



An explanation of the Simplified, Accountable Structure

Presented by the Simplified Leadership Task force

What's covered in this presentation:

- **The decision to change our structure**
- **Our current church leadership structure**
- **A new alternative model**
- **The Why of moving to the SAS**
- **The structure of the SAS Model**
- **What's new with this model**
- **FAQ's**
- **Resources**

The decision to change our leadership structure

- At last year's December 11th Church Conference (2021), the members of Wilson UMC voted in favor of a new leadership structure that would enable the church to more effectively succeed in its mission to make disciples.**

The decision to change our leadership structure

The aim of this new administrative structure would seek to:

- simplify the administrative processes necessary for the functioning of the church**
- reduce the number of committee meetings**
- free people to engage in activities essential to growing in their relationship with Jesus and leading others to do the same.**

Our Current Church Leadership Structure



- Church Council (9 -11 people)
- Board of Trustees (5-9 people)
- Finance Committee (5-7 people)
- Staff Parrish Relations Committee (5-9 people)
- Nominations & Leadership Development Committee (5-9 people)

Challenges of Typical Church Structure

- The number of people needed to staff all committees
- Numerous meetings each month (our current model requires regular meetings every week of the month)
- Many leaders are required to meet in multiple committee meetings (Church Council Chair, SPRC Chair, Trustees Chair, and Lay Leader attend 2-3 mtgs)
- The ability to make nimble and missional decisions is hindered

Typical Church Structure

Structure ends up driving the mission rather than the mission driving the structure.

We have an option...

**The UMC Book of Discipline allows for
alternative leadership structures.**

FROM THE 2016 BOOK OF DISCIPLINE

¶247.2: The charge conference, the district superintendent, and the pastor shall organize and administer the pastoral charge and churches according to the policies and plans herein set forth. When the membership size, program scope, mission resources, or other circumstances so require, the charge conference may, in consultation with and upon the approval of the district superintendent, modify the organizational plans, provided that the provisions of ¶ 243 are observed.

FROM THE 2016 BOOK OF DISCIPLINE

¶243. 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 the 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.

A New Alternative Structure - Simplified, Accountable Leadership Structure



- Fewer meetings, and less time in meetings
- Structure focused on outcomes and mission
- More efficient and effective in addressing all business areas by the same decision-making body

The “Why”

Why move to the Simplified, Accountable Structure?

The most important reason for moving to SAS is to improve the chances that Wilson UMC will succeed in its mission, which at the present is described as:
“to lead people into a growing relationship with Jesus Christ.”

**This new structure will enable us to achieve the Church’s mission -
making disciples of Jesus Christ.**

More reasons why the SAS model makes sense:

- It reduces the number of people needed to staff the traditional model
- It is a streamlined structure that encourages people to be in ministry rather than meetings.
- It frees people to engage in activities that are essential to growing in their relationship with Jesus, and leading others to do the same.
- Many United Methodist churches have transitioned to this model successfully and it has a proven track record of effectiveness.

The Structure of the SAS Model

- ❑ **Simplified, Accountable Structure moves churches from four administrative committees:**
 - ❑ **Church Council, Trustees, Staff Parrish Relations, and Finance**
 - ❑ **To one Leadership Board that consolidates all responsibilities and authority of the previous four administrative committees into a single Leadership Board (which is in compliance with the UMC Book of Discipline in Paragraph 247.2).**
- ❑ **Consists of nine members in three classes, nominated by the Nominations Committee and elected by Church Conference**

Responsibilities of the Leadership Board

- Establish the church's annual budget
- Act as fiduciary Board of Trustees for the local church
- Act as human resources department for the church, taking on the role previously filled by Staff-Parish Relations Committee
- Confirm the vision cast by the pastor and establish annual goals
- Work in partnership with ministries and Serve Teams to ensure they fulfill the vision and mission of the church
- Work with the District Superintendent to hold the Pastor accountable

