

# St. Andrew's- Wesley United Church

## Board Change



# Move to a Governance Board

Over the past year, St. Andrew's-Wesley has explored moving from a representational or operational board to a governance board.

The Board approved this change at its  
December 1<sup>st</sup> meeting

# Representational Board

Under the previous representational board, people were there because they:

1. Represented another group or committee such as Christian Development, Justice and Social Action, etc.
2. Were elected to a position, such as the chair, secretary or treasurer.

# Representational Board

- functions best in a small organization
- board members conduct operational activities
- committee oriented, heavy on volunteer hours
- agenda overwhelmed by operational details

This structure no longer serves St. Andrew's-Wesley.

# Governance Board

A Governance Board focuses on the higher level missional and strategic work crucial for an effective and faithful church of this size – a resource size church.

# Governance Board

It is:

- comprised of people elected directly to the Board
- focused on the service of the mission of the whole church
- small enough in number to allow deep and wide conversation and group discernment
- a diverse group who can bring their experience and skills to the Board table
- with the Ministers, the designated and formal leadership team of the congregation

# Role of Governance Board Members

- to listen deeply and openly to the Spirit within the congregation
- to engage in reflection, dialogue and study to be clear about our mission
- to act in accordance with the values and policies of the Board
- to support the work of the Board by speaking with one voice

# Governance Board Work

It is responsible for

- governance
- setting mission and strategic direction
- oversight of the spiritual health of the congregation
- stewardship of all assets of the church



# Governance Board Work

The Board is NOT responsible for

- day to day decision making and operations
- the “how” of the ministries and mission

This is delegated to the professional paid staff in ministry and operations.

# Governance Board and Staff

Board

Ministry and  
Operations Staff



Governance

Ministry

Consultative,  
Collaborative, with  
clear lines of  
Accountability

# Frequently Asked Questions

*If we don't have committees of the Board, how does anything get done?*

- By teams of volunteers under the guidance of ministers and staff

# Frequently Asked Questions

*What's the difference between how it was in the past and how it will be now?*

Accountability and reporting	Lead minister/staff make regular reports to the Board instead of committee chairs
Responsiveness	There will be more freedom to respond quickly to emerging ideas and changing needs
Volunteers	Will spend time in task specific teams where they have the most passion and shared interest with others
Teams	Lead Minister/Staff will be able to establish new teams or task groups without having to add to an existing standing committee
Committees	Board will have standing committees for: Governance, Finance, Trustees, Ministry and Personnel.

# Frequently Asked Questions

*What does this mean for our current committees?*

Current committees will:

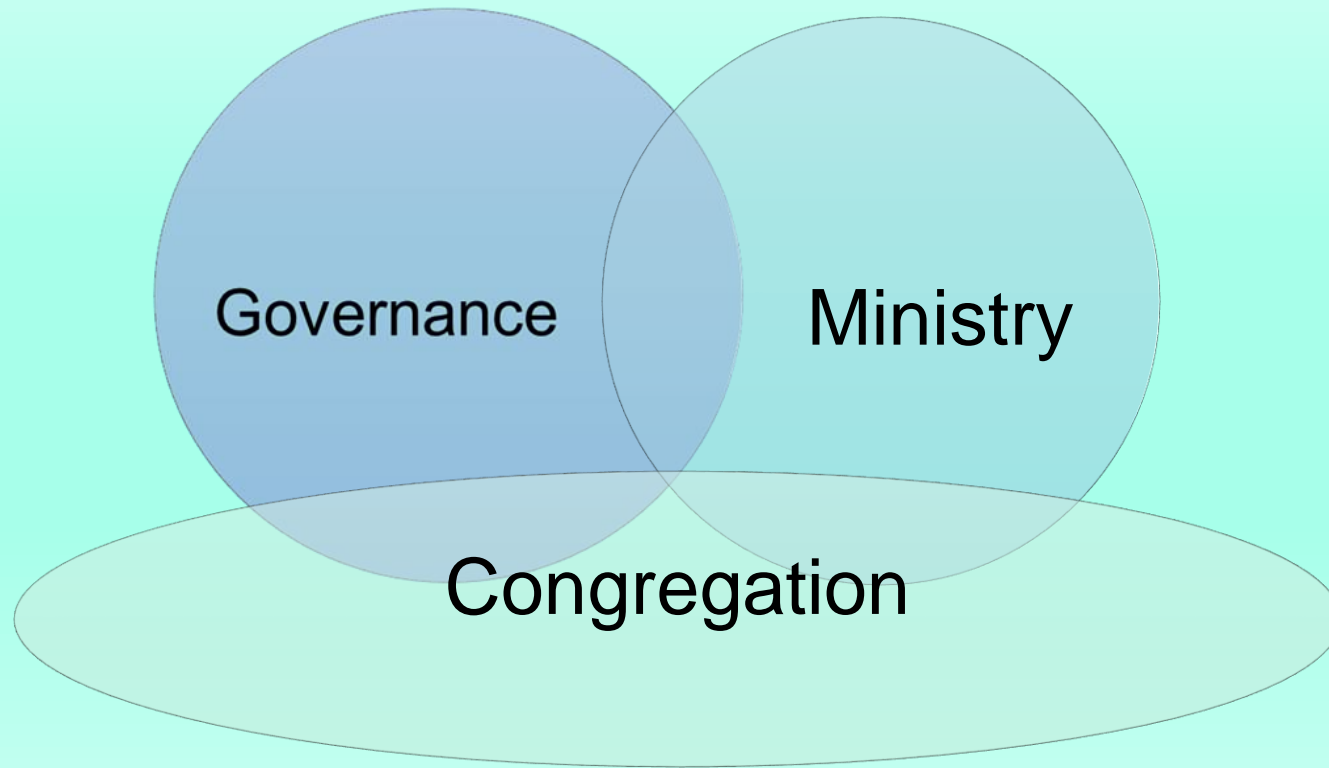
- many will evolve into other types of groups such as planning circles, ministry teams, or task groups as best suits each area of mission
- a few will dissolve

# Frequently Asked Questions

*What will the new ministry teams do?*

Teams will:

- review tasks previously done by the committees and determine where and if change is appropriate
- determine the best structure for the team in support of the mission
- consider familiar and new approaches that aren't constrained or contained by a single committee
- report regularly through the staff to the Board



The whole congregation participates through being discerners, governors, and ministers in serving God's mission in the world through St Andrew's-Wesley United Church.

# Be Involved

*How can I help?*

- Submit your name to be considered as a Board member
- Become a volunteer with a ministry team
- Provide your skills and experience for an activity