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

1. **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?

1. **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

1. **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?