

A New

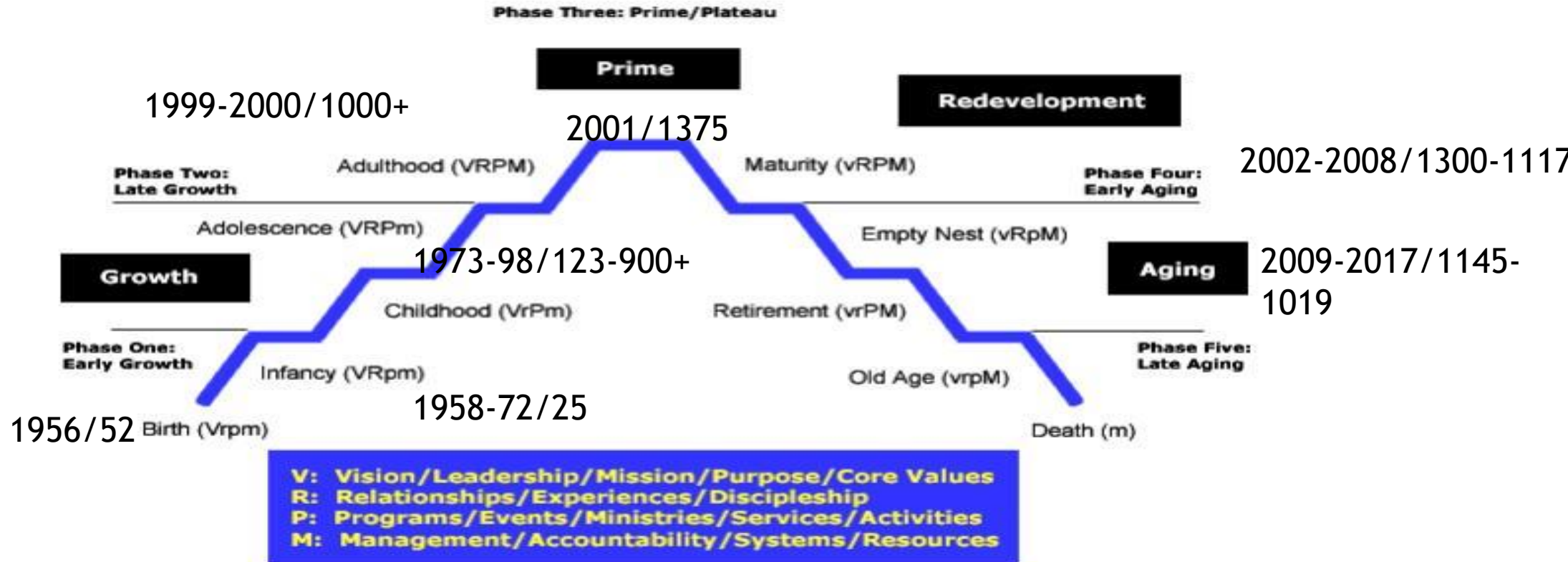
Isaiah 43:19

Beginning



2017 vision

The Life Cycle and Stages of Congregational Development



Challenges for St. James

- ▶ Too comfortable
- ▶ Gaps in coverage
- ▶ Systems and adherence to policies
- ▶ Lack of staff
- ▶ Communication
- ▶ Too much red tape
- ▶ Not enough accountability
- ▶ Not reaching our neighborhood

Church Council vs. Leadership Board

Church Council

- ▶ Involved in day-to-day operations.
- ▶ HR, Trustees, & Finance manage.
- ▶ Work with staff to get things done.
- ▶ Reports given by sub-committees.

Leadership Board

- ▶ Provide Policies to guide SP & EP.
- ▶ Receives reports and approves...
- ▶ Holds the senior pastor accountable.
- ▶ Report by SP, Chair, & others assigned by SP.

Leadership Board Guiding Principles

- ▶ The Leadership Board will meet a minimum of 6 times each year.
- ▶ Leadership Board meetings are open to all members of St. James UMC. The Leadership Board will go into a closed session to discuss personnel matters.
- ▶ The Nominating Leadership Development committee will annually nominate members for the Leadership Board. Each Board member will serve a 3 year term.

Leadership Board Guiding Principles

- ▶ The Senior Pastor will present a strategic plan, with measurable objectives, to the Leadership Board each year. The strategic plan will be presented and approved before the annual budget is approved. The Senior Pastor will regularly update the Leadership Board on the progress towards each objective.

Leadership Board Guiding Principles

- ▶ The Staff will adhere to the policies outlined in the Employee Handbook.
- ▶ The Senior Pastor will approve the hiring of all staff members.
- ▶ The Leadership Board will conduct performance reviews for the Senior Pastor and Executive Pastor and will set salaries for all appointed pastors.

Leadership Board Guiding Principles

- ▶ The Leadership Board will approve the church's annual budget before the budget year begins.
- ▶ The Senior Pastor will not overspend the annual budget without the approval of the Leadership Board.
- ▶ The Senior Pastor will ensure the Executive Pastor and Directors have accurate budget reports for their respective areas each month. At a minimum, the Executive Pastor and each Director will receive a monthly report that reflects the approved budget for their area of responsibility, actual expenses and the remaining balance

