

Bellingham Unitarian Fellowship

Board in Process of Multi-Year Reorganization

An Introduction

The Board needs your ideas and suggestions!

BUF is growing in numbers and in program offerings. Our success has brought new challenges.

BUF is getting too big and complex to be handled informally by a few elected representatives (the BUF Board of trustees). The activities of guidance and administration need sorted out. One of the board's jobs is to translate the Mission and Vision of BUF members into goals. These goals are acted upon by the board, the staff of BUF, the committees, and other BUF groups. Occasionally some checking is done to see how we are doing in reaching our goals.

As we have grown and matured as a congregation the problem of a small group (BUF Board) trying to handle all of these things – some monitoring, some administration, some goal-setting – by meeting once or twice a month has become difficult at best and a real pain in the worst case.

For the past year or two the BUF Board has been looking for better ways to organize its goal-setting, execution, and monitoring activities. It has decided to disentangle these activities so that it is much clearer to everyone – the board, the staff, and the congregation – what is going on, and who is doing it. The board wants to become primarily a goal-setting group, one that continuously monitors what the congregation really wants, and one that creates goals that define those wants. Included in this change is the creation of an Executive Team (ET for short). The ET consists of the treasurer, the administrator, the committee coordinator, and the minister. The board will hand off the congregation's goals to the ET for implementation and execution.

Because there will be two entities (the board and the ET) where there was one before (the board), there will be a need to formally document the relationship. That is what the ***Links to the other documents*** are all about.

This documentation is organized into three main Groups:

What We Want

What We Don't Want

How We Work Together

What We Want documents the goals that the congregation wants to achieve. *What We Don't Want* documents things the congregation would not like to see happen while trying to achieve *What We Want*. *How We Work Together* is there to define how the board and the ET will interact.

An example of *What We Want* is

BUF will sponsor social activities that provide an atmosphere of celebration and fun.

An example of *What We Don't Want* is

The Executive Team will not allow conditions unsafe to exist in the Fellowship.

An example of *How We Work Together* is

The board will instruct the executive team through written policies that prescribe the organizational ends to be achieved and proscribe Means to be avoided, allowing the executive team to use any reasonable interpretation of these policies.

These rough drafts are waiting for your comments! Please get your ideas back to the Board, We are very interested in what you think. Email to the office, or drop any comments in the office IN box in the front of the sanctuary.