




Vista Ridge UMC Simplified Leadership Structure

Town Hall Event | October 5, 2021





Recap

Simplified Leadership Structure to Increase Missional Effectiveness

- More lean, efficient & effective
- Encourages creative thinking
- Less bureaucratic steps to implement missional effectiveness
- More accountability to missional effectiveness
- Requires less personnel, less meetings, less time to take action

Recap

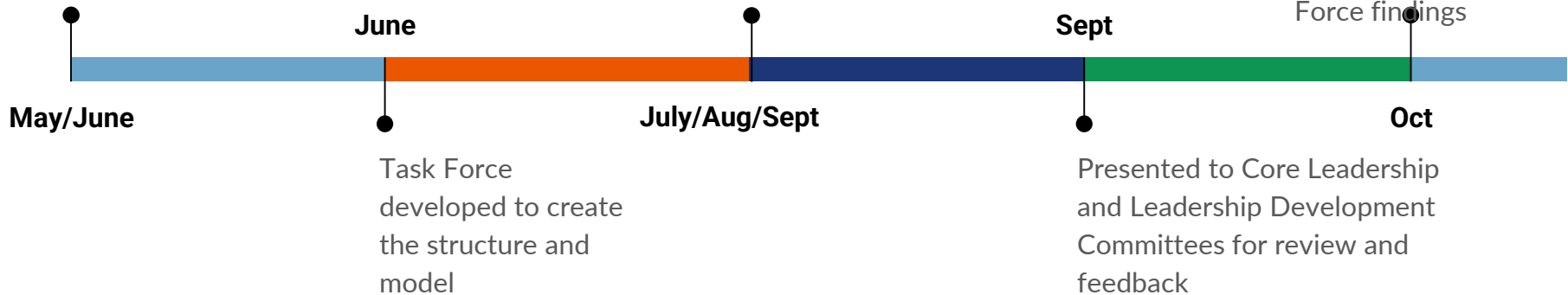
Idea for the Simplified Leadership Structure presented to entire congregation

Utilized the teachings and guidance from the book: *Mission: Possible | A Simple Structure for Missional Effectiveness*

Received sample documents and counsel from Conference Coach who has implemented this structure at other churches

Reviewed with new District Superintendent

TODAY:
Town Hall Meeting to present Task Force findings





Four Main Goals for the Task Force

1

Naming

2

Policies &
Procedures

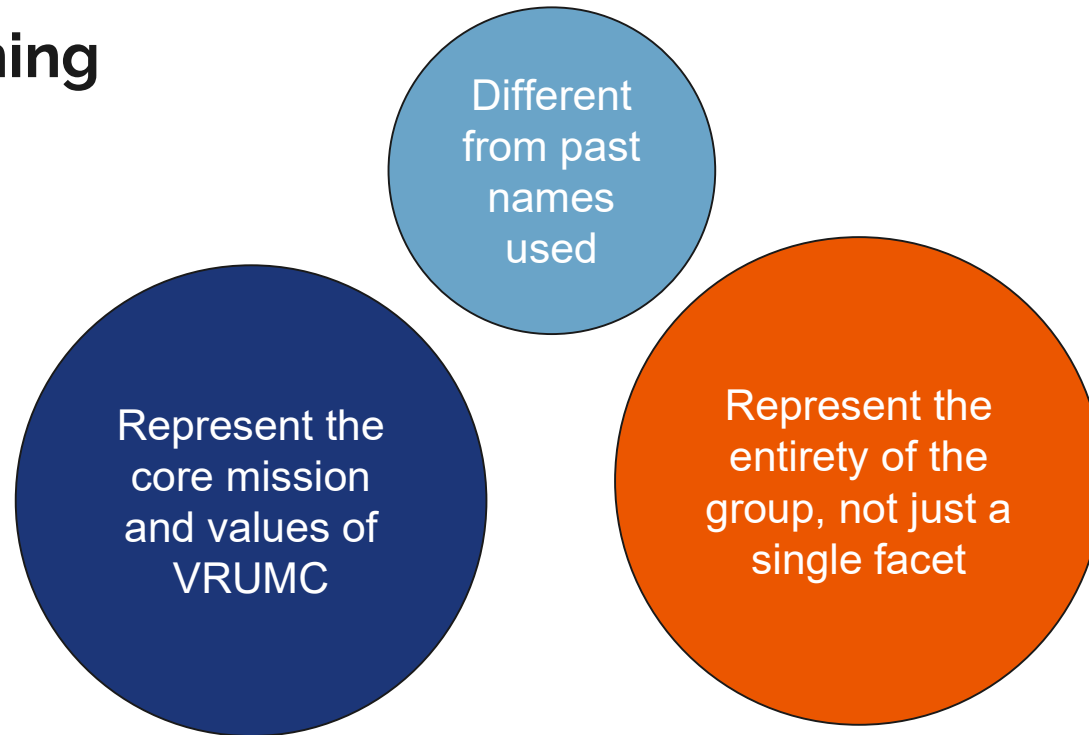
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Leadership
Covenant

