



Restructuring Proposal Overview

Presented after worship on 29Sep & 6Oct 2019; updated 6Nov19; updated 18Jan2020; updated 18Jun2020



In Response to ...

- EUMC 2018 Hopes & Dreams Survey
- EUMC Planning (10Nov18)
 - 3 teams (Purpose, Vision & Mission; Restructure; Facility Plan)
- Benchmarking of other churches
- Comments from Small Groups & Committee

... here is our proposed plan

We Hope to Achieve ...

- Support new Purpose, Vision and Mission
- Increased focus on Ministry
- Efficient use of people's time
- Simplify decision-making

Purpose

Loving Beyond Ourselves

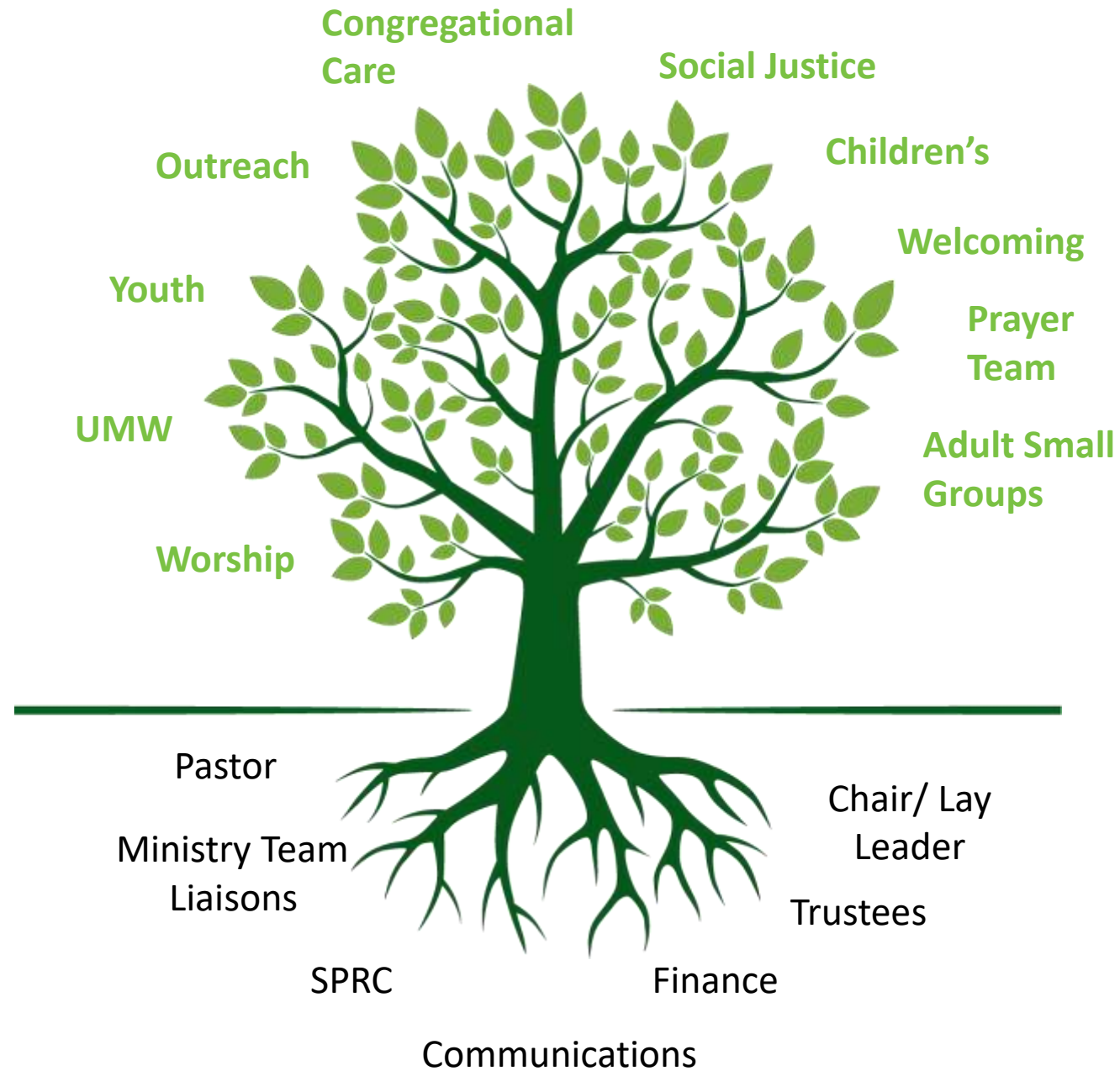
Vision

***To be known as a nurturing, inclusive, and courageous
Christian community.***

Mission

***Sharing God's love by building community, serving
others, and standing for justice.***

Ministry Focus



Leadership Team

'Need-based activities/task thru selfless volunteers'

'Thoughtful strategic planners'

What is changing ...

- Administrative Council, Trustees, SPRC and Finance Committees are eliminated
- A new Leadership Team replaces the current Administrative Council, Trustees, SPRC and Finance Committee structure:
 - 4 committees transform into 1 leadership team
 - 44 committee members reduced to 11 Leadership Team members
 - 4 monthly meetings combine into 1 monthly meeting
- New Leadership Team Roles & Responsibilities aligned with Ministry Teams & Operations
- Leadership Team serves as the EUMC Board of Directors

Leadership Team (11 total)

- 1 Pastor
- 1 Chair/Lay Leader
- 1 Communications
- 2 Ministry Team Liaisons
- 2 Trustees
- 2 SPRC
- 2 Finance

Leadership Team Roles & Alignment

Pastor

- Church Staff
- Worship
- Children & Youth
- Nominating
- EUMC President

Trustees (2)

- Property Mgmt
- Memorials
- Columbarium
- AV Team
- Security
- Gardening

