

010721 Lay Leadership Team Meeting

Prayer - 2 minutes

- Tonya opened in prayer inviting the silence to liberate us from the work we had done this day and turn our minds to the presence of God in our midst.

Introductions and Realizing Grace- 10 minutes - Team members share name and where/when do you “realize Grace”

- Rey Gonzalez
 - attending KUMC for a few years (7ish) and this is his first year on LL team, usher, Sunday school facilitator. He realizes grace in creation
- Rod Everhart
 - attending since 2013, was attracted to the church music ministry. He realizes grace in his circus band these days
- Judy Belter
 - Attending since August 2019, and served as ministry council chair for one year and serving her second of two years. Realizes grace when paying attention
- Ali Beckwith
 - First year on LL team but been member for 17 years now. Realizes grace in her family.
- David Burke
 - Members for about 13 years now. David is beginning a three year term as Lay Leader. He does a lot of pictures and videos for KUMC while also working the sound booth. Realizes grace in meeting with people around the church
- Tonya Minton
 - Member of KUMC for about 7 years. Tonya has served in several teams and has led small groups at KUMC. Realizes grace in the people and interactions around her that are full of caring and support. She is starting the ministry of spiritual direction at KUMC.
- Mike Blevins
 - Mentor and friend to Rey G. and introduced himself as “Susan’s husband, Mike.” He has been a member of his Church of Christ for about 40 years. He is a leader in that church and realized grace in a family reconciliation after troubles
- Leigh Ann McClure
 - Here since 2017ish by following Carl. She leads in evening prayer with Carl. She realizes grace in this committee/team and friendship.
- Carolyn Hawley
 - Moved to Keller in 2016 and been a member for about 3 years. Realizes grace in the work of the church. Prior to COVID shutdowns she has began to practice watercoloring.
- Sean Atendido
 - Been at KUMC for about 11 years now. Has served at KUMC on the “1025 project” as well as a men’s group. Realizes grace in his twin daughters’ resilience.

- Jason Valendy

Orientation - Guidelines booklets (if needed) - 5 minutes - Jason

- **What is the Lay Leadership Team (LLT)?**
 - Identifies, develops, deploys, evaluates, and monitors Christian spiritual leadership so that the congregation carries out the ministries for transformation of the community. The committee guides church leaders (Ministry Council) on matters regarding laity in leadership of the congregation.
- **Basic responsibilities of LLT members (according to the Book of Discipline):**
 - Members of this committee are to be attentive to their own Christian spiritual lives and engaged in biblical and theological reflection about God's call and the mission of the church. This committee helps members of the church identify their calls from God, their leadership gifts, and places for Christian service.
 - This committee leads the congregation to understand that God gives gifts, skills, and experiences to every individual within the body of Christ for ministry for the transformation of the world. Individual ministry may be lived out within personal relationships, in work or school settings, and in the congregation.
 - This committee develops a system for becoming familiar with people in the congregation. It helps people discover their spiritual gifts, name their skills, interests, knowledge, and life experiences in addition to developing a system for tracking this information.
 - This committee works cooperatively with other groups or individuals to prepare job descriptions that are adapted to the needs and organizational style of the church.
 - This committee becomes familiar with the responsibilities for each leadership position and matches potential leaders with particular opportunities for spiritual leadership.
 - This committee invites people to positions of spiritual leadership, receives their responses, and provides training and support for these individuals.
 - This committee presents a nomination list to the charge conference for a church council chair, a committee on pastor (staff) parish relations and its chair, a board of trustees, a committee on finance (to include chair, financial secretary, and treasurer), a lay member to annual conference, and a lay leader. The committee works with the church council (or other leadership group) throughout the year to name other leaders for the ministry that fulfills the mission of the congregation.

Officers for the team - 5 minutes - Team needs to select Recording Secretary

- Chair - Pastor Jason
- Vice-Chair - Dave Burke
- Recording Secretary - Carolyn Hawley will begin in February's meeting

What LLT accomplished last year - 5 minutes - Jason/Dave Burke

- Began regular meetings for the first time in some years.

