

# Definitions

The following terms are used frequently throughout the document.

**Board** - see Visioning Board.

**Committee** - groups organized to help the board fulfill its duties. In the new organizational model, committees will be appointed by, report to, and serve the board. For example, the Personnel Committee would report to the board, not the Pastor.

**End** - something that your actions or efforts are intended to achieve. Or, what difference will we make, and for whom? In the new organizational model, the Board will focus primarily on ends.

**Governance** - holding and controlling the resources of the congregation and making sure they are used to serve its mission. The governance group is responsible for defining the overarching mission of Immanuel and developing policies to provide guidance to and oversight of the Pastor.

**ILC** - Immanuel Lutheran Church!

**Means** - a method or way of doing something. Or, how will Immanuel accomplish its mission? In the new organizational model, the Pastor (with the rest of the ministry group) will be responsible for choosing means that meet the ends within the guidelines of the policies set by the board.

**Ministry** - the daily work of building community, managing resources, and changing lives. Ministry work is done by staff and volunteers.

**Ministry Teams** - see Teams.

**Oversight** - management of an operation or process. In the new model, the board will put processes in place to oversee the Pastor to make sure the ends, as defined by the congregation, are being met.

**Policy** - documents written by the board to provide guidance to the pastor and the ministry group. Most policies will be written with a focus of what is not allowed, rather than describing what is allowed. In other words, the board defines those means that are unacceptable.

**Policy Governance** - An organizational model developed by John Carver that includes a board which delegates authority to a single leader and governs what the leader does via policy and oversight. For more on Policy Governance see this [website](#), or this [partial summary](#) (created by Joe Dufresne for use by the ExecPlus committee)

**Teams** - groups organized to provide ministry functions. For example, the group formally known today as the Property Committee would become the Property Team in the new organizational model and would report to the Pastor.

**Visioning Board** - the governing body elected by the congregation to represent the interests of the the ILC mission. Much of the board's work is partnering with the congregation to discern the mission. It is also responsible for governance and oversight of the Ministry function.