

Simplifying Governance to Better Support Ministry

Understanding ACAC's Proposed Governance Change



www.acac.net

Why We Are Having This Conversation

Healthy churches periodically evaluate whether their structures are helping them fulfill their mission faithfully and effectively.

Our mission has not changed.

We are evaluating whether our current governance structure is the clearest and most effective way to:

- Provide biblical oversight
- Maintain strong accountability
- Support ministry
- Respond wisely to the opportunities God places before us

ACAC's existing structure has served the church through many seasons. This proposal is not an indictment of previous leadership or past decisions. It is an effort to ensure that the structure supporting ministry remains clear, responsible, and appropriate for ACAC today.



What Governance Is

Governance helps clarify three things:

- **Who makes decisions?**
Roles and Authority
- **Who is accountable?**
Responsibility and Oversight
- **How is ministry directed and supported?**
Leadership and Execution

Governance is the framework through which the church provides oversight, establishes accountability, and supports its mission.



The Goal of Governance

Keep Us



Biblical

Faithful to Scripture and
sound doctrine

Keep Us On



Mission

Focused on the ministry God has
entrusted to ACAC

Keep Us



Legal

Responsible, accountable, and
faithful in our public obligations



Proposed governance model to be recommended at 2026 congregational meeting | 04



Why Change?

Our current structure creates unnecessary complexity:

- Multiple layers of review
- More handoffs between groups
- Less clarity around responsibility
- Slower decision-making

ACAC currently has two separate governing bodies with overlapping responsibilities:

- **The Board of Elders**
Focused primarily on spiritual oversight
- **The Board of Operations**
Carrying legal, financial, and operational responsibility.

Because those responsibilities are separated, some matters move through multiple groups before direction is clear.



Current Structure:

SEPARATE LINES OF OVERSIGHT



Proposed Structure:

ONE UNIFIED GOVERNING BOARD



Separate boards must coordinate decisions across overlapping areas of responsibility.

The proposed model brings spiritual, legal, strategic, and fiduciary oversight together in one Governing Board.

The Governing Board would delegate appropriate tactical work to an Executive Committee and ministry committees while remaining accountable for the direction and health of the church.

One place for oversight. Clear delegation. Strong accountability.



What the Change Is Designed to Accomplish

Integrate. Accelerate. Elevate.

→ **Integrate Accountability**

Bring spiritual and legal oversight together.

→ **Accelerate Decisions**

Reduce unnecessary handoffs, repetition, and delay.

→ **Elevate Leadership**

Enable the Governing Board to focus more fully on mission, church health, strategy, and accountability.

Integration creates clearer decisions; clearer decisions enable leaders to spend more time supporting ministry.



What Becomes Clearer

Current State

- Multiple layers of review
- More handoffs between groups
- Less clarity around responsibility
- Slower decision-making

Proposed State

- Unified oversight
- Better alignment among leaders
- Clear accountability
- Stronger ministry support



What Is Not Changing

The foundation remains the same:

- The congregation will continue to elect church leaders.
- Elders will continue to provide biblical and spiritual oversight.
- The lead pastor and staff will remain accountable to an elected governing body.
- Lay leadership will remain essential.
- Finance, missions, trustees, deacons, and other ministry functions will continue.
- Diverse representation will remain important.
- ACAC's mission and theological commitments are unchanged.



What Members Will Experience

- Leaders working from a shared understanding of mission
- Clearer responsibility for decisions
- Stronger coordination between spiritual and operational oversight
- More focused board meetings
- Better use of gifted lay leaders
- More timely support for ministry opportunities
- Continued congregational accountability



A Careful and Prayerful Process

This proposal has been developed through study, prayer, and collaboration.

- Developed over many months by a diverse ad hoc governance team
- Reviewed with pastoral and lay leaders
- Discussed by the Board of Elders and Board of Operations
- Refined through feedback and bylaw review
- Presented to the congregation before any vote
- Supported by additional resources, FAQs, and opportunities for questions



What Happens Next

Learn. Ask. Discern. Decide.

→ **August**

Introduction, video, presentations, and online resources

→ **September 13**

Congregational Information Meeting

→ **September 20**

Annual Congregational Meeting with Vote on Proposed Bylaw Changes

Members will have access to information at three levels:

- **Level 1** - Understand the Vision
- **Level 2** - Understand the Structure
- **Level 3** - Explore the Details



Next Steps

Our goal is not simply a simpler structure.

Our goal is a governance model that helps ACAC remain biblical, accountable, unified, and focused on mission.

Call to action:

- Watch the Governance Change video
- Visit the Governance Resource Center
- Review the available materials
- Submit questions
- Attend the congregational information meeting
- Pray for wisdom, unity, and discernment

