

SIMPLIFIED, ACCOUNTABLE LEADERSHIP STRUCTURE

GENERAL INFORMATION SUMMARY

General Information

The following is a summary to guide churches shifting from the United Methodist Church's former structure that include an Administrative Council, Finance Committee, Board of Trustees, and S/PPRC, to the new "Leadership Board" or "Single Board" alternative structure comprised of anywhere from 9-15 members. These notes are simply a quick summary.

Leadership Board Purpose

- Utilize a leadership style that combines accountability, responsibility and authority
- Reduce micro-management
- Synchronize and align all the church's ministries with the mission, vision, and goals
- Reduce the number of people engaged in administration and free up resources (time, gifts, talents, etc...) for hands-on ministry and engagement in the mission field
- Empower the pastor to lead
- Assist smaller congregations who cannot sustain the traditional structure

Leadership Board Responsibilities

- Establish the church's yearly budget
 - Confirm the vision cast by the pastor and establish annual and long-term goals for the church
 - Work in partnership with programs and ministries to ensure they fulfill the mission and vision of the church
 - Work with the District Superintendent to hold the pastor accountable
- *This team is not responsible for hearing reports. Other avenues for communication (bulletins, email, Facebook, newsletters, Town Hall meetings, etc...) within the congregation must be efficiently employed.*

Pastor's Role

- Cast the church's vision
- Hire, supervise, assess (and if needed, terminate) both paid and unpaid staff
- Hold staff (paid and unpaid) accountable for leading their ministry areas and fulfilling the mission and vision of the church
- Monitor the accomplishment of church goals and make adjustments as required to ensure achievement of those goals
- Equip present leaders and raise up new leaders for the work of ministry

Things to Remember in this Model

- Communication Matters
 - Particularly two-way communication!
 - Simplified structure can make many members feel left out of the loop. Efforts to share and to listen must increase dramatically.

Leadership Matters

- Members of the leadership council should sign a published leadership covenant that lists expectations about the mission of the church, membership vows, presence and preparedness, behaviors, responsibility to the team, and accountable discipleship.

Clarity of Authority Matters

- Be very clear how other ministry teams, boards, and committees work together.
- In structures where are area specialists: when the meeting is over, finance, staffing, and building specialists put on their respective "hats" and have authority to make decisions within the boundaries of the UM Discipline and the congregation's Guiding Principles.
- Authority is granted while holding the persons responsible and accountable.