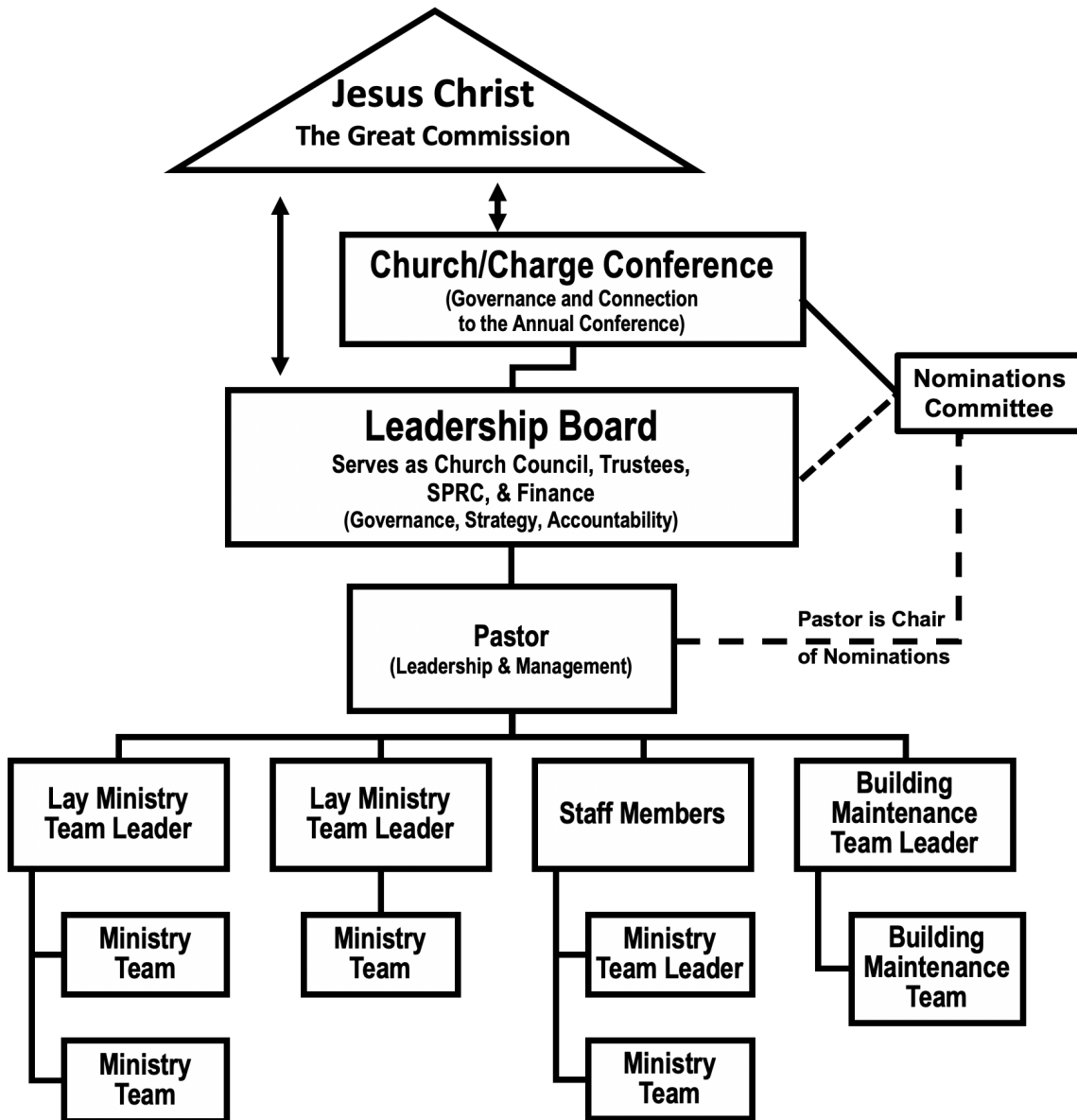


R-4: Samples of Organizational Charts

EXAMPLE 1:

