

Simplified Structure General Outline

Teams, Communication loop, Org Chart, FAQ

Mission Possible is the primary source for this process. <https://smile.amazon.com/dp/1732309272>

Training/informational resources: <https://kaykotan.com/sas/>

Nominations Team: The goal of nominations is to ensure that the Steering Team (ST) does not get ingrown and acts as a check and balance to the ST in order to continue to represent the views and needs of the community of faith in their leadership.

****Team member expectations/qualifications****

- An active member of FaithPoint who knows the culture of the church, the strengths, and the growing edges of the congregation.
- Meet ¼ throughout the year and establish classes of the ST and nominations classes.
- Approachable and trusted by the congregation to talk about where we want to go as a church.
- This team will represent a diverse cross-section of the FaithPoint community

Steering Team: The goal of this team is to lead the faith community through accountable guidance. Acting as traditional finance, SPRC, and trustee board, the ST is able to know the full lay of the land and execute top-level leadership decisions without having to bounce from team to team and risk vested interests to decrease leadership potency. Moving to a single board model allows the church to focus on mission-based ministry rather than preference-based ministry. Reducing the number of people engaged in administration frees up time, talent, and resources for hands-on ministry and engagement in the mission field.

****Team member expectations/qualifications****

- Deep Abiding Faith
- An active member of FaithPoint and a good understanding of the general church health
- High integrity and trusted by the congregation.
- Systems thinker and problem solver.
- Available to attend all monthly meetings and do the needed prep work for the meetings.

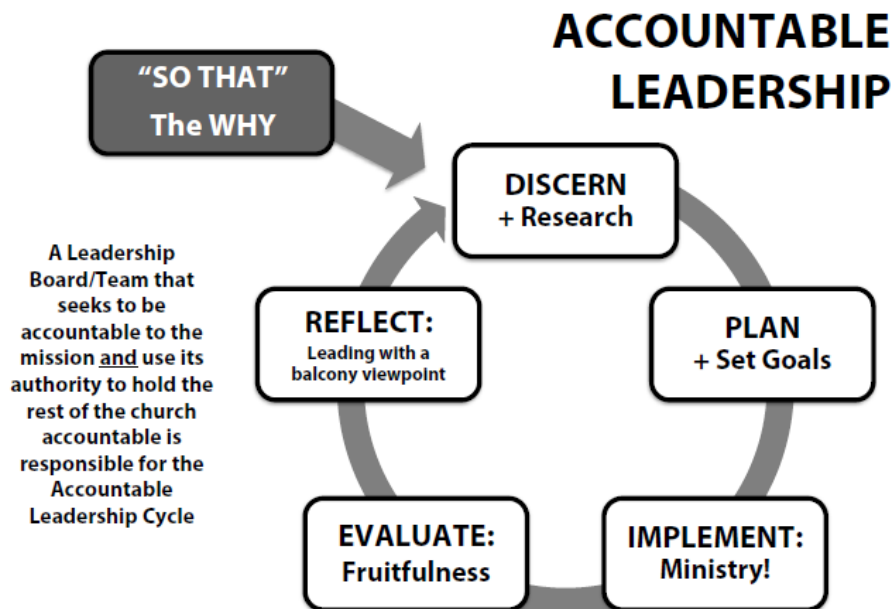
Pastor's Role:

- Cast vision, hold staff accountable, monitor the accomplishments of the church goals, and adjust where needed to accomplish the goals.

Communication Loop/flow

Communication is the largest need FaithPoint has for leadership development. Additionally, it is critical to the success of the Unified structure. That being said, establishing a clear communication loop will improve the whole life of the church.

1. Lead by the mission of the church, ministries will set goals for the year to move their ministry area toward a fruitful year.
2. Ministry Teams (hospitality, mobile ministry, worship, children's ministry) will submit reports to the ST as they do now for the review one(1) week prior to the ST meeting. ****Note****this may change to an as-needed basis
3. An agenda will be developed by the chair of the ST and sent out to the rest of the team to review.
 - a. If there is an item that will be on the agenda that needs clarification from a workgroup member, questions may be asked ahead of time or they may be asked to attend the meeting.
4. The ST meets-Minutes will be taken by an elected secretary. There is a time before the close of the meeting where communication will be discussed. Here action items will be assigned and due dates will be determined.
5. Within 24 hours of the meeting, an email will be sent out with the minutes attached and action items in the body of the email for quick reference to the ministry teams.
 - a. If there is an SPRC issue that is discussed, this portion of the meeting will be redacted for the general congregation access as SPRC is a closed meeting.



