

## Simplified Accountable Structure

With the transition to the Simplified Accountable Structure leadership model, how will we manage responsibilities of the committees currently known as Trustees, Staff Parish, and Finance?

These teams of *servant leaders* will continue to serve; they are essential to the health and wellbeing of our congregation. They will have new names, will have greater flexibility than the current structure, and will manage tasks and responsibilities of their respective administrative areas. Here is a brief description for each of the three initial “standing teams.”

The **Facilities and Property** standing team tasks and responsibilities include but are not limited to: regular collaboration with the Facility Manager (staff) and Fix It Crew; oversee regular care and maintenance of the church building, grounds and equipment; review and update insurance coverage, equipment maintenance contracts, building use policies, etc.; oversee care and maintenance of the church-owned parsonage; review compliance matters re: local ordinances and state regulations for public facilities and commercial kitchens; manage maintenance and improvement projects for the church building and parsonage – inclusive of structures, contents, and properties.

The **Finance** standing team tasks and responsibilities include, but are not limited to: create and recommend to the Leadership Board the annual budget; lead the annual financial stewardship campaign; review monthly and annual financial reports; arrange for the annual audit and follow up on recommendations; work with the Finance Manager(staff) to ensure best practices in all areas related to handling and care of church finances and fiduciary responsibilities.

The **Personnel** standing team tasks and responsibilities include, but are not limited to: create, review and update staff position descriptions; review and update the personnel handbook; review and update the annual staff review process; post open positions and assist with the selection process; assist the pastor with hiring, supervision and disciplinary processes, ensuring fair practices throughout.

Each person currently serving on these teams have been invited to continue in their respective areas of ministry.

The chair of the Leadership Board and the pastor identify the leader for each standing team. Members of the standing team are enlisted by the team leader and pastor and as persons volunteer for the team, with resourcing from the Nominations and Leadership Development Team. Team members are not elected to a specific length of tenure; there are no minimum nor maximum numbers of persons established for the teams. Please speak with Pastor Joy if you are interested in joining one of these teams.



*Ordinary people learning to love like Jesus.*

Beyond the ministries of the standing teams, there are also several “ministry action teams” (more commonly know to us as *program ministries*) such as: missions, congregational care, food ministries, Parables, etc.

Additional teams may be established by the Leadership Board, to accomplish the mission and fulfill the strategic goals of the church.