

Beaver Creek Church of the Brethren

2011-2012 Proposed Reorganization

Our charge

- We were asked to review the church's organization and recommend changes to increase our effectiveness in fulfilling the church's mission:

Beaver Creek Church of the Brethren is a loving, caring and authentic fellowship of believers empowered by the Holy Spirit and called to be God's church: to worship, humbly serve others and proclaim Jesus Christ.

What we did

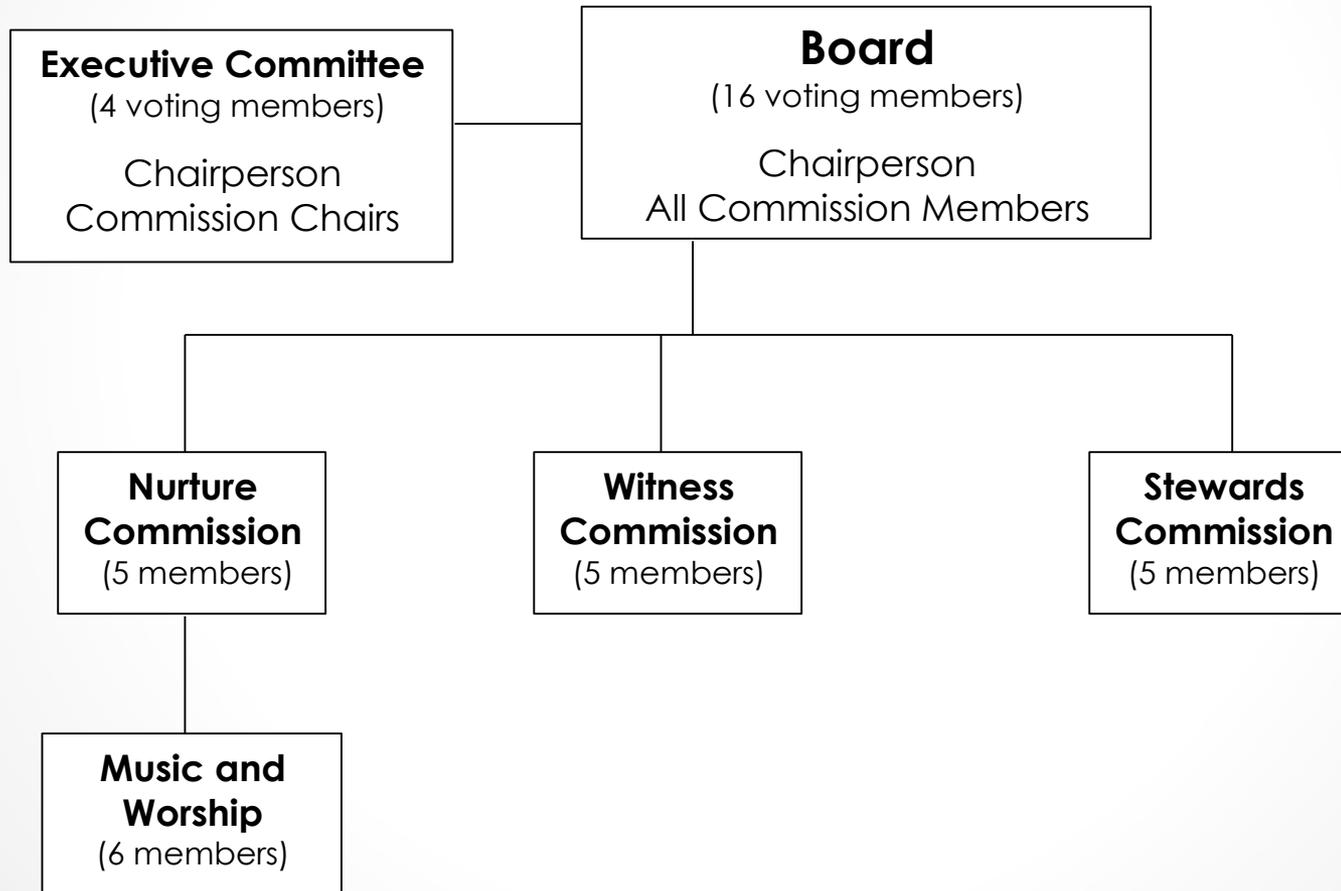
- Proceeded with prayer and consensus
- Used others' models for reference
 - Shenandoah District reorganization
 - Oakton Church of the Brethren plan
 - Pleasant Valley Church of the Brethren plan
- Adapted others' ideas – did not adopt any one plan wholesale
- Designed the new organization
- Drafted proposed changes to constitution and bylaws (“the polity”) implementing new structure

Current weaknesses

- Difficulty filling slots on Board and committees
- Uncertainty of assignment when we ask someone to serve on the Board
- Redundant meetings, but required of anyone who wants to serve
- Imbalance and overload of current duties
- Lack of continuity of leadership



