

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