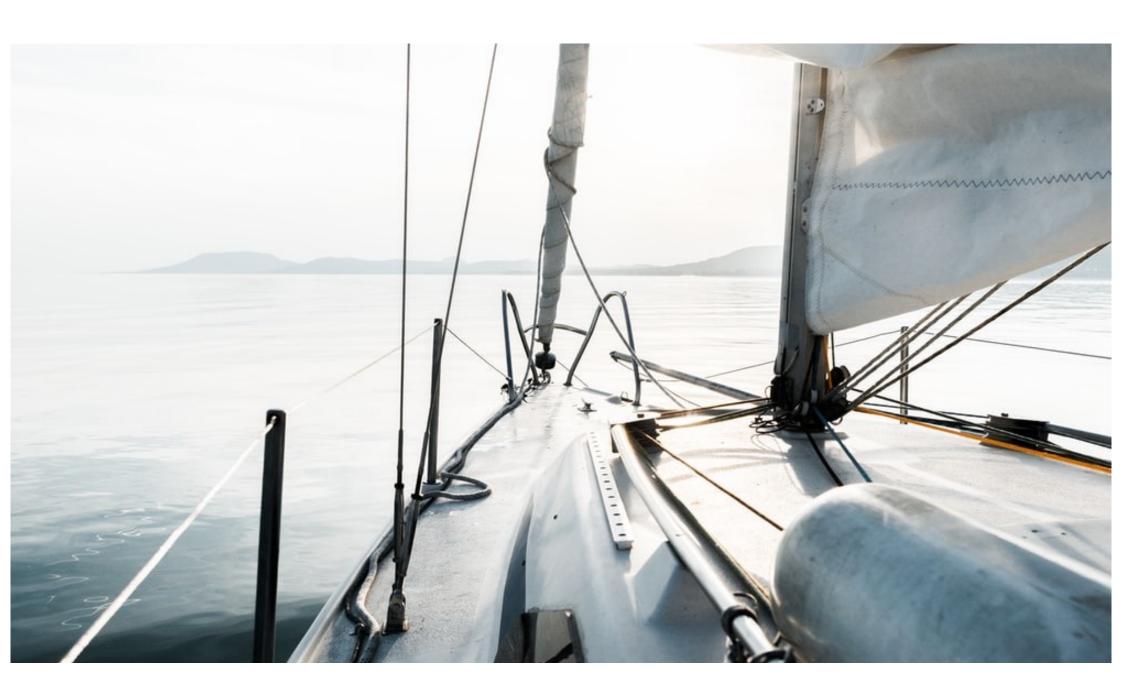**Governance** is establishing direction, policies and priorities, clearly delegating authority, monitoring progress, facilitating and communicating decisions.

Lacking Governance	Governance	Iterative Governance
No Position Description	Position Description	Reviewing and updating the Position Description at regular intervals (e.g. yearly with an annual review)
No Policies and Procedures	Policies and procedures	Policies and procedures that are in a central repository, with a spreadsheet that allows people to suggest changes, reviewed and updated regularly
No governing document or constitution	Constitution	Minimalist constitution that is reviewed and updated regularly
No membership roll	Membership roll	Renewing membership model
No formal communication channel	Communication through email	Multi channel communication

Smooth Sailing Strategic Framework

Navigating towards growth and innovation

Weighting	Focus	Objectives	Type
70%	**Ship: Look down** Maintain & Develop Core Ministry	Run 3 Alpha courses in 2022	Output
		Grow involvement in small groups to 45% of members in 2022	Outcome
		Close and celebrate the boys and girls brigade ministry in 2022	Project
20%	**Horizon: Look beyond** Nurture Emerging Ministry	Start an innovation fund in 2022	Output
		Grow an innovation fund to $20k by 2023	Outcome
		Develop a strategy to grow the innovation fund in 2022	Project
10%	**Stars: Look up** Create Genuinely New Ministry	1 new congregation / plant in 2024	Output
		Conduct a feasibility on location and model of new congregation in 2023	Project
		Grow an innovation fund to $100k by 2024 to start new ministries	Outcome