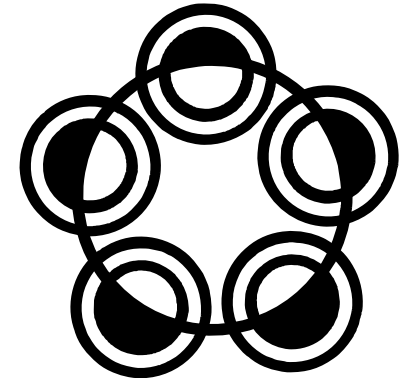
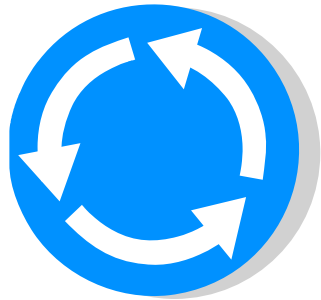


Proposal for a new GOVERNANCE STRUCTURE for Harcourt Council

April 2009



**The
UCC MANUAL**

2007

**The United Church of Canada
Manual allows three different
governance models for
Congregations.**

**A COUNCIL is the most
commonly used model.**

**The details of the current
structure of Harcourt Council
and its Committees were
approved by the Congregation
and by Presbytery and appear
in our Handbook.**

**THE
HARCOURT
HANDBOOK**

2007

SO - WHY ARE CHANGES BEING PROPOSED?

Council is very **LARGE**, with 90+ members
(but not everyone comesand so continuity is an issue)

Council meets relatively infrequently (4-6x per year),
so it can't plan and respond effectively

The "executive" Coordinating Committee is likely
too small to provide sufficient coordination and
leadership

THESE ARE PROBLEMS TO BE FIXED....

But, the compelling reason for changing Council is to allow Harcourt to make a transition -

“from board culture
to ministry culture”

THIS IS A TRANSITION OUTLINED IN BOOKS BY ANTHONY B. ROBINSON, WHO WILL BE SPEAKING AT HARCOURT ON TUESDAY APRIL 21ST AT 7:00 PM

The aim is to release member's time and gifts so they can be used for *ministry* - for what God is calling the Congregation to do.

So, WHAT IS THE CHANGE PROPOSED?

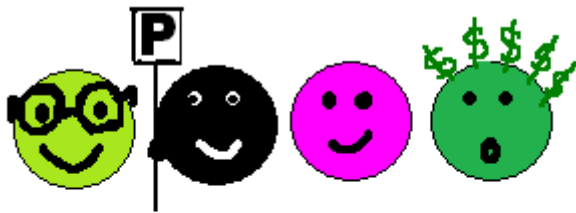
The new Council will consist of 11 Council Members, the Secretary, and the Ministers



Chair, Past-Chair, Vice-Chair
ELECTED BY CONGREGATION



Ministers, Council Secretary
NON-VOTING



Vision Implementation, Presbytery,
Personnel, Finance \$
DESIGNATED BY THEIR COMMITTEES



Councillors (liaison to Committees)
ELECTED BY CONGREGATION
(2 year terms)

STANDING COMMITTEES OF COUNCIL

The present Standing Committees of Council will continue with their present mandates and planning and budget cycles ... for now.

Christian Development
Justice & Outreach
Property

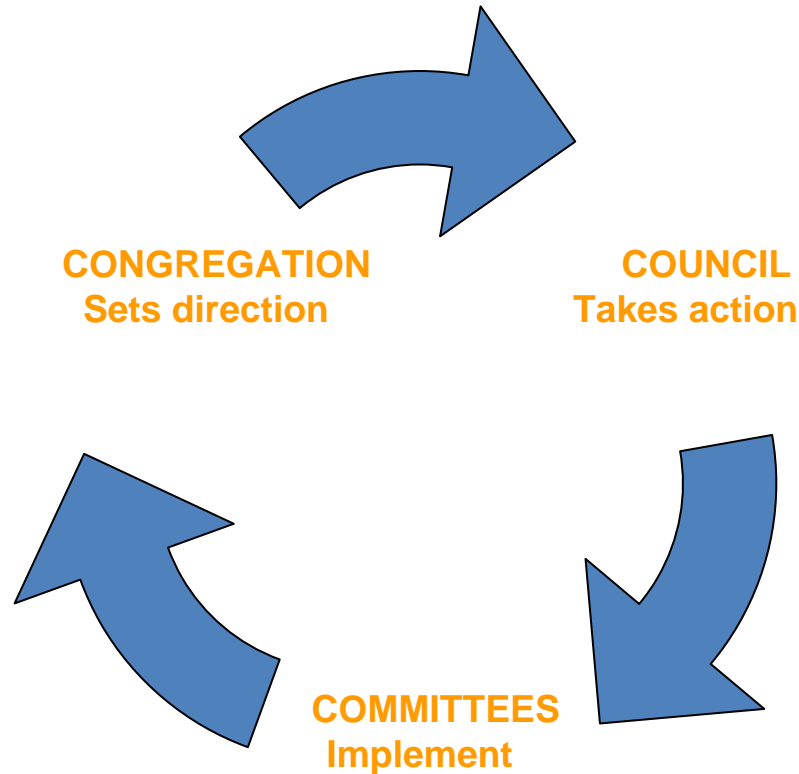
Fellowship & Communications
Living the Welcome
Spiritual Life
Worship

Finance
Pastoral Care
Stewardship

The Coordinating Committee would no longer exist, with *monthly* meetings of the new Council replacing it.

