

**Southern California Conference
Special Constituency Session
September 19, 2021**

**Preliminary Recommendations
on Region Structure**

The Region Structure was designed as the primary church organizational unit of the Southern California Conference to engage congregational life and pastoral functioning. This allows for more effective engagement of the diversity that exists at the local church level in our Conference. However, it seems clear by the recent Region Structure Study that this conference has lost some of its experience of unity and cohesion conference-wide as we addressed our diversity.

Below are some suggested ways we can experience more of a team and a conference-wide identity. They are divided into two parts: 1) Operational Recommendations and 2) Structural Recommendations.

Operational Recommendations	Structural Recommendations
1. Familiarize Region Directors with policies and practices to apply them consistently	1. Create a team structure for Region Directors encouraging collaboration to reduce duplicate services
2. Train Region Directors on leadership, mentoring, coaching, conflict resolution, etc.	2. Create an accountability structure for all conference leadership, pastors, and churches
3. Increase connection with each church	3. Review the distribution resources
4. Increase connection with each pastor	4. Add Companies to Region Committees
5. Implement conference-wide events: i.e: lay and pastoral leadership training, convocations, discipleship process	5. Limit Region Committee Meetings for committee members only
6. Standardize vetting prospective employees (able to serve cross regions)	6. Adjust the number of Region Committee Meetings
7. Hold churches accountable to own strategic plans based on the SCC Mission, Vision, Values, Objectives	7. Adjust the Region staff size according to needs
8. Augment/expand Cross-region experiences: i.e. pulpit exchange, combined church events, evangelism, service/mission projects	8. Improve Region Director's election process for more administrative influence/input
9. Standardize guidelines for employee performance and assessment	9. Split, Enlarge or Merge Regions according to needs and goals
10. Establish strategies for discipleship plan and membership growth	10. Establish a system to evaluate churches and recommend status adjustment
11. Foster healthy churches and productive pastors	11. Education on church governance (Region Committees, churches, and pastors every two years)
12. Ensure the communication system flows from conference leadership to church leadership and vice versa	12. Allocate resources according to needs rather than flat amounts

The desired result of implementing these preliminary recommendations is an increased sense of unity in the diverse Southern California Conference family even as we continue to care for the uniqueness of people and culture in each Region. In this, we fulfill our vision of "Embracing Community in Christ."