

Governance Task Force (GTF) Charge

Based on the RRUUC Board of Trustees governance philosophy, the GTF is directed to conduct the first two years of a three year program which will focus on areas of governance that will achieve the Board's role to:

- Discern and articulate the congregation's mission and vision.
- Create policies that enable oversight, evaluation of results, and stewardship of organizational resources.

The GTF will be replaced by a Governance Committee in year 3 to continue monitoring, conduct routine annual evaluations as required by new policies and set the vision of ministry and staff goals for the following year.

Year 1

The Board appoints members of the GTF.

A leadership* retreat on governance is held.

The GTF will develop a plan that will allow the Board to execute its stated responsibilities, namely:

- Focus on the long-term interests of the congregation to ensure that planning is completed to realize the articulated mission and vision. The Board will not focus on day-to-day organizational management.
- Work in a collaborative way with its Senior Minister, Senior Staff, and the Congregation.
- Maintain oversight of and evaluate results of paid and volunteer Staff responsible for day-to-day implementation.
- Practice open and inclusive decision-making.
- Manage conflict with compassion and empathy.
- Draw on the resources of the organization as needed in order to fulfill its fiduciary responsibilities.
- Keep the Congregation informed in a timely and appropriate manner about the work of the Board.

The plan will include:

- Specifying the areas of governance that will be looked at
- The concerns and goals to be addressed
- The occasions when leaders or members can have input

* This may be limited to the GTF and Board members.

- The approximate date the GTF's recommendations will be acted on and the body that will act.

The GTF will obtain Board approval of the process and publicize the process by:

- Stating the purpose of the governance change process.
- Facilitating a series of sessions with congregants and leader groups including presentation of governance alternatives, denominational wisdom, and best practices the non-profit world.

Through the iterative process (Board discussion on an open question, Board affirmation, and wider conversation) the GTF will develop a set of policies that becomes the basis of the Board's Policy Book for the trial run

Policies will cover governance, management and oversight with discernment and strategy to be developed during the trial run.

Year 2

Trial run begins involving periodic evaluation and review, tweaking of policies as needed, and a leadership retreat on vision of ministry and open questions.

The plan for the trial run will consider by-law changes. During the trial run discernment and strategy policies will be developed

The GTF will evaluate the trial year in terms of results of the congregation's mission and provide a written report.

Year 3

Governance Committee takes over monitoring, self-evaluation and review.