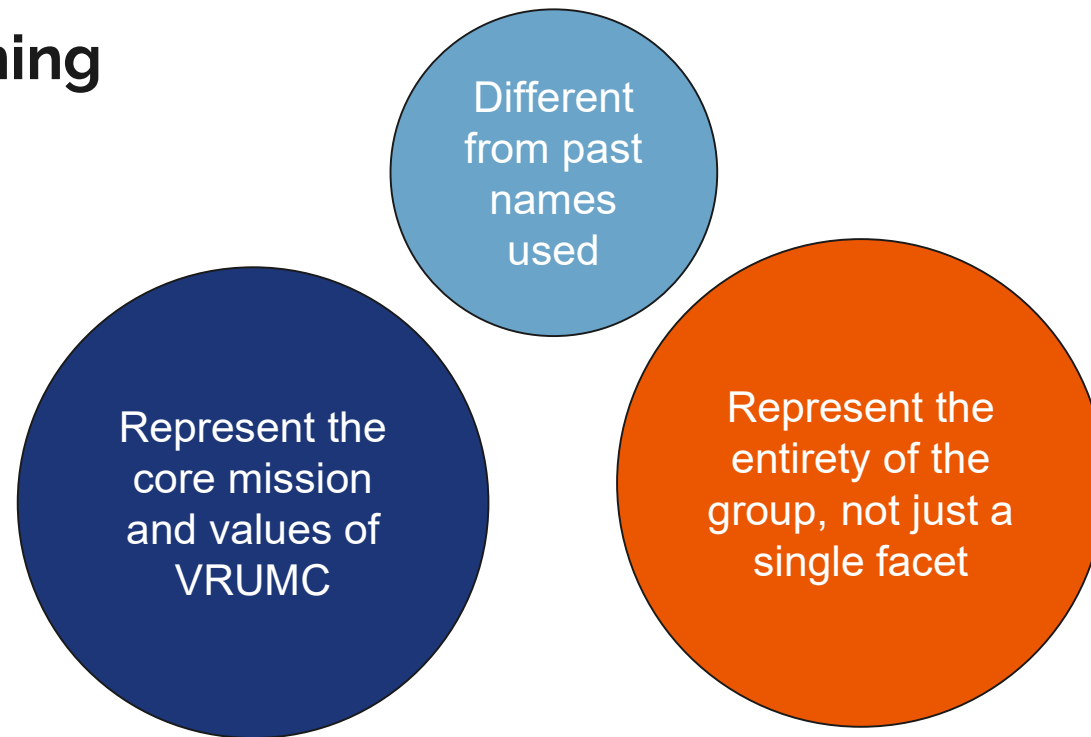
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Servant
Leadership
Model

1. Naming



1. Naming



Servant Leadership Council (SLC)

2. Policies & Procedures

Two Main Goals:

1

Incorporate SLC structure into existing Policies & Procedures

2

Identify and create structure around P&P that have yet to be developed

- Expenditure Limits
- Building Security/ Key Policy
- Vendor contracts & Insurance Policy

**This creates new agenda items for
SLC's initial meetings**

3. Leadership Covenant

Leadership Covenant = Internal agreement between SLC members

Key Points:

- Jesus Christ is the Head of the Church; Sr. Pastor is the primary spiritual advisor
- Shared partnership with the congregation to fulfill the church's mission
- Open meetings
- Constructive engagement and communication, within the council & with the congregation
- SLC will be a place of help, support, and **accountability**





4. The New Model for VRUMC Leadership

Moves from Individual Committees to a Consolidated Council

- New model consolidates individual committees: SPRC, Finance, Trustees
- All SLC members share responsibilities of these 3 blended teams
 - Point persons to be elected within SLC for SPRC, Finance & Trustees
- Allows for forming small, ad hoc teams to accomplish specific tasks
 - Budget, Building Maintenance, etc.



4. The New Model for VRUMC Leadership

Built in Structure for “Fairness”

- Establishes a Quorum & Minimum Voting Standard
- Emphasizes the need for diversity (in all forms)
 - Leadership Development Team responsible for nominating members with formalized guidelines for selections
- Emphasizes the 3-year class system, to promote inclusion and manage turnover



4. The New Model for VRUMC Leadership

Creating Accountability

- Creates a 6-month review system, drawing upon input from the SLC and the congregation

Servant Leadership Council Structure

Who is on the SLC?

Senior Pastor	Non-Voting
Lay Leader (ex officio)	Act as Chair
Relationship with God	Ministry Leader
Relationship with Community	Ministry Leader
Relationship with Others	Ministry Leader
Delegate to Annual Conference	(ex officio)
At Large Member 1	Elected as Head Trustee
At Large Member 2	Elected as Finance Lead
At Large Member 3	Elected at SPRC Lead
At Large Member 4	Open for Inclusion
At Large Member 5	Open for Inclusion
At Large Member 6	Open for Inclusion

12 Total Members

- Senior Pastor + 11 Voting members
- Lay Leader will act as Chair
- All 3 Relationship Ministry Leaders are included
- Delegate to Annual Conference included
- 6 At Large members
 - 1 elected as Head Trustee
 - 1 selected as Finance point person
 - 1 selected as SPRC point person
 - 3 additional members to round out diversity/inclusion from all church facets

Flexibility towards having a Youth member included on occasion, although under 18 is non-voting




What's Next?

- Recap next steps
- Q&A

