

PHASE 1 RESEARCH



Goal

The leadership is well-informed regarding alternative congregational structures and the strengths and weaknesses of their current structure.



Key Question

Are we structured for effective and efficient mission as best we can be? What is the level of awareness of and/or dissatisfaction with the current structure?



Process

1. Analysis of current structure for strengths and weaknesses
2. Review of literature regarding congregational structures
3. Survey of leaders and managers in the congregation
4. Exploration and full discussion of structural options
5. Publication of key findings to the congregation



Decision Point

The senior leadership group must decide if a change in congregational structure would be beneficial. If yes, move to the next phase. If no, utilize the learning from Phase 1 to make minor adjustments and adaptations to the current structure.

PHASE 2 LEADERSHIP AND RESOURCES



Goal

The leadership will decide if they have the necessary current or future skills and resources to make a structural change.



Key Question

Do we currently have the leadership necessary to accomplish this change? If not, do we have a reasonable plan for recruiting and utilizing new leadership? Does Aligned Governance and Operations offer the potential for the preferred future in this congregation?