

ACCOUNTABILITY LEADERSHIP

The Accountability Leadership administrative model is one recommended by The Fruitful Congregations Journey program. It is a streamlined model designed to eliminate several committees so as to put as many members as possible to doing ministry rather than meetings. The United Methodist Book of Discipline requires certain committees to exist, but it allows the Church Council to function as those committees as long as the membership of the required committees is satisfied within the Church Council. For instance, The Book of Discipline requires the Trustees to have a minimum of 3 members. If, then, 3 members of the Church Council are designated as Trustees, that requirement is satisfied. Also, The Book of Discipline requires the Pastor (Staff) Parish Relations Committee to meet at least quarterly. If, then, one member of the Church Council is designated as chairperson of the SPRC, other members of the Church Council may be listed as members of the SPRC, and business that needs to be conducted under SPRC responsibilities may be done through the Church Council.

What this means is that the Church Council takes on the functions of the required committees of the church with the intention of reducing the number of meetings needed to conduct the business of the church. This also reduces the number of members needed to fill the rosters of the committees, freeing more people to be in hands-on ministry. If the purpose of the church is to make disciples of Jesus Christ for the transformation of the world, we should want more people DOING ministry rather than administering the church committees.

The purpose of the Church Council, in this model, is to enable ministry and to make sure that such ministry is in line with the mission and vision statements of the church. Such oversight is intended to give direction and purpose to the programs and ministries being implemented. It also provides a streamlined and effective communications system within the church to avoid duplication of efforts and coordinate calendaring of events. The Church Council is also responsible for finance, staff, and basic structure of the church.

The Church Council can create “teams” whose responsibilities will be to DO ministry. Through the designated Council chairs/leaders of various ministry areas, as well as the church staff (paid and volunteer), such teams may be organized to create and implement the various ministries of the church. The chairs/leaders and staff would be the liaison between the Church Council and the ministry teams for coordination of programs and calendar. Such ministry teams would be empowered to perform their ministries, and would be allowed to utilize church funds that have been approved within the church budget by the Church Council. Any additional funding beyond the approved budget would have to be approved by the Church Council.

The structure of the Church Council would look something like this:

CHURCH COUNCIL

- 1—Chairperson (this person cannot serve dual roles on the Council)
- 2—Trustee Chair
- 3—Trustee #2
- 4—Trustee #3
- 5—Finance Chair
- 6—Lay Leader
- 7—Lay Representative(s) to Annual Conference
- 8—Young Adult Representative
- 9—UMW Representative
- 10—UMM Representative
- 11—Pastor(s)
- 12—Staff-Parish Relations Chair
- 13—Recording Secretary

These positions satisfy The Book of Discipline's mandate for required committees and their representation on the Church Council. Most members of the Church Council may represent multiple roles. However, the Council Chairperson cannot serve multiple roles, and must serve only as the Council Chairperson. Other members may represent more than one area of ministry—for instance, the Finance Chair may also be named as the Young Adult Representative, and the Lead Pastor would represent the Leadership Development (Nominations) Team. The Book of Discipline requires there to be a chair of the Trustees, who is responsible for signing legal documents in behalf of the Council and church, as approved by the Council. It also requires a chair of SPRC, who is the only person who may communicate with the District Office regarding staff issues. For purposes at the Chapel Hill UMC, it is strongly recommended to include the leaders of the Worship and Communications teams on the Council either as additional members or serving as one of the existing positions of the Council.

As for the administrative committees of the church, all members of the Church Council will serve as members of the SPRC team, the Finance team, and the Trustees team. The Church Council, then, will conduct the business of those former committees during its regular meetings. An official report from the SPRC, Finance, and Trustees must be recorded in the Council minutes at least quarterly to fulfill The Book of Discipline requirements, even if that report is recorded as, "There is nothing to report." But the Council will be the SPRC, Finance, and Trustees team when such respective action is required. In other words, all members of the Council will be in the same meeting, at the same time, receiving the same information. They will deal with Trustee, Finance, and SPRC issues at the same meeting. They will not be making decisions individually or separately. Everyone on the Council will be informed and therefore better able to make appropriate decisions in behalf of the church. This process also reduces

the number of meetings and the sometimes cumbersome time needed to get needed business approved.

The purpose of the Church Council is to enable, not direct, ministry, and to provide the resources needed for the church to be in ministry. The Council does coordinate communication and efforts, and makes sure that the ministry teams are working in line with the mission and vision statements of the church. But its primary purpose is to enable ministry, to ask ministry teams, "What can you do to help the church fulfill its mission and purpose?", and, "How can we help?"

A notebook of responsibilities for each of the three administrative teams (SPRC, Trustees, Finance) will be prepared for all Council Members. This shall define the roles and functions of the Council, and the individual members of the Council.

