

SOUTHERN CALIFORNIA CONFERENCE REGION STRUCTURE GUIDELINES

Purpose

In the Southern California Conference, the Region is the primary church organizational unit for interacting directly with congregations and pastors, holding much of the authority and responsibility previously assigned to the Conference. The Region is smaller than the Conference and will enhance grassroots connectedness between churches.

The Region Director is nominated by the Region Committee and elected by the Conference Executive Committee. The Region Director is chosen for pastoral experience, congregational focus, and administrative judgment. The Region Director is an employed officer of the Conference and a voting member of the Administrative Committee and the Executive Committee.

The Region concept reflects a thoughtful and intentional change of vision regarding the purpose of church organization. The emphasis is on congregational life and pastoral functioning.

The Region staff may consist of a director and a part-time secretary provided by the Conference. This allows for greater connectedness and accountability between pastors and congregations, and gives greater flexibility, both in finances and programs, for congregations to fulfill their mission.

Structure

A. Region size and shape

1. Each Region is primarily formed around language, culture, and/or geography.
2. Except in the case of language or culture defined regions, there is no other layering or overlapping of Regions.
3. Important to the Region concept is the flexibility and opportunity to reshape or create Regions as opportunities arise and to view them as fluid entities.
4. New or realigned Regions can be established by the authority of the Conference Executive Committee with input from local congregations.

B. Staffing and office location

1. Regions may increase in staff size beyond a single Region Director and a part-time secretary. Circumstances may require that a Region Director also serve as a pastor of a congregation.
2. Because of the close geographical proximity of the Conference, Region offices are maintained at the Conference office. This also allows for secretarial help being shared.
3. All other needs of the Region can be negotiated and/or purchased on a freelance basis from other entities.
4. Some services, such as auditing, payroll, accounting, personnel, etc., ~~will~~ continue to be provided by the Conference.

C. Region Committee

1. Membership

- One member from each organized church and company in the Region.
- One additional member for churches with more than 1,000 members, meaning a pastor and a layperson.
- Non-pastoral members shall be at least a majority. Non-pastoral membership shall reflect gender balance.
- Members shall serve staggered five-year terms with one-fifth of the members elected each year, alternating pastor/layperson representatives every five years.
- Members shall be limited to serving a maximum of two terms consecutively, including churches that have more than one member on the Region Committee.
- Region Director, who shall serve as chair.
- Conference Executive Officers are permanent invitees.
- Executive Committee members from the region are permanent invitees.

2. Meetings

- Meetings shall be held a minimum of four times a year.

3. Functions

- Recommends the nomination of Region Director to the Conference Executive Committee.
- Prepares and approves the Region's strategic mission plan.
- Coordinates the overall ministry program of the Region.
- It is responsible for nominating, selecting, and assigning pastors, which are then ratified by the Conference Personnel Committee, based on the number of pastoral budgets allocated by the Conference Executive Committee.
- Oversees the ministry of the Region's evangelist, if one is desired and funded from the evangelism funds allocated to the region.
- Allocates funds to local churches from funds that are assigned to the Region by the Conference Executive Committee.
- Purchases region-wide services and/or sponsors special projects, such as youth rallies, evangelistic crusades, training events, as it sees fit.
- Keeps conference Executive Officers informed of Region Committee actions and plans.

4. Officers:

- The officers of this Committee shall be a chair, a vice-chair, and a secretary.
- The chair shall be the Region Director.
- The vice-chair and secretary shall be selected by the Region Committee.
- The vice-chair shall serve as chair at times when the chair is unable to do so.
- The secretary shall maintain an accurate record of the actions of the Committee.

