



FIRST PRES

SESSION REORGANIZATION

JANUARY 2024



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**WHAT TRANSITIONAL EXECUTIVE PASTOR, DAVE STEANE,
HAS HEARD FROM STAFF, ELDERS AND MEMBERS:**

A Longing For:

- **Better elder-staff partnerships**
- **More member engagement in ministries**
- **Clearly defined purpose, roles, authority**
- **Development of future leaders**
- **Greater focus on spiritual giftedness**
- **Healthy staff culture and engagement**



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BYLAWS



- **Current Bylaws allow for flexibility and interpretation to implement new structure.**
- **Session Policy and Procedure Manual will be re-written to reflect new structure as our interpretation of Bylaws.**



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RESTRUCTURE



Essential functions currently with Trustees and EMT will be retained but realigned in a new model consisting of 10 clearly defined Ministry Teams.



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Ministry Teams:

Communications
Discipleship
Human Resources
Missions
Family Ministries

Facilities & Technology
Finance & Stewardship
Pastoral Care
Invitation & Engagement
Worship & Music



- **Ministry Teams will be comprised of 1-3 elders, designated staff members, and at least 3 at-large members from the congregation.**
- **At-large members will be selected by the Ministry Team elders and staff and will serve for a one-year term, renewable up to three years in total.**



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Advisory Council:

- **An Advisory Council will serve to coordinate the ministries of the 10 Ministry Teams. Clearly defined role with no Sessional decision-making authority.**
- **Advisory Council will consist of one elder from each Ministry Team, Lead Pastor, Executive Pastor and Executive Ministries Manager.**



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Approved Motion:

- **To approve the January 2024 Session Reorganization Structure and authorize the revision to the Session Policies & Procedures Manual to reflect the new Structure, to become effective on April 16, 2024.**