

Reimagining Our Church Leadership: Streamlining Our Structure to Focus on Faith

The WHAT:

Reconfigure FUMC's leadership and administrative structure.

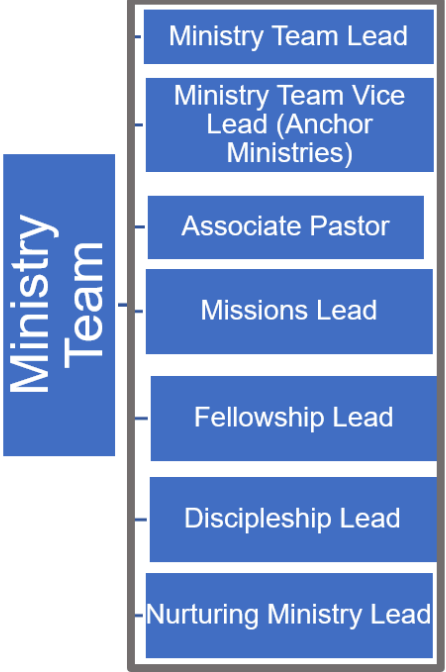
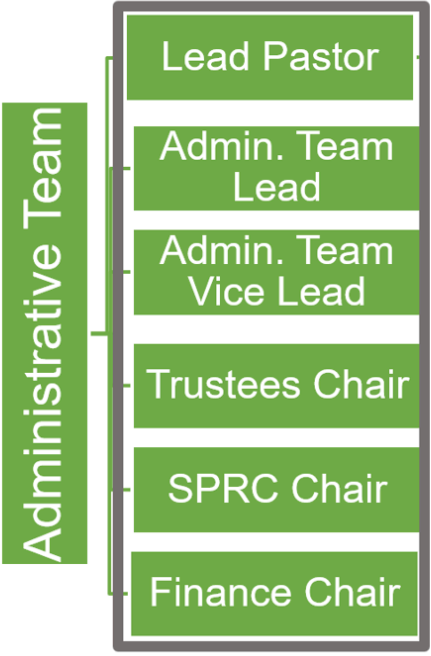
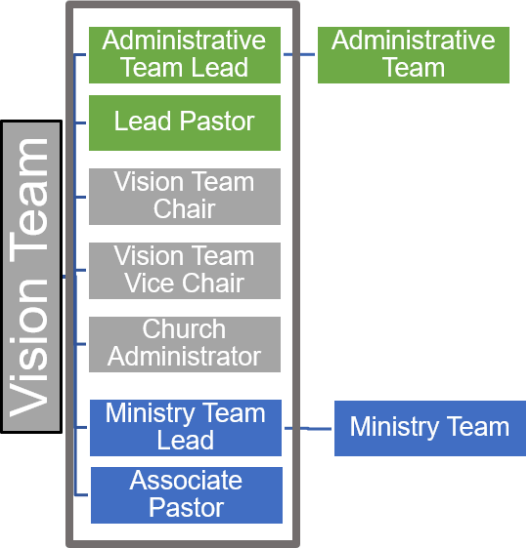
The WHY:

- Allow the church to be more attentive, nimble, forward-thinking/acting in an increasingly changing local and national climate
- Meet the challenges in filling nominated leadership positions
- Strategically align programming and budgeting, with a focus on following God's call for action in our congregation and community
- Want to support our mission to SEEK, SERVE, GROW and CONNECT, but have a structure that better reflects that most of our ministries do more than one of these!

Organization for Restructuring

**We will vote on this structure at the Church Conference on
May 3rd at 12:30 pm.**

Proposed Organizational Structure for FUMC



Leadership Teams Replace Church Council

- Visioning Team Lead
- Visioning Vice Lead
- Church Administrator (non-voting)
- **Administrative Team Lead**
- **Administrative Team Vice Lead**
- **Trustees Chair**
- **SPRC Chair**
- **Finance Chair**
- **Lead Pastor (non-voting)**
- **Ministry Team Lead**
- **Ministry Team Vice Lead**
- **Missions Lead**
- **Fellowship Lead**
- **Discipleship Lead**
- **Nurturing Ministry Lead**
- **Associate Pastor (non-voting)**



Meetings

Admin Team

When?