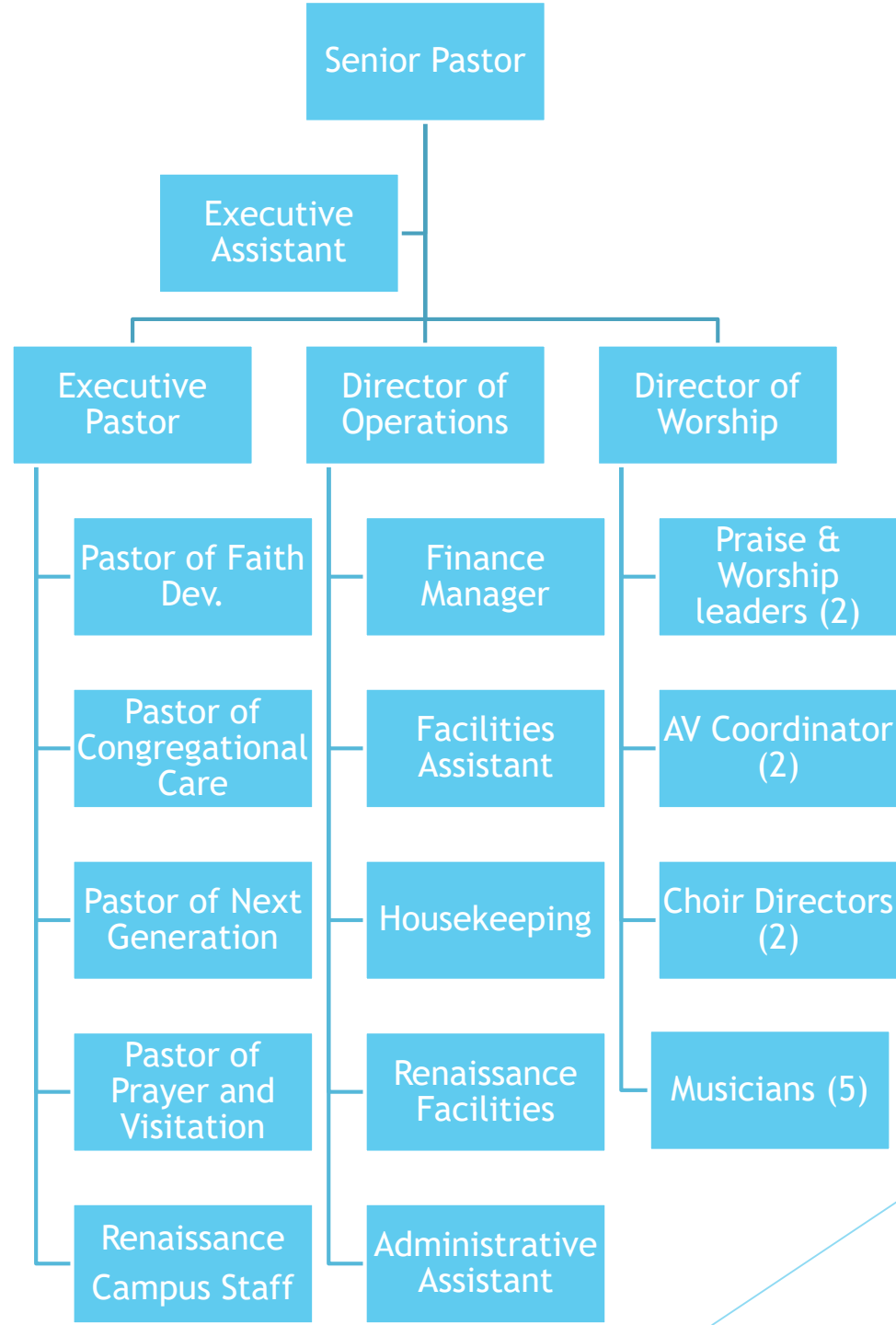
Relaunch

- ▶ UMC Mission: To make new disciples for Jesus Christ for the transformation of the world.
- ▶ SJUMC Vision: Connecting people with God through Xciting worship, Compassionate Outreach, and Authentic Faith Development.
- ▶ SJUMC Motto: Connecting people with God in practical ways.

Key Shifts for Staff

- ▶ Shift from pastors to directors
- ▶ Shift from “do’ers” to equippers
- ▶ Shift from separate staff for each campus to one church with two campuses

Current Structure



Senior Pastor's Executive Team



Staff Timeline

- ▶ **January 1st**- Search w/District Superintendent for Renaissance Campus Pastor?
- ▶ **January 8th**- Meet with Key influencers to share the plan.
- ▶ **January 28th** -Church Meeting to share staff plan and advertise for Director of Faith Development, Director of Community Connections, and PT Director of Congregational Care.

Staff Timeline

- ▶ **March 15th**- Cut music ministry budget by \$15,000.
- ▶ **March 15th**- The Pastors of Faith Development, Prayer & Visitation, Congregational Care, and Next Generation positions will be eliminated.
- ▶ **March 31st**-Directors of Community Connections, Congregational Care, and Faith Development begin. They will hire -youth/children.

Staff Timeline

- ▶ **June 1st**- Advertise for the Director of Operations.
- ▶ **July 17th**- Current Director of Operations position ends.
- ▶ **August 1st**- New Director of Operations position begins.
- ▶ **August 1st**- Advertise for Director of Worship.
- ▶ **September 18th**- Current Director of Worship position ends.
- ▶ **October 1st**- New Director of Worship position begins.
- ▶ Depending on where we are with our budget will determine if we hire the Director of Missions in 2016.

How This Helps Us Reach Our Vision

- ▶ Establishes a ministry division focused on reaching new people, specifically in the Blue Hills Community.
- ▶ Develops a clear path for discipleship for children all the way up to adults.
- ▶ Places heavy focus on communication to members and the community.
- ▶ Establishes a system for congregational care.

Some New Beginnings

- ▶ WNL moved from a worship environment to a bible study setting.
- ▶ Exploring alternative worship times and styles.
- ▶ We will have more special Sundays.
- ▶ More opportunities for interaction between campuses.
- ▶ Building more of an online presence.