Organizational Chart of the RECOMMENDED Simplified Accountable Structure

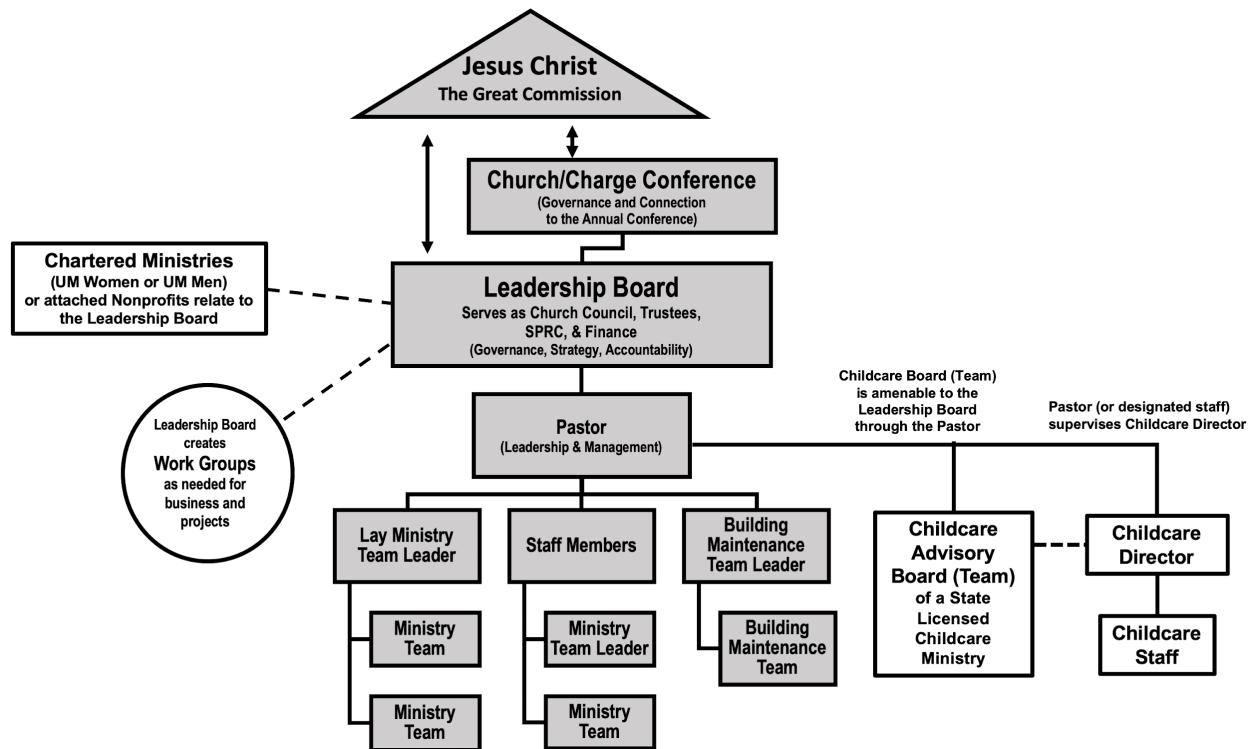


R-4: Samples of Organizational Charts

EXAMPLE 2a:

Organizational Chart of a Simplified Accountable Structure representing the relationship of additional delegated teams:

