

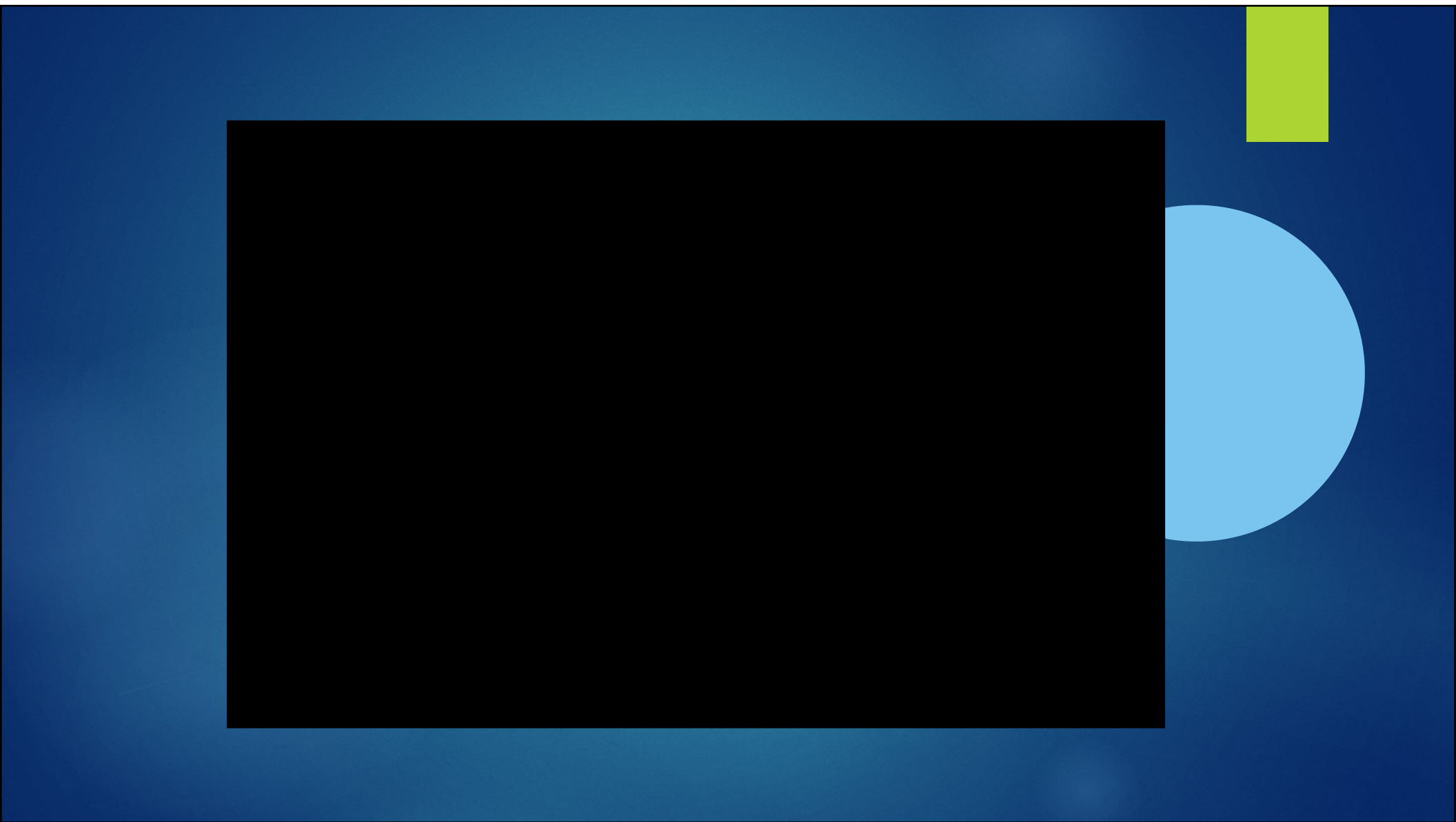


# Church Leadership and Administration

Janine Howard

# On Leadership

- ▶ *A leader is a person who has an unusual degree of power to create the conditions under which other people must live and move and have their being – conditions that can be either as illuminating as heaven or as shadowy as hell.*
- ▶ (Parker Palmer in “Leading from Within: Reflections on Spirituality and Leadership”, 1990)