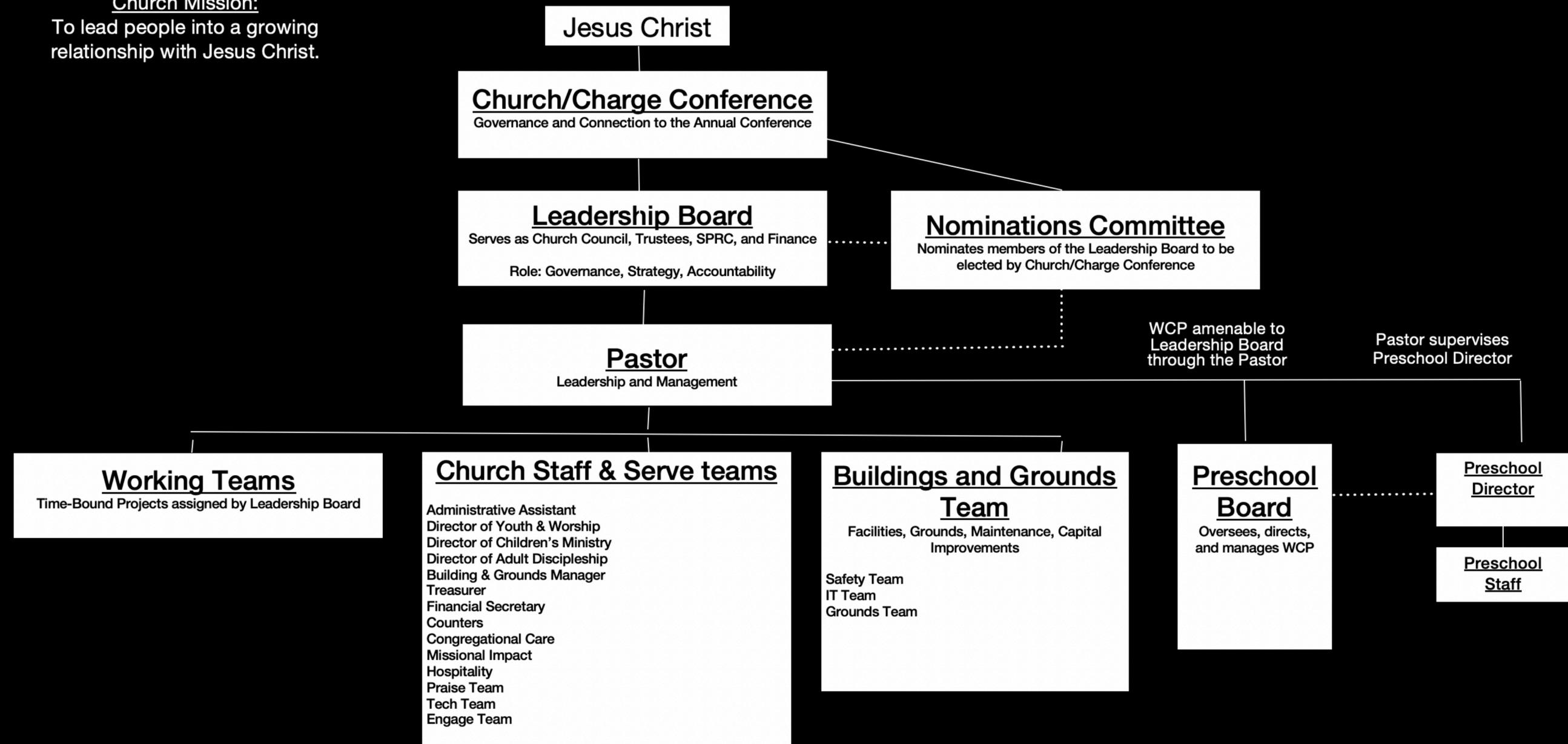
Communication and Transparency



- All meetings open to the congregation and church staff, who have voice without vote, except when the Leadership Board goes into executive session to discuss personnel matters.
- Only elected members of the Leadership Board can participate in executive session.

What will it look like?

Church Mission:
To lead people into a growing relationship with Jesus Christ.



