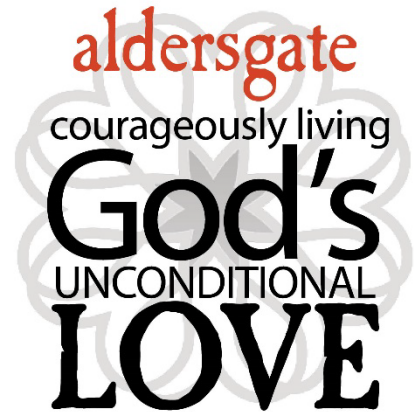
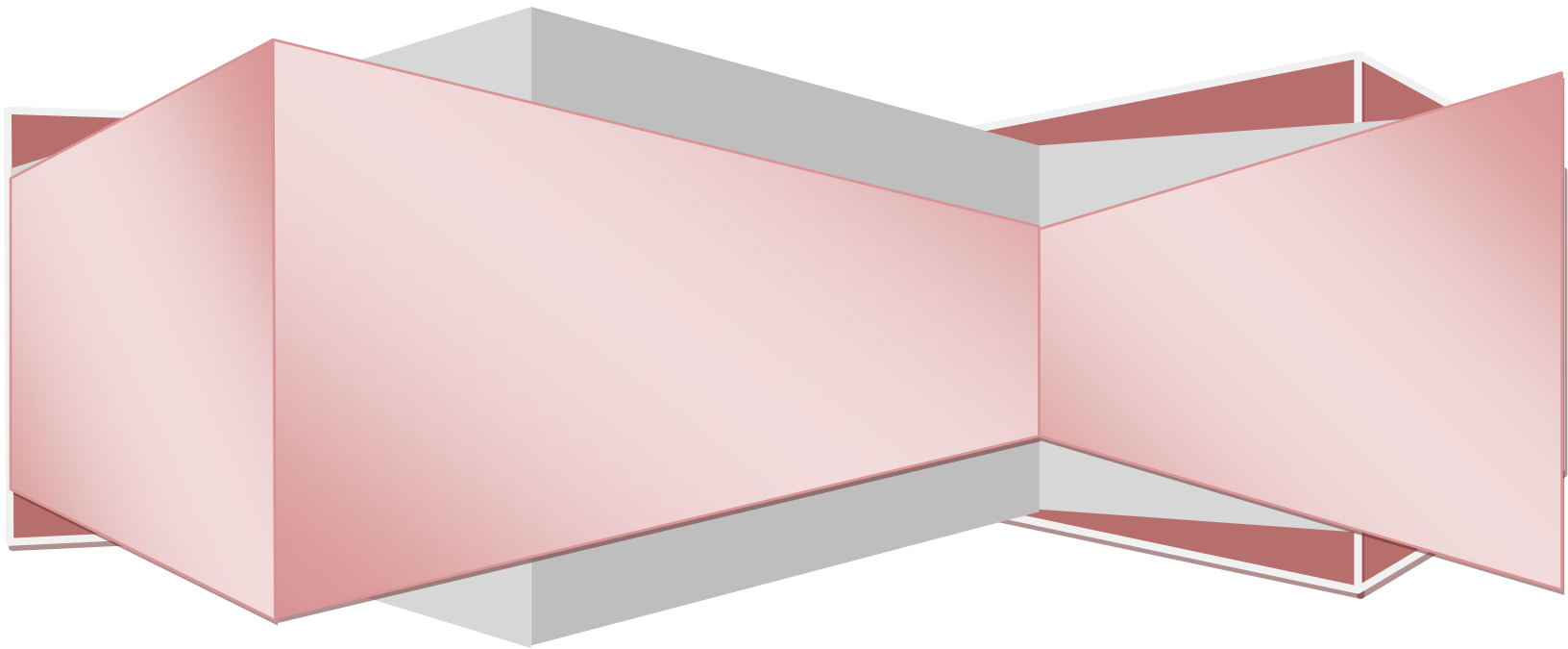


# **Committee on Nominations and Leadership Development**



**Aldersgate United Methodist Church**

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



# 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 permanent are 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)

## 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?