# Basic Principles



- ▶ Ordering the life of the church ( particularly related to Elders, but also implicit in other clergy status roles and functions)
- ▶ Administration has a strongly spiritual component
- ▶ Consider the ways in which Administrative and leadership functions enhance and complement pastoral care
- ▶ Administration is not an “add-on” or option for clergy leaders; though it may have different emphases based on status



# Word, Order, Sacrament, Service



It is important to view this as an integrated whole. No aspect is privileged over the others. They work together for the sake of the mission of the Church.

***The mission of the Church is to make disciples of Jesus Christ for the transformation of the world.***

# Spirituality of Administration

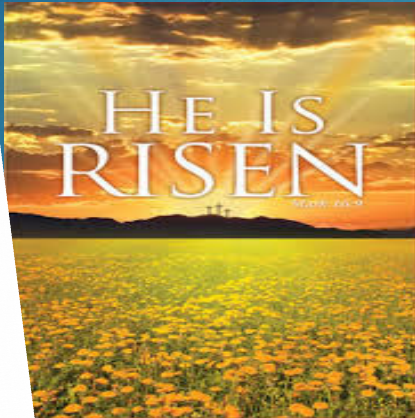


“Administration is a spiritual activity. As such, it functions best when supported by personal and corporate spiritual practices.”

(“Guidelines” for Pastor, p. 15)

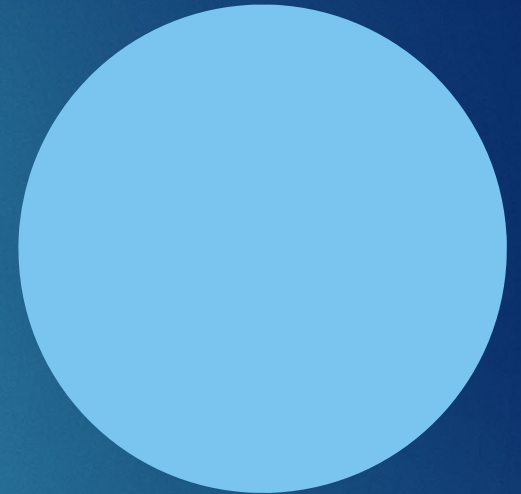


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# Expectations

- ▶ *Maturing Spirituality*
- ▶ *Integrity and Authenticity*
- ▶ *Sound Theology*
- ▶ *Servant Leadership*
- ▶ *Relational*







