

# WellSprings' Governance & Structure

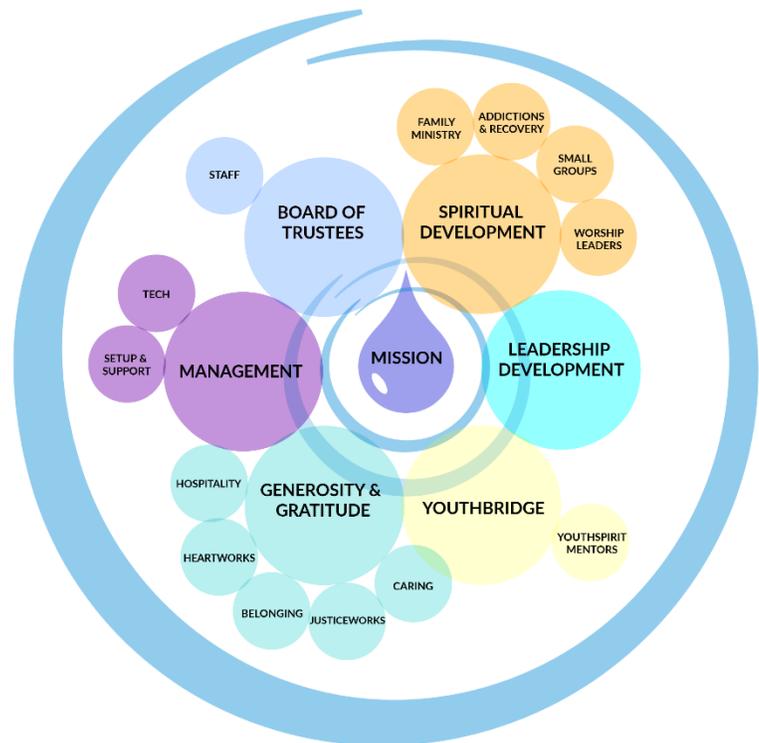
## Congregational Authority & the Board of Trustees

WellSprings is a member of the [Unitarian Universalist Association of Congregations \(UUA\)](#). Unlike some religious traditions, the UUA is “congregationalist” – which means our denomination is an association for a group of independent organizations, not a hierarchical or authoritative body. In “congregationalist” denominations, ultimate authority lies in the hands of the membership of each individual congregation – a “bottom-up” rather than “top-down” approach.

At WellSprings, as in most UU congregations, the membership delegates leadership to a democratically elected Board. The Board, in turn, delegates tasks to the Ministers and Staff Team, and governs the congregation by policy. The Board, Ministers, and Staff are empowered to make most decisions that affect the entire congregation – though a few powers are retained by a vote of the full congregation, including electing Board members, and calling or dismissing a minister. Our current Board Policy book is [here](#), and you can read the legal bylaws of the congregation [here](#).

## Our Ministers' Role

WellSprings is served by ordained clergy, who work in partnership with our staff and members to carry out WellSprings' ministry. Any Ministers of the congregation work together as a team, following a [covenant](#), to guide their partnership. At WellSprings, the Board delegates supervision of the Staff Team to the Executive Minister. Our Ministers and Staff then collaborate to lead and unify all our Ministries & Teams, to fulfill our mission and vision.



## Shared Ministry at WellSprings

With input from the congregation, the Board of Trustees creates Congregational Goals for the following year. The Executive Minister is held accountable to these Goals by the Board of Trustees, and is in turn responsible for holding the Staff Team accountable to setting and achieving goals that align with the Congregational Goals.

Along with the Staff Team, we accomplish our goals through a number of all-volunteer Teams and Ministries, who help to both create and fulfill these goals. You can read about all of WellSprings Ministries & Teams [here](#). Teams are served by one or more volunteer Leaders, and Ministries are considered teams of equals, where all Ministry members are Leaders of the congregation. These Senior Leaders also have a [covenant](#) that guides them, in their work.