



New Ridge Fellowship Church

Catalyst Team

Cat Team Head Chair: Mark Jaeger		
Governance Team		Bridge Building Team
Frank Tobin (<i>chair</i>)		Noelle Marshall (<i>chair</i>)
Jeff Somers		Maria Benedict
Linda Schnable		Kyle Fultz
David Sigafos		Bill Marshall
Tana Ullman		Barbara Neitz
		Emily Garrett

Governance & Structure – Task List

Core Question: “How should NRF be best structured so that healthy leadership is sustainable and trusted using a staff-led, board-governed model?”

Primary Focus: This team will focus on codifying key governance documents that will guide NRF’s leaders and bring clarity, voice, and transparency to the congregation. Specifically, this team will focus on the following areas:

1. **Bylaws:** Codify customized language and procedures to allow governance to happen with ease and effectiveness.
2. **Decision Lanes:** Map clear lines of authority and accountability for decision-making for staff, Leadership Council, and the congregation.
3. **Policy Manual:** Create a unified, indexed, and authoritative document that identifies official policies approved by the Leadership Council and specified guidelines or procedures established by staff or key volunteers to bring clarity to specific ministry areas (e.g., the nursery, child security, and building use).
4. **Leadership Handbook:** Integrate and steward the church’s governing documents, policies, and practices into a unified guide that orients new leaders, preserves

shared ethos through leadership transitions, and ensures consistent, aligned decision making across successive terms of the Leadership Council.

Bridge Builders - Task List:

Core Question: “How do we rebuild trust, unity, and healthy communication across the church?”

Primary Focus: This team will focus on the relational and cultural work needed at New Ridge Fellowship. Specifically, this team will focus on the following areas:

1. **Congregation:** Build Pathways for Congregational Voice and Feedback.
2. **Communication:** Assess and Create Communication Practices for Transparency.
3. **Conflict:** Develop Conflict Resolution Pathways.
4. **Culture:** Build a Culture of Trust that Supports Healthy Disagreement, Reduces Mistrust and Avoidance, and Protects Against Burnout.
5. **Lingering Issues:** Recommend Ways to Handle Symbolic and Emotionally Charged Issues