

Single Board Policy for First UMC of Sheridan, WY

Church Council:

The Council consists of thirteen elected officers including the following disciplinary offices: the Lay Leader, Council Chair, and the Lay Members of Annual Conference. The Pastor also serves on this council, so the total is 13 voting members.

- 1 Pastor (non-voting)
- 3 Trustees (3-year terms, each in one class)
- 3 Finance (3-year terms, each in one class)
- 3 SPRC (3-year terms, each in one class)
- 1 Lay Leader
- 1 Church Council Chair
- 1 Lay Member of Annual Conference (§252.5g “a lay member”)
- 1 Member at Large

The Church Council is responsible (and has authority) to keep the entire ministry of the congregation focused on the mission. It sets the basic boundaries through policies within which the congregation lives out its vision. Boundaries include allocation of resources (including budget), ethical standards and adequate processes (such as financial practices and audits). It establishes goals for the overall effectiveness of the congregation in fulfilling its mission. It holds the Lead Pastor accountable to fruitfulness in meeting the missional goals set for the congregation.

The entire council will function together as Trustees (with the normal responsibilities), Finance, and SPRC. The people specifically elected in those areas provide focus and information in their area of specialty but do not make decisions apart from the council as a whole. The Church Council Chair will serve as the legal officer of the Trustees. The Church Council is accountable to the mission (it is God’s Church), to the standards of conduct for its members (such as participation in meetings, worship, giving and so on) and to the congregation (through their annual election of leaders to whom they entrust the mission of the congregation).

In times when personnel work with the District Superintendent is needed, such as a transition in appointment or other situations at the discretion of the District Superintendent, a SPRC team will be formed and will consist of the 3 SPRC Council members, Church Council Chair, Lay Leader, Lay Member to Annual Conference, and the member at large. Rules and guidelines for the S/PPRC, as outlined in the Book of Discipline will be followed for this group for the duration of its need including confidentiality. When the task called for by the District Superintendent is completed, a report will be given to the Church Council on the group’s work, and the regular SPRC responsibilities will be assumed again by the Church Council.

Committee on Nominations and Leadership Development:

The Discipline requires that there be a Committee on Nominations and Leadership Development (§258.1). The committee is to be composed of not more than 9 persons elected to 3-year terms in 3 classes, plus the lay leader and pastor. The pastor shall be

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the chair of this committee. This committee will work with the pastor throughout the year to identify, call and equip leadership for the mission of the congregation.

They shall annually recommend to the Charge Conference a slate of qualified and called persons for election to all elected offices in the congregation. When elected offices become vacant for any reason in between charge conferences, the committee will make nominations to the Church Council for ad-interim election to fill these vacancies.

Ministry Teams:

There may be as many ministry teams as there are ministries. A ministry may be a regular, ongoing program, an annual event, or even a single major event.

Every ministry will have a ministry team. Ministry teams may be almost any size, depending on the demands of the ministry they are carrying out, and each ministry team will have a ministry team leader. The ministry team leader is responsible for organizing the people who are doing the specific ministry and for focusing the ministry team on the goals and outcomes that define its responsibility. The ministry team leaders all work within the alignment authority of the Lead Pastor who holds all the ministries accountable to the missional goals established by the Church Council.

Decisions about how, within the boundaries and policies, to reach the goals of a ministry will be made by the ministry team doing the ministry. The goals and methods of the ministry team will be established in consultation with the Pastor in order to assure their alignment with the overarching ministry goals set by the Council. The ministry team leader will be accountable to see that the team is working toward fulfillment of those goals. The Pastor will establish adequate processes to ensure alignment of the ministry teams so that:

- Each ministry understands and embraces its part in the overall mission of the congregation
- Ministries are not unnecessarily competing with or limiting one another
- Gaps in ministry are addressed
- Mutual support and synergy are built between all the ministries of the congregation

The primary authority of the Pastor regarding ministry teams is to ensure alignment and fruitfulness. The responsibility of the Pastor is equipping, inspiring, and deploying them toward fruitfulness in the mission, vision, and values of the congregation as established by the Church Council.