

# SFBC Transformation Statement of Work Governance

## Long Range Plan Recommendation:

- Revise the bylaws by appointing a person to edit the bylaws as follows and presenting the changes for approval at the next congregational meeting:
  - While maintaining officers and the Diaconate, a committee for Personnel and one for Stewardship/Finance, remove all other commissions from the bylaws.
  - Replace the commission structure with committees and task forces, appointed as needed by the Diaconate. Open committee membership to active non-members. These groups would be established as needed and dissolved when their work is accomplished or no longer necessary, providing opportunities for people to serve for shorter, defined timeframes to accomplish a specific task(s).
  - Remove any language from the bylaws which places religious litmus tests for membership or participation.

NOTE: The tasks below build on this recommendation, and include other factors raised during considerations by the Diaconate and Executive Committee.

## Key Dates:

Complete work prior to pastoral transition

Complete work in time to go to Congregational Meeting for approval

Fall 2021

## Collaboration required:

- Lay Leadership
  - President/Executive Committee
  - Diaconate
  - Nominating Committee
- Other Taskforces
  - Anti Racism
- Pastoral and Administrative Staff
- Congregation
- Program Office
  - Participate in joint tasks as needed
  - Provide regular updates for communication with the congregation

## Description of Work:

- Confirm that this Statement of Work is understood and makes sense. Coordinate with program office to make adjustments as needed throughout this process
- Work with lay leadership to understand the requirements for a new governance structure
  - Right sized
  - Models for decision making
  - Other...
- Research best practices for church governance for a church of SFBC's size and ministry
- Observe the experimental leadership model being used in 2021
- Prepare alternatives for governance models
  - Discuss with lay leadership
  - Agree on a recommended proposal
- Review the proposed changes with the congregation
  - Gather input from the congregation
  - Coordinate with lay leadership to make necessary adjustments
- Review bylaws for other appropriate changes
  - Update language to represent who we are
  - Coordinate with other taskforces to identify any other needed changes
    - Pastoral model
    - Anti Racism findings
    - Other...
- Produce a bylaws change proposal for approval by the congregation
  - Submit to the Diaconate before the congregational meeting