Ministry (2)

- Liaison to Ministry Team Leaders
- Outreach
- Social Justice
- Welcoming
- UMW/Rummage
- Adult Small Groups
- Congregational Care
- Prayer Team

Finance (2)

- Budget
- Stewardship
- EUMC Treasurer

Chair/Lay Leader (1)

- Liaison to the Congregation
- Facilitate Meetings
- Communication w/ Annual Conference Reps
- Chairman of the Board of Directors

Communication (1)

- Marketing
- Shorelines, website, et al
- Team Updates
- Meeting Minutes

SPRC (2)

- Staff

Logistics

- Ministry Team Leaders meet Quarterly (started Spring 2019)
- Leadership Team meets Monthly (to begin Spring 2020)
- Leadership team Roles & Responsibilities organized into Job Descriptions
- Leadership Team members are reviewed and proposed by the Nominations Committee & approved at a All Church Charge Conference.
- Each member is limited to a 3 year consecutive term. Goal is to stagger appointments so 1/3 team changes annually.

Ministry 1 – Core Team

JOB DESCRIPTION

PURPOSE: To work with the people of Excelsior UMC as a member of the Leadership Core Team to provide leadership in the planning, organizing, resourcing and directing of key ministry activities.

DUTIES AND RESPONSIBILITIES:

1. Service as the liaison for the following ministry teams:
 - a. Outreach Committee
 - b. UMW / Annual Rummage Sales
 - c. Marketing Team
2. As liaison, you will communicate at least monthly on the following topics:
 - a. Past event impact, notable learning and important for future
 - b. Future event plans that require co-ordination with volunteers, church resources, budget
3. Areas of responsibility include:
 - a. Impact of Outreach activities (in community and on EUMC members)
 - b. Resources Required (people, building, equipment, budget)
 - c. Leadership and Volunteer challenges/potential solutions