Jesus Christ

Church/Charge Conference
Governance and Connection to the Annual Conference

Leadership Board
Serves as Church Council, Trustees, SPRC, and Finance
Role: Governance, Strategy, Accountability

Nominations Committee
Nominates members of the Leadership Board to be elected by Church/Charge Conference

Pastor
Leadership and Management

Working Teams
Time-Bound Projects assigned by Leadership Board

Church Staff & Serve teams
Administrative Assistant
Director of Youth & Worship
Director of Children's Ministry
Director of Adult Discipleship
Building & Grounds Manager
Treasurer
Financial Secretary
Counters
Congregational Care
Missional Impact
Hospitality
Praise Team
Tech Team
Engage Team

Buildings and Grounds Team
Facilities, Grounds, Maintenance, Capital Improvements
Safety Team
IT Team
Grounds Team

Preschool Board
Oversees, directs, and manages WCP

Preschool Director
Pastor supervises Preschool Director

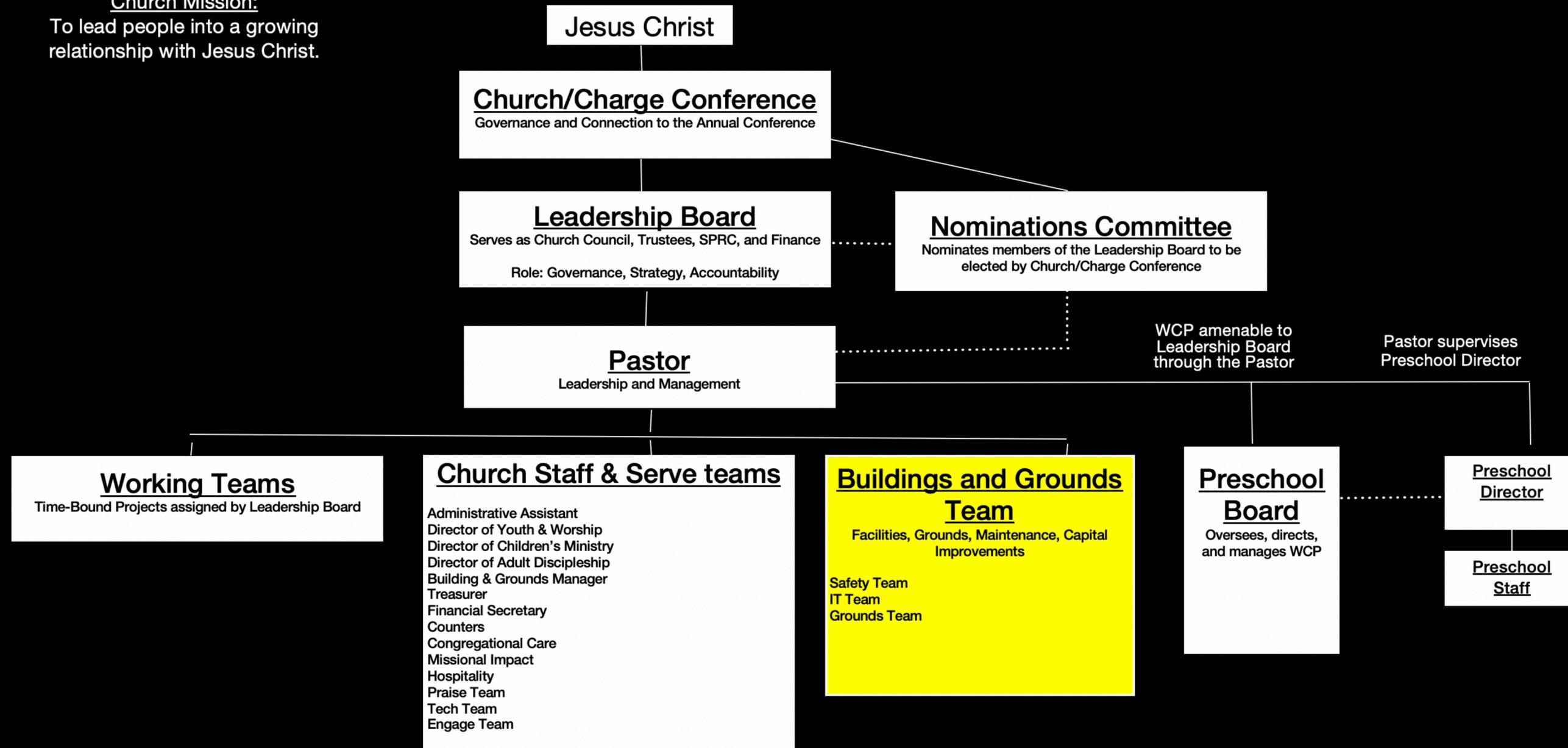
Preschool Staff

WCP amenable to Leadership Board through the Pastor

Pastor supervises Preschool Director

What's new with the new model?