Meets as called by the Admin Lead: (Approximately 6-12 times a year)

Why?

Meets to lead administrative aspects to support the church: Finance, SPRC, Trustees and other administrative work.

Vision Team

When?

Team leads meet with the Vision Team quarterly (4 times a year)

Why?

Meets to lead prioritization and to assure that the admin and ministry teams are aligned to the vision set by the congregation.

Ministry Team

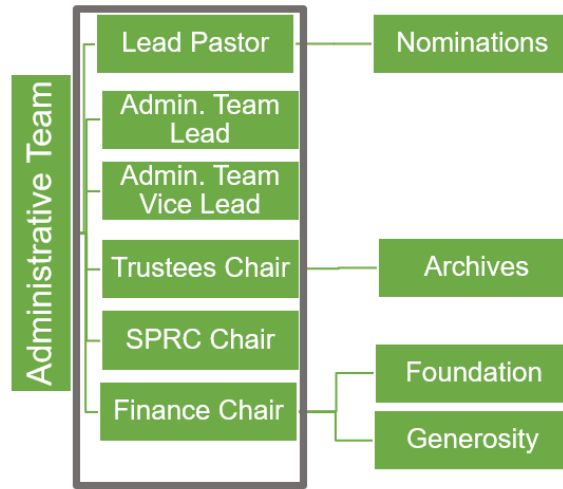
When?

Meets as called by the Ministry Lead: (Approximately 6-12 times a year)

Why?

Meets to coordinate, implement and lead ministries: Missions, Fellowship, Discipleship, Worship, and Anchor Ministries.

