

## **Mountain States Mennonite Conference Leadership Board restructure proposal**

When our conference was organized in 2005, we adopted a policy governance model of organization. A very simplified explanation was that the leadership board (representing the congregations) would function as a policy-making group and the conference staff (conference minister and staff) would implement the board's decisions. This was a concept also used by Mennonite Church USA which is now reviewing its structure.

MSMC soon began to deviate from its plan, as necessity required a more functionally engaged board—mostly because of our small size. Eventually many of the board members became involved in various committees and functions, such as representation on the Ministerial Council, SEED, Finance/Development, Leadership Discernment Committee, etc.

Our stated structure does not match the reality of the way we are currently functioning, so we are asking for permission to adopt, in a more formal way, the attached model. The Leadership Board will still retain responsibility for leading the policy discussions and decision-making processes. But because of diminished resources and a need to connect across functions, it makes sense for Board members to also be involved in and better represent, various MSMC committees, affinity circles and ministries.

This will give us a structure that allows for the incorporation of new ideas and ministries as needs become evident. *For example*, we need to pay attention to Christian formation in an Anabaptist context at multiple levels across the conference. This might entail a formation council/committee of some sort in the next year.

This is not a big shift, but in legal terms our bylaws need to reflect how we are actually functioning. We will begin to work at aligning our bylaws with this structural shift this fall.

### **Proposal:**

Mountain States Mennonite Conference will use a Leadership Board model that incorporates policy-making functions *and* representation from various MSMC councils, committees and ministries.