Church Mission:
To lead people into a growing relationship with Jesus Christ.

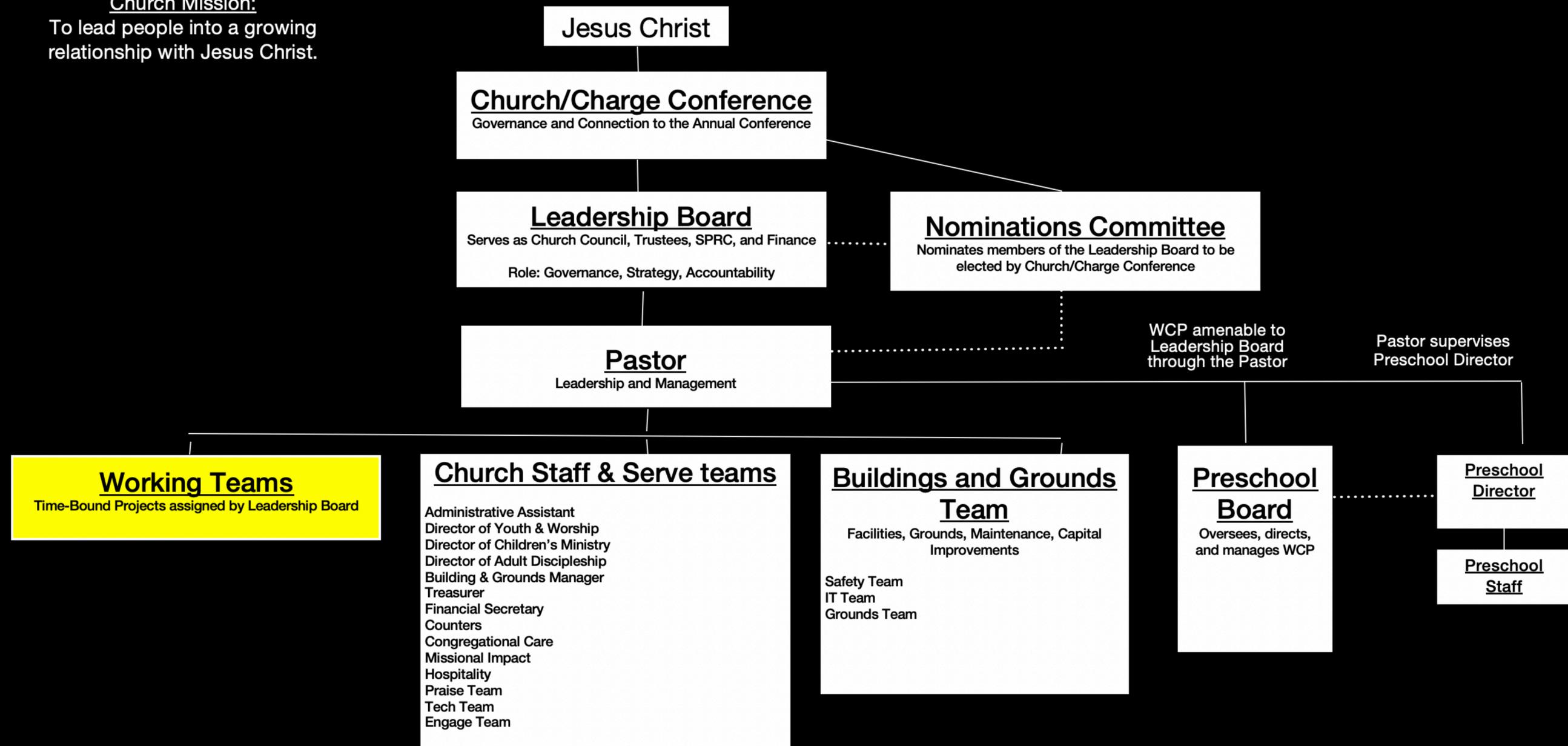


Building and Grounds Team

- Consists of chairperson and volunteers (no term limit)**
- Fiduciary responsibilities of former Board of Trustees moves to Leadership Board**
- Focus on the practical maintenance and capital improvements of church building and grounds**
- Oversees Safety and IT Teams**
- Administers budget set by the Leadership Board and provides input for budget creation**
- Conducts building and ground maintenance in conjunction with the Building Manager or engages contractors as needed**

What's new with the new model?

Church Mission:
To lead people into a growing relationship with Jesus Christ.



Working Teams

- Working Teams are to be created and assigned when “projects” arise that require help.
- Working Teams do not have the authority to make decisions and they work within the confines of the assignment and disband once the project is completed.
- Working Teams are not standing teams.
- Working Teams are time-bound and project-bound teams that the Leadership Board form to accomplish specific tasks, and disband afterward.

The Path of Accountability

The "A" in SAS



The Path of Accountability

- Leadership Board's role is GOVERNANCE, STRATEGY, ACCOUNTABILITY**
- Pastor's role is LEADERSHIP, COACHING of STAFF, and PASTORAL CARE**
- Staff (staff volunteers) role is MANAGING MINISTRY**
- Members' role is MINISTERING**

Other positive features of this new model:

- The Leadership Board, Pastor, and staff, will hold a planning retreat each year for the purpose of: Strategic planning, fostering unity and missional alignment, clarity of purpose, and helping to build trust among the participants.**
- On an annual basis, the members of the Leadership Board will sign the Leadership Board Covenant (see Resources) as a means to govern their own spiritual and leadership development, as well as to ensure that members of the Leadership Board are maintaining a life of holiness.**

FAQ's

What needs to happen to officially move to this new model?

