

97-GS-29 VOTED: The Twenty-first General Synod adopts the Revised Timeline for Restructure.

#### EXTENSION OF THE STRUCTURAL TRANSITION IMPLEMENTATION TIMELINE

##### **July, 1997/At Twenty-first General Synod**

- / General Synod approves amendments to the Constitution of the United Church of Christ.
- / General Synod requests Secretary to submit approved amendments to the Constitution of the United Church of Christ to the Conferences for ratification.
- / General Synod requests Secretary to present approved amendments to the Constitution of the United Church of Christ to the Recognized Instrumentalities for acceptance.
- / General Synod, with concurrence of Recognized Instrumentalities, adopts this revised timeline for restructure which specifies special election procedures for the initial election of Directors of the Covenanted Ministries, the General Minister and President, Associate General Minister, and Executive Ministers.<sup>1</sup>
- / General Synod elects a President<sup>2</sup>
- / General Synod elects a Director of Finance and Treasurer.<sup>3</sup>
- / General Synod receives progress report from the Transition Coordinating Committee.
- / General Synod Nominating Committee is instructed to prepare slates of candidates for Directors of the new Covenanted Ministries for presentation to Twenty-Second General Synod.

##### **By November, 1997**

- / Conferences receive approved amendments to the Constitution of the United Church of Christ for ratification.
- / Recognized Instrumentalities receive approved amendments to the Constitution of the United Church of Christ for acceptance.
- / Constitution and Bylaws Revision Team completes draft of amendments to the Bylaws of the United Church of Christ.
- / Draft of amendments to the Bylaws of the United Church of Christ are submitted to Executive Council, Instrumentality Directors, other bodies<sup>4</sup> and Conferences for feedback.
- / Executive Council requests appropriate Instrumentality Boards of Directors to begin the selection of a search committee to nominate a candidate for Executive Minister for the appropriate Covenanted Ministry. Executive Council begins its selection process of persons to serve on search committees for Executive Ministers/Officers of the Church.
- / Executive Council establishes process for selection of a search committee to nominate a candidate for General Minister and President and for Associate General Minister.
- / Transition Personnel Policies are completed and presented to Executive Council and Instrumentality Directors for adoption.
- / Transition Coordinating Committee presents progress report to Executive Council and Instrumentality Directors.
- / Planning begins for a celebration in June, 2000.

##### **By April, 1998**

- / Constitution and Bylaws Revision Team presents preliminary final draft of amendments to the Bylaws of the United Church of Christ to Executive Council, Instrumentalities, Conferences, other bodies for feedback.
- / Transition Coordinating Committee presents progress report to Executive Council and Instrumentalities.
- / Selection of membership of search committees is completed.
- / Initial joint orientation meeting for all search committees is set.

##### **By October, 1998**

- / Constitution and Bylaws Revision Team prepares final draft of amendments to the Bylaws of the United Church of Christ; submits to Executive Council, Instrumentality Directors, Conferences and other bodies for review and response by January, 1999.
- / General Synod Nominating Committee is empowered by Executive Council to nominate the current Directors Class of 1999 to serve extended terms through Twenty-Third General Synod, June, 2001, if necessary.

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<sup>1</sup> Three search committees will be named, each to nominate one candidate for Executive Minister of one of the Covenanted Ministries. Two-thirds of the membership of each committee will come from the membership of the Boards of Directors of the current Instrumentalities whose mandates reside in the new Covenanted Ministry and will be selected by those Directors. One-third of the membership of each committee will come from the general population of the United Church of Christ and will be selected by the Executive Council. This procedure will be coordinated by the Executive Council in cooperation with appropriate instrumentalities. The name of the recommended candidate will be presented to the appropriate Instrumentality Board of Directors for assent.

One Search Committee will be named to nominate a candidate for General Minister and President and a candidate for Associate General Minister. The names of the recommended candidates will be presented to the Executive Council for assent and presentation to the General Synod for election.

A pattern of staggered terms for the Officers will be designed.

<sup>2</sup> It is expected that upon concurrence by all parties to proceed with restructure pending the final votes of the Twenty-Second General Synod, the President will resign this office, effective 10/1/99, to allow for the necessary orderly transition.

<sup>3</sup> The Director of Finance and Treasurer will serve in this capacity until the commencement of the new structure.

<sup>4</sup> Other bodies include Councils, Commissions, and historically under-represented Groups (Council for American Indian Ministries (CAIM), Council for Hispanic Ministries (CHM), Ministers for Racial and Social Justice (MRSJ), Pacific Island and Asian American Ministries (PAAM), United Black Christians (UBC) and Council for Racial and Ethnic Ministries (COREM)

- / Transition Coordinating Committee presents progress report to Executive Council and Instrumentalities.
- / Joint meeting of search committees is held; committees begin work.
- / Preliminary budget information as determined by the Director of Finance and Treasurer is made available.

