

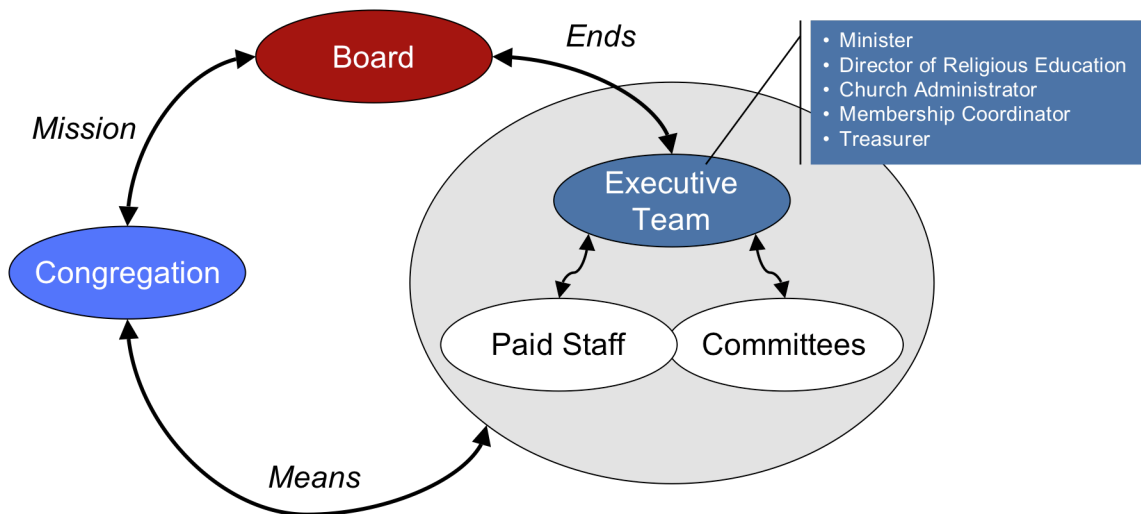
Trial of New Governance Model

The Executive Board is planning a trial implementation of a policy-based governance model for the church. Beginning in the fall, the trial will run for the remainder of the 2005-2006 church year.

In making a change in governance, the board's objectives are to allow more time to focus on long-range planning; to clearly define the roles and responsibilities of the board, staff, and committees; to facilitate the development of programs and community within the church; and to ensure an organizational structure that will support a growth in our membership and increased participation in church programs.

After three years of study, our board, minister, and staff have agreed that the best way to proceed is to conduct a trial and test the ideas that have been developed and discussed. As Steve Edington commented at a recent board meeting, one can't draw an accurate map without actually exploring the territory.

The diagram illustrates the governance model. The Board's role is to discern the needs of the congregation (both members and potential members) and build a consensus of the mission of the church. From this, the Board defines specific goals that will help to realize the church's mission. These goals or "Ends" are delegated by the Board to an Executive Team (ET), whose responsibility is managing the implementation; the ET works with the staff, committees, and other volunteers to do so. The ET will also manage church financial expenditures, in accordance with the approved budget. As the Board remains accountable to the congregation for the health and functioning of the church, the Board will monitor the effectiveness of the implementation process in achieving the stated goals and will provide feedback to the ET.



The Executive Team will consist of the Minister, Director of Religious Education, Church Administrator, Membership Coordinator, and the church Treasurer. The Minister will serve as the leader of the ET.

In addition to the formation of the Executive Team, a change some will note will be the elimination of Executive Board liaisons to committee. Instead, each committee will have a staff liaison – which many already have. This change will allow the board to focus on long-range planning and policy development, while providing strong coupling and mutual support between the committees and staff.

Quite a few UU churches, our size and larger, are implementing similar policy-based governance models. If you want more information on the topic, please speak with any member of the Executive Board, Steve Edington, or the church staff. Additional information is available on-line, at the church's web site on the Governance page (www.uunashua.org/gov.shtml) or from the UUA web site's Policy Based Governance page (www.uua.org/interconnections/policy).

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