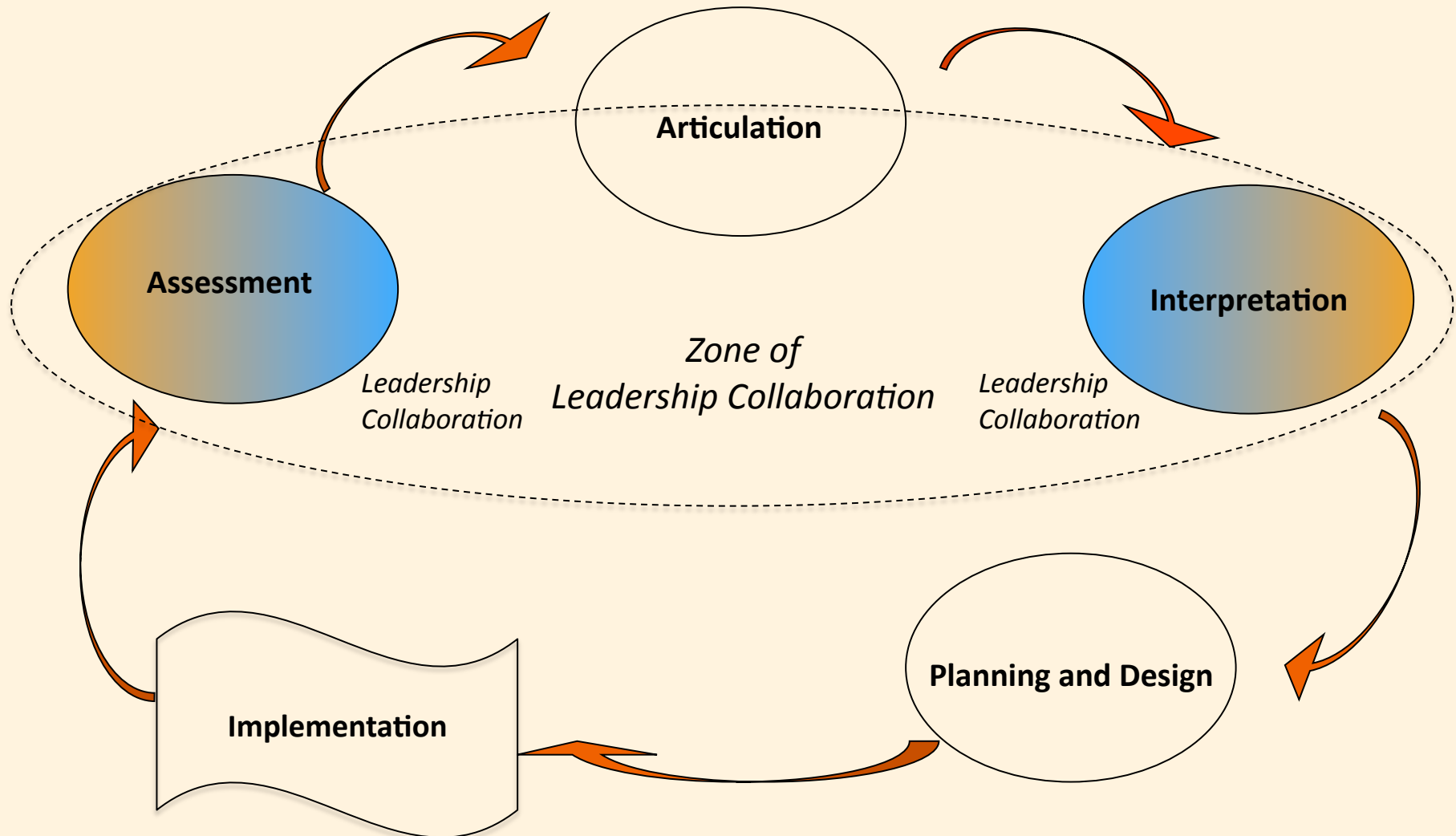
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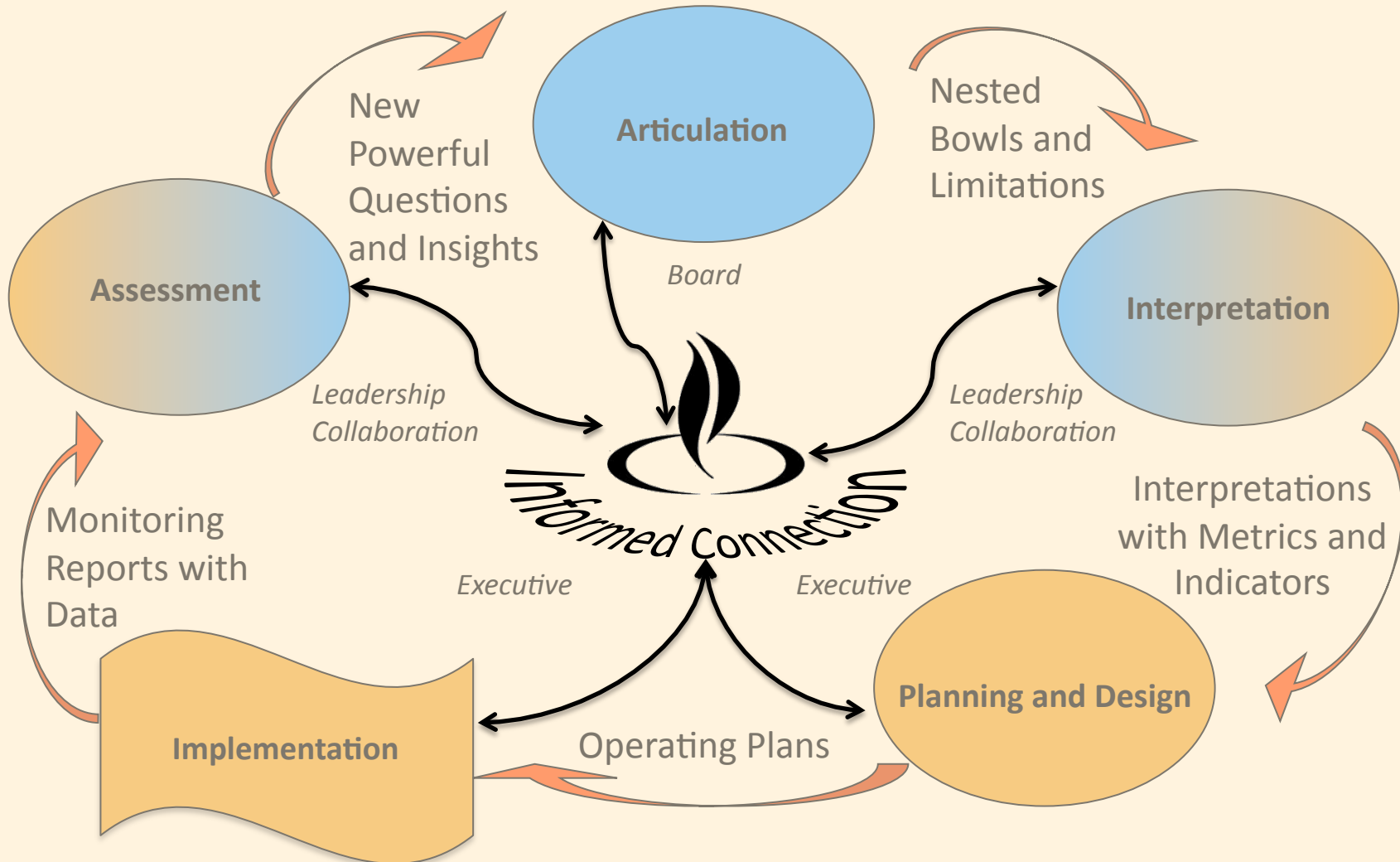
