



Naming

3 Goals:

- Differentiate from past names used
- Represent the core mission & values of VRUMC
- Represent the entirety of the group

Result:

Servant Leadership Council (SLC)

Attains Goals:

- Not Church Council or Core Leadership Team
- Called to be servants of Christ
- Captures the shared tasking of “leadership”



Covenant Agreement - Servant Leadership Council

- Jesus Christ will always be the Head of the Church, and the Church will always be the Body of Christ.
- The Senior Pastor shall be the primary spiritual leader of Vista Ridge United Methodist Church
- The Staff, Leadership Board, and Congregation all equally share in the cooperative effort of accomplishing the mission of the church.
- All Servant Leadership Council meetings shall be open to the congregation except for those items where confidentiality is necessary, such as Staff-Parish Relations matters.
- All members of the Servant Leadership Council pledge to:
 - Recognize that we all have an important role in making our team successful and helping the church achieve its mission.
 - Fully support decisions once they are made and work diligently to successfully implement those decisions.
 - Make an intentional effort to share discussions and decisions of the team with other members of the church with whom we interact.
 - Not acquiesce through silence if we hear personal criticisms being directed at team members by others in the church.
 - Be inclusive in our faith, loving all people the way Christ loves us.
 - Hold ourselves and one another to the highest standards of integrity.
 - Be diligent in our attendance and participation in the Leadership Team.
 - Prayerfully consider all decisions, and let our words and actions reflect our faith in Christ.
 - Actively listen to one another during conversations about church business.
 - Speak the truth in love and be open and honest with one another about our opinions related to church business.
 - Accept the sincerity of viewpoints that differ from our own and seek to understand before seeking to be understood.
 - Not allow personal disagreements that might arise to interfere with our ability to function effectively as individuals and as a team.
 - Show grace to one another and give the benefit of the doubt in our interactions.
 - Give constructive feedback and evaluation in place of direct criticism.
 - Help and support one another.
 - Be kind and authentic toward one another.



Simplified Structure Model

1. **Mission-Focused** and trust given to those on the Servant Leadership Council
2. Minimum of 9 Servant Leadership Council Members, Maximum 15 SLC Members
 - a. UMC Book of Discipline Recommendations
 - b. Optimum Number is 11 (Only 9 can be considered Trustees)
 - c. No Household Members Participating
3. Leadership Team will consist of each of these ministries:
 - a. Senior Pastor - Ex Officio member (not a voting member)
 - b. Lay Leader - Ex Officio member
 - c. Member of the Annual Conference - Ex Officio member
 - d. Relationship with God
 - e. Relationship with Each Other
 - f. Relationship with the Community
 - g. Chair of Trustees – Elected
 - h. At Large
 - i. At Large
 - j. At Large
 - k. At Large
 - l. At Large
4. For the purpose of establishing a quorum for decisions to be brought to a vote, 60% of voting members must be present. Additionally, we have adopted a minimum, sliding scale standard for passage of any decision as follow:
11 Members present, 7 affirmative votes needed to pass
10 Members present, 7 affirmative votes needed to pass
9 Members present, 6 affirmative votes needed to pass
8 Members present, 6 affirmative votes needed to pass
7 Members present, 5 affirmative votes needed to pass
The aforementioned 60% Quorum rule would prevent less than 7 members present for voting purposes.
5. Finance, Staff-Parish Relations Committee & Trustees
 - a. Responsibilities would be shared by all the members of the new leadership team
6. Role of the Chair/Lay Leader
 - a. Facilitate the SLC Meetings
 - b. Ensure that the communication of board actions is communicated to the entire congregation.
7. As a general rule, each member of the Council must be 18 years of age or older. In special

circumstances, the Leadership Development Team may consider extraordinarily qualified youth under the age of 18 to fill 1 or 2 -year vacancies on the Council. As per *The UMC Book of Discipline*, said youth member would not be able to be assigned the role of a Trustee.

8. Diverse Group of Voices and Backgrounds. Diverse qualities to consider would include age, race, length of tenure at the church, gender, organizational experience to ensure that all voices and sectors within our church are represented in the Servant Leadership Council.
9. Broad Selection on the SLC (Leadership Development Team chaired by Pastor Clay)
 - a. Cross-section of spiritual gifts and experience
 - b. Matched with specific ministry areas
10. Latitude to be flexible.
11. Small specialty groups for specific purposes may be created
 - a. Building Maintenance
 - b. New Staff Hires
12. Training new SLC – rolling on/off.
 - a. “Class System” to manage leadership turnover
 - b. Initial Members serve 1-3 year terms and all subsequent members are a three-year term, unless serving out a lesser term for a vacated seat.
 - c. Ex Officio is not bound to a three-year term.
 - d. Retiring members do not succeed themselves.
 - e. Prevents any one person from serving for an inordinate amount of time. No more than four years total.
 - f. i.e. Class of 22, Class of 23, Class of 24
13. Uplifting mentality.
14. Meeting will be structured:
 - a. Open with prayer
 - b. Devotional
 - c. Attendance Report
 - d. Review of Past Open Items
 - e. Review of Goals / Agenda and other information sent out prior to meeting to all members to study in advance of their meeting for meeting participation
 - f. SLC Members are expected to give input for items to be added to the agenda
 - g. Sixty-minute meeting time goal (maximum ninety minutes)
 - h. Meetings are open for anyone to attend
 - i. Open Action Items
 - j. Closing Prayer
 - k. Meetings at minimum once a quarter (First year more frequently – perhaps monthly)
 - l. Communications sent to the congregation to ensure transparency.
15. Six-month reviews to check in to see what’s working and what’s not. Input will be solicited from both internal sources of the Board, plus externally from the congregation.