

Single-Council Structure

Why are we here?

- To explore the single-council or simplified structure

Our present structure...

- Church Council (Ad Board)
- Trustees
- Pastor (Staff) Parish Relations
- Finance
- Lay Leadership (Nominations)
- Teams—Worship, Missions, UMW, Audit, Memorials, etc.

What could be unified...

- Church Council (Ad Board)
- Trustees
- Pastor (Staff) Parish Relations
- Finance
- Nominations and Leadership Development
- Teams—Worship, Missions, UMW, Audit, Memorials, etc.

What would that look like?

- The new entity could be called the Church Council, Guiding Council, or some other appropriate name.
- Not all of the five would necessarily have to be combined. For example, the PPRC could still function separately if that would be desirable.
- There would officially still be the five committees, each with their own chair, but they would share a common membership (9-13 people) and meet at the same time.

Membership

- Membership: 9-13 people
 - Council Chair
 - SPRC Chair
 - 3 Trustees (one serving as Chair)
 - Finance Chair
 - Treasurer
 - Lay Leader/Lay Member of Annual Conference
 - UMM Rep
 - UMW Rep
 - Young Adult Rep
 - At-Large Member
 - Sr. Pastor

Oregon-Idaho Model

- Combines Council, Trustees, Finance, and SPRC
- Nominations and Leadership Development is separate
- 13 members, 12 elected & pastor
 - Pastor
 - 3 Trustees (3-year terms, each in one class)
 - 3 Finance (3-year terms, each in one class)
 - 3 SPRC (3-year terms, each in one class)
 - Lay leader/Church Council Chair
 - Lay member of Annual Conference (¶1252.5g)
 - At large (e.g. past lay leader or lay leader elect)

How's it work?

- Council chair and pastor set the agenda in consultation with the chairs of the other committees.
- When the agenda is the purview of a certain committee, like Pastor Parish, its chair opens the meeting, deals with the agenda and closes that part of the meeting.
- Can assign certain agenda, like Finance and Trustees, to be handled alternating months.
- Committees can have task groups under them. For example the Trustees, could have a building & grounds team.

What its role would be...

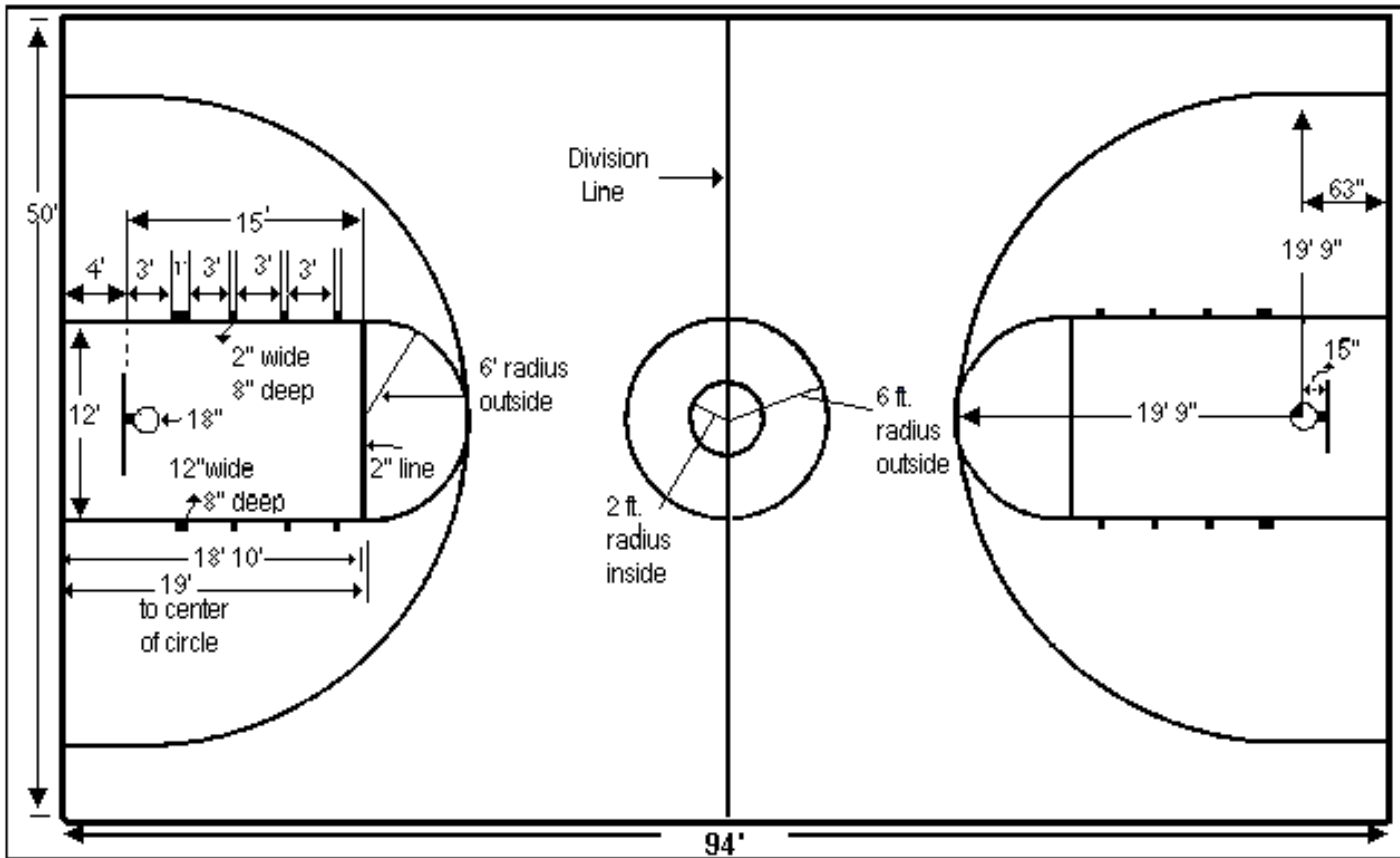
- Carry out the duties of the unified committees
- Focus of the Church Council is on governance
- It wouldn't be...
 - Managing ministries
 - Supervising staff
 - Hearing ministry reports
 - Micro managing

