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I. Introduction & Purpose

The following document captures the current Governing Board's shared understanding of its role, purpose, guiding principles, and team expectations. This document augments and deepens the description of the Governing Board found in our bylaws.

We anticipate that this understanding will evolve as we move through this transitional year and that subsequent Governing Board's will review and modify this document near the start of each year.

A. History and Context

In 2021 Church Council began discussing the need to simplify our structure and formed a restructuring team, which began meeting in early 2022. The Restructuring Team explored the structure of other congregations, developed a new structure, and worked with the congregation to adapt the initial approach.

The Restructuring Team understood the overarching goal of the new structure was to "remain God-centered in our organization so that we may embody the love of Christ in the world."

And the purpose of the restructuring initiative was to improve our church governance such that:

- Church leaders and congregants spend more time devoted to mission and ministry, and less time working on organization and administration.
- The decision-making processes are clear, transparent, simplified, and collaborative.
- Ministry teams are better integrated within the overall mission of the Church and not working as isolated groups.
- Fewer leadership positions require multi-year commitments.

- Congregants can actively participate in ministry teams with flexibility of time commitments, using their gifts and talents, which reflect their personal call to serve God and the world.

At the Annual Congregational Meeting held January 29, 2023, the congregation approved a new structure that includes a unified Governing Board and team-based ministries.

II. The Role of the Governing Board

Article IV.1 of our bylaws describes the role of the Governing Board and says The Governing Board “acts on behalf of the congregation to support the vision and mission of the Church in all matters not specifically reserved as matters to be brought before a congregational meeting; including but not limited to governance, strategy, planning, and oversight.

The Governing Board shall manage the Church through adopting policy, designating lay leaders as responsible for finance and facilities matters while delegating the spiritual, programmatic, and other administrative work of the Church to the pastor and his/her staff. It shall develop and publish policies, in conversation with relevant leaders, that guide conduct of its responsibilities.”

In other words, the Governing Board is accountable for the following:

- Stewarding the mission and vision to which God calls the church.
- Developing, implementing, and refining governance, policy, and bylaws.
- Exercising visionary and fiduciary oversight of church resources.
- Engaging in strategic planning and regular evaluation; and
- Tending to the overall well-being of the church.

III. Governing Board Team terms of Reference

A. Guiding Principles

Guiding principles establish the overall direction, governance philosophy, and vision for how the Governing Board will fulfill its fiduciary duties and work together as a team. Guiding Principles align the specific goals, decisions, actions and policies of the Governing Board with our values, beliefs, vision and mission.

The Governing Board has agreed to the following Guiding Principles:

- 1) Remain Christ-centered and mission/future-focused;
- 2) Be flexible, nimble, and attune to quickly address shifts in our context;
- 3) Adopt a flexible structure to ensure clarity of purpose, effective communications, and alignment with our mission and vision;

- 4) Balance transparency and confidentiality with wisdom and care, and when necessary as a board seek expert advice;
- 5) Keep the vision and values expressed by the congregation in focus when making any decision.

B. Shared Expectations/Covenant

The Governing Board is a team of people who work with one another to fulfill the duties of the Governing Board and further the mission of the congregation. As a group of people, it is important that shared expectations detail the specific ways the members of the Governing Board agree to be a team, support one another, address conflicts, etc.

Following each election, or significant changes in the Governing Board team, the shared expectations and/or covenant will be reviewed and modified to reflect the needs and expectations of the current members.

MEETINGS

- Come to meetings prepared, informed, prayerful, and open to the movement of God's Holy spirit
- Honor our time, space, and one another as sacred.
- Respect roles, process, and confidentiality
- Hold yourself and one another accountable for this covenant

COMMUNITY

- Pray for the health and welfare of the congregation and its leaders
- Care for one another
- Have fun

COMMUNICATION

- Engage heart and head, emotion, and reason
- Listen deeply, seek to understand, ask open questions
- Honor an individual's truth of stories, experiences, and feelings whether you agree or not
- Separate content from process

DISAGREEMENT

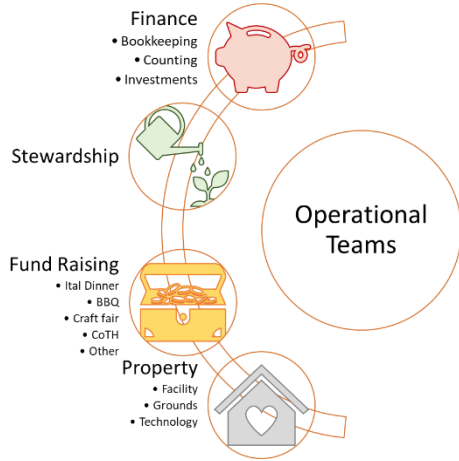
- Work for a win-win, not a win-lose or a lose-lose
- Extend and model love, express grace, and forgiveness and seek to address conflicts in healthy ways
- Dance rather than fight
- Respectfully establish areas of disagreement
- Refrain from blame, shame, demonizing others, victimizing yourself and absolutizing
- Remain aware of intent vs. impact, and when to see alignment rather than needing agreement

C. Governing Board Teams

The Governing Board will delegate its various responsibilities as it deems wise and necessary to a team, working group or task force. The leaders and members of such teams, groups and task forces will be appointed by and serve at the discretion of the Governing Board. From time to time the Governing Board may reorganize, merge, or end its teams, groups or task forces.

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Governing Board Team Expectations and Terms of Reference



Examples include: Finance, Stewardship, Fund Raising, Facilities, By-Laws Working Group, Nominating, Vision and Values Team, etc.

List/describe the teams briefly

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