



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.

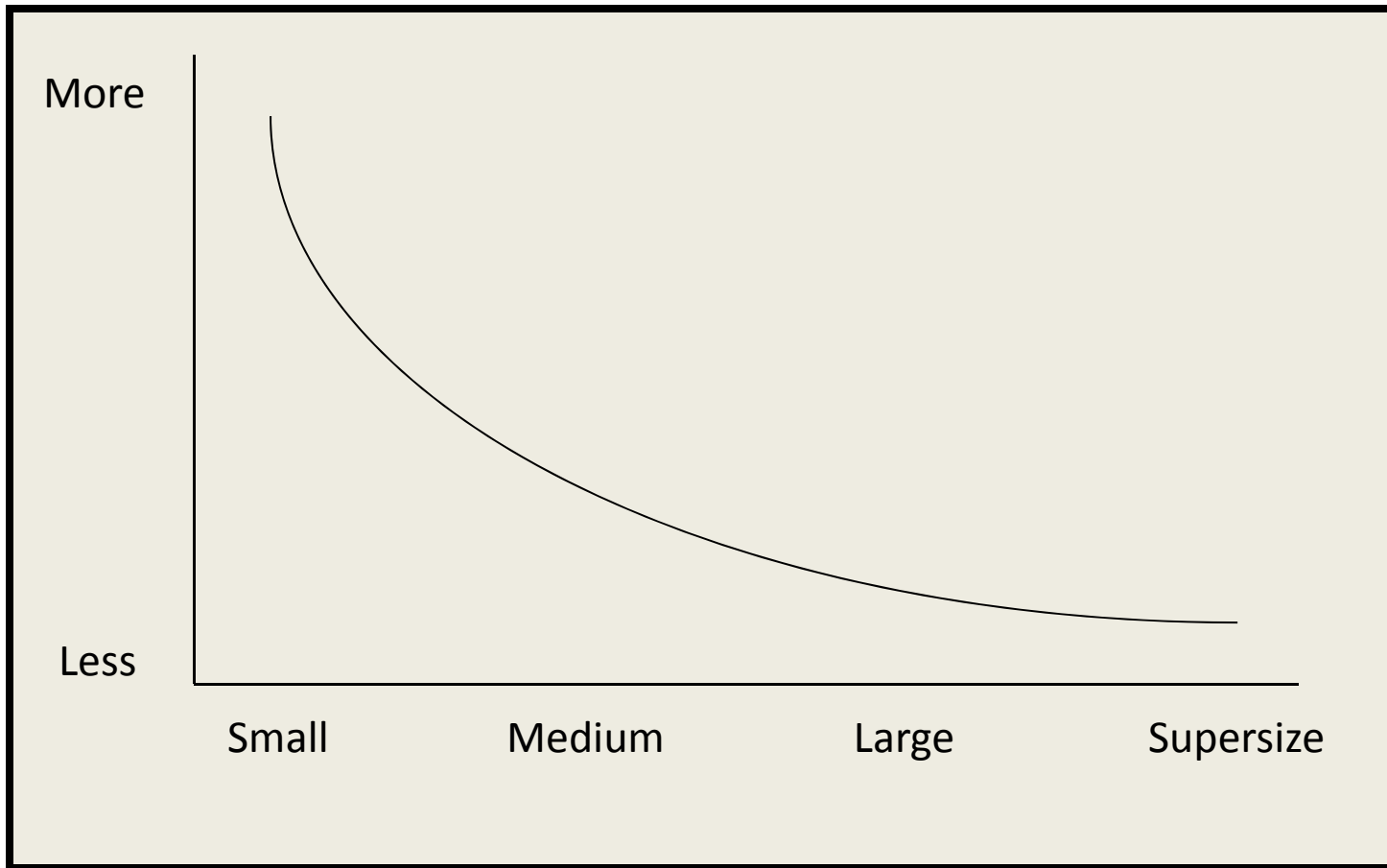
Clearly Defined Relationships: The roles of and relationships between pastors, deacons, and elders were clearly defined.