**By January, 1999**

- / Transition Coordinating Committee presents all material for final review by Instrumentality Directors and other bodies prior to presentation to Executive Council. Material includes:
  - + Charters for the Ministries.
  - + Draft of Ministries' Bylaws.
  - + Organization plans for each Ministry.
  - + Common Personnel Policies.
  - + Common salary grids.
  - + Staff patterns and position descriptions for each Ministry.
  - + Budgets for the each Ministry, including allocation of assets.
  - + Office space configurations and renovation plans.
  - + All other necessary legal work.
  - + Final drafts of proposed amendments to the Bylaws of the United Church of Christ.

**By March, 1999**

- / Review of, and assent to, all materials, including proposed amendments to the Bylaws of the United Church of Christ, are completed.
- / Appropriate Boards of Directors receive name of a recommended nominee from search committees and approve; authorize search committee to place name of the nominee before General Synod for election.

**By April, 1999**

- / Final draft of proposed amendments to the Bylaws of the United Church of Christ is presented to Executive Council for recommendation to Twenty-Second General Synod.
- / Executive Council receives all other prepared material for final review.
- / Agreement of all parties to the prepared material is declared, pending final votes of General Synod, where required.
- / Executive Council receives and confirms names of recommended nominee for the positions of General Minister and President and Associate General Minister for nomination to the General Synod for election.

**July, 1999/At Twenty-Second General Synod**

- / Twenty-Second General Synod receives and approves proposed amendments to the Bylaws of the United Church of Christ.
- / Amendments to the Constitution of the United Church of Christ are declared ratified, to be effective on a named date in June, 2000.
- / Directors of new Covenanted Ministries are elected.
- / President is elected.<sup>5</sup>
- / General Minister and President is elected.<sup>6</sup>
- / Associate General Minister is elected.<sup>7</sup>
- / Executive Ministers of the Covenanted Ministries/Officers of the Church are elected.<sup>8</sup>
- / Authorization is granted for new Directors to choose Executive Council representatives after the General Synod.
- / Authorization is granted for terms of Directors of current Instrumentalities to continue until effective date of the structural transition.
- / Budget is adopted, which includes costs of new leadership during transition period.

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<sup>5</sup> One person will be elected as both President and General Minister and President. She/He will assume the Office of President under the old Constitution and Bylaws on October 1, 1999, and will serve until the transition becomes effective. At that time he/she will assume the Office of General Minister and President.

<sup>6</sup> See Footnote #5

<sup>7</sup> It is assumed that the Associate General Minister will be retained in a fulltime consultative role, effective October 1, 1999. She/He will serve in this capacity until the transition commences, at which time he/she will assume the Office of Associate General Minister. The position of Executive Associate to the President will continue until commencement of the new structure.

<sup>8</sup> It is assumed that the Executive Ministers of the Covenanted Ministries/Officers of the Church will be retained in a fulltime consultative role effective January 1, 2000, or such other date as may be negotiated with the respective Directors. Prior to that, from October 1, 1999, to December 31, 1999, it is anticipated that any one of them will be available for part-time consultative tasks, as needed or as available, and as negotiated by the respective Directors.

- / Secretary is elected.<sup>9</sup>

**On October 1, 1999**

- / New President of the United Church of Christ assumes office.
- / Associate General Minister-elect commences service in a full-time consultative role.
- / Executive Ministers/Officers of the Church-elect commence service in a part-time consultative role.

**By November, 1999**

- / Recognized Instrumentalities vote to move into the new structure on a date certain and to transfer assets.
- / New Directors meet with respective Officers to receive all work prepared by the Transition Coordinating Committee, the existing Instrumentalities, and the General Synod, and presented to them by Executive Council, to adopt all corporate documents, and to continue the necessary steps to the transition.
- / New Directors review and approve staff positions and descriptions; complete plans for selection process; announce selection process.

**On January 1, 2000**

- / Executive Ministers/Officers of the Church-elect commence service in a full-time consultative role.

**By April, 2000**

- / Staff selection is completed for those selected from existing national staffs.
- / Renovations of office space are in progress.
- / All arrangements for transition are completed and approved.
- / Plans for a celebration in June, 2000 are completed.
- / Final business meetings of current Instrumentality Directors are held.

**June, 2000**

- / A celebration is held.
- / Final meeting of current Instrumentality Directors is held in conjunction with celebration.
- / First governance meeting of new Directors of Covenanted Ministries is held.

**June ?, 2000**

- / We begin. . . . revised Constitution and Bylaws of the United Church of Christ in effect; General Minister and President, Associate General Minister, Executive Ministers/Officers of the Church take positions; Covenanted Ministries begin.

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<sup>9</sup>

The Secretary will serve in this capacity until the commencement of the new structure.