


# Leadership

# What did we consider when looking for a leadership model?

- A team visited other UC congregations to explore what leadership looks like today.
- They asked questions like –
  - Why did you decide to change the style of leadership?
  - What is working for you?
  - What might you change?
- Reported to Council who deliberated and decided on our “Pilot Model”


## **We considered the needs of the people who volunteer their time.**

- **Things are different now –**
  - **We have fewer people who are able/willing to give of their time.**
  - **The same people are doing multiple functions**
- **What can we do to make it easier for volunteers**
  - **The “Pilot Model” will enable everyone to have fewer meetings.**
  - **Volunteers will be able to focus efforts on their work.**



# You make the BIG decisions

**NOTHING CHANGES HERE –  
THE CONGREGATION WILL ALWAYS MAKE  
THE BIG DECISIONS.  
YOUR ELECTED COUNCIL CONTINUES ITS  
WORK.**



```
graph TD; Congregation --> MinistryTeams[Ministry Teams]; Congregation --> StrategicLeadershipTeam[Strategic Leadership Team];
```

**Congregation**

**Ministry  
Teams**

**Strategic  
Leadership  
Team**

# What are Council Functions ?

## Ministry Teams

Worship  
Christian Formation  
Evangelism  
Congregational Care  
Hospitality  
Membership  
Justice & Service  
Emerging Ministry

## Strategic Leadership Team

### Ministry Coordinating Team

Mission Development  
Policy Development  
Finances  
Assets/Buildings  
Ministry & Personnel  
Listening  
Nominations



# Related Work Groups

```
graph TD; A[Related Work Groups] --> B[Ministry Teams]; A --> C[Strategic Leadership Team]; B --- D["Clerk of the Roll<br/>Congregational Care<br/>Justice & Service<br/>Memorial<br/>Property<br/>Thirdspace<br/>Worship"]; C --- E["M & P<br/>Trustees<br/>Finance<br/>Redevelopment<br/>Members at Large"]; B --- F[Ministry Coordinating Team]; C --- F;
```

## Ministry Teams

Clerk of the Roll  
Congregational Care  
Justice & Service  
Memorial  
Property  
Thirdspace  
Worship

## Ministry Coordinating Team

## Strategic Leadership Team

M & P  
Trustees  
Finance  
Redevelopment  
Members at Large

# What changed?

- Teams will continue their work. They have full authority to make all decision within their groups' mandate & congregation approved budget.

- Leadership Team will focus on

Vision/Mission

Financial Philosophy

Ministry & Personnel

Properties

Building Community

Communication

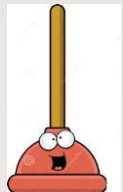


# Where do the ministers fit?

- Our ministers are ex officious on Teams/Council.
- Their core role remains the same:
  - lead our worship and spiritual life,
  - support the congregation as pastors,
  - council us as we deliberate issues.

# Issues?

- This is a PILOT – we are learning as we go & will make adjustments. We are flexible.
- Communications between groups & congregation will need to be redefined
  - The Ministry Coordinating Team is working with Teams.
- Congregation questions and concerns need to be sought out
  - improve communication overall.
- You are part of this – talk to us.



# Come & discuss on December 1 – after church

- Communication is a two way street
  - Ask questions
  - Discuss
  - Bring suggestions
- Talk to us!

