

Organizing Documents for the New Structure for Lay Leadership First Methodist Conroe

In accordance with ¶244 and ¶247.2 of the 2016 Book of Discipline *First Methodist Conroe*, in order to more effectively complete its mission of making disciples for Jesus Christ, has made the choice to move to an alternate form of governance.

There will remain in place the Nominations/Lay Leadership Committee which will be renamed the *Nominations Team* and function as outlined in ¶ 258.1.

The current Board of Stewards will be renamed the *Ministry Team* and its membership will include the Lay Delegates to Annual Conference, three six member classes of members-at-large, six member ministry areas teams (i.e. Youth, Music, Celebracion, etc), and the members of the Leadership Team. It shall function as outlined ¶252-257.

The church is choosing to place the functions of the former administrative committees (Staff Parish Relations, Trustees, Finance Committees) into a single board called the *Leadership Team*. All of the functions of these former administrative committees will be administered by this single board as outlined in ¶ 258 and ¶2525. In further detail, be it resolved that:

- 1) The administrative committees will be renamed the Leadership Team.
- 2) The Leadership Team will be made up of fifteen members of the church and the Senior Pastor. Each of the sixteen total members will have one vote. The Lay Leader, Ministry Team Chairperson, Business Manager, Pastor for Celebracion and Executive Pastor will have voice but no vote. The Senior Pastor shall not vote on matters pertaining to his or her own appointment, employment or compensation. In the event of a tie vote, the Senior Pastor shall not cast the deciding vote, instead, the motion will be tabled for future discussion at a later meeting.
- 3) Per ¶249 - Members of the Leadership Team shall be nominated by the Nominations/Lay Leadership committee or by nomination from the floor of the Charge Conference, and then approved by the Charge Conference as authorized by the District Superintendent. In keeping with the spirit of ¶249, in nominating members, consideration will be given to nominate a representative slate inclusive of age, gender, ethnicity and involvement in ministries of the church. Only one person from an immediate family shall serve on the Leadership Team. No member of a staff person's family may serve on the Leadership Team.

- 4) Except for at the initial creation of the Leadership Team and the Senior Pastor, each member shall serve a term of three years and shall not immediately repeat a three-year term, but can serve as a member of the board once they have not served on the board for two consecutive years. Each class shall consist of five members. For initial creation of the Leadership Team, members shall be nominated to serve in three classes; one class of five persons shall be elected for one year, one class of five persons shall be elected for two years, and one class of five persons shall be elected for three years. For the initial Leadership Team classes, the members of the class of 2022 and 2023 are eligible to be nominated by the Nominations team upon the completion of their first term. All subsequently elected members will serve three-year terms.
- 5) Those nominated for Leadership Team are asked not to miss more than two meetings in one calendar year. If a member of the Leadership Team misses three meetings in one calendar year, except for the most extenuating circumstance, they will forfeit the remainder of their term. In the event that a member of the Leadership Team is unable or unwilling to fulfill her/his three-year term, under ¶ 250, upon request the District Superintendent may call a special session of the Charge Conference for the explicit of filling the vacancy. The Nominations/Lay Leadership committee shall meet and nominate person who may be elected at the special Charge Conference.
- 6) The Chairperson of the Leadership Team shall be recommended by the Nominations/Lay Leadership committee and elected at Charge Conference. Within the Leadership Team, there shall also be a Vice-Chair for Finance, a Vice-Chair for Trustees, a Vice-Chair for SPRC and a secretary elected by the board annually at its first meeting.
- 7) A quorum shall be considered more than 50% of the voting members present. No votes shall be held if a quorum is not present. There are no proxies. In the case of email voting, all voting members must be included in the email and a majority of responses for or against will be all that is needed to consider a vote binding.
- 8) The minutes of each meeting of the Leadership Team shall be kept and, once reviewed and approved, made available with the exception of personnel information that is considered private.
- 9) The Leadership Team meetings are open meetings to church members who wish to attend. The Leadership Team may have closed sessions during the meeting for personnel or legal concerns.
- 10) The creation of ad hoc committees to aid the work of the Leadership Team is encouraged in order to involve more members of the congregation in areas of specialty and interest.

11) Once the Leadership Team is properly authorized to govern, they shall define, review, amend and enact all policies and procedures that will become the Operational guidelines of the church. Unless changes are made by the Leadership Team, all policies developed through the previous administrative structure will remain in force.

12) The Leadership Team will have a standard regularly scheduled meeting time (e.g. 2nd Monday of the month) unless otherwise scheduled. It shall meet additionally at the request of the Bishop, the District Superintendent, the Pastor, the chairperson of the committee or any other member of the committee. The Leadership Team shall meet only with the knowledge of the Senior Pastor and District Superintendent, if necessary. The Senior Pastor shall be present at all meetings unless he/she voluntarily excuses his/her self. The Leadership Team may meet with the District Superintendent without the Senior Pastor present as long as the Senior Pastor is informed in advance of such meeting and shall be brought into consultation immediately thereafter.

With these enacting guidelines, it is proposed that the First Methodist Conroe Board of Stewards adopt this new governing structure to take office January 1, 2022.

Approved by Church Conference on November 14, 2021.

Dr. Jeff Olive
District Superintendent

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Senior Pastor

Andy Fritsch
Chairperson, Board of Stewards