

STRUCTURE CHANGE LISTENING MEETING

(Note: The following notes are as recorded in the meetings – this is why sometimes I added a question mark or a sentence is not finished)

1. The Good

- Less Meetings
- Easier flow with less groups / to have less steps is a good thing / streamlined, room for expansion
- Things lost in translation(?) with two boards
- Could be easier with one board / more streamlined
- If you can resolve conflict better, it would be good
- Vision is easier to deal with, with one board
- If it improves the operating, it would be good
- One group responsible to the government
- More teams mean more people could get involved
- Like to know this a group that oversees our decisions
- Possibility of greater unity in a combined board – decision making
- Lighten the load of the Church Board
- Encourage involvement in “non” leadership roles
- This would allow more spiritual focused ministry
- Better communication between boards (is this a comment about what is being seen right now between the boards?)
- Resourceful for volunteers
- Better understanding of each other’s ministry
- Would help relational part by having single board
- Not always a board decision...team leads take care of it
- Much more efficient ministries
- Board evaluation/review is great, needs to happen more often
- Dividing responsibility, more delegating, more people able to contribute in the sandbox analogy
- Spreads weight around
- Unity/vision moving forward is an encouraging thought – teach this – repeat this often
- Working all together towards the common goal
- Invitation to participate in the process appreciated
- We all need to be on the same page. This is a positive step in that direction
- Better buy in with a common vision
- Teaching membership their jobs/roles

2. Concerns

- Would be a lot more on their plate / very busy (x2)
- How much freedom do you give delegated groups on making decisions?
- Will this fix issue with balance of power?
- How do we know we won’t take a step back going to one board like we had before?

- Would there be meetings between Team Leads because there would be more power given to Team Leads
- One guy can dig a pretty big hole within the sandbox when given more authority or power
- Team leads would be allowed to make more decisions that may be best dealt with by the board
- Could be less effective than what?
- A lot of work if it doesn't work?
- Is it not already hard enough to get people to serve in any areas – who would? – are we going to be able to fill the positions when we go to one board? How will one small board, i.e. ministerial team – manage all the responsibilities if not enough people step up to help (x5)
- Two distinct sets of gifting serving on two boards – amalgamating the boards won't change people's gifting and/or jobs
- With only 5-7 people in the board, how much more will the membership be kept in the dark? – almost like a secret committee.
- No one to stop the one board if they're of one mind and it's a bad thing – they may mislead the congregation and no one would be there to catch it.
- Trust is still a big deal / broken trust – how do we trust again? Forgiveness needs to continue to grow and be extended (x3)
- Too much responsibility for just a few people on this new board
- How do you transition without causing disengagement from (current) board members?
 - All
 - None – revote
 - None – all new
 Comment: Don't want frustration
- What will the election process look like?
- If two boards can't get along, how would it be any different?
- Now we have Elder couples...How are we going to run Ministry of Care in Church. 5-8 people seems
- Ongoing evaluation...tough to evaluate themselves? Overall evaluation should include others
- Accountability process?
 - Membership responsible to hold Leadership to job description
 - Membership approves budget. Establishes boundaries
- We have done it this way for 30-40 years
- Too low of a number with 5 members
- A lot more work for Elders with Deacons not there
- Would this double meetings?

3. Other Feedback

- It is hard to know what could be changed if you are not on the board
- No women on the board is not really a downside
- Work together, but don't get bogged down by details – don't micro-manage
- Make sure what you have is effective
- May need more info going to members on "issues" so we are all informed. May be hard to vote on change if we don't know all the "issues."
- Would like to see the board's side on this
- Let's get better, not just different

- We need to iron out some of the small details before making a change this significant. I.e. How are the team ministries going to be reformed-reset, stay the same? How are the boards going to be joined, reset or joined?
- There needs to be more openness, accountability – more transparency
- More info needs to be brought to the
- _____ does not believe we have run our Church wrong for the last 30 years
- Would work with volunteers stepping up
- Team Leads would have to be carefully chosen because of freedom in “Sandbox.”
- Need to build a culture of open discussion
- Need longer nominating wait period to get to know those people being nominated for top board

4. Other Questions asked

- How many people in the board?
- How are we deciding who will be on the board?
- How often during the year would both boards have to deal with the same issue?
- Why did it become two groups?
- Something isn't as effective and working right to make this change?
- What are other E-Free Churches doing?
- What is the role of the treasurer position in the new system? How will this look?
- Can we hear back on our questions/other group's questions later?
- How does this affect current team leads?
- How will the team ministries be developed?
- Would there be terms to the committees?
- How will you accommodate the time? Will things get missed?
- Would there be a sub-committee when hiring a new pastor or assistant pastor?
- The Deacons are being micro-managed in a sense; does that give greater accountability though?
- Is the entire board in favor of this change? If not, why not?
- Structure – how are the ministry teams/boards decided? What do they do? / process for a new ministry team? / freedom of teams for certain events / are ministry team leads voted in by membership or assigned by the board? / Does the team lead form their own team or does the membership vote on the rest of the team? (x2)
- What happens to the nominating? How are people nominated?
- Does the “one board” have more power than the Elders/Deacons combined?
- What is the role of women on the board? Women leadership roles?
- What is your main reason for changing it?
- Why all Board Members need signing authority?
- Will this be an improvement to running things?
- Why are people not involved?
- Is there vision beyond this proposal?
- Did both boards work on this proposal?