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



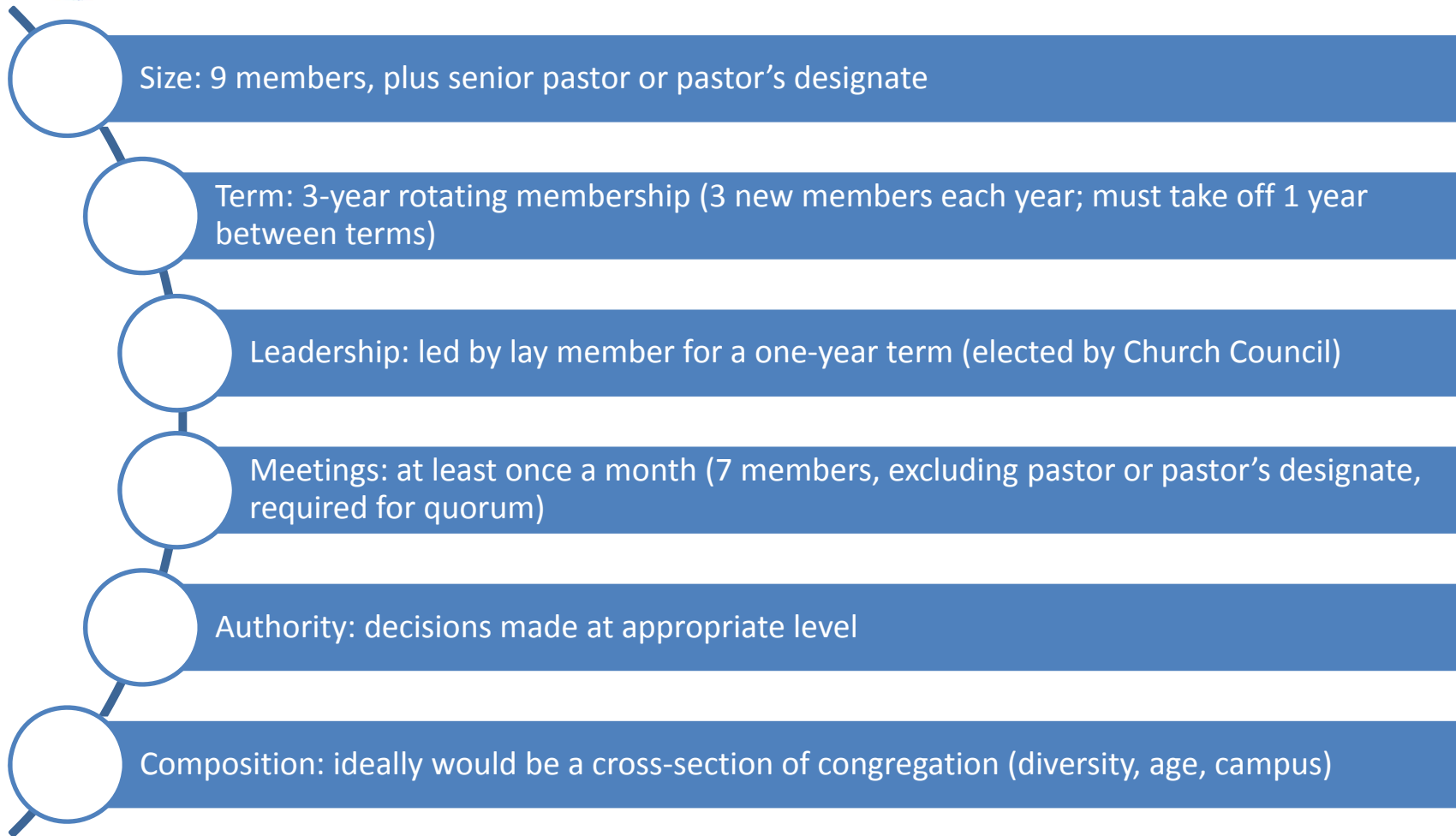
Recommendation for BABC Governance

Establish a Church Council

(A modified Ad-Interim)



