



## **Strategic Visioning Task Force Updates December 11, 2022 Second Hour**

### **Task Force Chairs:**

Catherine Spinella (Governance)

Bob Chase (Worship Space)

Paul Sionas (Campus Use)

Tom Cherry (Financial Health)

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# Governance

Catherine Spinella (Chair)



# Governance – Governing Board

**Governing Board** is focused on Missional Oversight and Policy Governance

8 Member Board (voice & vote)	Ex-Officio Members (voice, but no vote)
4 Officers: ❖ President, Vice-President, Treasurer, Secretary	Clergy Executive Director
4 At-Large Members	1 Youth Position (Jr or Sr in HS)

**Standing Committees** are appointed by the Board to focus on research and planning within a defined topic, with no decision-making authority.

- Finance & Investments, Personnel, Stewardship, Nominating, Governance, Building Care, etc...

Ad-hoc **Task Forces** are appointed by the Board to investigate special topics and key issues.

- These groups have no decision-making authority and are temporary while there is a specific need.



# Governance - Ministries


## Ministries at Union are:

- The power of the church, doing the work of the church, including Fellowship
- Aligned with Union's Statement of Purpose (Mission Statement)
- Aligned with Union's Annual Mission Priorities (Voted on by Congregation at Annual Meeting)
- Overseen by Clergy, who represents them on the Governing Board
- Successful through volunteering from congregation, with fewer - or no - regular meetings
- Organized into several main Ministry Areas

**Small Groups** create opportunities to grow spiritually, have fun, and care for each other.

- These groups are a subset of ministry teams and may exist without clergy or staff involvement.

*Potential* main Ministry Areas:




Worship /  
Sunday Morning

Faith Formation

Congregational  
Engagement and Care

Justice / Community  
Engagement



# Governance – Accountability & Decision Making

<b>Body*</b>	<i>* All parties/bodies are accountable to the Mission (Statement of Purpose) and Annual Mission Priorities.</i>
<b>Congregation*</b>	-Approval of annual Budget, annual Slate, annual Mission Goals. -Call/Confirm Clergy. -Votes on Special Items and Selling/Acquiring Property. Provides input to development of annual Mission Goals. -Participates. -Brings Ideas/Input. -Pledges.
<b>Governing Board*</b>	-Responsible for Missional Oversight & Policy Governance. -Oversight/Evaluation of Clergy & Executive Director (ED). -Hires/oversees/evaluates ED. -Convenes Quarterly Congregational Meetings. -Appoints Standing Committees. -Creates Task Forces. -Leads congregation in annual Mission Goals creation.
<b>Clergy*</b>	-Reports to Governing Board. -Supervises Program Staff & Ministry Teams to achieve Mission Goals. -Missional Fiduciary Responsibilities. -Plans & Executes Worship, Pastoral Care, Programs.
<b>Executive Director*</b>	-Hired by and reports to Governing Board. -Supervises Administrative Staff to achieve Mission Goals. -Focuses on Institutional/Financial Fiduciary Responsibilities. -Works with Treasurer to develop budget proposals. -In collaboration with Governing Board, oversees Standing Committees.
<b>Ministry Teams*</b>	-Execute Mission Goals. -Report to and Collaborate with Clergy & Staff
<b>Standing Committees*</b>	-Report to Governing Board and Executive Director. -Bring research & policy recommendations to Governing Board in advisory capacity.

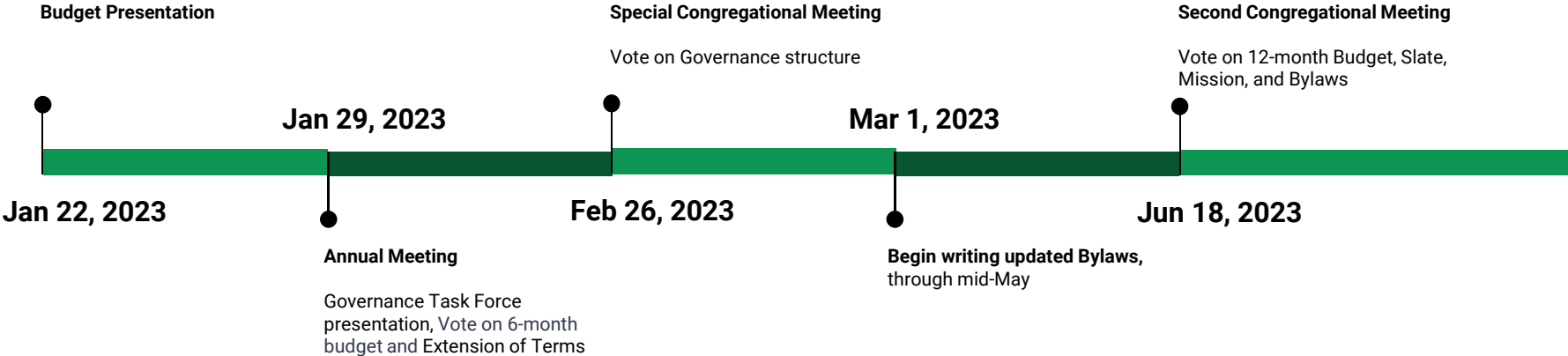


# Governance - Areas for Continued Definition

- Officer roles and responsibilities; succession planning
- Officer and At-Large Member terms and term limits
- Plans to transition into new structure
- Ministry focus areas, Teams, and coordination.
- Authority and Accountability for Clergy, Executive Director, Board, Congregation, Ministry Teams, and Standing Committees



