

## EUMC Restructuring FAQs

FAQs = Frequently Asked Questions

Q1. How will people be chosen to serve on the new EUMC Leadership Team?

A1. Like the committee process we have followed for year. The Nominations Committee lead by Pastor Brooke collects information on people's passions and gifts and looks to match with the various roles for the team. An initial conversation explains the need, why a person would be a good fit, describes the commitment and everyone takes time for prayerful reflection. Often the Nominations Committee attempts to anticipate what challenges the church might face in the next few years and identify people with key skills to tackle those challenges. The Nominations Committee then presents their proposal at a charge conference where the church members are given the opportunity to review, discuss, ask questions and vote on acceptance.

Q2. How long can a person serve on the EUMC Leadership Team?

A2. Three (3) years will be the term limit for serving on the Leadership Team in any role(s). After which, we will ask that a person take at least a one (1) year break before being eligible to serve another term. The first year, we look to have three (3) people commit for a 3-year term, three (3) people commit for a 2-year term, and three (3) people commit for a 1-year term. Thus, each year, 1/3 of the Leadership Team will be new members and 2/3 of the team will have 1-2 years of previous experience. This approach should aid in continuity but also provide opportunity for other perspectives and skills to serve.

Q3. The Book of Discipline contains various detailed requirements with respect to committees like Trustees. Since the new Leadership Team only has two roles focused on Trustees, how would this work and meet the Book of Discipline requirements?

A3. The Book of Discipline also allows for churches to set up leadership structure provided it is presented and approved at a charge conference. Several years ago, EUMC voted to allow for various interpretations of the Book of Discipline to effectively carry out the Mission & Vision of church. Still, the Book of Discipline intent of having a representative group reviewing and approving spending and investing decisions on behalf of the congregation, is a valid goal. By having a group of eleven (11) Leadership Team members of which ten (10) will be voting (Pastor will continue to abstain from voting) on key Trustees' decisions, we will be meeting the same intent as listed in the Book of Discipline.

Q4. How would the process of making major decisions (like getting a new pastor, establishing a budget, making decisions about capital campaign, remodeling plans) happen? How will that be different from it is now? Will it involve fewer people?

A4. Major decisions will be added to the Leadership Team agenda for discussion, and where necessary, voted and approved the same what major decisions are made in individual committees today. While very similar to today's process, one key difference is that instead of a major discussion or decision

happening in a committee and waiting for Ad Council to meet and approve, we will complete this in one Leadership Team meeting. It will involve few people but as for major church decisions, ten (10) voting attendees will be, on average, more than typical voting attendance at recent years' Ad Council meetings.

Q5. The ministry team liaison - Will these two people be responsible for collecting information from all the groups or do they have to attend each ministry meeting and then report to the New official team?

A5. the liaison model was one where the liaisons spoke w/ ministry team leaders in person or over the phone once or twice a month and then brought the critical updates or budget/resource/conflicts to the Leadership Team meeting. They could go to ministry team meetings, but it was not expected they would. It is critical they have frequent conversations to keep up to date w/ the ministry teams they are liaising with.

Q6. Will the staff still have liaisons?

A6. Historically, the SPRC committee was large enough to have individual, one-to-one staff liaisons. The Leadership Team would most likely have a similar liaison structure where roles were logically paired with staff that carried out matching tasks. For example, Trustees roles with Facilities Manager and Custodian and Ministry Team role with Children's & Outreach, etc.

Q7. Subcommittees such as the new Security Subcommittee reports through Trustees. Security trains ushers on Security Plan. How will this work in the future?

A7. Subcommittees like Security, Offering Counters, Stewardship and Interviewing, will continue to exist and function in the same way they do today. The chair of a subcommittee will communicate updates, needs and requests through the assigned Leadership Team member. For example, the Security Subcommittee will liaison with one of the Trustees' roles on the Leadership Team. We expect the need for new subcommittees will be presented to a member of the Leadership team to discuss the need, activities, resources required, volunteers necessary, etc. For activities that require significant effort or coordination, the Leadership team will be asked to review and support the activity officially. Activities inconsistent with the churches Mission and Vision may be rescoped for better alignment prior to initiating that activity.

Q8. What criteria will be used to prioritize existing and new activities?

A8. Nothing is changing; the Leader Team will continue to assess priorities in the church, both in terms of Ministry and Governance, based on our Mission and Vision statements. All activities will need to meet three (3) primary criteria:

- (1) Passion – both by leaders and volunteers
- (2) Alignment – with both our church's core values, mission and vision
- (3) Resources – time and money within the means of our church