Proposed Structure of Church Council



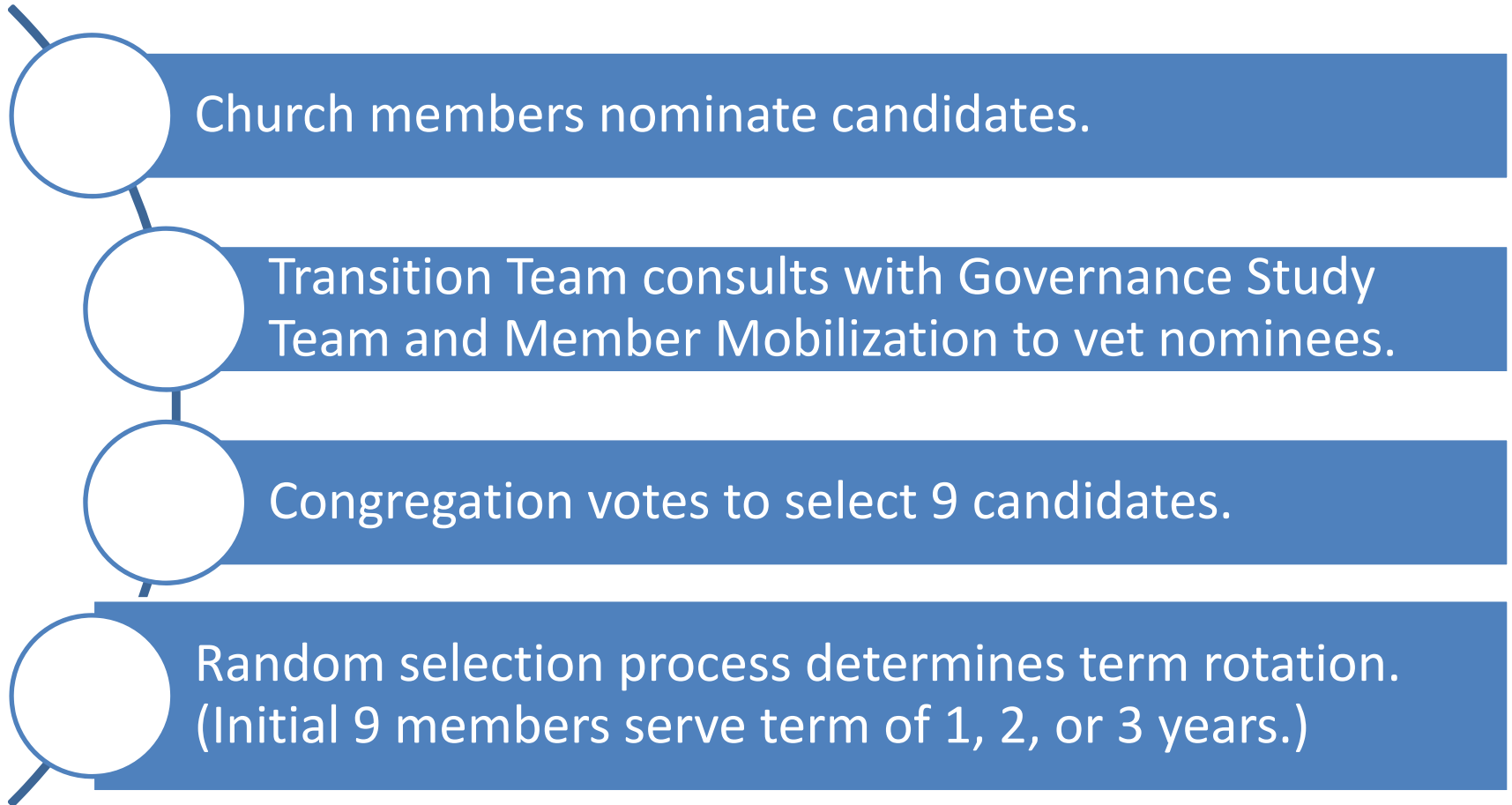


Requirements for Service

- 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

