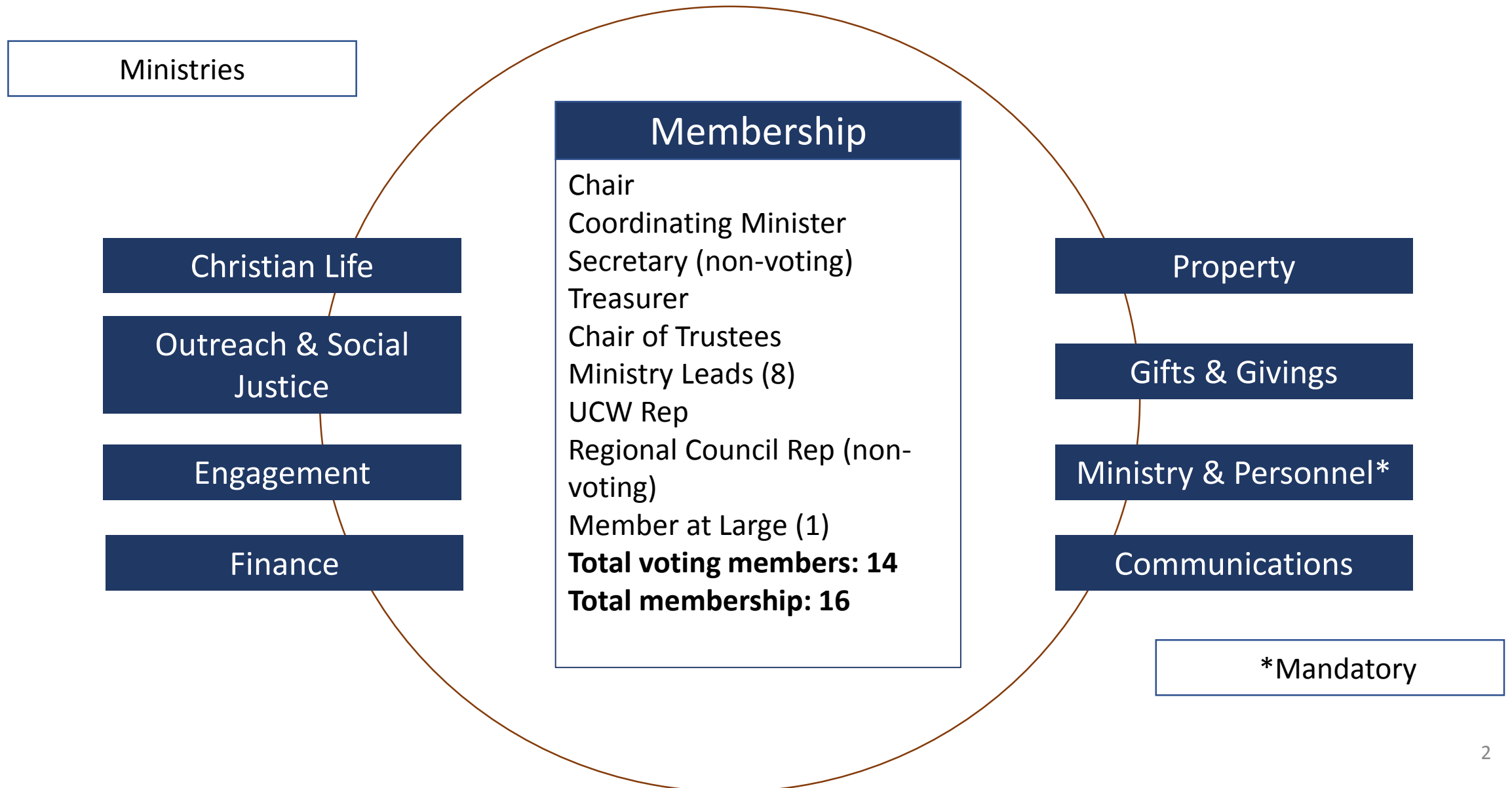


Governance Review Team Proposed Governance Model Congregational Meeting

November 16, 2021

Proposed Council Structure



Ministry Leads

Mandate

Ministry Leads oversee and nurture an aspect of the life and work of the Church under the direction of the Council and consistent with Council strategy including:

- Providing terms of reference and reviewing/amending annually for Council's approval
- Proposing related annual plan and budget for approval
- Coaching Team Leads as they undertake their work by providing advice and guidance but allowing for day-to-day autonomy within the teams (teams may be ongoing or timebound)
- Collaborating with and assisting Engagement Ministry with recruitment of Team Leads
- Supporting staff members as applicable/liaising with M&P as required
- Monitoring plans/budgets once approved, including considering risks to achievement of same
- Seeking approval from Council for items that vary significantly from plan/budget

Meeting Structure

- As defined in Terms of Reference

Proposed Scope of Ministries (to be determined by Council)

Christian Life

- Music Team (includes Chancel Choir)
- Baptism Coordinator
- Communion Coordinator
- Fresh Start Coordinating Team
- Livestreaming Team
- Children's Ministry Team
- Youth Ministry Team
- Family Ministry Team
- Alpha Program Team

Engagement

- Engagement of members to share time/talents
- Recruitment/nomination of lay leadership
- Collaborate with Ministry Leads on recruitment
- Strategies to engage with wider community*
- Pageant Team
- Welcoming Team
- Men's Group
- Pastoral Care Team
- Coffee Hour Team(s)

Outreach & Social Justice

- Honduras Team
- Community Outreach Team
- Anti-Racism Learning Series Team
- Other time bound initiatives (e.g., the Warmth Initiatives, food drives, Knitters, etc.)

Finance (Treasurer a member)

- Budget coordination
- Financial reporting & controls
- Liaison with external accountant
- Ushering Team

Property

- Oversees all aspects of property in close collaboration with Trustees
- Accessibility Committee

Gifts & Givings

- Stewardship campaign
- Other special fundraising initiatives
- Legacy

Communications

- Social media
- Website
- Internal comms/newsletter
- Strategies to engage with wider community*

M&P

- Human Resources committee of the church – lay and clergy
- Recruitment and selection of non-ministerial positions
- Employment/working conditions
- Performance management
- Employee relations

*Shared in close collaboration between Engagement and Comms