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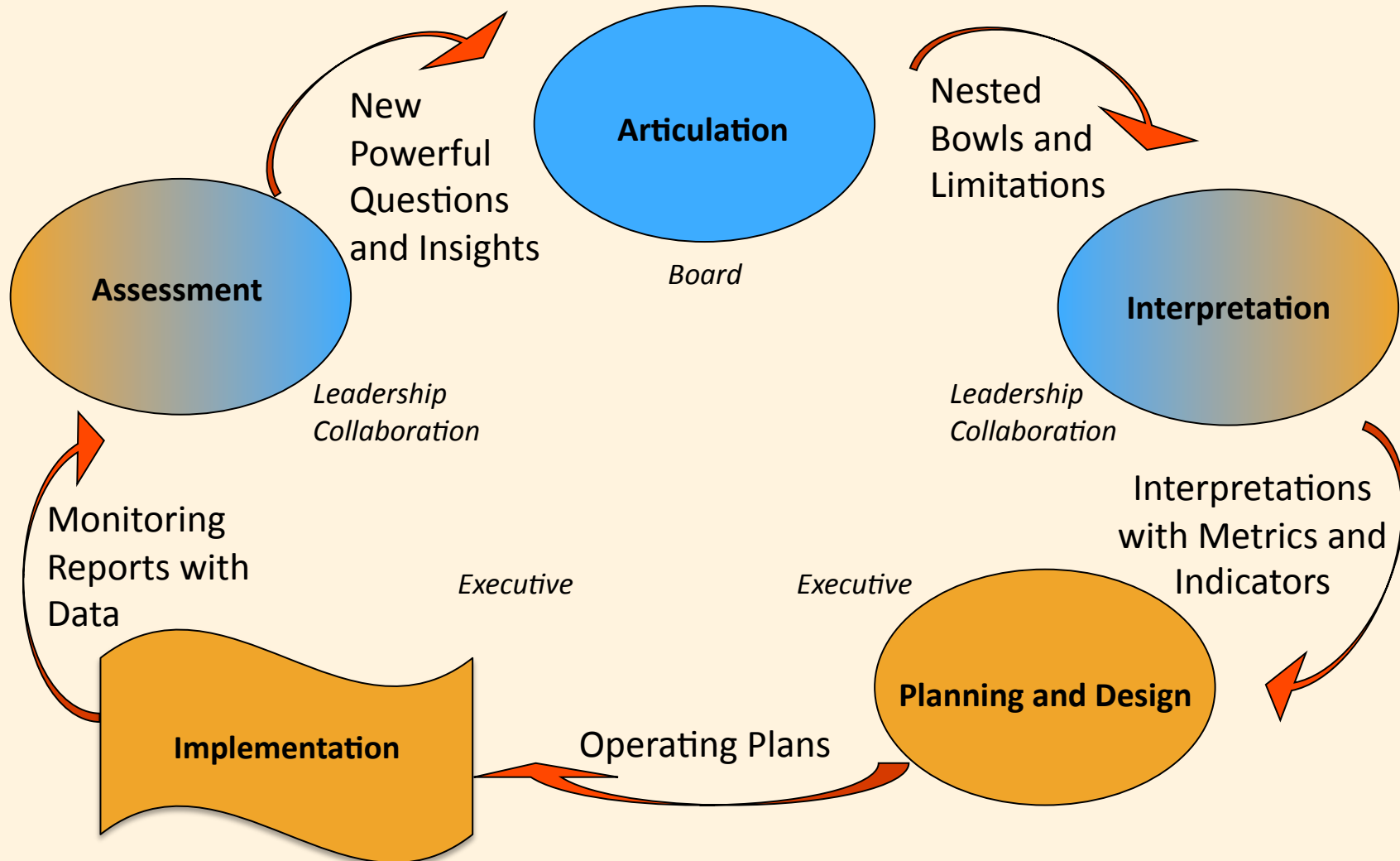
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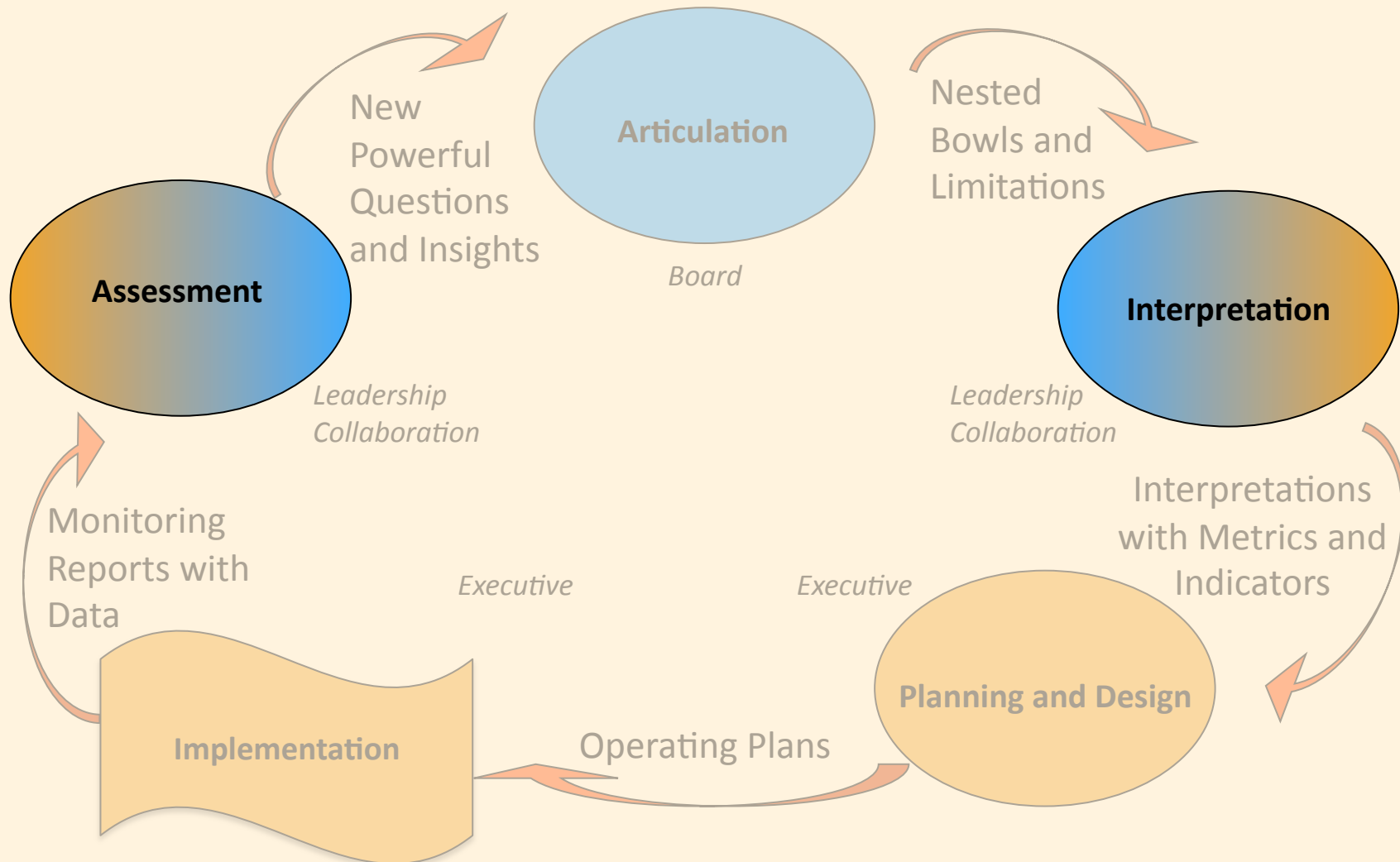
