



SERVANT LEADERSHIP COUNCIL

Meeting Minutes January 21, 2023

1. The Annual Retreat of the VRUMC Servant Leadership Council (SLC) was convened on Saturday, January 21, 2023 at 9:00 AM, with all members, excepting Javier, present.
2. The Chair led a spiritual and leadership development discussion on the topic of living into the model of the Council of Nicaea in 325 A.D. Early church leaders gathered to discuss large scope items, including official doctrine, but also mixed in more administrative decisions. Striking a balance between the two areas is a key element in making the Simplified Accountable Structure work. In addition, consensus-building versus vote-taking creates a unity of purpose in determining the right paths for the church. James Kunke led the group in prayer.
3. Session 1: How is the Servant Leadership Council (SLC) supposed to work?
 - a. Organizational Chart – The Chair reviewed the Organizational Chart for VRUMC, and how each group relates to one another.
 - b. Servant Leadership Council – A more in-depth look at the role and responsibilities was covered. The SLC inherits the responsibilities of the 4 Administrative Teams of the old model (Trustees, SPRC, Finance, Church Council), but accomplishes this tasking with new methodology. The other main area covered by the SLC is being mission oriented. This area covers the setting of goals, equipping and empowering ministry teams, and ensuring accountability. These two key areas are done with a variety of tools:

Consent Packages – These are packages of information sent to each member of the SLC prior to each meeting for review. Examples of included material are Financial and Giving Statements, Ministry Reports, etc. Meeting time is minimized by reviewing this information prior to the gathering.

Mission Discussion – The greater focus of each SLC meeting will now be on broad discussion of missional activities. Each Ministry Team leader will be given the autonomy to use their yearly budget, and then decide how best to put resources to work in their ministry area. The SLC will periodically review the status of that ministry (accountability) to determine direction (if needed).

Guiding Principles – These are documents (policies, limitations, etc.) that set boundaries for each ministry area to operate under. Examples include: Core Values/Vision/Mission, Organizational Chart, Employee Handbook, Safe Sanctuary/Ministry Safe, Credit Card Authorized Users, Building Usage Agreements, Building Maintenance and Grounds. There are other areas that need to be identified and added or altered in 2023.

Work Teams – These are groups that are created to meet a specific need or task. They may be long-term, on-going teams or short-term, one-time groups. VRUMC currently has 3 Work Teams: Building Maintenance, Grounds, and Finance/Stewardship/Budget.

c. What will be different in the SLC for 2023?

- The SLC will move away from detail-oriented work to more strategic planning and governance.
- The roles of Lay Leader and SLC Chair have been split. The Chair will continue to lead the meetings, and accomplish any needed administrative tasking, while the Lay Leader and Lead Pastor will lead missional discussion.
- The SLC will schedule fewer meetings (every other month to begin). Increased reliance on electronic communications will be attempted between meetings to keep members up-to-date.
- It was suggested, and endorsed, to have a “Town Hall” type meeting in the next month or so to apprise the congregation of direction and challenges for the church, along with the current positive financial status.

d. Communications – Effectively communicating to the congregation continues to be a challenge. Although significant improvements have been made in the area over the past 5 years (dedicated staff time, website maintenance, texting, social media presence, availability of meeting minutes, *The Vista*, outdoor signage) the SLC acknowledges the need to continue to improve. Each member of the SLC was charged to be available to conversations with congregants.

4. Session 2: Ministry Area Review

The Lay Leader led a discussion that involved assessing the status of all ministry areas of the church. A more detailed report, including the process to proceed on the assessment, will be presented by the Lay Leader. Four broad areas of attention for 2023 were put forth: spirit of service in the community, small group participation, active invitation, and personal prayer.

5. New Business

- Communications of SLC Meetings – An update to the congregation, following an upcoming worship service, will be presented soon.
- Barry Sykes was officially voted as the 2023 Chair of Trustees for VRUMC.
- Work Team Update:
 - The Building Maintenance and Grounds Teams have been fully manned. The Chair of Trustees is currently assigning tasks to each member.
 - Stephen Greenwade will be joining Greg Rimling on the Finance/Stewardship/Budget Work Team.

- SPRC Update – The SLC was briefed on the status of 2 upcoming, open positions on the staff. Carolyn Dennison will be stepping away from the job of Church Bookkeeper and Collin Hughes will be leaving his job of Audio/Visual Tech. Several short- and long-term solutions to address these upcoming needs were discussed.
- Financial Update – VRUMC ended 2022 on a very high note financially. Giving exceeded the budgeted number by \$61,842, while Expenses only exceeded the budget by \$2,173. The net result was an overage of \$59,668. The actuals resulted in a total of \$18,876 to the positive. All apportionments for 2022 were paid in full.
- A suggestion was put forward to create an Emergency Response Team, with associated equipment (defibrillator, blood kit, first aid kit, etc.) for the church. The Chair of Trustees will be looking into possibilities. A Guiding Principle will be developed to address the operation of the Team.

Next SLC Meeting – **Sunday, March 5, at 12:30 PM**

Closing Prayer – Tiffany Harlow

Submitted:

Stephen Greenwade, Chair

Ashley Anne Sipe, Lead Pastor

Angie Christoffersen, Lay Member Annual Conf

James Kunke, Lay Leader

Hillarye Hightower, Staff Parish Relations Chair

Barry Sykes, Chair of Trustees

Javier Saenz

Karen Meeks

Dan Sepdham

Susan Francis

Bernadette Ealy

Tiffany Harlow