# Governance Timeline - Next 6 Months



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# Worship Space

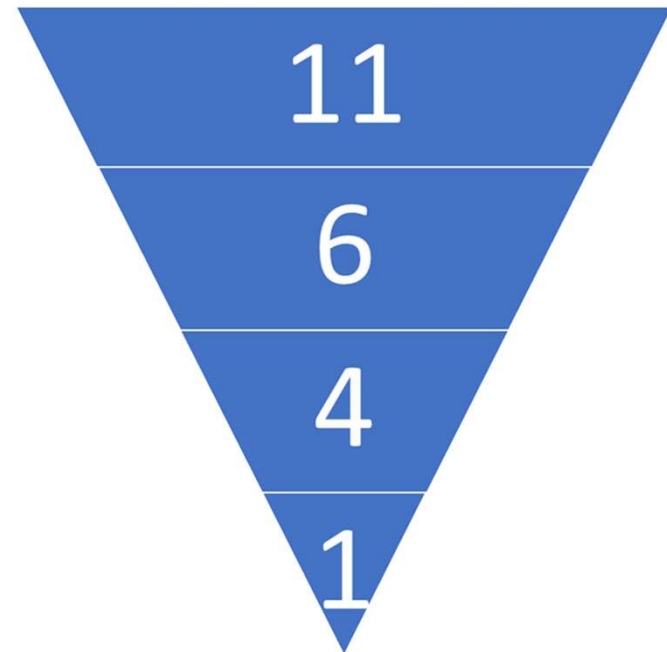
Bob Chase (Chair)



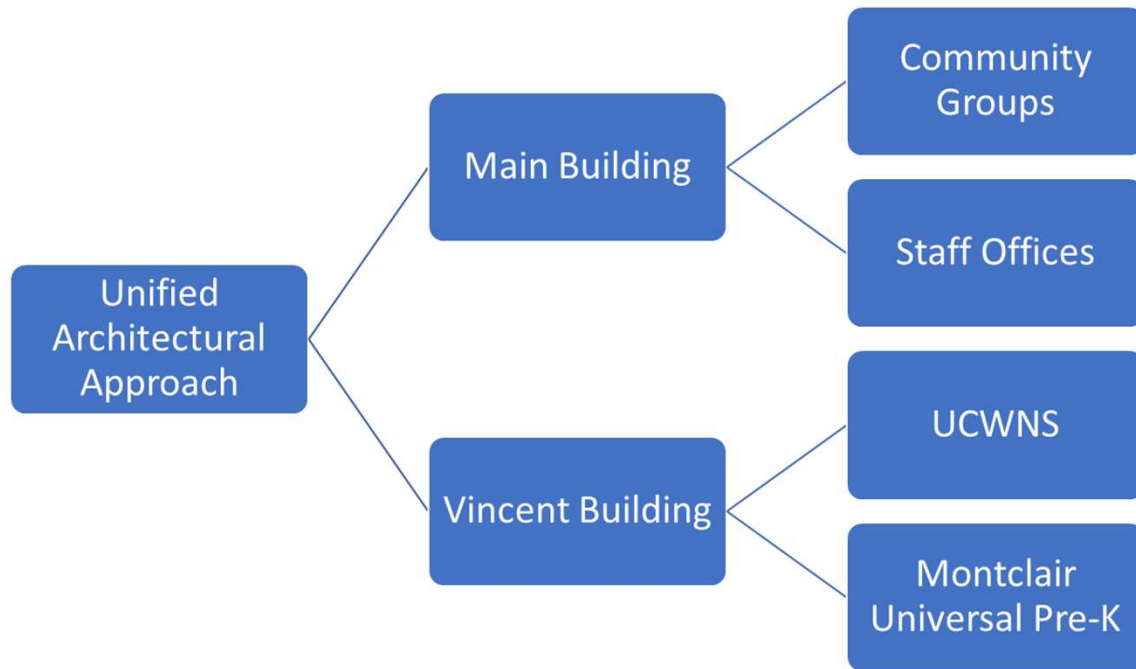


# Worship Space -

PFAFF Architects  
and  
Gretchen  
Reinheimer Design



# Worship Space + Campus Use & Outreach Task Force Coordination



# Worship Space - Timeline

November 2022	December 2022	Winter 2023	Spring-Summer 2023
<b>Firm selected</b> <b>Memo of Understanding sent to PFAFF</b>	<b>Define Scope of Work and time frame</b>	<b>PFAFF and WSTF and other task forces present updated conceptual design proposal to congregation</b>	<b>Finalize cost, design and structural elements</b>