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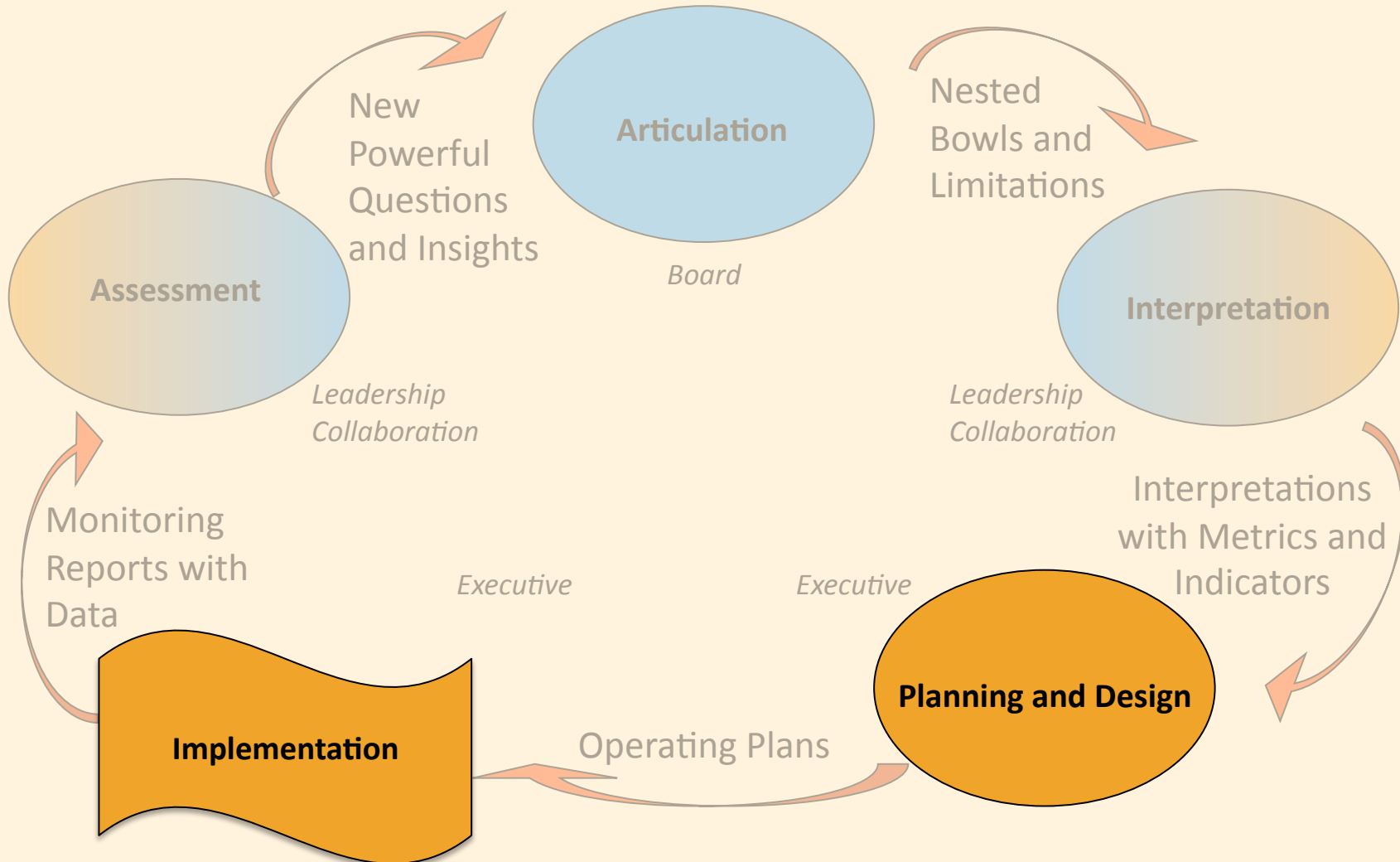
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