

Belvedere Family Church Organization and Structure Proposal

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Belvedere Family Church Organization Structure Proposal

Dear Brothers and Sisters

This past Sunday, Dec 17, the ad-hoc team including pastor Justin who created the new structure proposal presented the plan to the community.

The video of the presentation is available here:

vimeo.com/895651613

We are asking for anyone who is interested to be included in the decision-making process please to the following:

- Watch the [recording](#) of the presentation
- Read over the proposal
- Fill out the consent form by Dec 24th

Especially if you have a paramount objection to the plan please let us know through the form as soon as possible.

[Link to the proposal in writing](#)

[Consent Form](#)

Thank you!

Pastor Justin and the ad-hoc organization team.

A CIG Era Structure for BFC

[Link to full presentation](#)

A structure based on the family!

Objectives

To promote:

- Long term planning & sustainability
- Community involvement
- Financial responsibility and transparency

Planning Team

Who (6 members)

- ❖ Pastor
- ❖ Core Team rep
- ❖ Grandparents rep (50+)
- ❖ Young Families rep (25-50)
- ❖ Young Adult rep (18-30)
- ❖ Special rep

- Members of the team can be anyone who is an ACES (attending, contributing, educated, serving) member that fits the target demographic/team.
- One Member of each demographic/team serves for 3 year terms
- One additional member of any demographic serves a 1 year term to provide new perspectives
- Members are nominated by the community with each demographic nominating from amongst themselves from there they are chosen by the pastor and core team the first time and the planning team decides how to conduct future elections.

Purpose

To support the core team in fulfilling the vision and mission of BFC through promoting long term planning and community engagement.

What

- Provides the vision and long-term thinking for the community
- Host an annual vision and planning workshop for staff and volunteers.
- Monthly meetings hear the pastor and core team's plans, and hopes with a perspective of the long-term vision and goals. (1 hour)
- Provides feedback for the pastor and core team.
- Approves longterm hires
- Create a Pastoral Search Committee in times of transition.

Does not do

- Lead a committee or volunteer group
- Do the work of implementing plans and strategies outside of what is stated above.

Core Team (Operational Team/ Paid Staff)

Who

- ❖ Pastor Justin
- ❖ Asst. Pastor Mika
- ❖ S.A. Pastor Daryl
- ❖ Youth Pastor Eritin
- ❖ Marketing Iasmin
- ❖ W.H. Manager Denthew
- ❖ Workshops Preston
- ❖ Sunday School Sunil

Purpose

Our core team executes on our plans and strategies to fulfil our stated mission in a way that is consistent with our core values and culture.

What

- Meet for a weekly core team meeting
- Work with and empower our volunteers
- Plan and carry out strategies to fulfil on our short term priorities

Finance Committee

Who

- ❖ Pastor
 - ❖ Core Team Rep
 - ❖ Bookkeeper
 - ❖ Grandparents Rep (50+)
 - ❖ Young Families Rep (25-50)
 - ❖ Young Adult Rep (18-30)
- Representatives can be anyone (excluding staff) who is a contributing member that fits the target demographic.
 - Representatives serve for 2 year commitments.
 - Method of elections or selection of the finance team will be decided by the planning team.

Purpose

To support the core team in fulfilling the vision and mission of BFC through promoting financial responsibility and transparency.

What

- Approve an annual budget based on the vision, goals, strategies of each ministry and department.
 - Annual budget should stay as high level as possible, and give more authority to each organizing team, for example, youth ministry to decide how to allocate their portion of the community budget. Core team can manage operating expenses.
- Monthly meetings to go over finances and hear the pastor and team's budgetary needs and brainstorm solutions. (40 min)
- Approving changes to salaries and compensation.
- Approve changes and updates to the annual budget.
- Finance committee has overall responsibility for the community, cash reserves and providing transparency to the community about financial decisions

Community

Note these are not set in stone but just an example of how these can develop

Elders (Age 50+)

- ❖ Care Team
- ❖ Seonghwa
- ❖ Providential Orgs
- ❖ Kodan

Young Families (Age 25-50, Kids 0-18)

- ❖ Mom's Group
- ❖ Dad's Group
- ❖ Children's Ministry
- ❖ Couple's Ministry

Youth & Young Adults (Age 18-35 pre-kids)

- ❖ Up and Coming
- ❖ Young Adult Ministry
- ❖ Chess Club
- ❖ Music Night

How

- Decisions are made by "consent based decision making." That means we work it out until plans are "good enough to try for x time" without a paramount objection in the group, and within each member's "range of tolerance."
- Each decision has a timeline associated with it, we're gonna try it for three months and then we will reevaluate.
- Facilitation and key meeting roles will be typically fulfilled by the core staff involved.
- All key decisions will be recorded in a publicly accessible "guidebook."

Points of Clarity

How can this plan/structure be amended?

It can be amended by the planning team via consent after careful consideration. As the community evolves this structure can evolve with it.

What happens if there is a struggle with the pastor or another team member?

Let's think about it like a marriage. Pray and do due diligence to make sure it's a good fit! Once the commitment is made it should only be broken after ample direct communication with the team member to address the concerns that are there. If the team member is not responsive to requests for communication after several attempts, go to the pastor, and if it's the pastor then the pastor's leader (SR Senior Pastor) and continue going up until things are resolved. That can look like the member changing their ways, a deeper understanding of one another, and/or the acceptance that a role change would be best for all parties. All team

members, pastor included, have a clear agreement on the length of the term (3 years). After a term is up the planning team members can lead a discussion about term renewal.

The Proposal

BFC will adopt this new structure as presented starting from Jan 2024

We will try it out for one year and then re-evaluate



New Structure Community Consent

This form is a consent form for the new structure presented 12/17/2023 for the Belvedere Family Community.

The proposal is to implement the new structure from Jan 2024 and try it out for a year and then re-evaluate.

 Not shared



* Indicates required question

Name *

Your answer

Email *

Your answer

Consent

Consent means the proposal is in your range of tolerance. It may not be perfect, you may not agree 100% but it is good enough to try. Without a paramount objection, you can live with it.

Do you consent to the current proposal? We will try out this new structure for one year and re-evaluate. *

- Yes
- NO (Paramount Objection)
- Yes and I have some suggestions

If you have a paramount objection what is it? Be as specific as possible.

Your answer

Any comments or suggestions about the new structure? *

Your answer

Additional comments

Your answer

Submit

Clear form