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# Campus Use

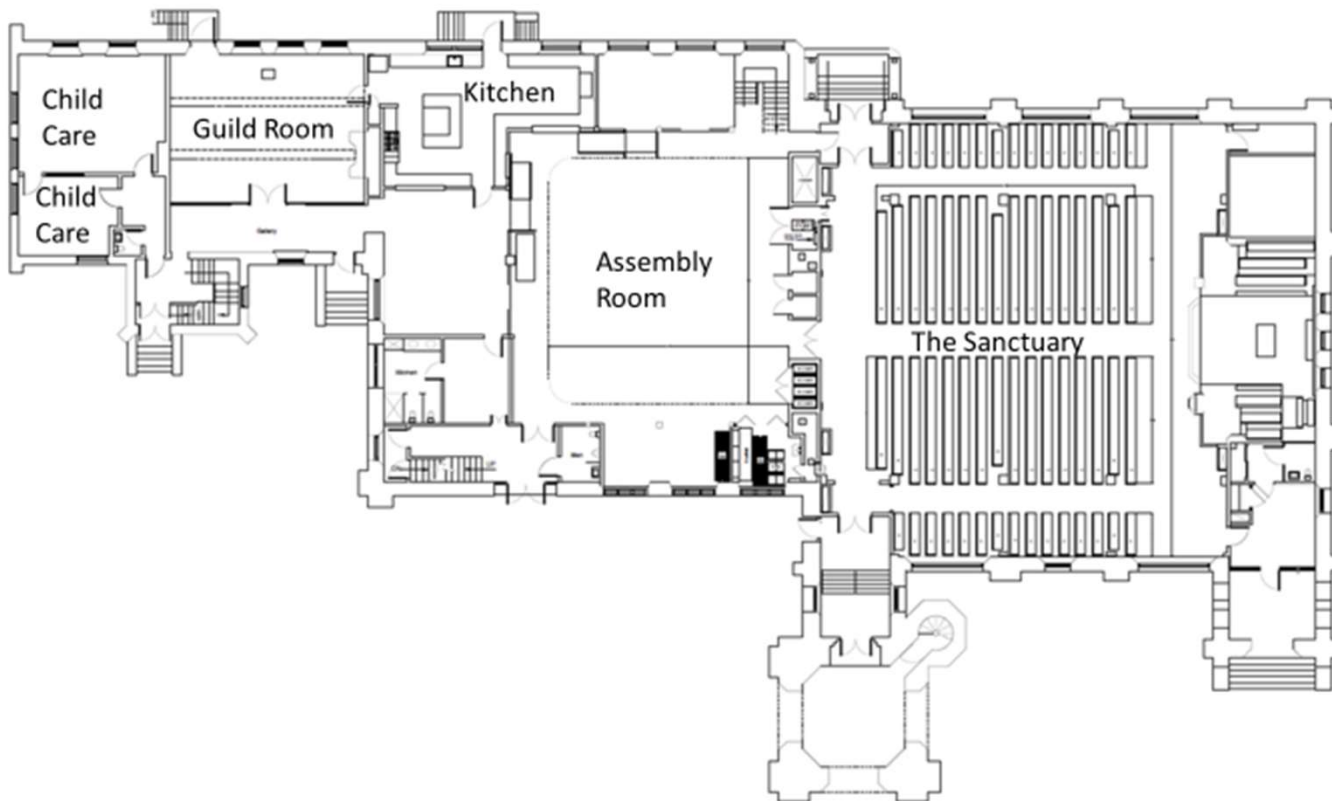
Paul Sionas (Chair)





The Sanctuary





**The  
Main  
Building**





## The Campus







### HOME Corp

Since 1988 HOME Corp has developed nearly 200 units of affordable rental and owned housing in Montclair. HOME Corp's housing counseling program assists nearly 200 households annually with achieving housing goals. During the pandemic, Union Cong helped three HomeCORP families pay their rent.



### Family Promise of Essex County

Family Promise of Essex County (formerly IHN) assists families experiencing or at risk of homelessness by providing temporary emergency housing; works to place shelter families in permanent housing; and provides a free after-school program for youth currently or recently in their shelter programs. Contact [The Outreach Team](#)



Church World Service is a faith-based organization transforming communities around the globe through just and sustainable responses to hunger, poverty, displacement and disaster.

## Mission Driven Groups





The  
East Wing





Second Floor





First Floor





The  
Assembly  
Room







The Guild Room



The Kitchen





The  
Vincent  
Building





## Next Steps



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# Financial Health

Tom Cherry (Chair)





# Financial Health - Update

## Team Members:

- Tom Cherry (Chair), Bob Kent, Armen Khachaturian, Megan Pierson, Rev. Katrina Forman, Rev. Ron Verblaauw, Jon Thomsen, Don Hill

Goal: To create principles around future financial stability for Union Cong

- Not intended to define future revenue streams or how specific expenses should be managed

Currently in learning and discernment mode with future updates planned for early 2023



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Questions?