▶ Self Care

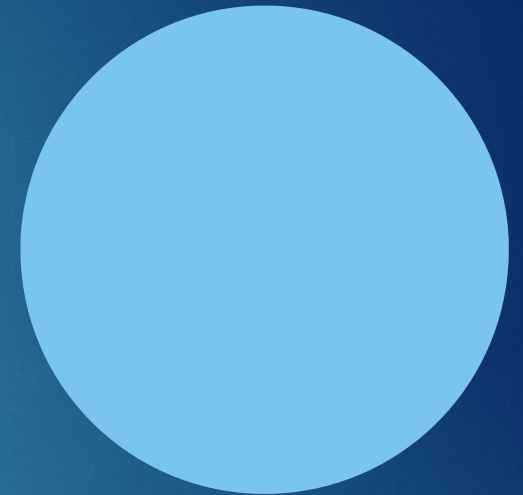
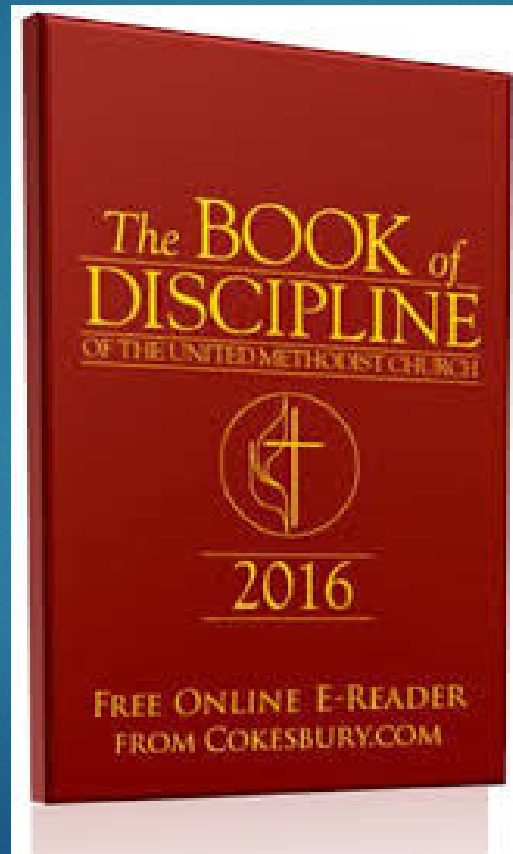
▶ Connectional

▶ Adaptability

▶ Performance Standards

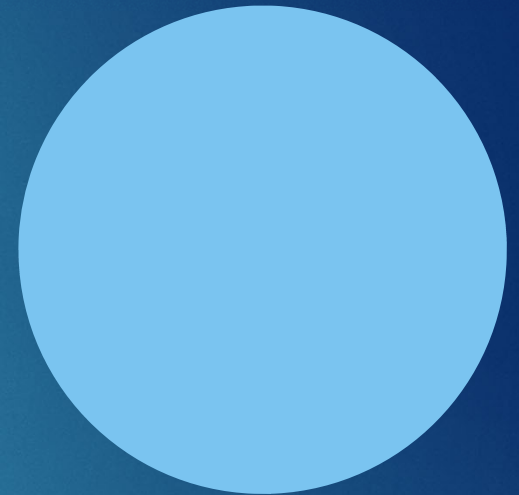


# *The Book of Discipline*



# The United Methodist Church: Organized for Mission

- ▶ Local Church
- ▶ Charge Conferences
- ▶ District Conferences
- ▶ Annual Conferences
- ▶ Jurisdictional Conferences & Central Conferences
- ▶ General Conference






# The Local Church

- ▶ Charge Conference decisions give direction to the work of the local church and vote on clergy salary
  - ▶ Church Council, Board carry this out between Charge Conferences
  - ▶ The Charge Conference sets clergy salary (including Accountable Reimbursement), approves Housing Exclusion and elects Lay Leadership – other functions are based on the discretion of the District Superintendent (budget, goals, etc.)

# Local Church Organization



- ▶ Basic Requirements (§244)
    - ▶ Finance
    - ▶ Nominations
    - ▶ Staff/Pastor Parish Relations Committee
    - ▶ Trustees
- 



# Finance (§258.4)

- ▶ Duties and Oversight
  - ▶ Coordinate budget process
  - ▶ Receive money from offerings and other sources, using best practices (financial secretary)
  - ▶ Disburse money, including apportionment payments and clergy salary
  - ▶ Provide for an annual audit
  - ▶ Provide financial reporting to Council/Board and members
  - ▶ May include stewardship/pledge campaign



# Nominations and Lay Leadership Development (§258.1)

- ▶ Description and function
  - ▶ Chaired by the pastor
  - ▶ Identify and develop leaders
  - ▶ Support leaders through prayer, training, affirmation
  - ▶ Membership divided into 3 “class years”



