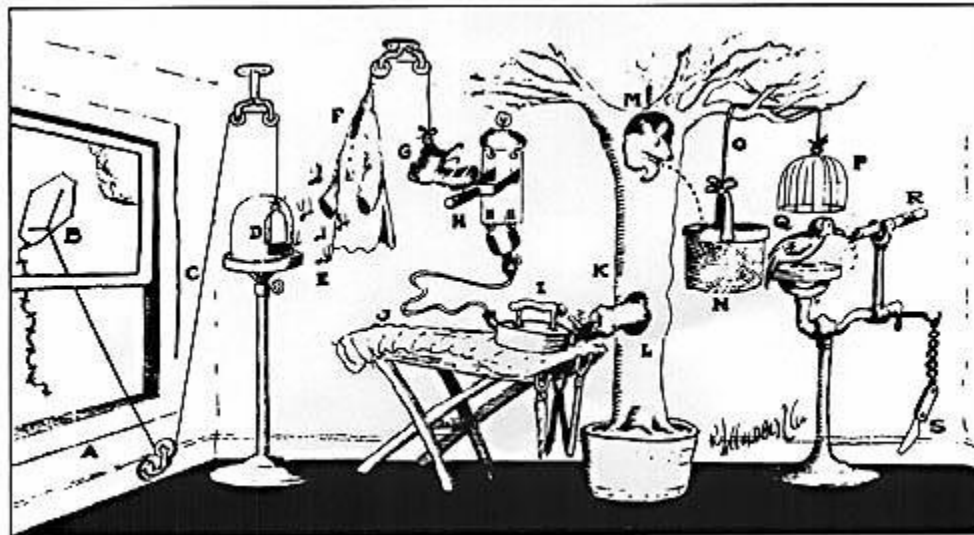


Congregational Church of New Fairfield

Church Structure
June 21, 2005

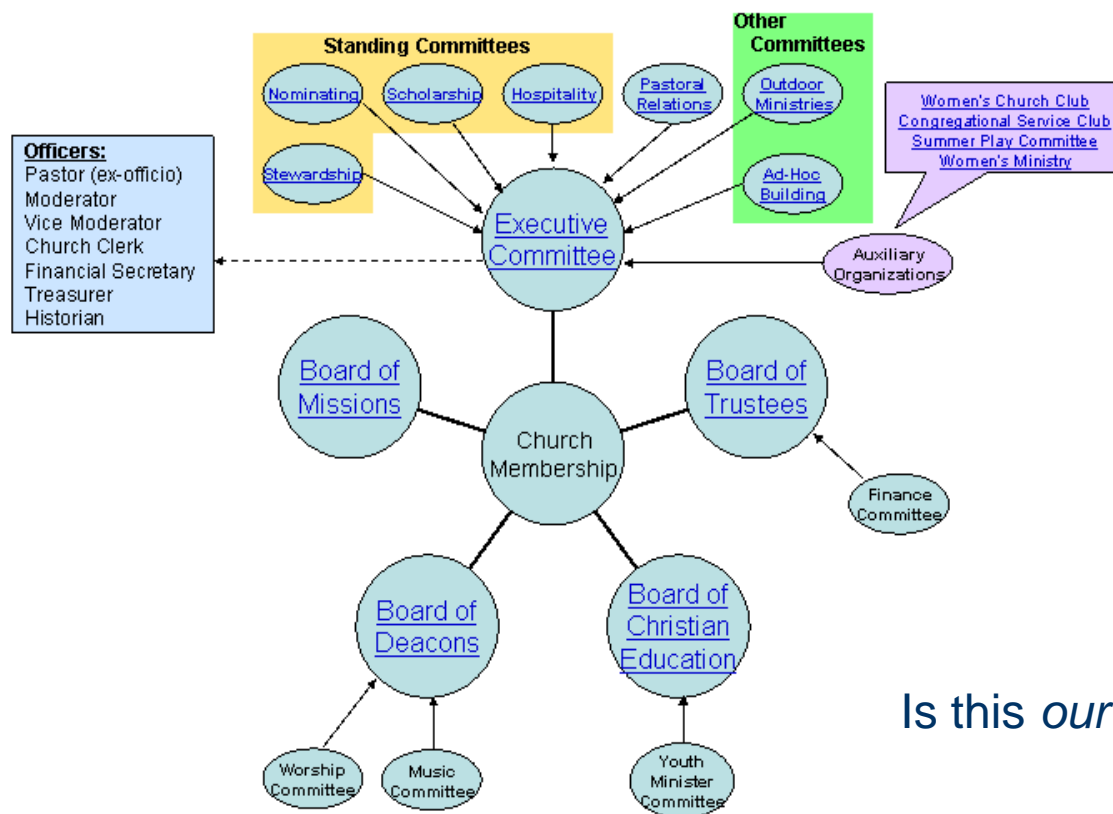
How to sharpen a pencil^[1] ...



Pencil Sharpener RUBE GOLDBERG (tm) RGI 038

Open window (A) and fly kite (B). String (C) lifts small door (D) allowing moths (E) to escape and eat red flannel shirt (F). As weight of shirt becomes less, shoe (G) steps on switch (H) which heats electric iron (I) and burns hole in pants (J). Smoke (K) enters hole in tree (L), smoking out opossum (M) which jumps into basket (N), pulling rope (O) and lifting cage (P), allowing woodpecker (Q) to chew wood from pencil (R), exposing lead. Emergency knife (S) is always handy in case opossum or the woodpecker gets sick and can't work.

Our current structure



Is this *our* Rube Goldberg?