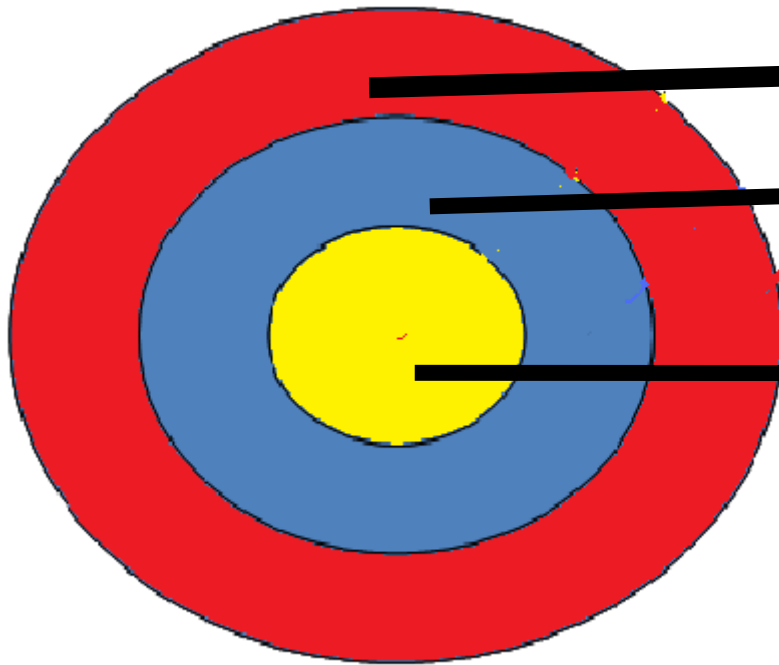
Proposed Structure (Cycle of Accountability)

Borrowed from
Parkside UCC
Ottawaother
United Churches
have been at
work on reviewing
governance models.
We don't want to
take a long time
about it as we've
got *work* to do!



Council's role:

**leadership, strategic oversight, coordination & support,
spiritual development & stewardship**

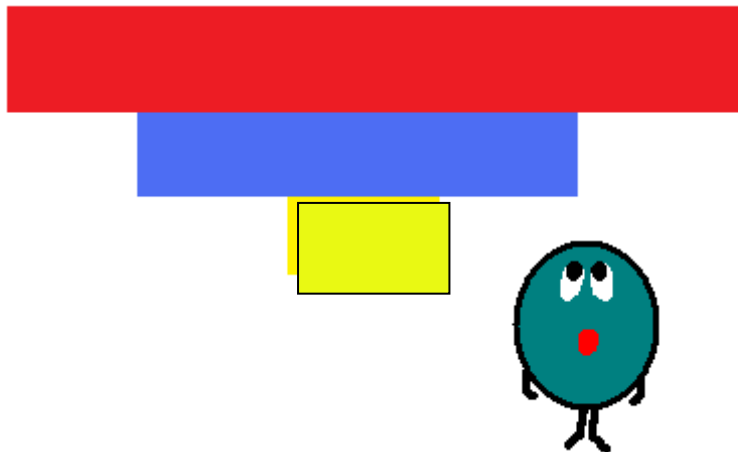


CONGREGATION

COMMITTEES

COUNCIL

DIAGRAMS OF STRUCTURE SEEM TO HELP ...BUT IT CAN END UP LOOKING A BIT LIKE A *TARGET* ...

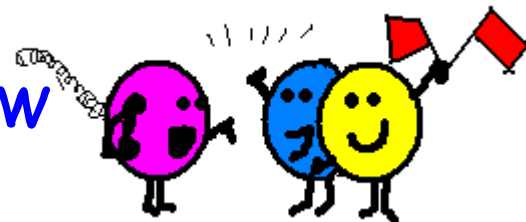


..what things looks like,
depends on your angle ...

COMMUNICATION !



WITH A SMALLER COUNCIL <
HOW WILL PEOPLE EVER KNOW
WHAT'S GOING ON ?!



As an integral part of this proposal
for restructuring,
the new Council is directed
to develop and to implement
specific strategies
to strengthen communications
among Committees and teams,
and with the Congregation as a whole.

GOING FORWARD

At a Congregational Meeting (*soon*), you will be asked to approve a motion made by Council:

THAT A CHANGED GOVERNANCE MODEL, INCORPORATING A SMALLER, MORE EFFICIENT COUNCIL, BE USED FOR A TRIAL PERIOD FROM JULY 1, 2009 THROUGH JUNE 30, 2011, AND THAT THIS MODEL BE EVALUATED BY JANUARY 2011, WITH THE INTENTION OF PROPOSING TO THE CONGREGATION THAT THE STRUCTURE BE CONTINUED, OR CONTINUED WITH RECOMMENDED REVISIONS.

Presbytery to be asked for approval for the trial and the ultimate changes.



The End ... for now

CONGEGATIONAL MEETING
MAY 3, 2009 after the second service