

AWCC Leadership Transition Timeline



Why is AWCC transitioning from a Council of Deacons to a Leadership Team?

The Council of Deacons and the Fruitful Organizational Structures Team (FOST) have prayerfully and thoughtfully considered how the present Council model at AWCC is functioning. There is a major gap in that the Council does not have the mandate or the time to regularly pray for AWCC and seek God for vision for the church. In addition, deacons serving on the Council have to juggle a lot of activities between their Council-level work and their individual ministry activities. This large load may result in individual burn out, and produces unwillingness in other AWCC members to serve on the Council. As a result, several Council seats are vacant at present.

In light of these findings, the Council and the FOST unanimously recommend a structural change. The proposed Leadership Team would not be tasked with day-to-day management so that it could pray for AWCC and seek God for vision. The ministry team leaders, who would no longer be tasked with serving on Council, would in turn be freed to focus on their specific areas, as well as collaborate with each other to carry out existing activities or test new ones. These structural changes would also make it easier for AWCC members and non-members to plug into ministry areas that they are interested in without the risk of being tasked with higher level leadership responsibilities or attending lots of meetings. These changes would further require substantial communication between the leadership body and the ministry teams, which would increase the overall transparency of AWCC and

make it easier for newcomers to plug in and build deeper relationships. Put another way, the ministry teams could act as life groups to give people connection to the whole and a chance to grow relationships as well.

What will the Nominating Committee do?

The Nominating Committee will be responsible for identifying people to serve on the new Leadership Team. The Nominating Committee will present the candidate names to the congregation several weeks in advance of a dedicated congregational meeting for a vote.

How many people are needed for the Nominating Committee?

5 or more people will be needed to serve on the Nominating Committee. AWCC's present Bylaws require the AWCC Chairman (Chad Lynch) and Pastor Guy, along with 3 or more others, to be on the Nominating Committee. The other members of the nominating committee do not need to be members of AWCC.

I am interested in serving on the Nominating Committee. Who should I talk to?

Thank you for being willing to serve! Please talk to Pastor Guy or Chad Lynch.

What will the Leadership Team do?

- Pray for discernment and wisdom, to provide AWCC with Spirit-led vision and direction.
- Pray about the current health of AWCC as a church body, and that of each Ministry. If a Ministry becomes unhealthy or unsustainable, it is the Leadership Team's responsibility to recognize this and act appropriately. Likewise, if it becomes evident that a new Ministry should be started, the Leadership Team should actively encourage it.
- Communicate with Ministry Leaders regularly to provide encouragement and support. If a Ministry Leader has specific concerns that need the attention of the Leadership Team, his or her Leadership Team connection will be available to communicate those concerns.
- Communicate, intentionally and bi-directionally, with the congregation.
- Ensure that the church budget and other financial matters are handled appropriately.
- Ensure that legally required activities are performed.
- Ensure that day-to-day church operations, necessary to "keep the doors open", are performed.

How many people are needed for the proposed Leadership Team?

5 – 7 people will be needed to serve on the Leadership Team. The proposed Bylaws would require Pastor Guy and the AWCC Chair to be two of these people. The other 3 – 5 members of the Leadership Team would also be required to be members of AWCC.

How long will each Leadership Team member serve?

Leadership team members will be elected for a maximum of two 3 year terms. In order to ensure that not all Leadership Team members will complete their terms at the same time, the first Leadership Team will be composed of some members elected for 1 or 2 years, in addition to some members elected for 3 years.

What are the qualifications for Leadership Team members?

- Active individual and corporate prayer practice
- Seeks God when making major decisions
- Respected by others for exhibiting characteristics detailed in Titus 1:7-9
- Diligent and able to follow through on commitments
- Good listener
- Team player (willing to serve, honors others, not self-promoting, debates and discusses issues in a constructive manner)
- Gospel-driven heart

What will the Leadership Team do from April/May 2017 until the Annual Meeting in 2018?

The Leadership Team will re-write AWCC's mission statement, work with ministry team leaders to understand the present ministries, and work with the Council of Deacons to understand present AWCC business.

I am interested in serving on the Leadership Team. Who should I talk to?

Thank you for being willing to serve! Please talk to Pastor Guy or Chad Lynch.

What are the roles of the AWCC officers under the proposed Constitution and Bylaws?

Chair: Leads Leadership Team, congregational meetings, and pastoral relations committee.

Secretary: Records minutes at congregational meetings, distributes the minutes, and handles official correspondence as delegated by the Leadership Team. Required to be a member of AWCC, not required to be on the Leadership Team.

Financial Secretary: Handles and tracks all money given to AWCC, and works with the Treasurer to prepare regular reports for the Leadership Team and the congregation. Required to be a member of AWCC, not required to be on the Leadership Team.

Treasurer: Handles and tracks all outgoing money from AWCC, prepares the Annual Budget, and works with the Financial Secretary to prepare regular reports for the Leadership Team and the congregation. Required to be a member of AWCC, not required to be on the Leadership Team.