

Implementation Plan

Steering Committee: Jack Anderson, Jill Saliba, Kevin DeCew, Bob Glaser, Pastor Pete Alexander.

Step 1: Launch Meeting (Completed)

- Steering Committee meets 1/2 day with consultant to plan implementation
- Church Council and Senior Staff 1-day meeting with consultant to review implementation plan
- Town Hall Introduction
 - Church Council determines whether to move forward with “Aligned Governance and Operations” or in another direction

Step 2: Drafting of Policy Manual (In progress)

- Steering Committee meets 1-day with consultant to work on initial draft of a Governance Policy Manual
- Steering Committee works to finish the draft (30 – 45 days)
- Steering Committee meets with consultant to review the draft and make final revisions to the Governance Policy Manual

Step 3: Presentation to the Church Council

- 1-day meeting with consultant to introduce Church Council and Staff to the Governance Policy Manual
- Town Hall Update
 - Church Council determines whether to move forward with “Aligned Governance and Operations” or in another direction

Step 4: Reworking of the Constitution and By-Laws

- Steering Committee or another group appointed by the Council President does this work with the consultant available for calls/questions.
- Consultant puts Steering Committee in touch with other congregations to provide insight and samples of the work they have done
- Finalize the revisions to the Constitution and By-Laws, and meet with the Church Council to obtain feedback and final approval

- Church Council determines whether to move forward with “Aligned Governance and Operations” or in another direction

Step 5: Introduction to Congregation

- Several Town Hall Meetings are held with the Stewards to introduce new Constitution and By-Laws and get feedback.
- Steering Committee makes any edits necessary based on feedback received from congregation.
 - Church Council determines whether to move forward with “Aligned Governance and Operations” or in another direction

Step 6: Congregational Assembly

- Constitution and By-Laws changes are presented to a Congregational Assembly for a vote.
- If accepted, a Governing Board of Directors will be elected.
- The responsibility for governing policies rests solely with the elected Board of Directors as long as it does not go against the Constitution and By-Laws.

Step 7: Board Orientation

- Once the new Board is elected, the consultant will lead a 1 1/2 day orientation for the new Board members.

Originally-Projected Timeline

Step 1 - March 2019

Step 2 - April - June 2019

Step 3 - June - July 2019

Step 4 - November - December 2019

Step 5 - January - March 2020

Step 6 - April 2020

Step 7 - May 2020

What about the Board of Elders?

As the ministry belongs to the congregation and not the Pastors or staff, there will always be a need for Spirit-guided servant leaders from the congregation.

Under Policy Based Governance, the only elected voting body is the Governing Board; therefore Elders are not being considered a governing body but a group with a passion for pastoral ministry and an extension of the pastoral office.

Elders, deacons and deaconesses will all be important for this ministry.

The general name for this group could be changed to "Under Shepherds," "Ministry Assistance Team," "Servant Leadership Team," "Deacons" (including females) or something similar to allow for better understanding of the revised responsibilities as well as the inclusion of women.

The current Board of Elders supports the move to Policy Based Governance and looks forward to greater focus on ministry and service within the congregation.