

VMC Restructuring For Mission January 15, 2018

The committee's primary responsibility is to build on VMC's proposed Mission Statement:

Virginia Mennonite Conference equips pastors, lay leaders and congregants for worship and service, and to bring the Good News of Jesus Christ to neighbors near and far.

The committee's purpose is to revise VMC's organizational structure based the VMC Polity Task Force's recommendations in their November 11, 2017 report to Conference Council. The basic goals are:

1. To clarify roles, authority and decision-making in the conference.
2. To strengthen accountability within the conference.
3. To simplify the conference structure, and
4. To strengthen conference unity in mission and spiritual practice.

The committee's task assignments are to:

1. Embed a strategic missional impulse in the revision of the Constitution and Bylaws to reflect the new Conference Vision and Mission statements.
2. Redesign VMC's organizational structures to:
 - a. Implement recommendations from the Polity Task Force based on delegate feedback.
 - b. Adapt conference structures for the purpose of promoting and strengthening Anabaptist Christian faith/life.
 - c. Develop educational opportunities for meaningful congregational outreach/missions.
 - d. Facilitate communications to enhance the health of districts, congregations and leaders.
 - e. Provide a lean, efficient, and sustainable administrative process that clarifies VMC structure, roles (job descriptions), authority (designations) and decision-making (the business of VMC, and policy formation and and/or change).
 - f. Enhance meaningful volunteer participation in the business of conference thus fostering an enthusiastic culture of missional engagement.
 - g. Reduce legal liability.
3. Create an organizational chart to illustrate the new design, including commissions and committees. Draw on functional and networking theory in order to visualize the way healthy collaborative working relationships shall occur.
4. Propose estimated time lines for implementing and evaluating organizational changes, and the potential costs for VMC.