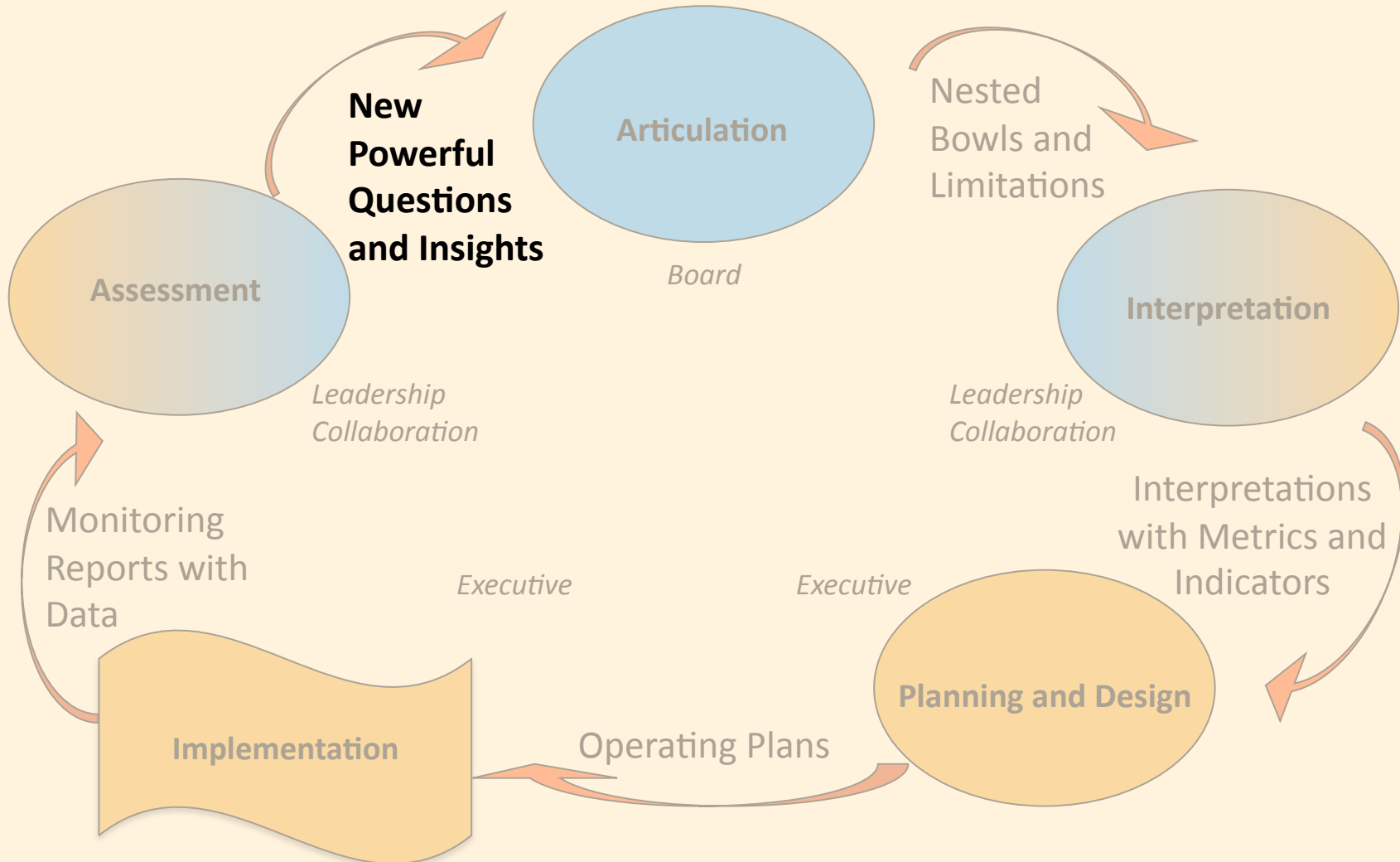
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Transition to Policy-Based Governance

Phase Three—Engaging the System