The church should be intentional about grooming new people for leadership positions on the Church Council. It is recommended that the designated Chair of SPRC always be elected from the current membership of the Council. Never should a person who has not served on the Council, and therefore unfamiliar with SPRC duties and responsibilities, serve as SPRC Chair.

The membership of the Church Council shall be divided into 3 yearly classes for service tenure purposes. Members may serve 1 three year term, with the potential for serving an additional 3 year term in another position, not necessarily in the same position. After serving a maximum term, a person must rotate off the Council for 1 year before being re-elected to Council membership. The first set of classes shall divide the members into a class of 2016, a class for 2017, and a class for 2018, with the date indicating when their tenure expires. New members, then, shall be elected for 3 year tenures. In special circumstances, the Council may appoint a short-term advisor to assist the Council or train a new officer; this person would not be a member of the Council and would not have voting privileges.

In preparation for Church Council meetings, information and reports will be sent to Council members at least one week prior to the meeting so members can review the materials and be prepared for discussion at the meeting. Meeting dates and times are to be publicized according to the mandates of The Book of Discipline (at least 10 days, including 2 Sundays). Council meetings will be considered "open" meetings except for SPRC matters. Then non-members in attendance will be asked to leave, since SPRC matters are considered "confidential."

There is to be time allotted at each Church Council meeting for spiritual formation. Members of the Council also should be expected to be involved in a small group or Bible study for spiritual formation purposes. Members of the Council are to be intentionally growing in faith, as well as setting an example for members of the congregation and community.

In order to facilitate the change from the current administrative model to this alternative model, members of the new Church Council should plan a retreat for spiritual development, goal setting, and training regarding the new administrative structure. It is recommended to have this retreat in early to mid-Fall so that the transition to the new model will go more smoothly.

MINISTRY TEAMS

Ministry teams are where the ministry of the church is done. With the streamlined administrative model in place, more people are set free from administration to actually DO ministry. This is where making disciples for Jesus Christ take place.

The ministry of the church may be divided into the 5 categories of Fruitful Congregations.

1—Radical Hospitality (Pastor Dave)

This area would include the current work of Communications, Hospitality, and Building and Grounds.

2—Passionate Worship (Pastor Dave and Kari Wetter)

Worship, Ushers, Acolytes, Music, Design, Media, and Sound responsibilities would fall under this category.

3—Extravagant Generosity (Pastor Dave and Linda Hankins)

This would include Treasurer, Financial Secretary, Stewardship, and Memorial Fund activities.

4—Intentional Faith Development/Inreach (Pastor Dave)

SEED, Children's Ministries, VBSS, Youth, UMM, UMW, Older Adults, Stephens Ministry, Prayer, Small Groups, Newcomer Class, Member Care are ministries that would be included here.

5—Risk Taking Missions/Outreach (Pastor Dave)

Missions, Evangelism, and Community Outreach come under this category.

Each of these 5 categories would be "staffed" by members of the Church Council and Church Staff. The current persons who would relate to these categories are identified within the parentheses above. When a need arises for program implementation, the liaison would recruit a team leader. The team leader would put together a ministry team to accomplish that particular ministry goal. Any communication needed with the Church Council would occur through the assigned liaison. The liaison would not be expected to attend team meetings unless he/she desires to do so. And team leaders are not to attend Council meetings for reasons of reporting or inquiry; that is done through the liaison.

Ministry Teams will complete Ministry Action Plans and submit them to the Council for oversight, alignment, communication, calendar, resource, and facility needs. Programs are to comply with the church's mission and vision statements. Teams will develop goals, determine resources needed, including expenditures, and submit such to the Council. The Council will review the goals to make sure these are aligned with the mission and vision of the church, and to provide the resources to enable such ministry.

Teams will meet to plan, organize, and implement their ministries. Some teams (most?) will be formed for short-term projects. Members will not be committing to long term service, and can work on one or more projects. This also allows new people to connect with church ministry in meaningful ways. Recruiting for teams can be done through the website, bulletin, or the "ministry interest" forms held by the Leadership Development Team.

The logic of this alternative administrative/ministry model is to give ministry teams more ability to do ministry than ever before. Teams don't have to attend various meetings to get approval for every activity. If the proposed ministry both aligns with the mission/vision of the church, and has adequate resources available to it, a team can "go for it."

Large events, or events that will have a wide impact upon the church do need to be approved by the Church Council. Programs that require funding beyond the approved budget also must be approved by the Church Council.

The bottom line is: **MINISTRY IS MORE IMPORTANT THAN ADMINISTRATION!**

BY-LAWS

The By-laws of the Chapel Hill UMC Church Council shall be as follows. (Will attach as soon as we approve)