

A Revised Structure of Governance Antioch Lutheran Church

We put forward this proposed structure of governance for three primary reasons.

1. It grows naturally out of our Mission Statement:

As a Christ-centered congregation, we are called to teach, to grow, and to serve the People of God.

2. It reflects the time and the technology available for us to carry out the ministry of the church.
3. It attempts to focus our time and energy on ministry rather than meetings.

The biggest organizational change is to shape our governing structure around the three centers of gravity: Teaching, Growing and Serving outlined in our Mission Statement.

Each of these three centers becomes a “Ministry Area,” with oversight provided by an “Area Coordinator.”

Two of the Area Coordinators (Growth and Service) will be elected by the Congregation at an annual meeting. The Director of Christian Education (a staff position) will serve as the Area Coordinator for the Teaching Ministry Area.

The three Area Coordinators, together with the Council President, the Pastor (who serves as Vice President), and a representative of the Finance Team, form the Executive Committee. The Executive Committee will meet monthly and as called to meet by any member of the Executive Committee

The Congregation Council, composed of the Executive Committee and Team Leaders from 12 Ministry Teams will meet annually and as called by the Executive Committee.

The Congregation will continue to meet twice annually and as called by the Pastor, the Council President, or the Executive Committee.

What follows is a description of qualifications and responsibilities belonging to each group or position.

The Congregation

Meeting twice annually and as called to meet by Executive Committee, Council President, or Pastor, the voting members at the Congregation Meeting are all active, confirmed members on the Roll of the Congregation.

The Congregation is responsible for:

Electing:

- The Council President
- The Congregation Secretary,
- The Congregation Treasurer (positions required by law as “Officers of the Corporation”)
- The Area Coordinators for the Growth and the Service Ministry Areas

Calling:

- The Pastor who serves *ex officio* as Vice President of the Council (also required by law as an “Officer of the Corporation”), at the recommendation of a Call Team assembled for that purpose

Adopting:

- The annual Budget

Authorizing:

- One-time expenditures of more than \$100,000.

Praying:

- That God’s will be done through our ministry together.

The Executive Committee

Meeting monthly would be an “Executive Committee” (EC) composed of

- Council President
- Pastor(s)
- Representative from Finance Team
- 3 Area Coordinators: Teaching, Growth and Service ministry areas.

These Committee members would have both voice and vote at meetings.

The EC would be responsible for:

Oversight:

- The week-to-week oversight of Antioch’s mission, ministry and financial health. EC meetings would be open and regularly scheduled; minutes regularly posted and available.

Strategic Planning:

- The EC will meet annually for strategic planning prior to the Fall Congregation Council meeting.

Authorizing:

- The EC may approve one-time congregational expenditures up to \$5,000.

Praying:

- That God's will be done through our ministry together.

The Congregation Council

Meeting annually would be a "Congregation Council" (CC) composed of

Executive Committee members

Team Leaders or designated representatives from the following Ministry Teams:

- Christian Education
- Preschool
- Youth
- Evangelism
- Stewardship
- Social Ministry
- Health Ministry
- Building and Property
- Worship and Arts
- Finance
- Communications
- Fellowship

Note:

- *Personnel Team would become a Task Force appointed by the EC and reporting to the EC.*
- *Internship Team would report to and consult with the Pastor and Council President.*

Additional CC meetings may be called by the Executive Committee as necessary.

The CC would be responsible for:

Planning:

- The congregation calendar and mission emphases for the coming year.

Responding:

- Receiving, monitoring and responding to EC reports.

Developing:

- Proposals and ideas for new ministries
- The annual Budget for Congregational approval.

Authorizing:

- One-time congregational expenditures up to \$100,000.

Praying:

- That God's will be done through our ministry together.

Ministry Areas

Each Team would be part of one of three larger Ministry Areas, corresponding to the three centers of gravity established in our Mission Statement: ***As a Christ-centered congregation, we are called to teach, to grow, and to serve the people of God.***

The “Teaching” Area (Area Coordinator: *Director of Christian Education*) would include Ministry Teams for:

- Christian Education
- Preschool (Team Leader: *Preschool Director*)
- Youth
- Communications (Including responsibility for Epistle, Website and advertising)

The “Growth” Area would include Ministry Teams for:

- Evangelism
- Fellowship
- Stewardship
- Building and Property

The “Service” Area would include Ministry Teams for:

- Social Ministry
- Health Ministry
- Worship and Arts
- Finance

In addition to the Fall Planning Meeting, Team Leaders from each of the Ministry Areas will meet (at least) two times with their Area Coordinator during the programming year (September – May) to set goals, to offer or seek advice and counsel, or to communicate with the EC.

Ministry Teams/Team Leaders

In consultation with the Area Coordinator, each team would meet on an “as needed” basis in order to plan and to carry out its responsibilities. These meetings could be scheduled by the Team Leader at the Team’s convenience and could include electronic communication as an acceptable format for meeting.

Team Leaders will serve a two-year term at the invitation of the Area Coordinator, in consultation with the Pastor, or the Council President and team members.

In consultation with the Area Coordinator, Team Leaders will help recruit their replacements.

Team Leaders may recruit new Team members as well.

Elected Leaders:

Council President:

The Council President will be elected by the members of the congregation to a two year term. The President may serve three consecutive terms.

In consultation with the Pastor, the President sets the agenda for Executive Committee meetings, and presides at those meetings, at meetings of the Congregation Council, and at regular Congregational meetings.

Congregation Secretary:

The Congregation Secretary will be elected by the members of the congregation to a two year term and may serve three consecutive terms. With the Congregation Treasurer, the Congregation Secretary will sign documents as an “Officer of the Corporation,” and maintain oversight of the corporate charter.

Congregational Treasurer:

The Congregation Treasurer will be elected by the members of the congregation to a two year term and may serve three consecutive terms. With the Congregation Secretary, the Congregation Treasurer will sign documents as an “Officer of the Corporation,” and maintain oversight of the corporate charter.

Area Coordinators:

Area Coordinators for the Growth and Service Ministry Areas will be elected by members of the congregation to a two year term and may serve three consecutive terms.

The Director of Christian Education will serve as Area Coordinator for the Teaching Ministry Area.

Area Coordinators will serve as members of the Executive Committee and in consultation with the Council President, Congregation Council, and Pastor, help plan and implement the congregation’s mission emphases and calendar.