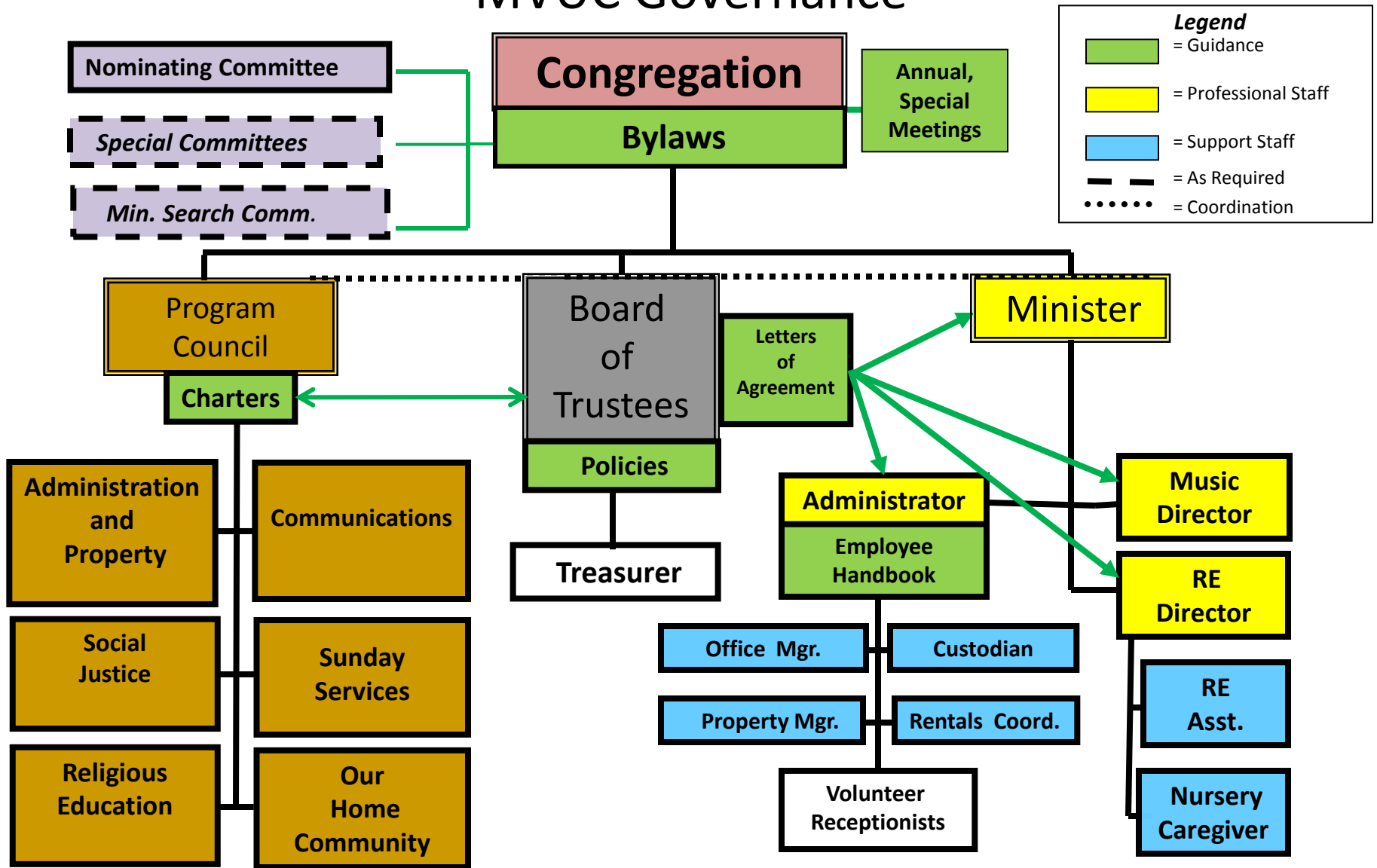


MVUC Governance



MVUC Organization Chart – Explanation

This chart depicts the key institutional relationships that enable the mission and vision of MVUC.

Governing Bodies

- The *Congregation* is at the top, as MVUC is a congregational church, democratic in principle and in practice.
- The *Board of Trustees*, elected by the Congregation, makes policy decisions on behalf of the Congregation.
- The *Program Council*, also elected by the Congregation, coordinates the work of committees and volunteers through Program Coordinators, one for each program area.

Staff

- The *Minister* works cooperatively with the Board and Program Council but is called by, and responsible to, the Congregation.
- The *Church Administrator*, *Music Director*, and *Religious Education Director* are supervised by the Minister. The Religious Education Assistant and Nursery Caregiver are supervised by the Religious Education Director. Other staff members are supervised by the Administrator.

Authorizing Documents

- *Bylaws*, similar to the United States Constitution, state the broad general rules by which MVUC is governed. The Bylaws may be changed only by vote of the Congregation.
- *Policies*, which are adopted by the Board at any public Board meeting, contain more specific provisions.
- *Letters of Agreement* specify salaries, benefits, working conditions and position descriptions of individual staff members.
- *Charters*, which are approved by the Board after review by the Program Council, document the role and responsibilities of committees.