

# SERVANT LEADERSHIP COUNCIL

## Vista Ridge UMC

### Meeting Minutes January 22, 2022

1. The first Retreat of the VRUMC Servant Leadership Council (SLC) was convened on Saturday, January 22, 2022, with all members present.
2. The Chair led a spiritual and leadership development discussion on the topic of Adaptive Leadership during changing environments, variables, and circumstances.
3. The Retreat was separated into 4 connected sections:
  - A. Session #1 contained a revisitation of the basics of church structure including:
    - The Mission of all Christian churches (making disciples of Jesus Christ for the transformation of the world). The Mission answers the question, “Why?”.
    - The Vision of VRUMC: Bringing the resources and circumstances together to accomplish the Mission. Vision answers the question, “How?”.
    - The factors that influence the vision of the church include: Core Values, facilities, people (gifts/talents, demographics, interests, etc.), financial resources, church leadership (efficiency, passion).
    - Organizational Chart of how the SLC fits into the overall picture was presented and discussed.
  - B. Session #2 emphasized two topics:
    - 1) VRUMC Core Values – The group engaged in a deep discussion over the Core Values that had been identified with VRUMC in 2019. Consensus was that the group needed to delve into the topic further at future meetings to examine each for meaning and applicability to the current church.
    - 2) Vision of VRUMC – The group was presented with the foundational pieces of how the Vision is cast and what happen after that is accomplished. Here is a brief synopsis:
      - The Lead Pastor, as the church’s spiritual leader, is primarily responsible for casting the vision. That is accomplished after a period of discernment, conversation, and research.
      - The SLC’s role is to “Bless” the vision cast with the Pastor.
      - After the vision is solidified, the Lead Pastor meets with staff and Ministry Team leaders to create specific goals towards that vision.
      - Accountability is a key component of the process: measurable goals lead to periodic progress checks; feedback is invited as to the progress; eventual evaluation of mission effectiveness.
  - C. Session #3 covered more specific details on how the SLC diverges from the previous “legacy” team structure. The key components are:

- 1) Multiple Hats – Everyone on the SLC wears multiple “hats” with respect to covering the responsibilities of the Administrative Teams that no longer exist outside the SLC (Board of Trustees, Finance, SPRC).
    - The designated Point People on the SLC are there to provide expertise and experience when specific questions concerning their field arise. They are not meant to replace the Admin Teams by themselves.
    - The SLC officially voted to elect Javier Saenz as the Chair of the Trustees to comply with the legal requirements of the United Methodist Church.
  - 2) Work Teams – Specialized work teams will need to be created to answer the specific needs of the church. These teams may be long-term, on-going (i.e., Building Maintenance, Landscaping, etc.), or short-term, ad hoc teams (i.e., Staff hiring).
  - 3) Consent Package – To improve the efficiency of the SLC meeting times, a package of information will be sent to each member at least 1 week prior to each meeting. The packet will contain such items as: the latest financial reports, detailed proposals for building repairs/changes, staff proposals, etc.
  - 4) Relationship Team Leaders – Although they work closely with the Lead Pastor and staff on ministry programs, the team leaders are also full-fledged members of the SLC, with all the associated responsibilities.
  - 5) Guiding Principles – These provide specific direction to ministry teams that minimize the amount of approval from the SLC to proceed with ministry items. Examples include: Ministry Safe Policies; Employee Handbook; spending limitations; bid requirements for new work on the facilities; etc. The task for the SLC going forward will be to assess what policies that currently exist need review and/or alteration and identifying new policies that need to be formulated.
  - 6) Accountability (as defined as “providing support and help with areas of responsibility; not punitive connotations”) – This is a key element in all phases of the new structure. To that end, the entire SLC has formally agreed to abide by the SLC Covenant (on file at the church).
- D. Session #4 involved watching and discussing a training video using a mock leadership board meeting. It was emphasized that this model represents the direction the SLC is headed but fully recognizes the reality that this is an end goal and will require small steps to get there.
4. Last Items
- The Chair identified the opportunity for someone to serve as Recording Secretary for the SLC.
  - The January 30 worship services will involve an expression of gratitude for the outgoing leadership and a commissioning of the new SLC.
  - The next scheduled meeting is set for Monday, February 7, at 7:00 PM at the church.