Recap of meetings to date

- April 16, 2005
 - Talked about the need for change
 - Drivers for structural change
 - Number of discrete areas of responsibility and autonomy
 - Coordination issues
 - Many people, but not as many participants
 - Additional structural barriers identified
 - Communication is difficult
 - Multiple independent, autonomous boards and committees
 - No central coordination
 - Not always accountable to the congregation!
 - Introduced “Challenging the Church Monster” and the concepts identified in that book
 - Ran a brainstorming session on what our structure “should” look like



Recap of meetings to date

Continued

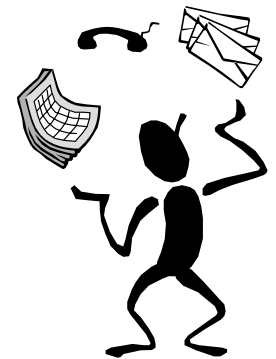
- April 16, 2005 *(continued)*
 - Defined principles of change
 - We will not immediately change our by-laws
 - There is recognition that to find the right structure we will need to try new things
 - The plan to implement will be cautious:
 - Define a trial period (e.g. 2 years)
 - Request to suspend those articles in the by-laws that will be impacted
 - Create a working document (approved by the congregation) as a framework for the new structure
 - Adjust that working document during the trial period
 - Once the trial period concludes, the congregation will be able to vote on whether the keep the new structure or return to the previous structure



Recap of meetings to date

Continued

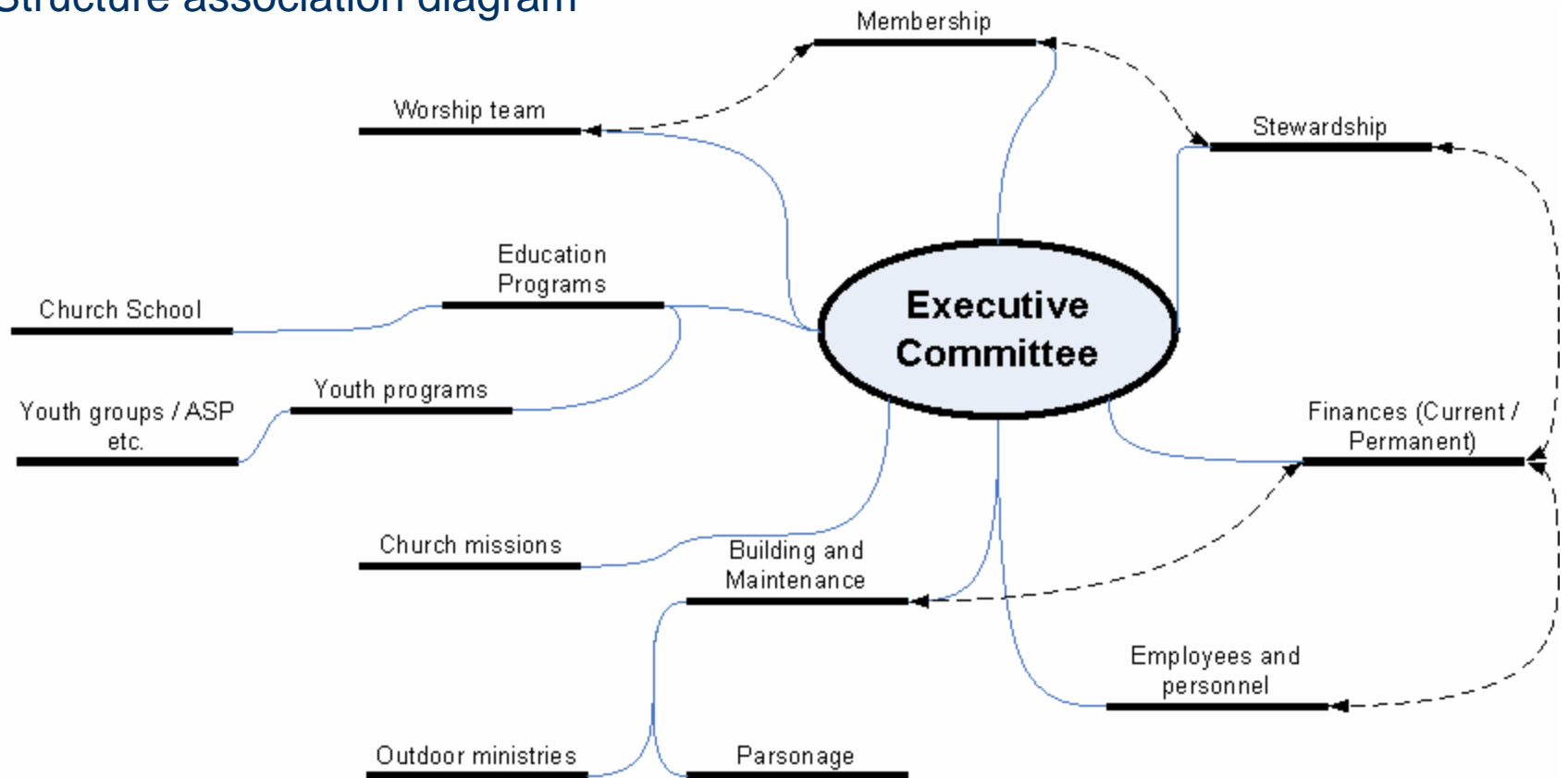
- May 17, 2005
 - More informal meeting partially due to the number of people present
 - Talked about what functions needed to be accounted for in any structure
 - Identified functions that coalesce around a central body (e.g. executive committee, church council, etc.)



Recap of meetings to date

Continued

Structure association diagram



Tonight's agenda

- Each primary board was asked to come up with a breakdown of their responsibilities and a potential future structure to review
 - Deacons
 - Trustees
 - Missions
 - Christian Education