Current organization



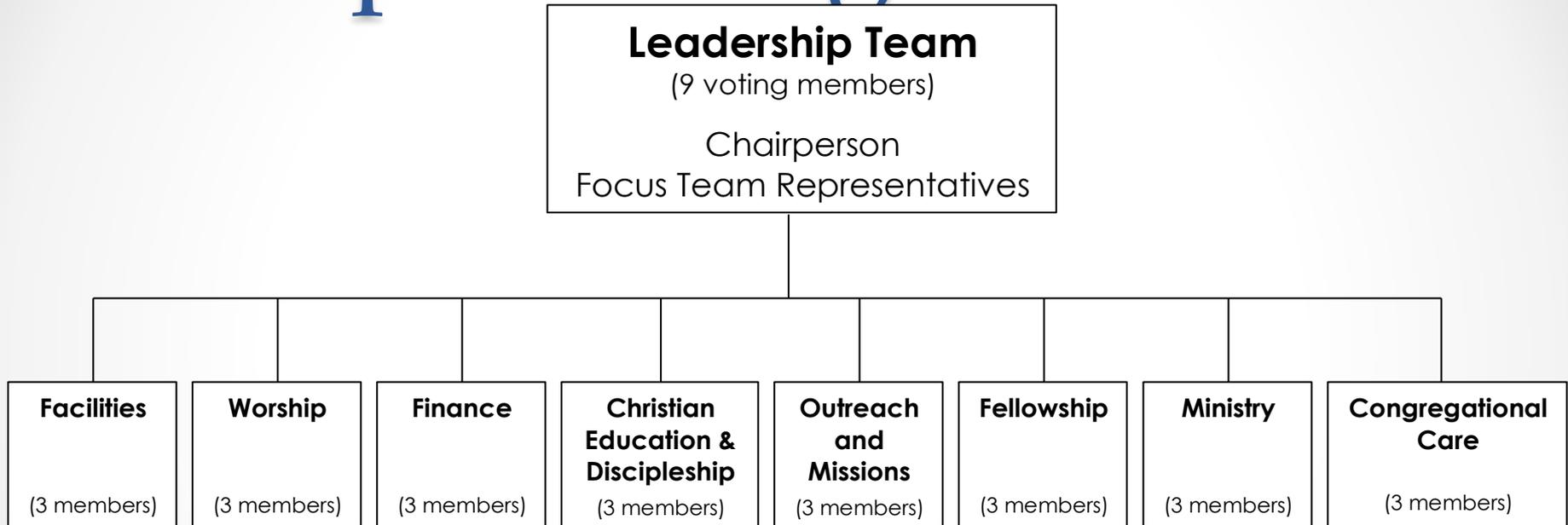
Principles of our solution

- Making our organization less bureaucratic, “flatter”
- Empowering small groups to make program decisions and then report, rather than requiring centralized action
- Intentionally trying to match peoples’ strengths with congregational needs

How we propose doing it

- Focus Teams, working for the church in defined areas
 - Three voting members – may recruit other help as needed
 - Members serve staggered three-year terms
 - The teams choose their own chairperson and representative to the Leadership Team – may or may not be the same person
- Leadership Team
 - Made of representatives of the eight focus teams, plus a chairperson
 - Chairperson is voted on separately by the congregation
 - Each year the congregation votes on a “chair-elect” who will be a non-voting member of the Leadership Team for one year prior to serving their year as chairperson
- Gifts and Calling Team
 - Runs a gifts and interest survey of members, and then with consultation proposes a ballot of focus team members, chair and chair-elect
 - Operates independently of the Leadership Team and the pastor, and the ballot does not need approval prior to going before the congregation

Proposed organization



Proposed focus teams

Facilities:

The Facilities Team is responsible for the care, protection and maintenance of all church property including structural and cosmetic repair, capital improvements, grounds maintenance and custodial care.

Worship:

The Worship Team is responsible for fostering the spiritual life of the congregation through music and worship, and accounts for all aspects of schedule, personnel and preparation of the worship space for all regular Sunday and special services.

Finance:

The Finance Team is responsible for managing and guiding the stewardship program of the church including appropriate staffing, giving and tithing, and budget.

Christian Education and Discipleship:

The Christian Education and Discipleship Team is responsible for the educational program of the church, including Sunday School, bible study, youth and children's programs and resources.



Proposed focus teams

Outreach and Missions:

The Outreach and Missions Team is responsible for directing the congregation's witness to the world through evangelism, church extension, ecumenical relations, missions, social action and ministry to the needy.

Fellowship:

The Fellowship Team is responsible for organizing and promoting the social activities of the church and for the preparation, clean-up and care of facilities and supplies utilized in fellowship.

Ministry:

The Ministry Team provides for the needs of the Pastor and others with ministry leadership through support, evaluation and representation to the church body.

Congregational Care:

The Congregational Care Team provides for the needs of the congregation through support, communication, spiritual renewal and prayer.



Expected advantages

- Serving the church should be more attractive
 - Those accepting nominations will know where they're being asked to serve
 - Smaller teams of people ensure that each voice is heard and valued
 - No mandatory meeting schedules – each team can set its own schedule
 - Fewer people will be required to meet multiple times each month, so we can spend “less time meeting” and “more time doing”
 - One representative from each focus team on the Leadership Team vs. **all** members of the current commissions serving on the board
 - 9 voting members on the proposed Leadership Team vs. 16 voting members on the current board

Expected advantages

- There will be a better match of people's gifts and positions
 - Members can serve in their area of interest and expertise
 - The church will benefit by having the appropriate people performing the specific business of the church, according to their gifts and talents
- We can be more effective in our church mission
 - The Leadership Team can spend less time reviewing what has already been done and more time on big-picture issues
 - The Ministry Team will be able to provide valuable and focused feedback and direction to our pastor, allowing him or her to best know and serve the needs of the congregation

What we didn't do

- We did not propose any changes to the mission or organization of the Deacon Board
- We did not propose any change to the mission or organization of Women's Fellowship and Men's Fellowship
- We did not adopt or carry over detailed instructions about what must be done each year
- We did not attempt to write in a different balance of fellowship and outreach, but concentrated on overall effectiveness



Procedural steps

- Review by focus group and final changes
- Presentation to 2011-2012 Board members
- Posting of proposed change to constitution and bylaws (“the polity”) well in advance, online and with printed copies widely available
- Presentation and question-answer session at February council meeting
- Final vote at March called council meeting
- Transition in 2012
- Mandatory review after two years