

How Our Congregation Works

*And where you might find a place
to connect...*

History...

In 2012 the Board and Congregation approved revisions to our system of governance to make it better suited to a congregation of our then current and future size.

Those changes distributed significant operational autonomy to eight councils and re-defined the role of the Board as a policy-making body, rather than a management group. These councils are now in place, but were expected to evolve over time, as our needs and resources change.

The timing is now right for some additional tweaks to the system. This slide deck describes the next, but not the final, version of our governance structure.

The biggest change is to merge the eight councils, which turned out to be unwieldy, into a single Program Council.

The big picture...

The pages that follow show how all the pieces fit together, from the Congregation as a whole, through the elected Board, the Program Council, and the various committees.

There are three main segments:

1. What might be called the “government”
2. Congregational operations - the nuts and bolts
3. Congregational ministries - what we are all about

Government...

The Congregation as a whole makes six really important decisions.

- 1. It adopts governing By-Laws.**
- 2. It elects the Board.**
- 3. It calls a Minister.**
- 4. It creates and lives by statements of Mission and Covenant.**
- 5. It elects Trustees to “own” property in the name of the Congregation.**
- 6. It adopts the annual Congregational budget.**

The Board...

The Board has five principal functions.

- 1. It is the organizational custodian of the Congregation's values and vision as expressed in our Mission, and is charged to support that Mission in all decision-making on behalf of the Congregation.**
- 2. It considers and ratifies the formal "big picture" policies by which the congregation advances its stated Mission on an ongoing basis.**
- 3. It manages adherence to provisions of the By-Laws, such as annual meetings.**
- 4. It ratifies the selection of members for some committees.**
- 5. It takes all personnel actions, such as hiring, firing, and compensation.**

Board Members...

Three members of the Board are the annually elected “presidents” of the Congregation:

- President-Elect
- President
- Past-President

To hold the “office of the president” is normally a three year commitment for an individual, with a different area of focus in each year:

1. Orientation year
2. Chairing Board meetings
3. Convening the Program Council, and mentorship of the incoming President-Elect

Another officer/Board member, the Treasurer, is elected every two years.

The other four members of the Board are elected at-large to overlapping two year terms.

The Executive Committee...

The four officers of the Congregation serve also as an Executive Committee.

This group sets and publishes the agenda in advance of each Board meeting.

Our By-Laws specify use of Sturgis's Standard Code of Parliamentary Procedure. Under that code, the Executive Committee may be authorized to act with Board power, if necessary, between meetings, within appropriate limitations.

Professional Staff...

All our professional staff are directly supervised on a daily basis by the Minister, though execution of formal personnel actions are reserved to the Board, subject to the advice and counsel of the Minister.

The Program Council, Committees, and Teams...

The Program Council is convened quarterly by the Past President to assure communication and coordination among their various Committees.

The chair of each standing Committee sits on the council.

Action Teams are groups that perform specific tasks, but do not typically have any deliberative policy-making function. They do not sit on the councils. Examples: coffee team, event support team.

Our Ministries

The spiritual and humanitarian work of the congregation has six principal components.

- Lifespan Faith Development
- Worship Support
- Social Action
- Pastoral Services
- Membership Recruitment and Engagement
- Stewardship

Ministry Committees and Teams:

- **Lifespan Faith Devel.**
 - Children’s RE Programs
 - YAC/YRUU
 - Adult RE Programs
 - OWL
 - Coming of Age
 - Library
 - Sunday Circle
- **Worship Opportunities**
 - Worship Support
 - Worship Associates
 - Special Worship Opportunities
 - Music
 - Sound
- **Stewardship**
- **Pastoral Services**
 - Lay Pastoral Care
 - Caring Support Program
 - Covenant Groups
- **Social Action**
 - Community Service
 - Social Justice
 - Joint Congregational Ministry
- **Membership**
 - Outreach
 - Greeting
 - Connection
 - Engagement

Our Operations

The day-to-day administrative functioning of the congregation is charged to two committees:

- Finance & Administration
- Facilities

Church Operations Committees & Teams

- **Facilities**
 - Building Maintenance
 - Grounds Maintenance
 - Memorial Garden
 - Playground
 - Art & Aesthetics
 - Safety
- **Finance & Administration**
 - Finance
 - Fund-raising Events
 - Gift Cards
 - Audit
 - Budget
 - Personnel
 - Communications
 - Membership Administration

Assessment and Facilitation

There are four important functions that are charged to committees that fall outside the two main branches of our organization. They report directly to the Board and are called committees of the Board.

Committee on Ministries – keeping a watchful eye on the effectiveness of our ministries, and providing an ombudsman option for resolution of unusual situations.