D. Region Director

1. Selection Process

- The Conference President or designee shall lead the selection process, including:
 - A call for a special meeting of the region pastors to get their input on selection of the Region Director.
 - + Chair the meeting with the region pastors.
 - + Provide copy of documents pertaining to the selection and role of Region Director.
 - A call for the conference Executive Officers to get their input on selection of the Region Director.
 - A call for a special meeting of the Region Committee to function as nominating committee to select the Region Director.
 - + Provide copy of documents pertaining to the selection and role of Region Director.
 - A notice sent to all region's churches...
 - + including time and place of this meeting to nominate the Region Director,
 - + inviting to any Region's church board member who wishes speak to the Region Committee regarding the Region Director nomination,
 - + indicating that speeches will be limited to two (2) minutes per person.
 - A special meeting of the Region Committee to function as nominating committee to select the Region Director.
 - + Chair this special Region Committee.
 - + Call this meeting into executive session.
 - ~ The first hour shall be set aside for any Region's church board member wishing to speak to this committee regarding the Region Director nomination.
 - ~ Speeches shall be limited to two (2) minutes per person.
 - + At this special meeting the vote shall be taken by secret ballot.
 - A recommendation of a nominated Region Director shall be submitted to the Conference Executive Committee for approval.

2. Region Director Qualifications

- Ordained or commissioned minister.
- Pastoral experience.
- Congregationally oriented.
- Administrative judgment.

3. Term:

- Region Director shall be elected for five years by the Executive Committee after each regular session of the conference and shall hold office until replaced by the executive committee following the next regular session, or until their successors are elected and assume their duties.

4. Functions and Duties of the Region Director:

- To chair the Region Committee and Region subcommittees.
- To work with the Region Committee and pastors in establishing an overall strategic plan for the Region.
- To coordinate the selection/retention/rotation of pastors in consultation with the president.
- To supervise pastoral development and performance.
- To coach/counsel regarding pastoral ministry.
- To facilitate cooperative relationships between pastors.
- To be proactive in the evaluation of programs and ministries.
- To help mediate church disagreements and disputes. When necessary, cooperation will be sought from the denominational Conciliation and Dispute Resolution Procedures.

(The next pages are not part of the guidelines, but serve only to assist in understanding the Region system)

A Comparison of Responsibilities

Current Conference Structure

- Directs K-12 educational system.
- Operate Camp Cedar Falls Conference Center.
- Responsible for financial and technical services.
- Process tithe and non-local church offerings.
- Conference holds title to all property.
- President, or designee, sits on various Conference committees and institutional boards, also attends Union, NAD, and GC meetings.
- President gives only partial focus to congregational and pastoral life because of many other administrative responsibilities.
- Has 31 people serving on Executive Committee making administrative decisions for the conference.
- Determines the total number of pastoral budgets available in the current conference budget.
- Appoints and assigns pastors.
- Barely nurtures and supervises pastors.
- Disburses funds directly to local churches.
- Primary organizational unit for area-wide mission planning and for assistance in handling personnel issues and various local church disputes.
- Conference Executive Officers elected at constituency session.

New Region Structure

- No change
- No change
- No change
- No change
- No change
- No change. Region Director does not sit on or attend these functions, except those related to the Region.
- Region director almost exclusively focuses on working with pastors and facilitating church and region planning.
- No change in Executive Committee, but as many as 150 additional people making decisions for the Regions.
- Region divides pastoral budgets among churches according to formula.
- Region selects pastors which are then ratified by the Conference Personnel Committee.
- Responsibility of the Region.
- Regions disburses assigned funds per conference budget and distributes per denominational policy.
- Region is seen as primarily responsible for these areas. Conference serves as advisor for the Region.
- No change for Executive Officers. Region Directors selected with region input.

Quick Summary

The Conference....

- Directs the K- 12 educational system.
- Operates the Camp Cedar Falls Conference Center.
- Provides financial and technical services.
- Processes tithe and non-local church offerings.
- Holds title to all property.
- Determines distribution of pastoral budgets to regions.
- President sits on conference/institutional boards, including Union, NAD, and GC Committees.
- Forms Regions and draws their boundaries.
- President works closely with Region Directors and is responsible for their orientation and holding them to personal accountability.
- Maintains an institutional and administrative focus.

The Region

- Supervises and nurtures pastors.
- Disburses evangelism funds.
- Recommends pastors employment based on quota allotted by the conference budget.
- Region director focuses almost exclusively on pastoral nurturing, and congregational and district planning.
- Arbitrates church disputes.
- Facilitates church and region-wide mission planning.
- Maintains a congregational and pastoral focus.