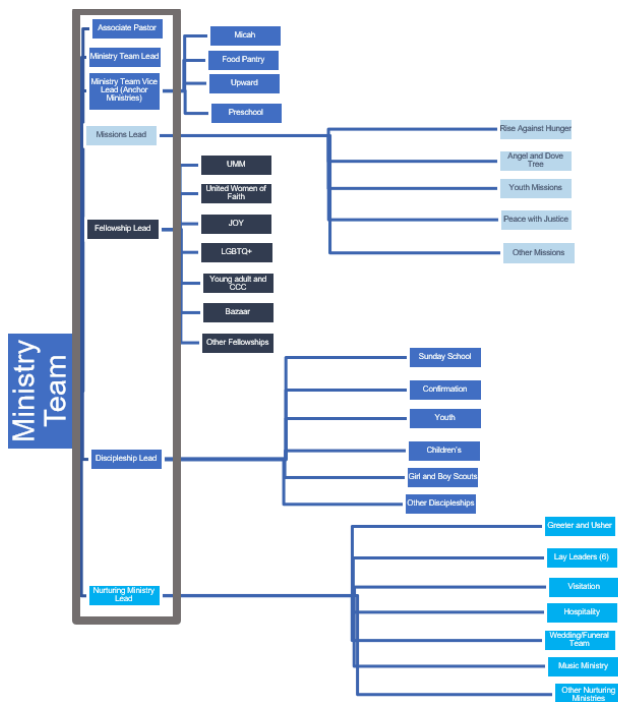
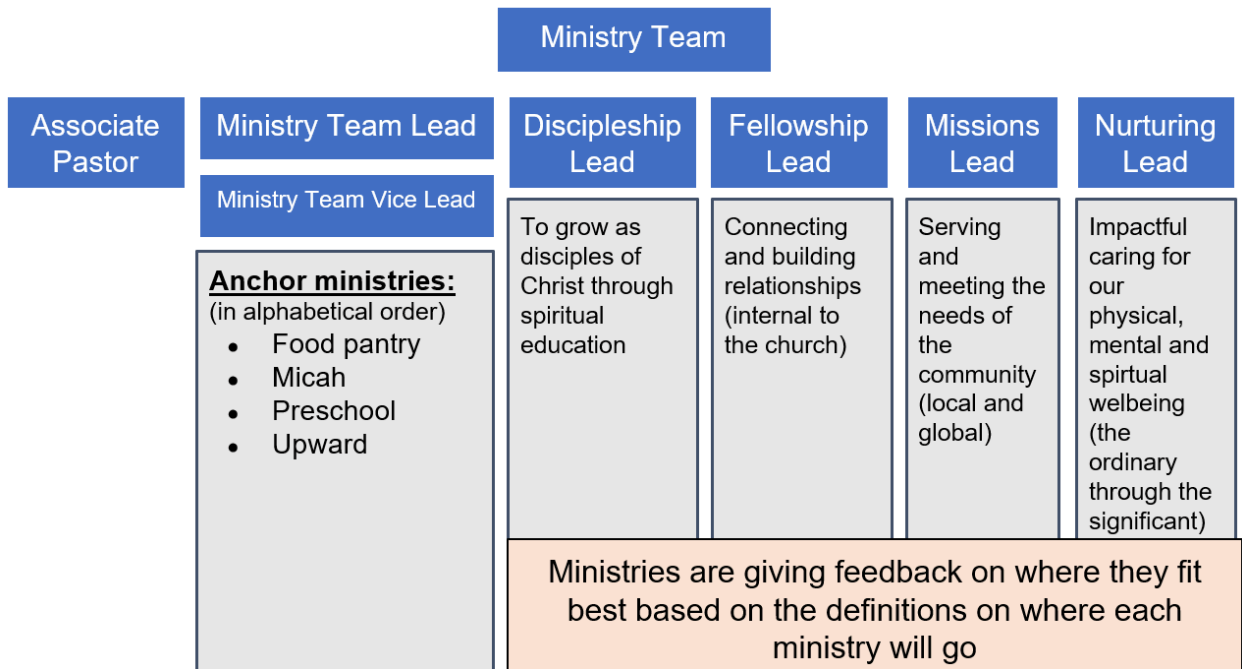
Proposed Administrative Organizational Structure