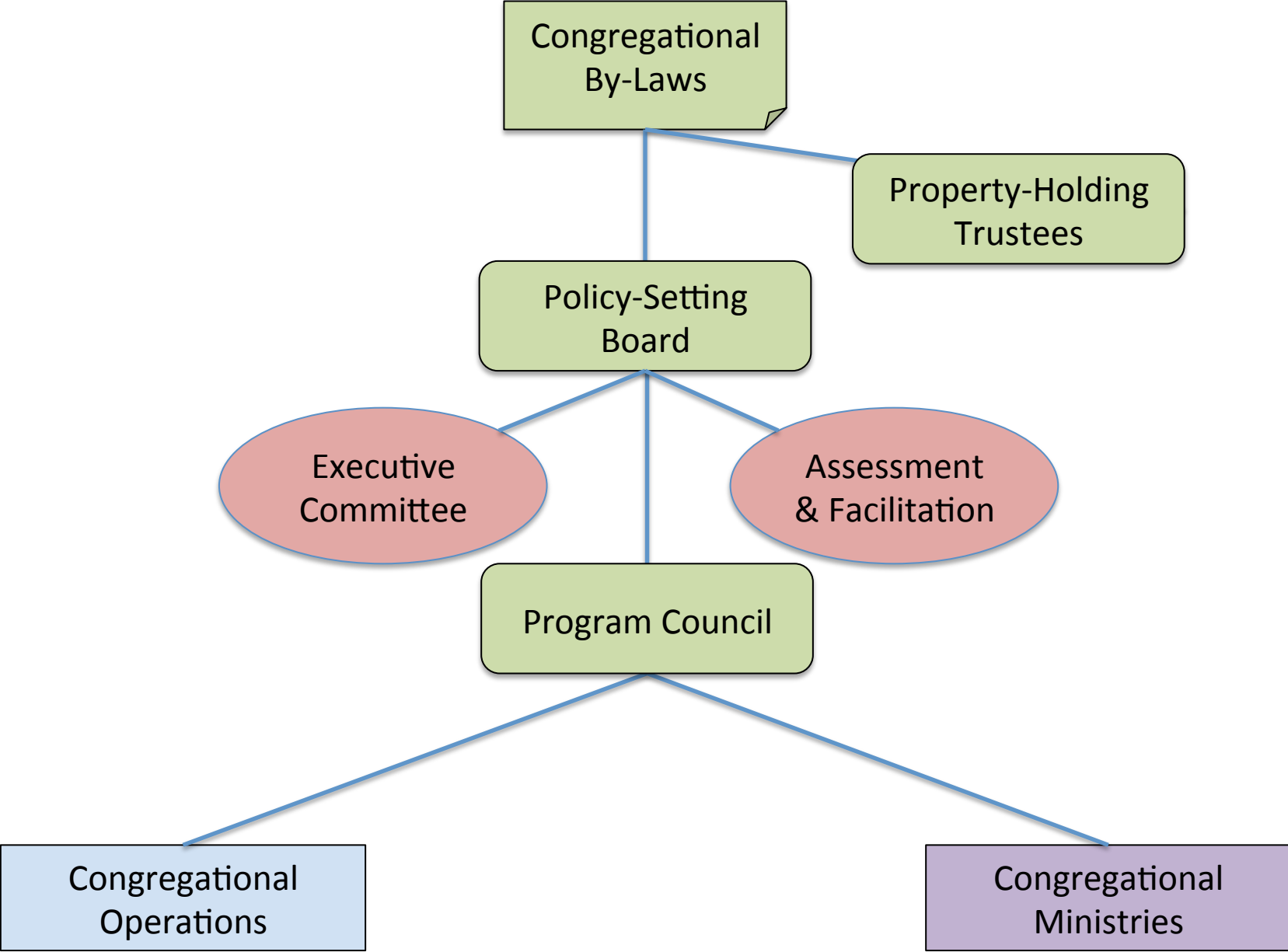
Strategic Planning Committee – enabling the creation of our mission, vision, and covenant documents, and helping us execute long-term commitments.

Governance Oversight – checking out how our system is working and recommending changes that will keep us running smoothly.

Leadership Development - helping identify, recruit, and coordinate mentorship for important positions, such as officers, board, and committees of the board.

High level organizational diagram

With all the foregoing information in mind, here is a simple diagrammatic version of our organizational and governance structure.



Ways to connect...

***Check out two important pages on our website,**

<http://www.uucnrv.org/get-involved.htm>

and

<http://www.uucnrv.org/interest-groups.htm>

***Email our Connections Committee connections@uucnrv.org**

***Walk up to any Greeter or Usher on a Sunday morning, and introduce yourself.**