- Transitioned the second annual Leadership Fair to first annual virtual Leadership Fair
- Recommended a full slate of 2021 standing team members (over 40 people)
- Expressed thanks to leaders rolling off, continuing on and rolling onto leadership
- Commissioned and completed a leadership assessment review
- Created process for more seamless chairperson succession
- Began to build leadership training for KUMC leaders and chairpersons
- Introduction of creating lay leadership development team

Questions to role/function of LLT - 5 minutes - Team members

Leadership Assessment - 20 minutes - Rey ([link to report here](#))

- Rey walked the team through the report.
 - Rey sat in on 12 teams and interviewed 17 people all in an effort to establish a “baseline”
 - Team/committee willingness and enthusiasm high
 - There seems to be a generalized lack of abilities and skills within the entire culture of KUMC that could lead to unintended consequences.
 - People shared a sense of lacking understanding of roles and responsibilities
 - Points of development
 - Facilitator skills (agenda structure, time management, participation encouragement, action management and follow up/review)
 - Effective conversations (Crucial Conversations)
 - Conflict resolutions
 - Recommendation to train chairs and facilitators
 - Recommendation to train all leaders at KUMC
 - Dialogue skills (covenants)
 - Conflict management
 - Rod asked if this was consistent across the teams
 - Rey shared this was an assessment that was pretty consistent across the culture of KUMC to varying degrees
 - Ali asked if/how this assessment might be impacted by having Zoom meetings
 - Rey shared that Zoom was a new challenge for us all. Zoom also provides a good chance to have the facilitator ask people to participate who have not yet.
 - Rod said that Zoom was a challenge but we give thanks for the technology that allows us to at least meet in these times.
 - Mike Blevins shared “Why servant leadership?” When we are asked “what is our leadership system we do not think about it, but there are dozen of leadership systems. Servant leadership is a leadership system that has components and philosophy of intention. This is held in contrast to command and control leadership model (tyrancial hierarchy).

- David shared an echo to the value of servant leadership and training of what servant leadership at KUMC can be a helpful system compared to other leadership “systems” out there.
 - Rey went around the horn and asked others for questions if there were any
 - Leigh ann - none
 - David - none
 - Tonya - shared that Zoom was a very helpful tool as one who works far away and then has a turn around time that is management. She had no other questions regarding the report but expressed appreciation.
 - Carolyn - none
 - Sean - affirmed the report. He was drawn to the notion of “willingness” to integrate servant leadership systems in the body. To put it another way, how willing are people to engage in this training and “do” this training.
 - Rey shared that this will be a bit of a challenge but that focusing on the areas in the report is the starting point. Rey pointed to the work and need for the sub-team’s work.
 - Judy had no questions at this time
 - Mike highlighted that Rey was good at pulling everyone
- Rey sought a sub-team (AKA: lay leadership development team) for building training for all leaders at KUMC.
 - Members
 - Rey Gonzalez
 - David Burke
 - Sean Atendido
 - Tonya Recommended Elizabeth Bass - David Burke

Open positions to address - 1 minute

What are LLT goal’s for 2021? - 10-15 minutes - Team (moved to Feb)

Future Meeting and proposed focuses - 5-10 minutes

- January 7 - Fill any positions and Leadership Orientation and Training
- February 11 -
 - Recap on roles, responsibilities, of Lay Leadership Team
 - Leadership development team update
 - Goals or focuses for 2021
 - Address any open positions at KUMC
 - Action/Recaps
- March 11 -
- April 8 - Planning for leadership development and identifying needs at KUMC, General Conference communication, etc.
- May 13 -
- June 10 - General Conference, Annual Conference and Jurisdictional Conference education and communication plan, continuing education for KUMC status

- July 8
- August 12 - Prepare for Leadership Fair sign ups, set the October and November meeting dates (General Conference August 29 - Sept 7)
- September (Month long on Sundays) - Leadership Fair
- October - Identify and call people for leadership positions
- November - Church/Charge Conference (Leaders teams due)

Action/Recap:

- Rey asked for contact information for team members
 - Jason will ask Victoria Wilson to send that to team members
- Agenda sent out one week prior to meetings
- Rey will reach out to set up first meeting of sub-team
- Team members will pick up guideline books at KUMC by the end of the month
- Team members will consider any questions about role/responsibilities of Lay Leadership team
- Team members will consider any goals or focus for the Lay Leadership team for 2021 and bring those for conversation at the February meeting

Jason closed in prayer at 7:55pm asking for the eyes, ears and heart of Christ for us to see, hear and live as Christ.