Administrative Committee Composition

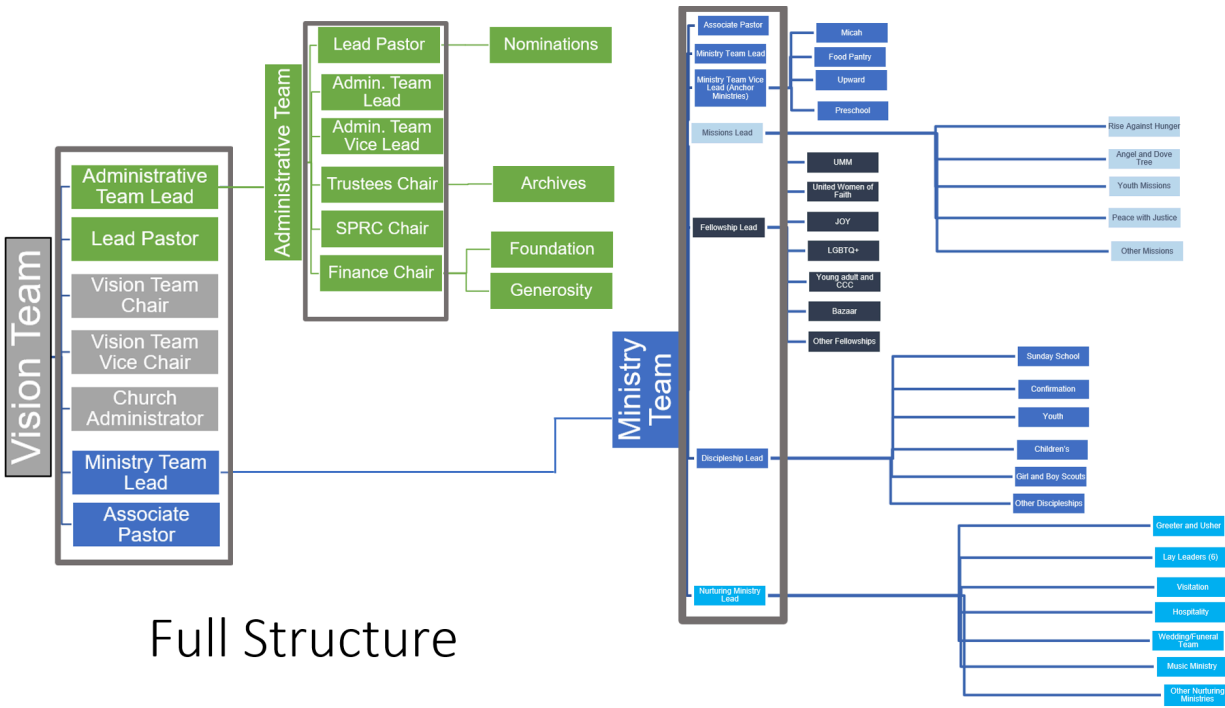
Finance (7)	SPRC (5)	Trustees (5)
Chair Member Member Member Foundation Generosity Church Treasurer (volunteer) <u>Non-Voting:</u> Church Admin Lead Pastor Associate Pastor	Chair Member Member Member Lay Leader <u>Non-Voting:</u> Lead Pastor Associate Pastor	Chair Member Member Member Lay Leader <u>Non-Voting:</u> Facilitates Manager Lead Pastor Associate Pastor





Proposed Ministry Organizational Structure





Full Structure

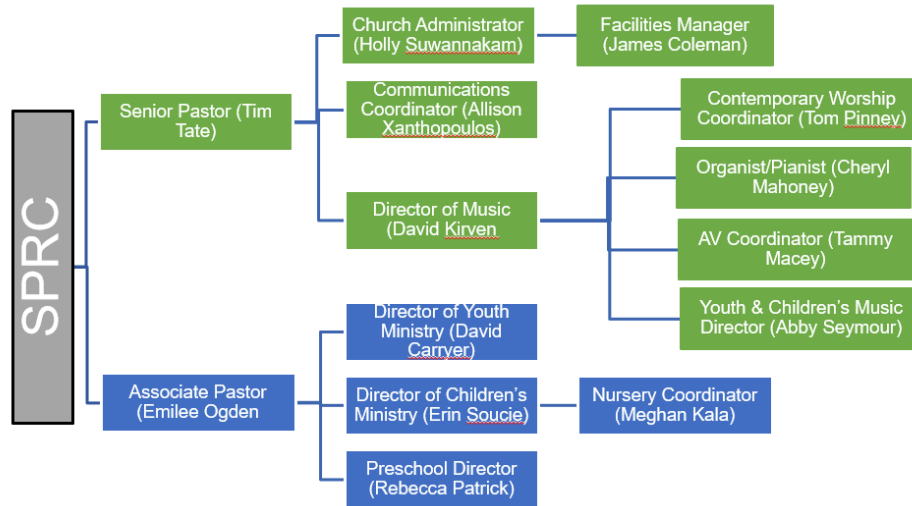
Proposed Administrative Organizational Structure - Organized around communication

Definitions:

- **Anchor Outreach/Ministry:** ministries that FUMC is known for and care deeply about (Micah, Food Pantry, Upwards, Preschool)
- **Missions:** serving and meeting the needs of the community (local and global)
- **Fellowship:** connecting and building relationships (internal to the church)
- **Discipleship:** to grow as disciples of Christ through spiritual education
- **Nurturing Ministry:** impactful caring for our physical, mental and spiritual wellbeing (the ordinary through the significant)



Staff Organizational Structure



Will not change regardless of the new committee structure



We have been in a period of exploration - as we determine the best organizational structure to meet the needs of FUMC and allow us to live more fully into all our ministries. Below is the structure put forth and approved by Church Council. Please review the following information on the need for restructuring as well as the details presented on this structure. There will be a Church Hall to discuss this structure on April 19th at 4 pm in the Sanctuary. Then in the Sanctuary, on May 3rd at 12:30 pm there will be a Church Conference where members of FUMC will vote on the adoption of this new structure.