Simplified Accountable Organizational Structure

FaithPoint UMC

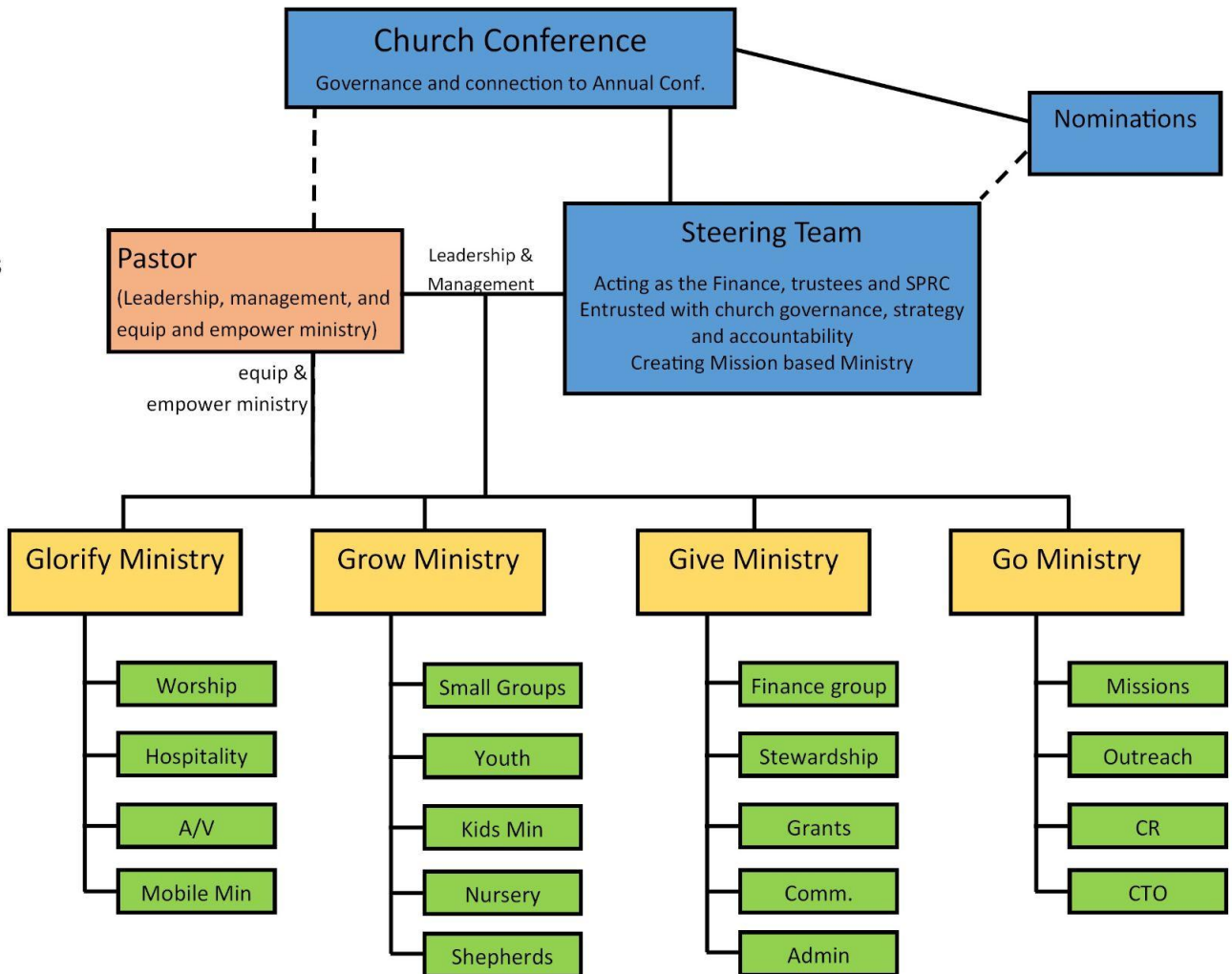
Simplified accountable structure

Mission

Vision & Goals

Management Strategies

Ministry Impact



FAQ

- 1. Which positions can be combined for one person on the Board to hold?** Most all positions can be combined as long as the minimum number are elected. The Lay Leader, Lay Delegate, PPR Chair, and Trustee Chair must be designated, but could all be the same person.
- 2. Is there an absolute minimum number for the Board?** Nine
- 3. Does the pastor have a vote?** No
- 4. Can family members serve together on the Board?** Per the Book of Discipline, family members cannot serve on the Board together. If it cannot be avoided, the family members may need to excuse themselves from the room or not vote on issues with a potential conflict of interest. Staff and family of staff cannot serve on the Board.
- 5. Should staff (paid and unpaid) serve on the Board?** No
- 6. Who should take notes at the meeting?** Someone can be assigned or elected to take notes who is not on the Board. That person could be elected from the existing members of the Board, a person recruited outside the Board to take notes (needs to be excluded from PPR conversations), or a person who is an addition to the Board with the sole responsibility of taking notes.
- 7. Are the Financial Secretary and Treasurer required to be on the Board?** No, but they can be. A best practice is for them not to be on the Board.
- 8. Which position on the Board serves as the liaison to the District Superintendent for Staff/Pastor Parish Relations Committee purposes?** It is recommended that the Board Chair serves as the S/PPRC liaison to the DS.
- 9. Are there still three-year terms and classes?** Yes. One-third of the Board will roll off each year.
- 10. Is the Board self-nominating?** No. There is still a requirement that there be a separate Committee on Nominations and Leadership Development to nominate the Board Members to the Charge Conference each year.
- 11. How long can a person serve on the Board? Can they roll from three years as Trustee specialist to three years as a Finance specialist?** Board members serve a three-year term. Since all specialists are also serving as PPR, Trustees, and Finance, it is recommended they roll off after each three-year term. After being off the Board for a year, the person can roll back onto the Board if elected. The Lay Leader and Lay Member to Annual Conference are exempt from the three-year term.

- 12. How many must be present to take an official vote? What requires an official vote?** A quorum is described as whoever is present for a duly called meeting, with a simple majority of those attending rules. The one exception to the quorum rule is when the Leadership Board is taking official action as the Board of Trustees (or legal Board of Directors for state civil matters). In that case, a quorum may be constituted by a majority of the members of the board.
- 13. How is the Trustee Chair elected or appointed as required by the corporate resolution?** At the first meeting at the beginning of each new year, the Board will elect a Trustee Chair to satisfy the corporate resolution requirement. It is recommended the Board Chair serve as the Trustee Chair. Please note that all members of the board who will serve as trustees must be of legal age (eighteen or over in most states).
- 14. If a church moves to the simplified structure, how does ministry happen?** Even though the restructuring occurs, ministry teams are still needed and in place. Fewer people on the Board means more people are available to do ministry. The simplifying structure is the combining of the four administrative teams of the Council, Trustees, Finance Committee, and S/PPRC. Governance restructuring does not necessarily affect ministry teams.