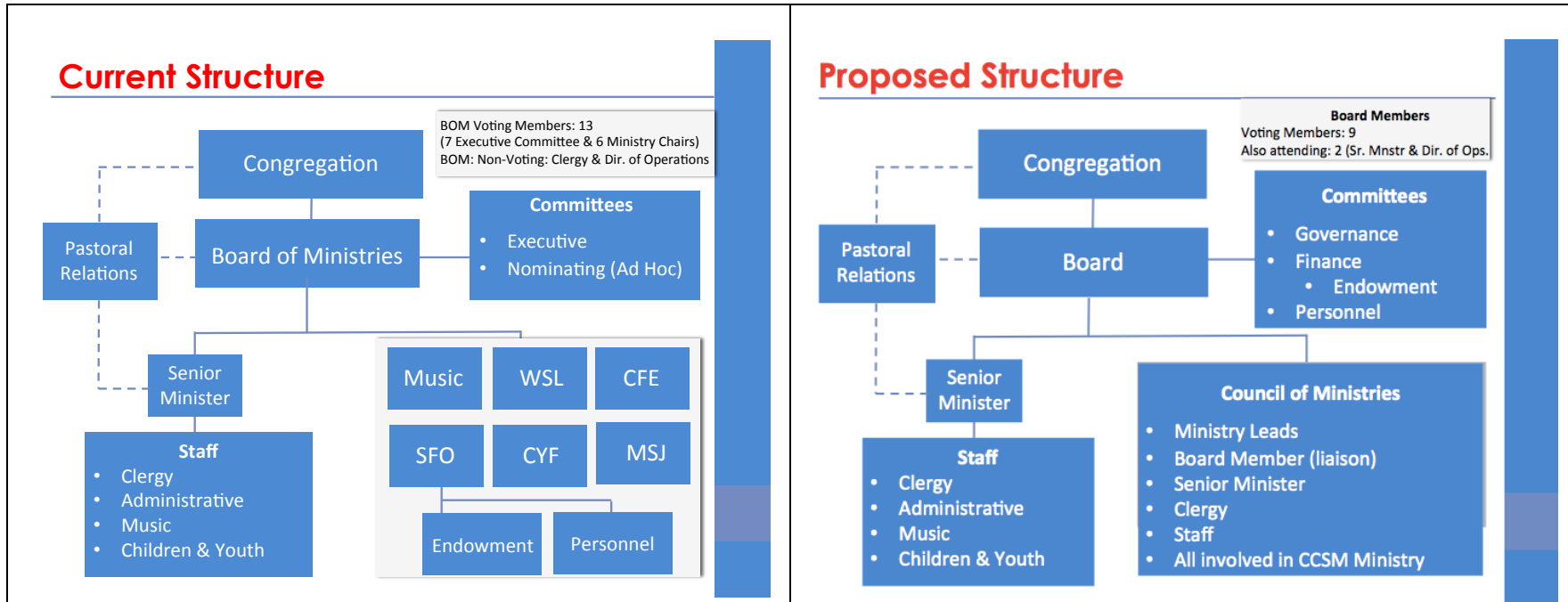


## Snapshot Comparison: Current Versus Proposed Governance Structure



<b>Election:</b> CCSM Members "elect" 70+ individuals, including all ministry team members and many committee members.	<b>Election:</b> CCSM Members elect 21 individuals. Board appoints committee members. Ministry members can join ministries at any time.
<b>Board Size:</b> 13 Voting Members, All Clergy & Director of Operations are non-voting members.	<b>Board Size:</b> 9 Voting Members with Senior Minister & Director of Operations attendance and participation required.
<b>Voting Members:</b> 4 Officers, 3 At-Large-Members, 6 Ministry Chairs	<b>Voting Members:</b> 4 Officers, 5 At-Large-Members.
<b>Board Terms:</b> Moderator and Vice Moderator, 1 year; Secretary and Treasurer, 2 years; At-Large-Members 3 years. 6 year limit.	<b>Board Terms:</b> All Officers, 2 years; At-Large-Members 3 years. 6 year limit.
<b>Executive Committee:</b> (Officers and At-Large Members): Subset of Board meets in between meetings of full Board.	<b>Executive Committee:</b> None – One, unified Board.
<b>Ministry Chairs:</b> Elected to 1-year terms. Serve on Board.	<b>Ministry Leads:</b> Elected to 1-year terms. Do not serve on Board.
<b>Ministry Planning:</b> Currently done independently at Ministry level.	<b>Ministry Planning:</b> Visioning, Planning and Coordination are facilitated through Council of Ministries meetings to ensure alignment with larger CCSM vision, mission and goals. The Senior Minister facilitates this inspirational forum. Our Director of Operations also supports this meeting.
<b>Ministry Composition:</b> 9 people per ministry; 3-year term requirements for members.	<b>Ministry Composition:</b> No fixed size. No term requirements for members. Ministry size is determined by the individual ministry and can vary from year-to-year as needs change.

## Snapshot Comparison: Current Versus Proposed Governance Structure

### Proposed Ministries

Current	Proposed
CYF	Children, Youth and Families
Music	Music
MSJ	Ministry For Service and Justice
CFE	Congregational Care
	Fellowship
	Member Engagement
WSL	Liturgical Arts
	Spiritual Life
SFO	Stewardship
	Building & Grounds
	Latino Ministry
	Communications

#### Notes:

- Three ministries remain the same (CYF, Music, MSJ).
- CFE (Care, Fellowship and Extravagant Welcome) becomes three focused ministries with clear missions.
- WSL (Worship & Spiritual Life) becomes two focused ministries with clear missions.
- SFO (Stewardship, Finance and Operations) – becomes one Board Committee (Finance) and two more focused ministries with clear missions.
- The Latino Ministry was approved by the Congregation to be added as a ministry at the June 2017 Annual Meeting.
- A Communications Ministry is being added to focus on CCSM's Marketing, Branding and Social Media needs.
- New ministries can be created by the Board to serve CCSM's larger ministry as needed. Ministries will not be "fixed" as they are presently in our current Bylaws. See our Ministries Descriptions document for details.

### Proposed Committees

Current	Proposed
Personnel	Personnel
Pastoral Relations	Pastoral Relations
Endowment	Endowment
SFO Ministry	Finance
Nominating	Governance
Executive	

#### Notes:

- The Personnel Committee, Pastoral Relations Committee and Endowment Committees remain the same.
- The Finance Committee is actually what SFO is operating as now – a Finance Committee. Instead of a separate Ministry Chair the Treasurer now chairs it. The Endowment Committee continues to report into it. As it does now.
- The Personnel Committee reports directly to the Board.
- The Governance Committee is similar to the Nominating Committee. In addition to filling the leadership slate, it also is responsible for maintaining the health of the Board in a broader sense.
- The Executive Committee is eliminated.
- All Committees are appointed by the Board and have at least one Board member on them with the exception of Pastoral Relations. See our Committee Descriptions document for more details and specifics.