God Bless,
 April Wynn Reif (Church Council Chair) and Pastor Tim Tate

Explanation of the need for restructuring:

1. **Difficulty in filling all positions through Nominations process:** Due to various factors, it is difficult to fill all of our positions through the Nominations process, and the proposed structure reduces the number of people serving 3 year terms as committee members. This will allow committee members to focus on specific projects and ministries, but when projects/ministries come about, committee members can reach out to church members and constituents to use their specific skills and gifts to serve the church to complete a task (ad hoc committee for the task). Not only does this free up

everyone from meetings, but it provides opportunities for more people to make an impact through the church.

Ministry	Current	Proposed
Church Council	14	14 (but divided into 3 groups)
SPRC	9	5
Finance	11	7
Trustees	9	5
Nominations (BOD para 258)	9	6 (3 members, 2 pastors, LL)
Foundation	10	10 (order of charter)
Generosity	6	1 (rebuilding)
Preschool (preschool board takes care of these)	9	9
Lay Leaders	6	6
Total	85	63

2. **With the current meeting structure not enough time is spent planning ahead, and even less time coordinating various groups to work together to make ministry happen.** Our meetings are less productive than they can/should be because the norm has been to report on what is currently going on in each area of ministry. By having Vision, Administrative, and Ministry teams working (smaller groups are able to produce more), the coordination of ministries across the board should be easier and happen more quickly; with fewer layers to go through to get approvals and to bring up new ideas.
3. **There are too many people in the room when we meet.** This leads to longer discussion, and often the conversations are not focused due to members giving opinions or conversing around topics, rather than moving toward action-oriented solutions.
4. **Current structure accelerates leadership burn-out and repetitive actions.** We have a culture where folks who serve in leadership can act more like they are members of a Board of Visitors, rather than leaders who activate ministry as servants of Christ. This tends to burn out our leaders, perpetuates not planning ahead, and doing the same things we've always done in the ways we've always done them. Because of the reduced number of people on committees and teams, those who serve will be in positions of working together to accomplish goals and priorities.
5. **Current committee system does not encourage new congregational participation.** We have a lot of new people here who have gifts that God needs them to share, but our

committee system often hinders them from participating. Theirs are untapped resources, which can easily get lost because committees take on that role and do not seek to find others to help.

6. **We do not have clear priorities and goals set for where/how God is inviting us to live into the future.** By setting priorities as a church, we will focus our attention and resources, which will build momentum and have a deeper impact. By assessing priorities each year, we will live into God's evolving vision and purpose for FUMC
7. **Without priorities, it is easy for ministry teams and individuals to "silo" into groups and/or compete for limited resources.** Through setting priorities as one body and the work of accountability offered by the Vision team, the church Body will be working together to accomplish God's goals. Many hands and hearts make work light and fun. Without priorities, it is easy for ministry teams and individuals to "silo" into groups and/or compete for limited resources, so by going through a healthy process of prioritization, FUMC will be more united, which in turn should increase investment in and through the church of time, talent, and treasure.
8. **Communication needs improving.** Communication is critical. Updating our structure and publicizing the people in leadership positions will allow for everyone to know whom to talk to if interested in getting involved in a ministry or project.

Why a Visioning team?

- To organize and lead the setting of annual priorities.
- To hold leadership and the church accountable to living into God's Vision and doing God's will.
- To establish a means by which we coordinate the leading of God's people to work toward God's intended purpose and mission.
- Members: Vision Team Chair, Vision Team Vice Chair, Administrative Team Lead, Ministry Team Lead, Office Administrator (non-voting), Lead Pastor (non-voting), Associate Pastor (non-voting)

Why an Administrative Team?

