

## How to Be A Great Trustee:

**WHY ME?** There are four common reasons why Lead pastors often pick people for this role:

- (1) **Your Expertise fit the team:** Every church needs skillful people who understand leadership, real-estate, or business savvy! And if you're wondering: "What's the specific gift that led you to pick me?" Just ask your Lead Pastor! You clearly have a skill that is complementary or strategic for the body of Christ.
- (2) **Your Influence and insights about the world around you:** Every church needs socially intelligent leaders who understand how to inspire and lead people. You either have influence / insight, or both!
- (3) **A love for them (the Lead Pastor) and their family.** It's important that you're not just "called to the church" but that you're "called to the pastor." Imagine if you were called to your house but not your spouse. That would be a strange marriage! So, be willing to put some time into this relationship.
- (4) **A gift of giving and generosity:** Because the trustees have access to the finances, they are naturally a fantastic liaison for helping others become "owners." It's fundraising 101: When pastors talk about money, people tend to get cynical about their motives. But you have a unique position. When you share about the exciting decisions that are happening, people will listen. So be ready to model both ownership and generosity. And it will be contagious.

### ***WHAT ARE THE PRIMARY ROLES AND RESPONSIBILITIES?***

- To stay aware of the churches overall financial trends
- To investigate possible properties and decide leases.
- To set the salary of the Lead Pastor (and any family members)
- To decide church loans and speak to major financial decisions
- To be the unbiased contact person (non-staff) when independent audits are being done.
- To call in the Overseers (Spiritual Advisors) during specific times of Crisis.

### ***WHAT IS EXPECTED?***

- It's O.K. to ask tough questions. But don't assume your lead pastor's motives. Remember, trust is a two-way street.
- Divine Optimism. Yes, our job is to mitigate pitfalls, loans, and liabilities; Yet, we also believe that God is in the business of multiplying loaves and fish. We constantly make plans to compensate for the worst-case-scenario while simultaneously expecting the best case-scenario.
- Your best Effort to be Available: In certain years, trustee meetings are sparse. In high expansion years, the meetings might be greater.

### ***WHAT IS NOT EXPECTED:***

- You do not call meetings or set the meeting agenda. Only the Lead Pastor / President has that ability. But if you have concerns, be sure to talk to the Lead Pastor about it before meetings.
- You're not here to have vision for the organization. Your job is to help figure out how buildings, loans and big financial decisions intersect with that vision in terms of timing,

wisdom, and liability. As a lead pastor, I often tell my trustees: "I don't have a vote on hardly anything except for tie-breakers. Thus, only YOU can have a vote. Only I can have an agenda."

- Don't nit-pick the staff about subjective financial expenditures. Every leader is going to have a slightly different opinion about how and where the money should be spent. After all, every financial decision requires risk. So, instead, focus your conversations like this: If the church was a giant ship that could get a hole – would the decision create a "below the water-line hole" or an "above the water-line hole." To put it another way, The lead pastor will bring a *vision* that will excite and expand the congregation. You bring the *wisdom*. The lead pastor will bring the *dream* of the log-cabin. You bring the *tools*: the axe and the axe sharpener. In essence, the bylaws task the trustees with the responsibility of focusing on *future cash: how loans may kill future cash-flow and growth* and not *current cash: the money that's already come in*.