



WALKALONG
consulting

evidence-based leadership for
effective and meaningful change



BOARDWALK

Team Building for
Church Boards



BOARDWALK



BoardWALK is an intentional approach to developing the capacities of church governing boards to work effectively as a team and to deepen their understanding the history, culture, morale and governance of the congregations they serve. The focus of this approach is on Organizational Intelligence (OI) gained from the administration of Focal Points and other assessment instruments offered by Holy Cow! Consulting. Focal Points evaluates the leadership team's core functions, satisfaction, energy, effectiveness, strengths and area for improvement. BoardWALK is most effective when clergy participate with lay members. For churches that have run the Church Assessment Tool (for the congregation) and the Pulse (for staffs), BoardWALK includes a comprehensive assessment of how the results of the assessments complement one another.

Typical BoardWALK Components:

- Review client interests in team building for boards with board leaders and clergy in a remote video conference. Goals are to understand contexts of congregation and details of the board, to design the assessment phase (i.e., administering the instruments), and to prepare for a board consultation in a workshop or retreat format.
- Conduct a four-six hour BoardWALK Consultation on site, which includes a review of assessment data and the the creation of action steps for developing teamwork and enhancing effectiveness.
- Prepare, within one week of the BoardWALK Consultation, a written series of recommendations to serve as a summary of the consultation and a framework for action.
- Conduct a remote video call with the board or its leaders during implementation to discuss progress and make necessary adjustments.
- Email, telephone and video call contact as needed.

About Your Consultant:

- Dr. James Pence has worked with congregations and faith-based agencies in fifteen states as a full-time consultant since 2007. Previously, he served for twenty years in executive leadership positions in colleges and universities, both public and private. With a doctorate in English and experience as a college professor, Jim brings both administrative and teaching skills to his work with clients. His special areas of interest and expertise include organizational governance, leadership development, personnel management, strategic visioning and creating accountability systems.
- Jim formed Walkalong Consulting in 2013 to broaden his work in the area of evidence-based leadership. The mission of Walkalong is to encourage evidence-based leadership for effective and meaningful change. The core value of Walkalong is to "strive side by side" with clients toward successful outcomes.
- Jim trained under and worked with Russ Crabtree in the interpretation and application of assessment tools in on-site settings.
- Contact Jim at jim@jimpenceonline.com, (253) 219-3795 or www.walkalongconsulting.jimdo.com