
Governance Dynamics

Authority, Responsibility, Accountability

Session 1 – What We Heard

- **Congregation wants to retain, and slightly expand, authority over certain issues.**
- **Strong support for a governing board as the church's primary oversight body.**
- **Board authority should be clearly defined, accountable, and strategic—not operational.**
- **Trust depends on strong systems, transparency, and clear accountability.**
- **Key concerns include poor communication, unclear roles, and weak accountability.**
- **Desire for clearer processes, stronger conflict resolution, and regular communication.**

Input – Not Decisions

- **Today is about hearing how we want to structure the authority, responsibility, and accountability for Century Baptist Church.**
- **The input today will help the Transition Team develop changes to the Constitution and Bylaws for consideration by the congregation.**

Input – Focus on Function

- **We have intentionally stayed away from labeling the structure, instead we are focused on the how the structure should function.**
- **We are using examples from a more detailed list to lead the session today. There will be opportunities for you to provide input on a broader list of items.**

Definitions

Authority

Where does the decision reside?

Who may approve, direct, set boundaries, or make the final call?

Responsibility

Who does the work?

Who plans, implements, supervises, manages, communicates, or executes?

Accountability

How is faithfulness, health, stewardship, and performance reviewed?

Who receives reports and responds?

**Authority without accountability can become control.
Responsibility without authority can create frustration.
Accountability without clarity can become conflict instead of
stewardship.**

Question -

- For each area of church life, where should each of these three functions primarily sit?

Options
Congregation
Board*
Elders
Deacons
Lead Pastor
Staff
Other

*Current board is Elder only

Functional Areas

Area
Mission & Vision
Doctrine & Spiritual Oversight
Ministries & Programs
Staffing & Leadership
Finances & Stewardship
Facilities & Property

Mission & Vision

	Authority	Responsibility	Accountability
Development of mission and vision			
Approval of mission and vision			
Planting of new church/campus			

Options: Congregation | Board | Elders | Deacons | Lead Pastor | Staff | Other

Doctrine & Spiritual Oversight

	Authority	Responsibility	Accountability
Protects Biblical faithfulness			
Major position statements			
Discipleship process			

Options: Congregation | Board | Elders | Deacons | Lead Pastor | Staff | Other

Ministries & Programs

	Authority	Responsibility	Accountability
Start, change, stop ministry			
Evaluates impact			
Ensures alignment to mission			
Number of church services			

Options: Congregation | Board | Elders | Deacons | Lead Pastor | Staff | Other

Staffing & Leadership

	Authority	Responsibility	Accountability
Hiring/Removing of Lead Pastor			
Hiring/Removing of other Pastors			
Hiring/Removing Ministry Leaders			
Selection of Elders			
Selection of Deacons			
Creating Policies			

Options: Congregation | Board | Elders | Deacons | Lead Pastor | Staff | Other

Finances & Stewardship

	Authority	Responsibility	Accountability
Develops budget			
Approves budget			
Financial reporting			
Taking on debt			

Options: Congregation | Board | Elders | Deacons | Lead Pastor | Staff | Other

Facilities & Property

	Authority	Responsibility	Accountability
Regular maintenance			
Improvements within budget			
Improvements beyond budget			
Use of space			

Options: Congregation | Board | Elders | Deacons | Lead Pastor | Staff | Other