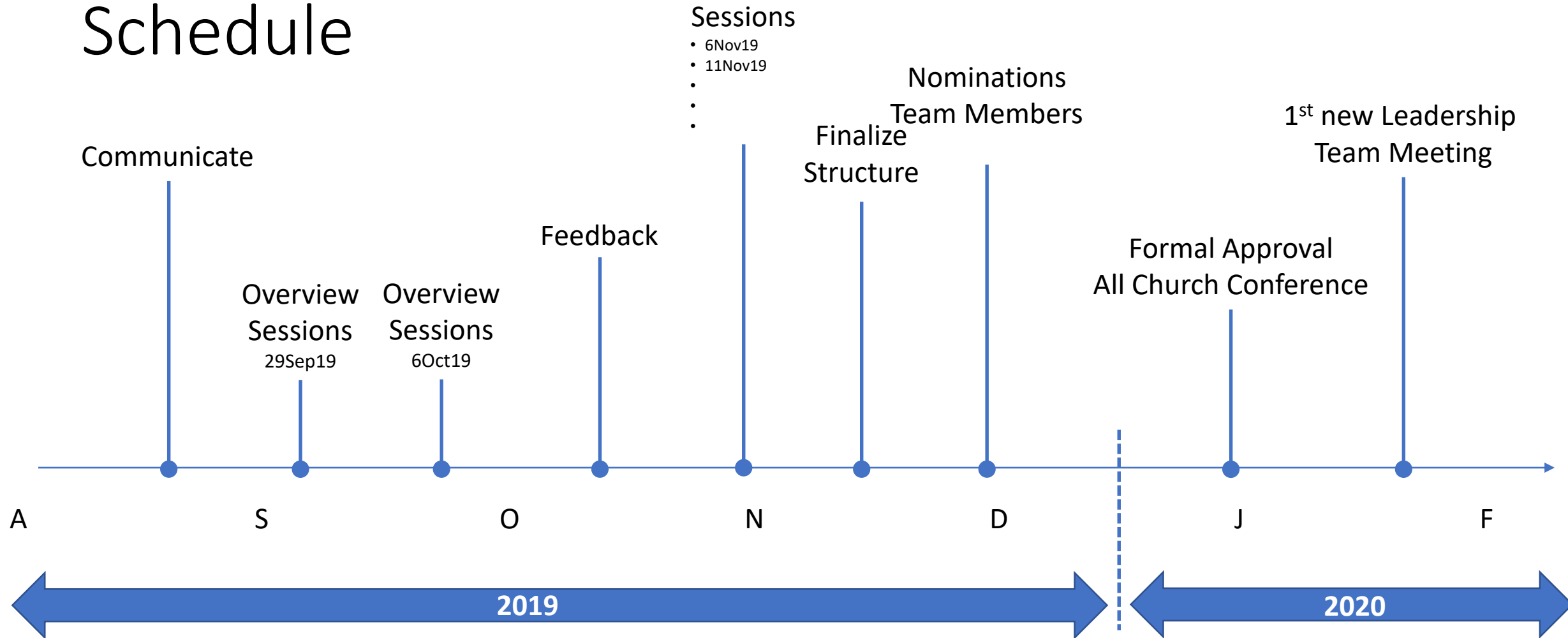
LEADERSHIP CORE TEAM:

1. Meet 2/month in 2020; reducing to 1/month once new structure
2. Communicate via phone or in person with assigned liaison groups
3. Summarize areas of responsibility for effective communication
4. Participate in decision-making, prioritization discussions
5. Serve as a point of contact for EUMC member questions / concerns.

TIME COMMITMENT: 1-3 hours per week; 3 hour meeting 1/month

DURATION: 12 months; beginning Feb and ending Jan

Schedule



We welcome your Feedback

Restructuring Committee

- Glenna Cheney, Glenna.cheney@gmail.com; 952-657-5388
- Kristie Lester, kjlester@mchsi.com; 612-251-6709
- Ann Marsh, anndavemarsh@gmail.com; 952-913-6310
- Kurt Jewell, kurt.jewell@gmail.com; 952-688-8241
- John Peichel, johnpeichel@gmail.com; 952-457-2054