

## SPUC Governance Model History

The power of a congregation whose board governs strongly and empowers staff and volunteers to act strongly is limited mainly by the daring of the vision the members create together!

### History:

- 2008 SPUC organizational structure was identified as a major factor in conflict
- consultation with experts and futurists in church transformation, leadership, Governance who informed process through print resources, video and phone conferencing, workshops, and on-site visits
- widespread congregational participation, consultation, and updates through book study, newsletters, worship activities
- new structure based on policy governance, SPUC DNA (values, beliefs, mission, vision) and classified as the “stream lined” United Church of Canada governance model
- SPUC began utilizing this new governance model in 2009 on a trial basis, approved it at the 2012 Annual General meeting and officially adopted it February 2015

### Foundation of Effective Governance

- creative, open atmosphere for ministry with firm, well-marked boundaries and active mutual communication and accountability between them

### Benefits

- deepened spirituality as activities are directly related to DNA
- increased integrity through reciprocal authority and accountability
- fewer meetings with enhanced focus facilitates timely decision-making
- creativity and energy of teams is fostered within the established boundaries
- team success is measured by achievement of anticipated outcomes (ends policies), use of clear decision – making habits (process policies), and compliance with executive limitations which protects confidentiality, coordination, and education

### Organizational overview

- authority and accountability are reciprocal entities based on DNA; trust and accountability built in a culture of openness
- **Visionary board:** meets quarterly, models DNA; guards integrity and mission alignment of church; reviews/implements policy governance; focuses on mission discernment, long-range, future planning; makes community connections, identifies discipleship path
- **Management Team:** meets monthly; responsible for daily operational and administrative decisions implemented by team leaders, specific task groups and Lead Minister; accountable to the Board through Lead Minister; empowered to act within boundaries set by policy; act with passion, flexibility and urgency to meet the needs of the mission field

### Review of Governance Structure:

- reviewed annually by Board and proposed amendments submitted to congregation for approval

February, 2015