

**Organizational Structure Evaluation Task Group: Report to the Congregation**  
May 17, 2009

**Foundations of the Proposed New Structure**

A preliminary report of basic foundations for a new structure was presented to the Church Board on March 3. With affirmation of this general direction, the task group continued to develop a proposal in close consultation with the Church Board.

**1. Authority is vested in the Congregation.**

The congregation has a stronger voice in decision making through the selection of board members, more members involved in higher decision making levels in commissions, and more opportunities for feed back via written proposals and open hearings. The congregation corporately:

- discerns vision (what Jesus is calling us to become and accomplish);
- calls and trusts lay representatives to govern on its behalf;
- calls and trusts pastors to lead the entire congregation toward achieving the vision;
- approves a spending plan and makes decisions brought to it by the Board;

**2. Governance is assigned to a smaller Church Board.**

A large congregation delegates authority to representatives to govern on its behalf, freeing members to *focus* most of their energy on ministry rather than decision making. Since the Board oversees pastoral leadership, it cannot be involved in leading. When a board leads, it neglects governance. An effective board listens to congregants and is in touch with congregational life. The Church Board:

- oversees the Pastoral Team, delegating authority to the PT to lead the congregation;
- oversees vision, goals and strategic planning processes;
- oversees the Spiritual Gift Discernment Committee which calls commission members, and chair and vice-chair of the Board;
- represents the congregation in legal matters and relationship with Goshen College;
- in consultation with the Pastoral Team, discerns agenda for and leads congregational meetings.

**3. Leadership is assigned to the Pastoral Team.**

A reconfigured Pastoral Team, with revised ministry descriptions and meeting patterns, leads the entire congregation in working together toward achieving its vision through emphasizing spiritual gift discernment, calling and equipping all members for ministry. When pastors do too much ministry or become too involved in managing ministry they neglect leadership.

**4. Ministry is accomplished and coordinated through five empowered Commissions.**

Pastors equip. All disciples minister. *Every aspect of church life* not assigned to the Board or Pastoral Team, is assigned to one of five commissions. Each Commission:

- has five members, and at least one pastor;
- is empowered to make decisions regarding and oversee all ministries within its arena;
- receives coordinating awareness of the work of other commissions via its pastor;
- selects personnel for all ministries in consulting with the Spiritual Gift Discernment Committee;
- gives priority to the 2012 Goals in its ministry—they are more than the merger of old commissions.

### Projected Discernment Timeline

<b>Sunday, May 17</b>	<b>10:45am</b>	<b>Congregational Meeting:</b> Structure foundations presented
Saturday, May 30	8:00am	Coordinating Council: Structure Proposal presented for feedback
Tuesday, June 2	7:00pm	Church Board: Coordinating Council feedback discussed
Sunday, June 7		Structure Proposal in literature boxes
<b>Sunday, June 14</b>	<b>6:00pm</b>	<b>Congregational Meeting:</b> presentation and clarification questions
<b>Wednesday, June 17</b>	<b>7:00pm</b>	<b>Congregational Meeting:</b> teaching, table group discussion, plenary reports
Sunday, June 21	10:45am	Presentation for absentees or anyone desiring clarification
Tuesday, June 23	7:00pm	Church Board: congregational feedback discussed, revisions as needed
Sunday, June 28	10:45am	Presentation for absentees or anyone desiring clarification
	<b>6:00pm</b>	<b>Congregational Meeting:</b> <ul style="list-style-type: none"><li>• Church Board responds to June 17 feedback</li><li>• Presents revisions (if any)</li><li>• open mike discussion; if ready, action</li></ul>
<b>Wednesday, July 8</b>	<b>7:00pm</b>	<b>Congregational Meeting:</b> if needed
<b>Sunday, July 12</b>	<b>6:00pm</b>	<b>Congregational Meeting:</b> if needed