# Staff/Pastor-Parish Relations Committee (§258.2)

- ▶ Function and elements
  - ▶ Supports and advises clergy and staff
  - ▶ Makes salary and CEU recommendations
  - ▶ Evaluates clergy (twice annually), including Annual Preference
  - ▶ Communicates and interprets the role of the pastor to the congregation
  - ▶ Lay Servant approval and renewal
  - ▶ Identifies potential candidates for ordained/licensed ministry
  - ▶ Parsonage review (w/trustees)



# Trustees (§258.3, §§2525-2551)

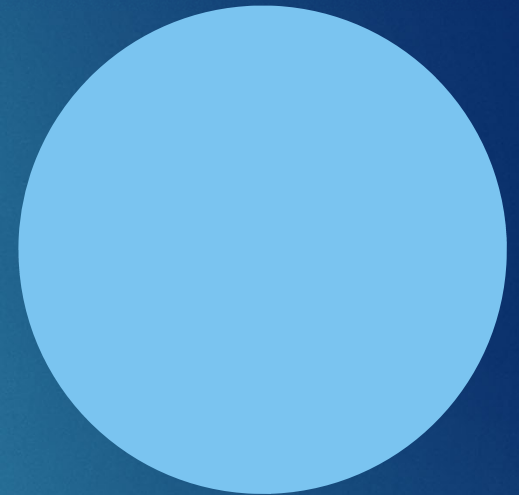
## ► Duties

- Property matters, including parsonage and personal property
- Carries out function under direction of the Charge Conference
- Localities have their own guidelines for registering trustees with the court – always check in to obtain these
- Pastor may call meetings
- One exception to quorum rule – needs to be a majority present for binding decisions
- May not interfere with pastor in use of property for worship, meetings, etc.
- Shares annual parsonage review with SPRC
- Pastor is not typically a voting member



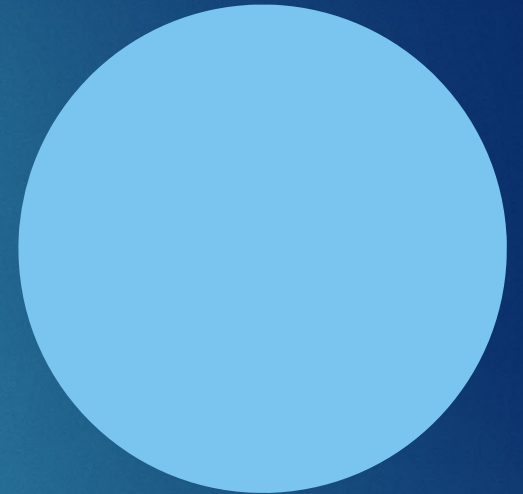
# The Connection

- ▶ A covenantal community sharing:
  - ▶ Financially – Apportionments
  - ▶ In accountability – Reporting
  - ▶ In mission – the “main thing”



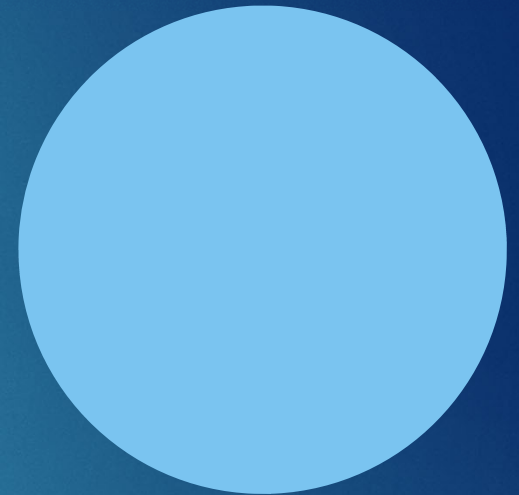
# Thoughts on Leadership

- ▶ What is your preferred style of leadership?
- ▶ Who has modeled good leadership for you?
- ▶ Many resources to equip you in this role



# Practical considerations

- ▶ Time management issues
- ▶ Goal setting
- ▶ How will you spend your first 30 days/6 months?
- ▶ What are your organizing principles?





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Thank You Lindsey!!