2 – 4 Years

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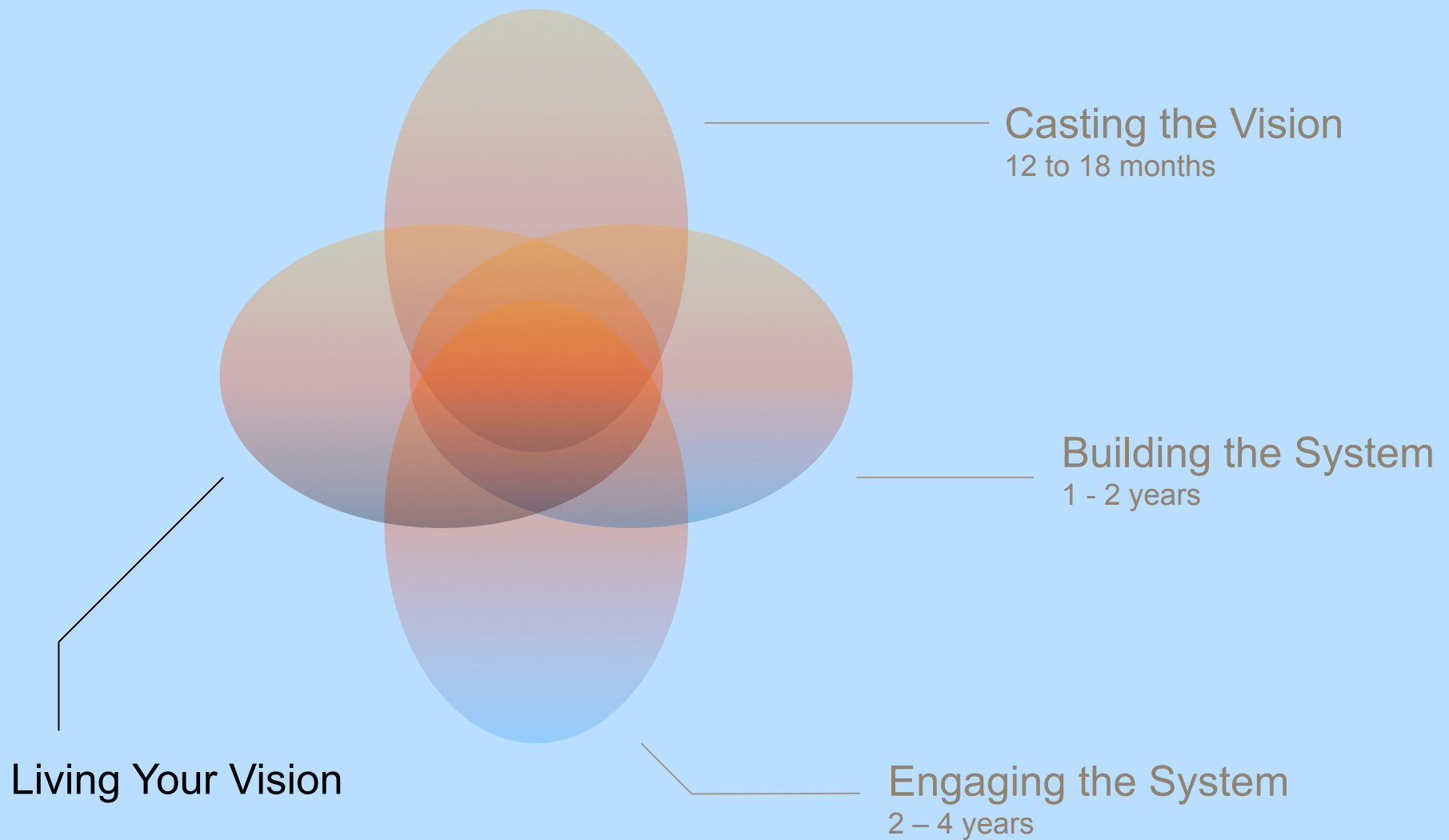
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