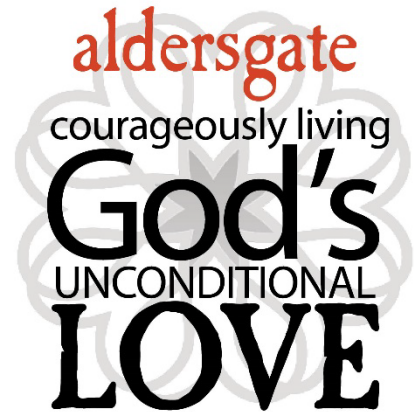


Committee on Nominations and Leadership Development



Aldersgate United Methodist Church

**Leadership Team Description,
Profile Form, and Leadership Covenant**

A large, stylized, 3D graphic of an open book or folder. The pages are a light red color, and the spine and edges are a darker red. The graphic is rendered with perspective, showing the depth of the pages. The year "2024" is printed in a large, black, sans-serif font on the left page.

2024

Leadership Team

Leadership Team Description

The functions traditionally held by the Church Council, Finance Committee, Nominations, Trustees and SPRC will be rolled into a new Leadership Team 2023, consisting of 15 lay members of the church, the Lead Pastor, the Associate Pastor(s), the Director of Communications, and Administrative Assistant.

Membership on Leadership Team

Members of the Leadership Team are to be spiritually mature Christ-followers who are passionate about the mission and vision of AUMC and spiritually gifted and called to be part of this team. The Leadership Team will consist of 15 lay members serving in three rotating classes. The Lead Pastor, appointed Associate Pastor(s), and Executive Director are permanent ex-officio members of the Leadership Team.

The lay members of the Leadership Team are nominated by the Nominations Committee for election at a Charge Conference held in June, with their terms beginning on July 1.

Persons who discern that they may be called by God to serve on the Leadership Team will complete a Profile Application and Spiritual Gifts Inventory and may be interviewed by the existing Leadership Team members as part of the discernment and nominating process.

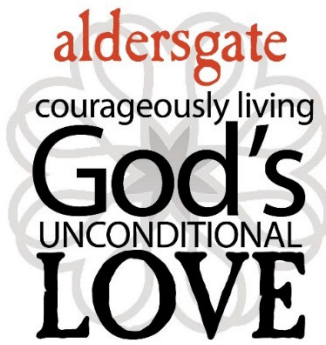
Roles on the Leadership Team

At the first meeting of the Leadership Team each calendar year, the team will elect the following from its lay members:

- Chairperson
- Human Resources primary point person (to consult with the Lead Pastor and Executive Director (on staff issues)
- Finance primary point person (to consult with the Executive Director on issues related to Church finances)
- Three Trustees (for executing legal documents and contracts)
- Lay Delegate(s) to Annual Conference

The Leadership Team will hold the following responsibilities:

- Providing spiritual and strategic leadership to the ministries of the church ensuring that the work of the church is aligned with the mission and vision of AUMC
- Providing oversight and counsel for the day-to-day operations of the church including issues related to staff
- Monitoring the finances of the church and recommending an annual budget to be approved by the Church Conference
- Completing annual evaluations for the Lead Pastor & appointed Associate Pastor(s)



AUMC will **ENGAGE** people inside and outside our walls, **CONNECT** them with each other through the programs and missions of AUMC, **EQUIP** them to understand the gospel and how it applies in their lives, and **SEND** them into the world to serve and share their faith with other.

ENGAGE

Ministries/Strategies for the purpose of introducing Jesus, establishing belonging through relationship—usually outside the walls of the church, but not always.

Ministry areas: Community Engagement, Trunk or Treat, Blessing of the Animals, Caroling on the Corner, Fresh Expressions Events, Scouts, Wellness Classes, ACCT, Day School, etc.

CONNECT

Ministries/Strategies that welcome; introducing and encouraging people into a relationship with Jesus and a commitment to the church and relationships we established in Engage.

Ministry areas: Connections Team, CHEER, Support Groups, Communications, Fellowship Time, Meet the Pastors Events, Music Ministry, Newsletter, Social Media, Website, etc.

EQUIP

Ministries/Strategies that teach and develop growth and responsibility for each person's discipleship.

Ministry areas: Education, Children, Youth, Confirmation Class, Prayer Team, Small Groups/Bible Studies, Social Justice Team, New Member Class, etc.

SEND

Ministries/Strategies that mentor people as they discover and live into their calling and spiritual gifts; helping others in their discipleship journey, caring for one another, serving others, and seeking to Engage.

Ministry areas: Missions, Alternative Giving, Mondloch House, Food Collection, Hypothermia Shelter, Phoenix Rising, Rising Hope, Serve Sunday, UMM, UWF, Woodlawn Partnership, Be the Good, etc.