ACCOUNTABILITY LEADERSHIP

- **Members** = Role is ministering
- **Staff** (paid & unpaid) = Role is managing
- **Pastor** = Role is leading
- **Board/Council** = Role is governance

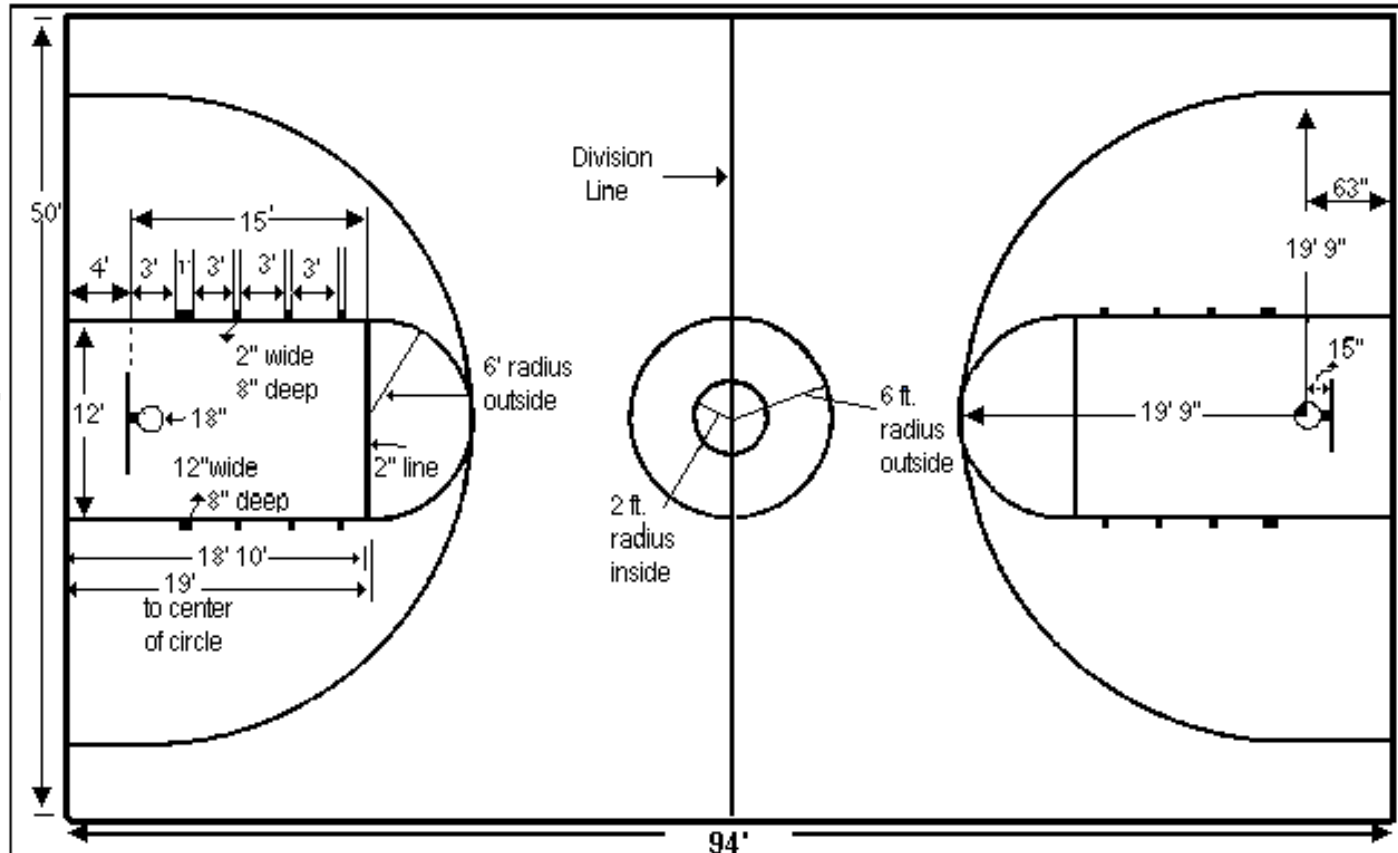


All games have rules or boundaries



Ministering within the boundaries

Mission, Vision, and Values



Policies and Procedures

Governance includes...

- Focusing the church on its mission, vision, and values
 - Making sure all ministries, staff, building utilization, budget, and calendar are aligned to the above
- Setting needed policies & procedures
- Setting the budget and providing financial oversight
- Setting strategic goals
- Holding the pastor accountable to the management of the above

Oregon-Idaho Model

Church Council only meets four times a year (4+ hours)

- Meeting 1 – Looking Up: Orientation of new officers, reviewing mission, vision, values, and leadership roles
- Meeting 2 – Looking Back: Evaluate the past year; review prior year statistics, goal progress, learnings
- Meeting 3 – Looking Around: Strengths, challenges, community; ministry areas bring assessment report
- Meeting 4 – Looking Forward: Goal setting for coming year (up 3 years) based on above

All Church Meeting: Council gives state of the church report

Pastor's responsibility

- Supervising those managing the ministries (paid and unpaid servants)
 - Monitoring the setting and achievement of goals
 - Making sure goals align with the mission, vision, & values
 - Making sure ministry respects their budgets, policies and procedures

Pastor makes sure...

- Each ministry understands and embraces its part in the overall mission of the church
- Ministries are not necessarily competing with or limiting one another
- Gaps in ministry are addressed
- Mutual support and synergy are built between all the ministries of the congregation
- Communicates the vision and direction

The pastor may create a *Mission & Ministry Core Team*, made up of ministry representatives, to accomplish this.

Managers—Paid & Unpaid Servants

- Oversee those doing the ministry—recruit, train, and reward them
- Report to the pastor
- Monitor their budgets
- Set and implement goals that are aligned with the mission, vision, and values
- Share the stories of their ministry's results; makes sure communication is flowing between the church & ministry

What's attractive about this?

What's attractive about this?

- Frees people to be in ministry instead of sitting on committees
- Empowers people for ministry instead of micromanaging them
- Requires fewer people to fill the positions
- It expedites/streamlines decision making

Is it *Disciplinary*?

- The *Discipline* first allowed such a structure in 1996
- This way of structuring your church has been vetted by our bishop and cabinet
- A decision to go to a new structure will require Charge Conference action, so your DS needs to be contacted
- It's primarily been adopted by the largest and smallest churches