

# **Transition Plan Proposal**

## **For Implementation of Proposed Structure Changes**

### **Draft of November 2, 2009**

If the new structure design is approved by the 2010 District Conference, the following steps are recommended to transition into the new structure:

- During the 2010-2011 year the District Board and Commissions are encouraged to begin to develop a transition mindset as they reflect on ways to begin to transition into the new structure.
- During the 2010-11 year the District Board would call an initial Gift Discernment Team including the members of the existing Nominating Committee, which the Gift Discernment Team would replace. The Gift Discernment Team would bring to the 2011 District Conference a slate for Moderator Elect and other District Conference elected positions as needed as well for positions on the proposed Transformation Vision Team and related Vision Fulfillment Teams.
- The 2011 District Conference would call persons from this slate into positions of leadership to begin at the end of that District Conference.
- These changes are proposed for a five-year trial period (from District Conference 2011 to District Conference 2016.)
- Temporary changes would be made in the District By-Laws. This procedure is proposed to allow the District to test some new structure ideas before setting them in place permanently. Some provisions of the By-Laws are suspended for the specific length of the trial period as noted below and others are retained to assure the legal status of the District remains unchanged. The following sections of the By-Laws would be suspended:
  - In Article II (District Conference):
    - I (District Conference Committees), 1. Nominating Committee
  - In Article III (Board of Administration)
    - B (Membership)
    - F (Organization)
    - G (Duties of the Board), 2. Recording Secretary
    - H (Executive Committee)
    - I (Commissions)
    - K (Board Committees)

Additionally, in any place in the By-laws where the terms “District Board” and “Executive Committee” appear, they shall be interpreted as referring to the “Transformation Vision Team” during the trial period.

- After the trial period the District Conference will consider a recommendation from the District Board (Transformation Vision Team) for whether the new structure should be continued. If the recommendation is to continue the new structure, the recommendation would include proposed By-law changes.
- During the initial period of implementation, the first term of Transformation Vision Team members will be staggered by the Gift Discernment Team—some serving two years, some three, and some four.
- All persons presently on the District Board with tenure eligibility remaining will be asked to serve in the new organization, either in one of the Transformation Vision Team positions or one of the Vision Fulfillment Team positions.

**Action proposed to the 2010 District Conference:**

*The District Board recommends that District Conference adopt this Transition Plan to implement the trial structure by the date of the 2011 District Conference.*