INFRASTRUCTURE

Teams that support operations to enable ministries.

Include: Clergy, Staff, Finance, Trustees, Leadership Team, SPRC, Nominations & Stewardship



OUR CORE VALUES

Joyous: We embrace fully the joy of the Lord; it pours out from us and strengthens us as we live, serve, give, worship and praise in the name of Christ. (Nehemiah 8:10)

Risk-taking: We courageously step out in faith to pursue the vision that God has given us for Aldersgate and the community. (1 Corinthians 16:13-14)

Welcoming: We show hospitality at all times to all people and welcome them with open arms as we serve God together. (Mark 9:37)

Generous: We selflessly give our time, talents, money, and resources to bring about God's kingdom on earth with gratitude for all God has so generously given us. (2 Corinthians 9:11)

Faithful: We are dedicated to the Great Commission to "go and make disciples" by growing our faith and our relationships as we love God and others. (Hebrews 10:23)

OUR MISSION

To live and share God's unconditional love, make disciples, and serve others.

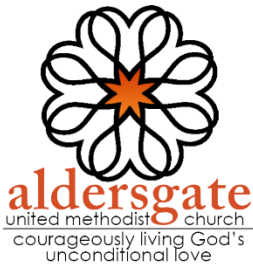
OUR VISION

Courageously living and sharing God's unconditional love, every day, with everyone, everywhere.

OUR CONGREGATION GOALS

Vital Congregations are ministries that recognize a clear calling from God and develop plans and ministries to achieve God's purposes for their congregation. The process for becoming a Vital Congregation, when used and evaluated consistently over several years, will help a congregation become vital or become more vital. Part of this process is setting goals that will measure:

1. Disciples in Worship – Worship Attendance
The goal for 2024 will be to increase our average worship attendance by 10% over 2023, which averages 250 people with a net increase of 25 people each week for a total of 275.
2. Disciples Making New Disciples – Number of Professions of Faith
The goal for 2024 will be an increase of 5% over 2023 for a total of 25 individuals.
3. Disciples Growing in Their Faith – Number of Small Groups
The goal for 2024 will be to increase the total number of small groups by 4.
4. Disciples Engaging in Mission – Number of Disciples Doing Outreach
The goal for 2024 is to have 80% of our average worship attendance engaged in missional outreach.
5. Disciples Sharing their Resources for Mission – Amount of Money Given to Mission
The goal for 2024 will be an increase of 10% to benevolent giving funds.
6. Disciples Giving to Operational Funds
The goal for 2024 will be a giving increase of 5% to the Operating Fund.



FOCUS 2025

Aldersgate United Methodist Church

Strategic Priorities

Financial Health/Wise Stewardship: God has provided many blessings to AUMC over which we are entrusted with stewardship. Among them are financial resources, real and personal property, the environment, and missions. Accordingly, we will make elimination of debt a top priority because it acts as an anchor holding back all other missions and endeavors; ensure our properties and systems are properly maintained; and seek to operate transparently and in an environmentally responsible manner.

Innovative Ministries/Fresh Expressions: AUMC will build ministries that meet people where they are, engaging with their interests in places they pursue them, and doing so in innovative and fresh ways. Innovation will inspire decision-making as we seek new avenues for ministry inside and outside the walls of AUMC. Examples could be a prayer group that meets at the dog park or fellowship built around common interests like hiking, knitting or sports.

Missional Outreach and Social Justice: AUMC is committed to mission work that transforms for the better those people or causes we seek to serve locally, nationally, and internationally. Such work will start with listening to those we seek to serve as they describe their needs then engaging in meaningful mission directed at the root causes of those needs. In this missional outreach we will seek to break down barriers in order to become more inclusive and diverse.

Digital Ministry: Digital access systems greatly expand AUMC's reach. We will do what is necessary, within wise stewardship principles, to maintain up-to-date computer, video and similar equipment; maximize our online presence; and expand digital access for those who do not already have it or know how to use it. This focus on digital ministry will help us navigate our increasingly digital world by connecting us with those inside and outside our community in new ways.

Goal-Setting System/Framework

Intentional Discipleship Pathways: AUMC will **ENGAGE** people inside and outside our walls, **CONNECT** them with each other through the programs and missions of AUMC, **EQUIP** them to understand the gospel and how it applies in their lives, and **SEND** them into the world to serve and share their faith with others.

Volunteer Leader Covenant

Our lay leaders, along with our staff, fulfill biblical roles of elders and deacons, shepherds and teachers. Throughout the New Testament, leaders are called to be examples to the rest of the church. As leaders, they are held to higher standards than other members. Paul sets forth lists of attributes of elders and deacons in his letters to the early church. Leaders should be “above reproach” and “not be puffed up with conceit” among other things. Peter challenges leaders to be “examples to the flock” and to “exercise leadership with a willing heart”. Because leaders are held to a higher standard, James says, ‘not many of you should become teachers, because you know that we who teach will be judged more strictly.’”