- At this December's Church Conference (Dec 11th, 2022, at 6:00pm) members of Wilson UMC will vote on a resolution to officially transition to the new Simplified, Accountable Structure.**
- Upon approval, Nominations and Leadership Development Committee will present a list of nominees for the new Leadership Board and other positions (i.e. Building and Maintenance Team leadership)**

When will the Leadership Board start?

- The new SAS model and Leadership Board will begin January 1st, 2023

What role does the Pastor play in the SAS model?

- The appointed Pastor is an ex-officio member of the Leadership Board (voice without vote) and is accountable to the Leadership Board
- The Pastor chairs the Nominations Committee (same as previous model)
- The Pastor supervises and evaluates Church Staff

Who is eligible to serve on the Leadership Board?

- Individuals must be members of the church, shall not be an immediate family member of the pastor(s), employees, or other Leadership Board members, and shall submit an application and be interviewed by the Nominations and Leadership Development Committee. (see Resources).

Who oversees the Preschool?

- The Wilson Christian Preschool Advisory Board (same as before) oversees regular operations and is fully amenable and accountable to the Leadership Board.
- Term limits no longer apply to Preschool Board leadership or members

How long can a person serve on the Board?

- Terms are defined as three years, and members will be placed in three, three-year classes (i.e. Class of 2022, Class of 2023, Class of 2024) in order to keep the Board fresh and accountable. Leadership Board members shall not serve more than six consecutive years. After six consecutive years of serving of the Leadership Board, members are asked to take one year off before applying to come back on to the Leadership Board.

Any other questions?

- Reach out to Larry Burtoft at: larryburtoft@startmail.com

Resources

Primary Resource Used:

Kay Kotan & Blake Bradford, "Mission Possible: A Simple Structure for Missional Effectiveness," Expanded Third Edition, 2021
Market Square Publishing

EXPANDED THIRD EDITION!

New Resources, Activities, and Checklists

MISSION: POSSIBLE



A Simple Structure for Missional Effectiveness

Kay Kotan & Blake Bradford