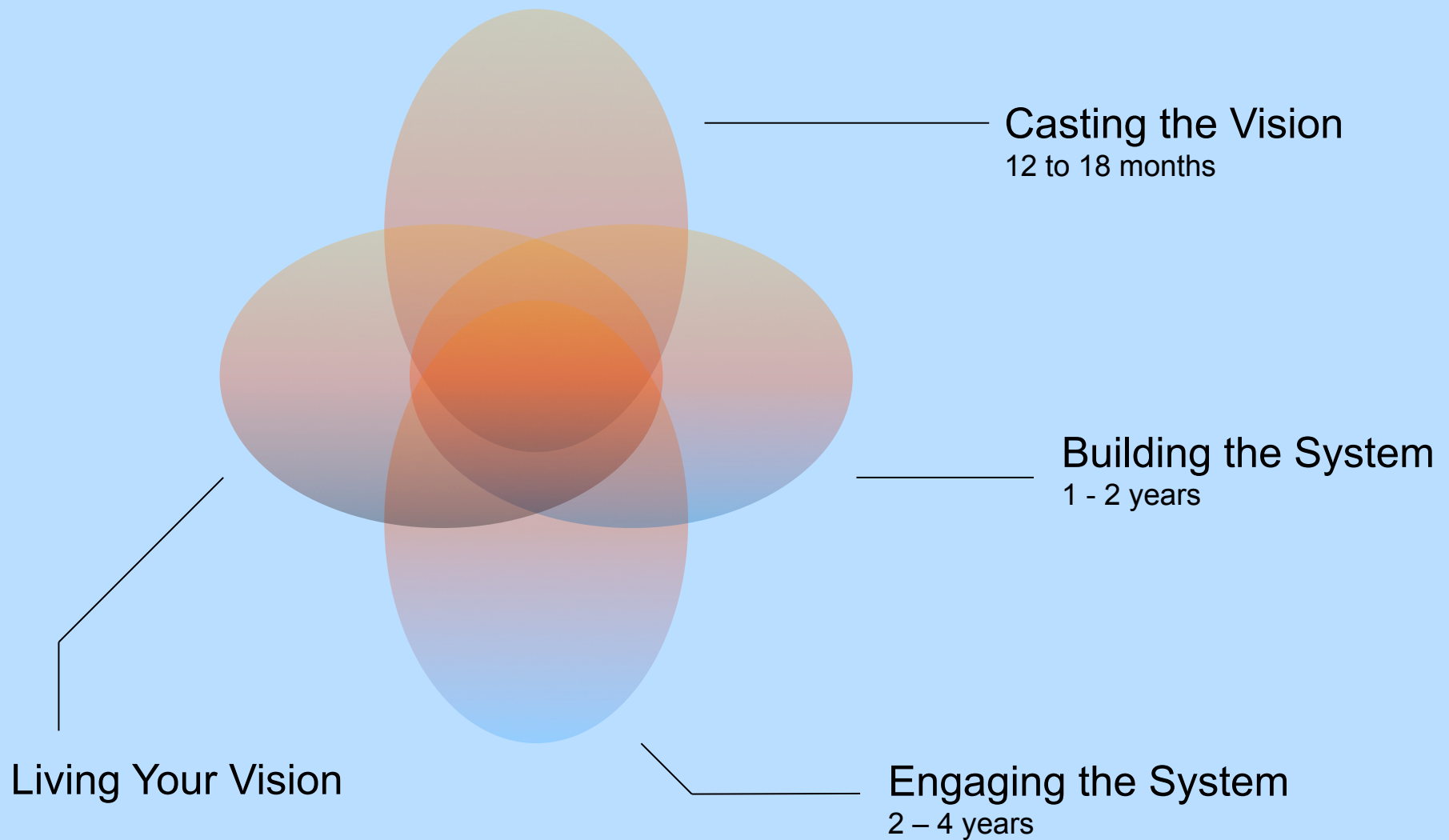
Transition to Policy Governance®

Four Distinct Phases



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Discussion Groups



25 minutes:

- Go around circle and share your key questions and issues.
- Discuss shared questions and issues.

5 minutes:

- Prepare a spokesperson to present two “A Ha’s!” from your group’s discussion

Report “A Ha’s!”



Each group presents two “A Ha’s!”
from your discussion group.