As leaders, we set the tone and pace for the entire congregation. We model the Christian faith, the Christian life and the attitude and heart of a Christian for our entire congregation. We shape the heart, character, and life of our Christian community. For this reason, it is vital that we walk the Christian walk. Spiritually healthy leaders will produce a spiritually healthy church. Likewise, leaders who fail to walk with Christ will have devastating consequences.

With this in mind, the following covenant is offered to guide our lives together as leaders. We use these standards to hold ourselves accountable to pursuing the Christian life. And, in so doing, we recognize that it is God’s grace which calls forth our faithful response, and it is God’s grace which brings such transformation in our lives.

The Goal of the Christian Life is Sanctification

Jesus summarized the goal of the Christian life with two commandments: “Love the Lord our God with all your heart, soul, mind and strength; and love your neighbor as yourself.” John Wesley spoke of this goal as sanctification, Christian perfection or holiness. In our Methodist tradition, three General Rules were designed to help Christians pursue this goal. As leaders we pursue these “rules” as we grow in faith and service together.

Avoid those things which are inconsistent with the life of faith, separate us from God and bring harm to others such as:

- Self-destructive behavior (addictive behavior, poor self-care)
- Moral compromise (sexual misconduct, greed, dishonesty)
- Self-centeredness and pride
- Malice (harboring resentment, acting in anger, backbiting, gossip)
- Wasting of resources (the church’s, or personal resources of time, talent, finance)

Do good of every possible sort, such as:

- Live a life of love
- Share our faith inside and outside of AUMC
- Care for our families
- Build others up
- Be engaged with those in need, both inside and outside AUMC

Pursue growth in your spiritual life, such as:

- Attend worship each week, except when sick or worshipping out of town
- Engage in close Christian friendships for spiritual growth and accountability in a small group
- Serve God with your time and talents
- Give in proportion to your income, with tithing being the goal
- Spend time in prayer and the personal study of the scripture

The Heart and Attitude of a Leader at AUMC

What is the heart and attitude of an AUMC leader?

- Humble (servanthood)
- Positive
- Joyful
- Committed to Christ
- Devoted to the purpose and vision of AUMC

How will AUMC leaders live toward one another?

- Demonstrating respect and grace
- Accepting differences
- Maintaining appropriate confidentiality
- Publicly supporting other volunteer leaders, pastors and staff members
- Going directly to an individual whenever a problem arises.

Aldersgate United Methodist Church Ministry Committee Profile Form

The Committee on Nominations and Leadership Development nominates candidates for leadership positions. Nominated candidates are then voted upon at a Charge Conference, scheduled in June of each year. The committee's aim is to discern God's leading with special consideration given to the following criteria:

- Member of Aldersgate UMC for one year and participated in New Members Class or Coffee with the Pastor.
- Fulfilling the expectations of membership which are regular attendance in worship, growing, serving, giving, and witnessing.
- Prior involvement and/or leadership within church ministries.
- Proper motivation for seeking leadership.
- Alignment with the church's vision and mission.
- Ability to provide balance to the committee.
- Ability to attend meetings and fulfill requirements.

The following questions are to assist you in discerning God's will for your service and to assist the committee in the nomination process. Please give prayerful thought to the process and discuss this matter with a mature Christian in your life. If you desire to have someone pray with you about this, please contact one of our pastors.

Name: _____ Phone: _____

Email: _____

I am interested in serving on the Leadership Team for: (Check all that apply)

- Class of 2024 Class of 2025 Class of 2026

Which Service do you attend most frequently?

- 9:30 a.m. 11 a.m.

How do you feel God is calling you to serve in this ministry role?

Page Two –Ministry Committee Nomination Profile Form

List ministry areas in which you have been (or currently are) involved. Please briefly indicate any joy or challenge you experienced as you served in these roles.

Have you participated in programs that have helped prepare you for this role of spiritual leadership? If so, please list (e.g. Spiritual Gifts Discovery, bible studies, Leadership from the Heart, Emmaus Walk)

Are you willing to participate, whenever possible, in leadership and spiritual formation events?

What skills, background or expertise might you bring to this position? (note: specific expertise is not always required).

Other than AUMC, have you been involved in other churches or non-profits over the past five years? If so, please list.

How do you live out your faith in your daily life?

What are your top 3 spiritual gifts?

(if unsure, please feel free to take an online survey here: <https://gifts.churchgrowth.org/cgi-cg/gifts.cgi?intro=1>)

In what 3 areas are you most passionate?