

WOODFORDS CONGREGATIONAL CHURCH,
UNITED CHURCH OF CHRIST

BY-LAWS RESTRUCTURING PROPOSAL

FEBRUARY 5, 2012

TO BE EFFECTIVE AS OF SEPTEMBER 1, 2012



OUR CHURCH HAS A SMALLER ACTIVE CONGREGATION THAN IT DID 15 TO 20 YEARS AGO

- Improve on strengths of the current governing system – more open, flexible, and enjoyable than the previous system
- Need to create healthier, more fulfilling opportunities for our volunteers
- Build off of existing ministry team structure
- Decisions and leadership through ministry teams and actual business through ad hoc task forces
 - *Project-based and short-term*
 - *Leverage active membership more efficiently*
 - *improve communication, create institutional knowledge, and redistribute leadership responsibilities*

EACH OF THE CURRENT COMMITTEES ALREADY FALL UNDER AN EXISTING MINISTRY TEAM

| Woodfords Congregational Church, U.C.C. | |
|--|--|
| Ministry Teams | Former Committees |
| Worship Ministry Team | <ul style="list-style-type: none"> • Diaconate • Lay Ministry |
| Spiritual Growth Ministry Team | <ul style="list-style-type: none"> • Membership Committee • Fellowship Committee • Missions/Social Action Committee • Iona and Raymond Grant Fund Committee • Education Committee • Music and the Arts Committee |
| Resource Ministry Team | <ul style="list-style-type: none"> • Finance Committee • Real Property Committee • Invested Funds Committee • Personnel Committee |

COUNCIL OF MINISTRIES

1. Composed of 12 members plus the Pastor
 1. *Nominated by previous Council*
 2. *Elected by the governing body for 3 year terms*
 3. *Term limited at two consecutive terms*
2. Newly elected Council selects its own roles for one year terms
 1. *Officers (Moderator, Assistant Moderator, Clerk, and Treasurer)*
 2. *Ministry Team Chairmen and Vice Chairmen*
 3. *At-large members*
3. Terms of Council members will be staggered so that 1/3 of members will rotate every year
4. The Council will assume the responsibilities of stewardship and planned giving, the functions of its current Nominating Committee, and otherwise retain all of its existing powers
5. The first election will be for three groups of Council members
 1. *Group A serves a 1 year term*
 2. *Group B serves a 2 year term*
 3. *Group C serves a 3 year term*



THE OVERALL INTENT IS TO CREATE ENTHUSIASM AND MOMENTUM TO GROW US INTO OUR FUTURE

- Align church's governing and fiscal years with its program year
 - September 1 to August 31
- Actual Ministry Team membership is not elected by the governing body nor is it nominated by the Council
 - Recruited by the team leadership

What Won't Change

- Moderator and Assistant Moderator can't serve more than 3 consecutive 1 year terms
- Charters of existing committees roll-up into ministry teams