

FAIRMOUNT AVENUE UNITED METHODIST CHURCH

CHURCH GOVERNANCE REORGANIZATION PLAN PROPOSAL

VISION: “To be a welcoming, joyful community igniting hearts and minds for God’s Work.”

PURPOSE: To streamline the church governance structure so that persons may focus more effort toward direct support of the church’s overall vision and missional goals.

Considerations about our current Church Governance Structure:

- We currently have 103 nominated positions on the Lay Leadership list.
- We have approximately 33 members on Church Council (although a couple of these are co-chair positions.)
- In a church that averages 132 people in worship each Sunday.

ADVANTAGES:

- Reduces the size of Church Council to a more realistic number for a church of our size.
- Provides church members with fewer formal commitments, therefore freeing up more of their time and energy to support the various ministries of the church.
- Clarifies working relationships and communications between and among ministry teams, staff members and Church Council.
- Provides for continuous communication flow for policy and vision, program development and accomplishment, feedback, and accountability.
- Increases structural flexibility to meet changing community needs, mission requirements and church resources.
- Reduces the number of formally nominated positions by the Committee on Lay Leadership (AKA the Nominating Committee).



Current Governance Structure

2019 Avg Worship Attendance: 132

Church Leadership Council
Create Policy, Vision, Missional Goals
3-year commitment

1. Church Council Chair
2. Vice Chair
3. Trustee Chair (co-chairs)
4. SPRC Chair
5. Finance Chair
6. Treasurer
7. UMW Chair
8. Lay Leader
9. Lay Delegate #1 - Annual Conf.
10. Lay Delegate # 2 - Annual Conf.
11. Memorials Chair (co-chairs)
12. Congregational Endowment Chair
13. UMW Chair
14. Health Ministry Chair
15. Library Coordinator

16. Youth Council Co-Chairs
17. Youth Council Co-Chairs
18. History Committee Chair
19. Stewardship Chair
20. Education Chair
21. SJ and C Chair
22. Worship Committee Chair (co-chairs)
23. Welcoming Committee Chair
24. At Large Member
25. At Large Member
26. At Large Member
27. Secretary
28. Visitation
29. Ministry Chair
30. Membership Secretary
31. Pastor

Staff
Works with Committees to carry out programs as necessary.

1. Senior Pastor
2. Pastor to Youth and Young Adults
3. Director of Children's Ministries
4. Music Director
5. Heritage Ringers Director
6. Joyful Ringers Director
7. Church Administrator
8. Custodial Ministries
9. Parish Nurse

Lay Leadership Committee
Nominates all committee members and chair positions
3-year Commitment
Approximately 103 Nominated Positions in total structure

Proposed Governance Structure

Policy, Vision, Missional Goals

Church Leadership Council
Create Policy, Vision, Missional Goals
3-year commitment

Ministry Teams
Carry Out Vision and Missional Goals
Project-based Volunteers

Accountability

1. Church Council Chair
2. Vice Chair
3. Trustee Chair
4. SPRC Chair
5. Finance Chair
6. Treasurer
7. UMW Chair
8. Lay Leader
9. Lay Delegate #1 - Annual Conf.
10. Lay Delegate # 2 - Annual Conf.
11. Youth at Large
12. Young Adult at Large
13. Nurture Shepherd
14. Outreach Shepherd
15. Witness Shepherd
16. Pastor

Nominated Committees
Report to Church Council
3-year Commitment - 61 Total Nominated Positions

- Memorials
- Congregational Endowment
- Stewardship
- Lay Leadership
- SPRC, Trustees and Finance Committees
- Consultant on Volunteering

Creating
Vision
Strategic Development
Missional Goals

Nurture Ministries

Advocates for the faith formation and care of the congregation

- Adult Education/Faith Formation Teams (Pastor Shawna)
- Young Adult Ministry (Pastor Jin)
- Youth Ministry Teams (Pastor Jin)
- Youth Council (Pastor Jin)
- Children's Ministry Teams (Ashton Horsley)
- Family Ministry Team (Pastor Shawna)
- Health Team (Muriel Olson)
- Visitation Team (Muriel Olson)
- History Team (Pastor Shawna)
- Library Ministry Team (Pastor Shawna)
- Worship Team (Pastor Shawna)
- Choirs/Music Ministry Teams (Steve Rosenberg)

Outreach Ministries

Serves people in the community not currently affiliated with a church

- Welcoming Ministry Team (Pastor Shawna)
- Community Reach Ministry Team (Pastor Shawna)

Witness Ministries

Provides prophetic and public witness for healing a broken world

- Social Justice and Compassion Ministry Teams (Pastor Shawna)
- Creation Care Ministry Team (Pastor Shawna)
- Equity Ministry Team (Pastor Shawna)

CHURCH LEADERSHIP COUNCIL:

- Sets policies in all areas of church governance.
- Approves annual church budgets, staff salaries and benefits, the annual Lay Leadership Report, and other official actions.
- Establishes the church's overall Vision and Strategic Plan.
- Communicates policies and strategies to the various ministry teams through the Missional Shepherds.
- Church Leadership Council membership includes:
 1. Council Chair
 2. Vice Chair
 3. Trustee Chair
 4. SPRC Chair
 5. Finance Chair
 6. Treasurer
 7. UMW Chair
 8. Lay Leader
 9. Lay Delegate #1 to Annual Conference
 10. Lay Delegate #2 to Annual Conference
 11. Youth at Large
 12. Young Adult at Large
 13. Nurture Shephard
 14. Outreach Shephard
 15. Witness Shephard
 16. Senior Pastor

Secretary (non-voting)



MINISTRY TEAMS:

- Three groupings of ministry teams. Each is led by a Missional Shepherd. Where appropriate, ministries are supported by staff members, as noted in parentheses.
- Ministry Teams will provide a written Purpose Statement of their ministry that reflects how it supports the overall mission of the church and the current missional goals. They will also provide the nature of the volunteer commitment on their team including time commitment, length of commitment, and basic tasks.
- Ministry Teams will each be connected to member of staff to maximize cohesive ministry.



