

Governance and Accountability/Transparency

Executive Summary

As part of the 8th Principle Transformation Team work post the separation of Rev. Susan Newman Moore, the Governance workgroup developed a draft report outlining a series of recommendations for the All Souls Church Congregation and Board to consider as the governance structure of the church is being re-evaluated. The workgroup based these recommendations on the on the many suggestions provided by the Congregation during four listening sessions held to garner ideas about next steps in light of the separation of Rev. Susan Newman Moore from the Church, the July 23, 2018, David Pyle report, and conversations/research from this workgroup.

Primary workgroup recommendations for the Board to focus on include during calendar year 2019 include:

- **Commit to a Vision for Church Organization that Works for All Souls:**
 - Ministerial team: Commit to a ministerial team with co-equal ministers, at least one of whom is a minister of color, and an Executive Director.
 - Governance systems: Establish a clear, written policy to define the role of the Congregation in church operations and eliminate the conflicting governance systems identified in the David Pyle Report.
 - Clear roles and responsibilities: Define the specific roles and responsibilities of the Ministers, Board, Executive, and Staff.
- **Employee Review**: Establish a specific policy that mandates annual reviews of all employees (including ministers and Executive).
- **Accountability**: Establish a congregant-led Monitoring Team (a standing team to be included in the Board's governance structure that would report to the Board or the Church Council) to facilitate a comprehensive performance monitoring system to assure the effective implementation of church goals, policies, strategic planning and executive limitation objectives.
- **Transparency**: Provide easy access on the church website for the policy governance framework, Board agendas, meeting minutes, team meeting minutes, the David Pyle report, etc.
- **Managerial Principles portion of the workgroup report**: Consciously implement Church principles, including the 8th Principle; directly address issues of white supremacy in the Church by ensuring that actions implemented by the Board provide maximum opportunity for inclusion and communication to Congregants.

Background – from the TT report.

Preliminary Recommendations

Management Principles for the Board

The workgroup believes the following management principles should be integrated into the operation and implementation of Board actions:

- **Compassionate** management
- A firm commitment to **accountability** and **Shared Ministry** between the Congregation – Board – ministers - Church staff
- A firm commitment to **transparency** between the Congregation – Board – ministers - Church staff
- Employ **design-thinking**, where there's a recognition that people should focus on identifying all of the problems and then designing a solution, rather than immediately jumping to the solution
- **Conscious implementation** of the Church's principles, including the 8th Principle
- **Address issues of White Supremacy** issues in the Church by ensuring that actions implemented by the Board provide maximum opportunity for inclusion and communication to Congregants