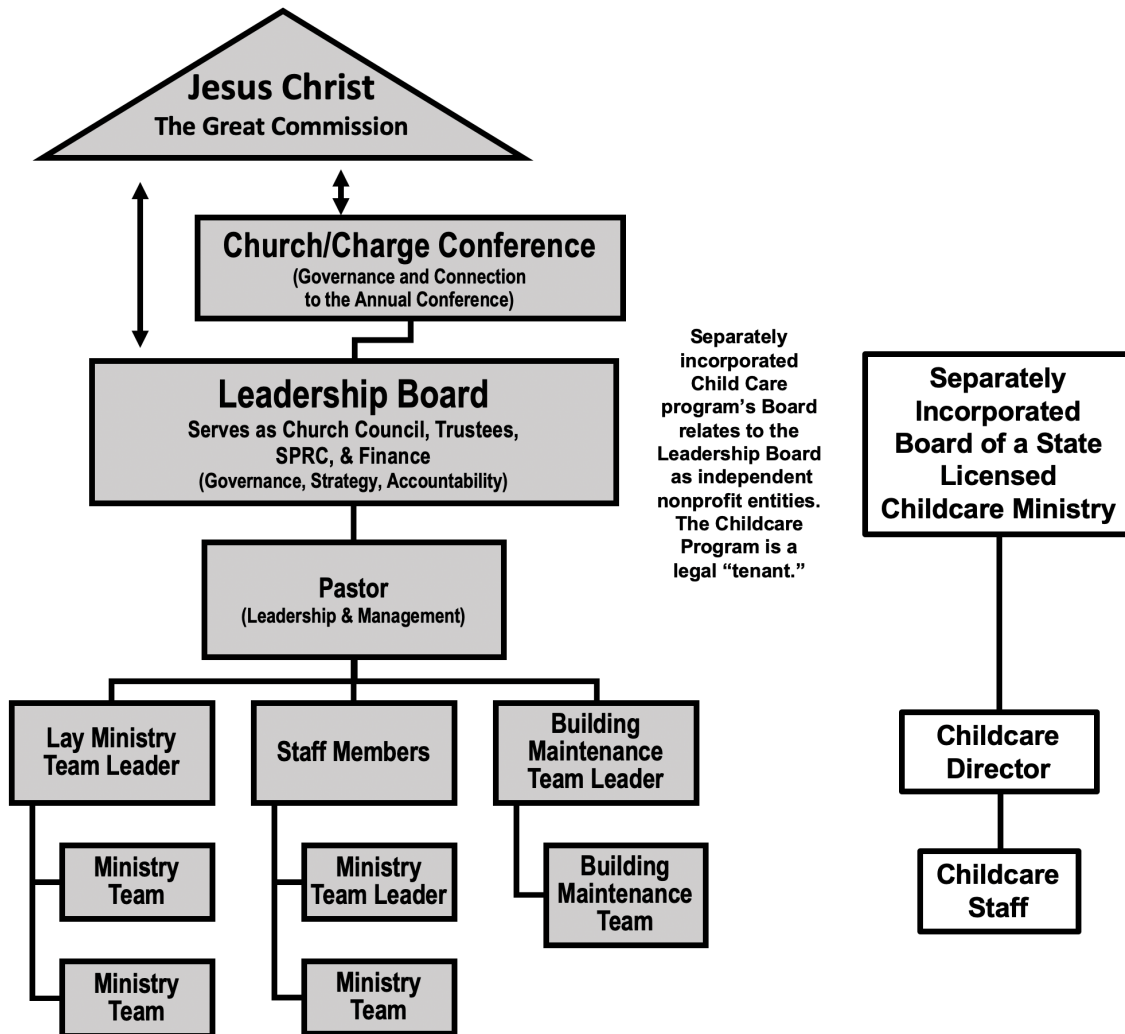
- Weekday Childcare Ministry (§256.2c)
- Work Groups
- Chartered Ministries (such as United Methodist Women §256.5)



R-4: Samples of Organizational Charts

EXAMPLE 2a:

Organizational Chart of a Simplified Accountable Structure representing the relationship of a separately Incorporated Weekday Childcare Program:



R-4: Samples of Organizational Charts

EXAMPLE 3:

Dual Election Model with a separate SPRC (Not Recommended)

- In this modification of the recommended model, the Leadership Board contains 3-4 members of SPRC, including Chair and Lay Leader who serve both on the SPRC and on the Leadership Board as Personnel Specialists. SPRC continues to report to the Leadership Board.
- This is an alternate modification of the “pure” simplified accountable structure.
- While we do not recommend this model, we provide it in case your district superintendent or annual conference requires an independent SPRC.
- There are challenges to having a separate SPRC:
 - The shared Board members/SPRC can create authority issues and operational vagueness
 - Separate SPRC dilutes the efficiency and accountability of the Leadership Board
 - Pastor can receive mixed messages about priorities
- So, instead of having a fully separate SPRC, having half of the separate SPRC’s membership be “dually elected” to both the Leadership Board and the SPRC can attempt to protect alignment to the congregation’s goals and mission.
- While we encourage DSs and congregations to engage fully in the standard and recommended single SAS board, if the annual conference or district superintendent requires a SPRC to be elected, this model might provide a compromise that retains as much accountability as possible.



R-4: Samples of Organizational Charts

EXAMPLE 4:

A Two-Point Charge or Cooperative Parish utilizing the SAS Model

- Local Church Simplified Accountable Structure Leadership Boards select representatives to a Charge Leadership Board that also serves as a Parish-wide SPRC and Parish Council
- The Charge Leadership Board coordinates with the congregations to rotate Charge Conference election of Lay Members of Annual Conference
- Local Churches retains the responsibility and authority of the Boards of Trustees (as part of the SAS Leadership Board) because of legal responsibilities
- Local Churches continue to have independent Nominations Committees that select the congregation's Leadership Board and appoints representatives to the Charge Board
- Staff, supervised by the Pastor, may be amenable to the local church SAS or to the Charge Board, depending on the nature of the staff position. For instance, some churches, as part of a charge, support a single charge administrative assistant. Job descriptions will need to be clear which governing body staff are amenable.
- If one of the local churches on the charge is not ready to transition to the SAS model, the congregation can keep its legacy committee structure and appoint representatives