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RESPONSIBILITIES

MISSIONAL SHEPHERDS (Nurture Shepherd, Outreach Shepherd, Witness Shepherd):

- Are voting members on Church Council.
- Function as the focal point for activities supporting the various ministry teams within their group.
- Coordinate activities among the ministry teams.
- Provide input to the development of the church's vision, strategic plan, and missional goals.
- Advocate for resources to the Finance Committee and Volunteer Development Consultant.
- Provide feedback programs to Church Leadership Council and church staff.



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VOLUNTEER DEVELOPMENT CONSULTANT

- Provides support to the Missional Shepherds in identifying volunteers to fill positions on the various ministry teams and for specific work projects.
- Functions as a liaison between members of the congregation, ministry teams, and Lay Leader.
- Maintains a listing (database?) on individuals' time and talents input and their personal areas of interest.
- Provides input to the development of the church's vision, strategic plan, and missional goals.
- Provides feedback to Church Council.

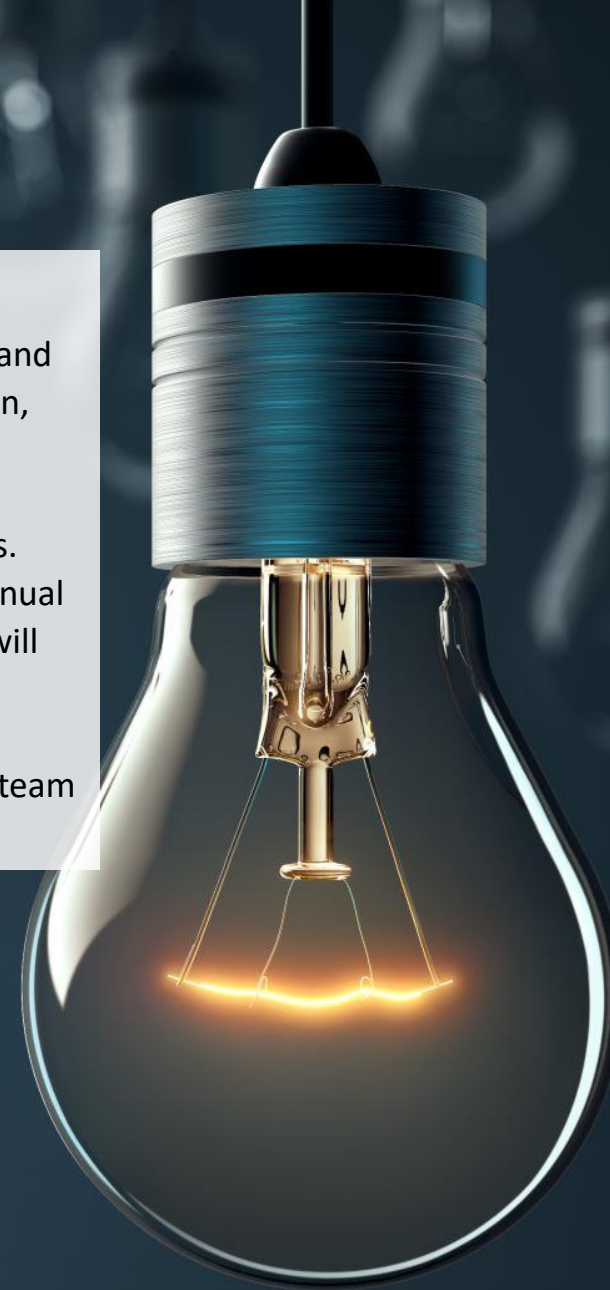
MEMBERS OF THE CONGREGATION

- Fill positions on ministry teams and Church Leadership Council.
- Support programs in all areas, through their time, talents, and financial resources.
- Provide feedback and accountability to church leaders through the Lay Leader, Ministry Team Leaders, Missional Shepherds, and Pastor.



MEETINGS

- CHURCH LEADERSHIP COUNCIL generally meets monthly throughout the program year, and during the Summer as needed. All meetings are open to all members of the congregation, both to observe and provide input. Church Council members vote on all formal actions.
- STRATEGIC PLANNING – There will be at least one annual leadership retreat which will include Church Leadership Council members, Staff members, and Ministry Team Leaders.
- CHURCH “TOWN HALL” MEETINGS – Church Leadership Council will host at least one annual “Town Hall” meeting. All members of the congregation will be invited. These meetings will provide an opportunity to update members on all areas of interest. They will also be a means of receiving feedback and accountability from the congregation.
- Ministry Teams and Committees will meet formally at the call of their chairpersons and team leaders as needed.



NOMINATED POSTIONS: 61 Total Nominated Positions

- Church Leadership Council Chair
- Church Leadership Council Vice Chair
- Church Leadership Council Secretary
- Lay Leader
- Lay Delegates to Annual Conference (2 positions)
- Trustees (up to 9 positions, self-elect chair)
- Finance Committee Chair (and committee up to 9 positions)
- SPRC Chair (and committee up to 9 positions)
- Treasurer
- Financial Secretary
- Youth at Large
- Young Adult at Large
- Missional Shepherds (3 positions)
- Volunteer Development Consultant
- Memorials Team (4 positions)
- Stewardship Team (up to 6 positions)
- Congregational Endowment Team (up to 4 positions plus required members)
- Lay Leadership Team (Nominations, up to 6 positions plus required members)

