

## **Substitute Restructuring Proposal Blackhawk Presbytery**

With respect and appreciation for the work of the Ad Hoc Restructuring Committee, and agreeing that Blackhawk Presbytery is facing critical decisions regarding its spiritual leadership, missional focus, and fiscal health, it will be moved and seconded that the following proposal serve as a substitute proposal for restructuring the leadership of Blackhawk Presbytery.

The Substitute Proposal has the following three main points:

1. The leadership of Blackhawk Presbytery is restructured in a manner that minimizes change, maximizes participation, increases efficiency, and supports continuity of leadership.
2. The existing membership and responsibilities of the Business Affairs Committee (BAC) and the Board of Moderators (BOM) as delineated in the Blackhawk Presbytery Bylaws are combined. The moderator of the BAC/BOM be nominated by the Nominating Committee and elected by Blackhawk Presbytery in the same manner that other moderators are elected.

#### Board of Moderators Responsibilities (per current Bylaws)

- Facilitate coordination and information sharing among boards and committees.
- Hold boards and committees accountable for their performance.
- Address issues that arise that do not fall within the responsibility of a particular board or committee.
- Nominate persons for the officer positions of Stated Clerk, and Treasurer.
- Nominate the moderator and members of the Nominating Committee and the Committee on Representation.

#### Business Affairs Committee Responsibilities (per current Bylaws)

- Present to the Presbytery for approval an annual budget for the work of the Presbytery.
- Monitor on a consistent basis Presbytery's financial status.
- Monitor compliance with the approved budget and work with staff, boards, and committees to make necessary adjustments.
- Work with appropriate groups to encourage interpretation of Presbytery's financial situation and needs.
- Participate in the development of Presbytery's revenues through various sources.
- Oversee the business practices Presbytery has in place and assign tasks to appropriate entities within the current structure.

3. The new BAC/BOM is charged with leading a visioning process that will invite input from all member churches of Blackhawk Presbytery.

No change is being proposed at this time for the other committees/commissions/boards of Blackhawk Presbytery, though the BAC/BOM will continue to seek their input in terms of their size and responsibilities. The Stronghold Committee will continue their work on becoming a separate board and bring their recommendations to the Trustees and BAC/BOM.

The advantages of this proposal include the following:

- Increasing the efficiency of the work of BAC and BOM.
  - *BAC and BOM had a joint meeting on August 25, 2016 and found it to be so efficient that they voted to have a combined meeting again on October 27, 2016.*
- Providing better opportunities for communication and accountability in performance of responsibilities of committees/commissions/boards.
  - *This proposal insures a fuller representation of the interests of Blackhawk are at the table where the previous proposal restricted that representation leaving some voices unheard.*
- Keeping the Board of Trustees, Personnel Committee, and Mission Strategies and Resource Board (MSRB) allows for the distinct and separate calling of people with different spiritual gifts to serve Blackhawk Presbytery.
  - *The previous proposal would have eliminated these committees.*
- Maintaining the broad representation from the churches of Blackhawk.
  - *This proposal maintains 26 positions of service (not including past, current and vice moderators) compared with reducing the positions to 12 (again not including past, current and vice moderators) as described in the previous restructuring proposal.*
- Insuring the missional focus of the Presbytery will be maintained by MSRB.
  - *The previous proposal combined administrative tasks with the task "to hold public the missional vision of Blackhawk."*
- Allowing the fiscal responsibilities to be checked and balanced by maintaining the Board of Trustees.
  - *The previous proposal merged the Trustees into a single administrative board.*
- Maintaining Presbytery's authority in selecting leadership.
  - *The previous proposal allowed for the new administrative board to elect their own president thus excluding the vote and approval of Presbytery.*
- Providing an opportunity for continuity of leadership.
  - *The current Bylaws dictate an annual change in the moderator of BAC, BOM, and Presbytery.*
  - *This proposal allows for a moderator of BAC/BOM to be elected by Presbytery and serve consecutive terms.*