- To organize and coordinate the work of the administrative teams
- This is the equivalent of the formerly known Administrative Board.
- They take care of the nuts and bolts of running the church.
- Members: Administrative Team Lead, Administrative Team Vice Lead, Chair of Trustees, Chair of SPRC, Chair of Finance, and the Lead Pastor

The Trustees Committee will have 5 members: Trustees Chair, 3 Members, Lay Leader Facilities Manager (*non-voting*), Lead Pastor (*non-voting*) and Associate Pastor (*non-voting*).

The SPRC Committee will have 5 members: SPRC Chair, 3 Members, Lay Leader Lead Pastor (*non-voting*) and Associate Pastor (*non-voting*).

The Finance Committee will have 7 members: Finance Chair, 3 Members, Foundation Representative, Generosity Representative, Church Treasurer (volunteer), Church Administrator (*non-voting*), Lead Pastor (*non-voting*) and Associate Pastor (*non-voting*).

Why a Ministry Team?

- To organize and coordinate the work of the various ministries and missions.
- This is the equivalent of the formerly known Council on Ministries
- This group sets an annual calendar, based upon Church Priorities and ministries, and coordinates meeting priorities through intentional collaboration.
- Members: Ministry Team Lead, Ministry Team Vice Lead (Anchor Ministries), Mission Lead, Fellowship Lead, Discipleship Lead, Nurturing Ministry Lead, and the Associate Pastor
- The areas that each Lead oversees are described below and many ministries have been placed onto the following structural diagram. The ministries within each are will change as the needs of the church change (new ministries added) and is not an exhaustive list of all the church activities in any of the areas.

The Leadership Teams will replace the Church Council

- The three leadership teams will meet together once a quarter and if needed to approve things like the Church budget.

