

BABC Governance Study Team Update

Town Hall Meeting

October 22, 2014



What Is Our Mandate?

Implement
BABC's
Philosophy Of
Ministry &
Emerging
Principles



Improve Communication & Engagement



Evaluate
Organization
Design &
Processes for
Multi-Site
Movement



Our Challenge

 How should we make decisions at BABC given our increased size and complexity?

 How should we structure our decision-making process as a multi-site church?



Key Findings from Church-Wide Survey (Summer 2013)

 Respondents do not want to run the church other than to weigh in on major issues such as finance and multi-site.

 Respondents do want to know significantly more about what is happening at BABC and why.



Communications Team

(Established April 2014)

Publish ministry team meeting notes within 2 weeks of meeting.

Organize quarterly team progress reports.

Produce annual state of the church report.



Research on Church Governance

We looked at governance structures of 8 churches.

The congregations at those churches were at least as large as BABC's.

All churches reviewed were multi-site churches.

We know that BABC is unique and will not fit perfectly into any one mold.



Key Findings on Church Governance

Biblical Foundation: Each church's governance structure had a Biblical foundation.

Uniqueness in Functionality: While all churches were led by "elders," the functionality and relationships were unique.

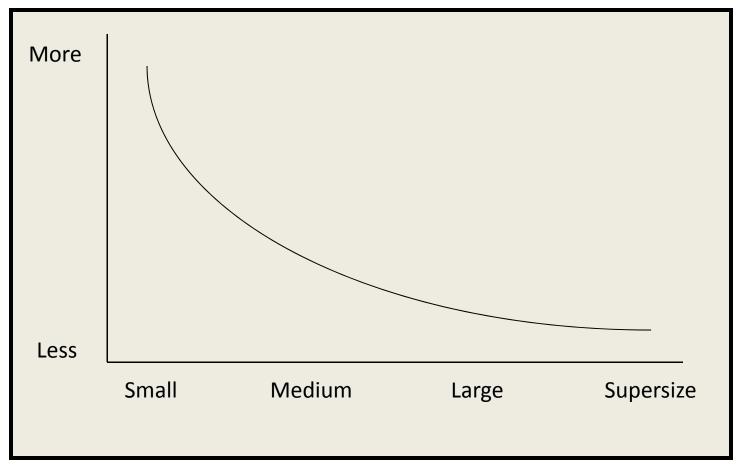
Clearly Defined Relationships: The roles of and relationships between pastors, deacons, and elders were clearly defined.

Small Group Key Decision Makers: All churches used some combination of staff and/or elder-led model.



As church membership increases, the number of decisions involving the congregation decreases.

Decisions made by entire congregation



Size of congregation



Recommendation for BABC Governance

Establish a Church Council

(A modified Ad-Interim)



Proposed Structure of Church Council

Size: 9 members, plus senior pastor or pastor's designate

Term: 3-year rotating membership (3 new members each year; must take off 1 year between terms)

Leadership: led by lay member for a one-year term (elected by Church Council)

Meetings: at least once a month (7 members, excluding pastor or pastor's designate, required for quorum)

Authority: decisions made at appropriate level

Composition: ideally would be a cross-section of congregation (diversity, age, campus)



Requirements for Service

BABC member for at least 5 years Fully engaged/invested in the church (time, talents, money) Demonstrated leadership in a variety of capacities at church **Knows various BABC ministries** Cannot lead another BABC team while serving on Church Council Spiritually mature Christian who makes decision based on what is best for BABC



Initial Nomination/Selection Process

Church members nominate candidates.

Transition Team consults with Governance Study Team and Member Mobilization to vet nominees.

Congregation votes to select 9 candidates.

Random selection process determines term rotation. (Initial 9 members serve term of 1, 2, or 3 years.)



Annual Nomination/Selection Process

Church members nominate candidates for Church Council.

Returning 6 members on Church Council vet nominees.

Congregation votes to select 3 new members.

Church Council may, by majority vote, remove members for poor performance.



Limits of Church Council Authority

May not call a senior pastor and ministerial staff members May not adopt the budget May not change the constitution or bylaws May not alter the identity or denomination affiliation May not enter into contracts or agreements that require trustee signatures May not start or disband a multi-site location May not approve a large financial obligation (as defined in BABC by-laws)



Impact of Church Council

Ministry Coordination Council

- Focus solely on coordination of various ministries
- No longer a decision-making body
- Renamed "Ministry Coordination Group" to emphasize new focus and avoid confusion with Church Council

Ad-Interim

Disbanded after initial Church Council members are in place



Approval Process Timeline

- January 2015: Present model at business meeting for a vote
- April 2015: Present revised documents at business meeting
- June 2015: Congregation votes on document changes
- Summer 2015: Begin initial nomination/vetting process



Questions