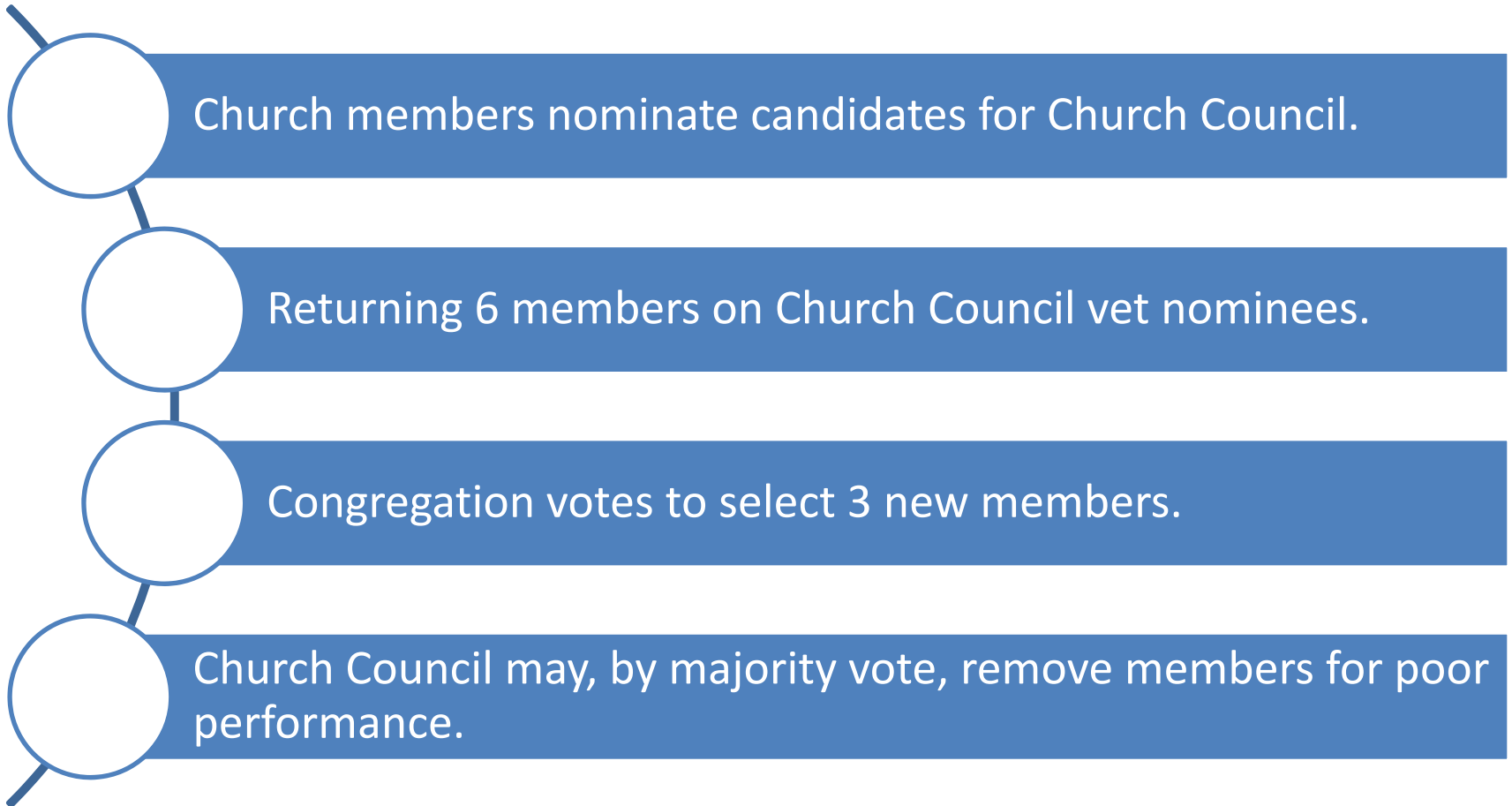


Initial Nomination/Selection Process





Annual Nomination/Selection Process





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