

THE NEW LAY ORGANIZATION PLAN FOR HANCOCK CHURCH

January 15, 2010

To our fellow Church Members,

Please accept our gratitude for your thoughtful consideration of the proposed new lay organizational plan for Hancock Church. The December and January church meetings were well attended and resulted in the following summary of frequently asked questions.

Sincerely,

John Foster, Carol Counihan, Skip Irving,

Rosemarie Sauermann, Nariman Behravesh, Robin DiGiammarino.

I. CHURCH MODERATOR

- 1. What is the new moderator model? *The proposal is to change from a single Moderator model to a Moderator/Vice Moderator model, with staggered start dates and an overlapping 3-year term of service. Moderators will serve one three-year term.*
- 2. Does the change to a Moderator/Vice Moderator model increase the amount of work or ease the workload? *The goal behind the proposed model is to improve the continuity of leadership from one moderator to the next, and to share leadership responsibilities based on need, aptitude and interest.*
- 3. Is the proposed two-year moderator term long enough? *No. There has been discussion whether a two-year term has the unintended consequence of creating additional work as moderators assimilate new colleagues on a yearly basis. For this reason, the current proposal acknowledges the benefit of a three-year term of service, acknowledges the need for shared responsibility, and clarifies seniority with use of the title Moderator and Vice Moderator.*
- 4. How and who will define the division of responsibilities for Moderators? *The pairs of moderators will define and share responsibilities based on need and interest.*
- 5. Will changing to this moderator model require a change to church by-laws? *The proposal calls for interim by-law wording specifying the temporary change to the proposed model for a period of eighteen months with a review date at the 2011 May church meeting. A temporary change to church by-laws is common practice in UCC churches and does not impact HUCS standing in the Massachusetts Conference.*

II. COMMITTEE ASSIGNMENTS

- 1. What is the rationale for the proposed new start date for committee assignments? *Changing committee and officer start dates better aligns committee work with the church program year. With the new start date, committee members will set goals, create budgets, implement plans and assess results within a September to June time frame.*

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2. What are the new dates for committee and officer assignments? *The new term of service for committee members and officers is: June 1- May 31st. This will replace the current term Feb 1- January 31st.*
3. How will Hancock transition in 2010 from a February start date to a June start date? *As a transition, committee members and church officers will begin their term February 1, 2010 and are requested to extend their service through May 31, 2011. The nomination slate for officers and new committee members will be presented and approved each year at a May church meeting. Thereafter, new and returning committee member and officer assignments will begin each year on the first of June.*
4. Will the change in committee assignment start dates impact the budget cycle? *No. The pledging and budget cycle will continue to follow the calendar year: January 1- Dec 31st. Annual Meeting will continue to be held on the Sunday following the fourth Tuesday in January. As proposed, with budget planning occurring mid-term for a chair rather than at the transition point, the link between budgets and implementation should be more direct.*

III. MINISTRY GROUPINGS

1. What are Ministry Groupings? *Hancock committees will be grouped in one of six ministries: Worship, Financial & Human Resources, Physical Resources, Christian Fellowship, Christian Education, and Mission & Outreach. Committees within a ministry will meet on the same night each month.*
2. Will my committee meeting date change? *Most committees will experience a change in meeting times in order to create a balanced meeting calendar that factors in the size of the ministry, the need for meeting space and for adequate parking.*
3. What will happen on my committee meeting night? *One or two ministries will meet on the same night of the week each month. The evening will begin with a group gathering led by clergy, followed by individual committee meetings.*
4. Will there be guidelines for the group ministry meetings? *Clergy assigned to their respective ministries are responsible for leading the large group gathering in a manner that is both meaningful and respectful of time.*
5. How do we keep creativity within committees- and not become bogged down in hierarchy? *By grouping committees within ministries, there is potential for a greater sense of community and an environment that cultivates brainstorming and sharing of ideas while preserving the opportunity for each individual committee to continue to pursue its own mission and objectives.*
6. Will there be opportunity to re assess, committee groupings within ministries? *There will be opportunity for committees to provide feedback after a 12-month trial period.*

IV. STANDING COMMITTEE & STRATEGIC PLANNING COMMITTEE

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1. What are the roles and decision-making processes for the Strategic Planning Committee? *The proposed Strategic Planning Committee, SPC, will be an advisory sub-committee of the Standing Committee, charged with focusing on the pursuit, achievement and prioritization of the goals of the 2008 Strategic Plan. The SPC will present findings and recommendations to Standing Committee for their consideration.*

2. Who is going to be part of the SPC, Strategic Planning Committee? *SPC will consist of the chairpersons of Deacons, Finance, Prudential, Christian Service, Membership, Children Christian Education, Church Treasurer and Two Members At Large. The Moderator(s) and Clergy will meet with the SPC every other month, alternating monthly meetings with Standing Committee.*

3. Is the proposed change from monthly Standing Committee meetings to alternating monthly meetings enough? *Currently, the Standing Committee, SC, meets 9 times per year: September- June. The proposed plan calls for six SC meetings per year: Sept/Nov/Jan/March/May/July. The Standing Committee continues to oversee the ongoing business of the church, including acting on behalf of the members of the church between annual and any special meetings. Intervening SPC meetings and shared meeting minutes should provide a better sense of priorities to guide SC discussions and improve the efficiency of meetings.*

4. Will the change from monthly SC meetings require a change to Church By-Laws? *The proposal calls for an interim by-law specifying a temporary change in the frequency of SC meetings for a period of one year, with review at the 2011 Annual Meeting.*