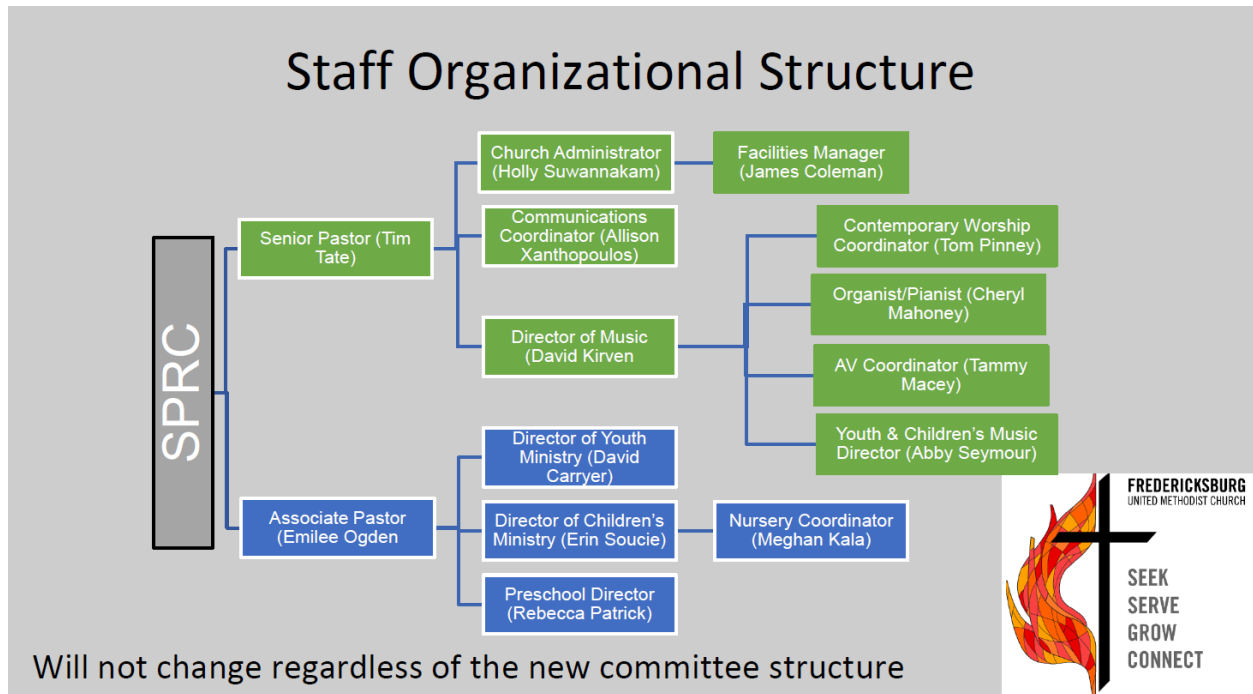
Leadership Teams Replace Church Council

- | | |
|-------------------------------------|---------------------------------|
| • Visioning Team Lead | • Ministry Team Lead |
| • Visioning Vice Lead | • Ministry Team Vice Lead |
| • Church Administrator (non voting) | • Missions Lead |
| • Administrative Team Lead | • Fellowship Lead |
| • Administrative Team Vice Lead | • Discipleship Lead |
| • Trustees Chair | • Nurturing Ministry Lead |
| • SPRC Chair | • Associate Pastor (non voting) |
| • Finance Chair | |
| • Lead Pastor (non voting) | |



The Staff structure will remain unchanged

- The new committee structure will not affect who the staff report to, or the scope of their job duties.



Wording from the UMC Book of Discipline [\(click here for an online version of the entire book\)](#) Where the supports our model of church leadership if found.

243 THE LOCAL CHURCH Section VI. Organization and Administration 243.

Primary Tasks—The local church shall be organized so that it can pursue its primary task and mission in the context of its own community—.....

.....In carrying out its primary task, it shall be organized so that adequate provision is made for these **basic responsibilities: (1) planning and implementing a program of nurture, outreach, and witness for persons and families within and without the congregation; (2) providing for effective pastoral and lay leadership; (3) providing**

for financial support, physical facilities, and the legal obligations of the church; (4) utilizing the appropriate relationships and resources of the district and annual conference; (5) providing for the proper creation, maintenance, and disposition of documentary record material of the local church; and (6) seeking inclusiveness in all aspects of its life.

244. Organization—The basic organizational plan for the local church shall include provision for the following units: a charge conference, a church council, a committee on pastor-parish relations, a board of trustees, a committee on finance, a committee on nominations and leadership development, and such other elected leaders, commissions, councils, committees, and task forces as the charge conference may determine. Every local church shall develop a plan for organizing its administrative and programmatic responsibilities. Each local congregation shall provide a comprehensive program of nurture, outreach, and witness, along with leadership training, and the planning and administration of the congregation's organizational and temporal life, in accordance with the mission of The United Methodist Church (see ¶¶ 120-124).

1. The church council and all other administrative and programmatic structures of the local church shall be amenable to the charge conference (see 246). The church council shall function as the executive agency of the charge conference. 2. Alternative plans may be developed in accordance with the provisions of 247.2. Such alternatives include: nurture, outreach, and witness ministries; administrative council; or administrative board/council on ministries.

3. Members of the church council or alternative structure shall be persons of genuine Christian character who love the church, are morally disciplined, are committed to the mandate of inclusiveness in the life of the church, are loyal to the ethical standards of The United Methodist Church set forth in the Social Principles, and are competent to administer its affairs. It shall include youth and young adult members chosen according to the same standards as adults. All persons with vote shall be members of the local

church, except where central conference legislation provides otherwise. The pastor shall be the administrative officer and, as such, shall be an ex officio member of all conferences, boards, councils, commissions, committees, and task forces, unless otherwise restricted by the Discipline. 4

The visioning team leaders should you have questions. Please email

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