

## **Motion to Create Church Unified Leadership Council**

*"...desire first and foremost God's kingdom and God's righteousness, and all these things will be given to you."*

Matthew 6:33

### **Motion from the Unified Structure Task Force**

(Members of the Task Force: Kim Bedford, Marcia Nesbit, Ron Gallagher, Leslie Petersheim, Sabrena Jutzi, Stephen Drachler, and Mark Vickrey. The Rev. Anna Layman Knox and the Rev. Dr. Jack Grove - ex-officio.)

### **Rationale**

After several years of conversation, the work of the SOFT Task Force, and the considerable research and prayer leading to the Embrace Initiative, it is clear Camp Hill United Methodist Church needs a new form of leadership structure.

Looking forward, CHUM needs to replace its 40+member Church Council, Finance Committee, Board of Trustees, and Staff Parish Relations Committee with a single, unified oversight/administrative organization that is streamlined, nimble, and accountable under the provisions of The United Methodist *Book of Discipline* and the rules of the Susquehanna Annual Conference.

**As a matter of background**, the Unified Structure Task Force consulted with several United Methodist congregations in our region that have adopted an alternative, simplified governance structure, attended a seminar on alternative structures hosted by the Susquehanna Annual Conference, and has researched other, simplified, and accountable forms of congregational leadership inside and outside of The United Methodist Church. The task force was directed to come forward with a proposal for consideration by the Church Council for implementation in early 2018.

### **Nine-Member Unified Leadership Council**

The task force recommends creation of a nine-member Camp Hill United Methodist Church Unified Leadership Council to replace the Church Council, Finance Committee, Board of Trustees, and Staff Parish Relations Committee as one governing body. This is possible under Paragraph 247.2 of The United Methodist *Book of Discipline*, that provides for alternative organizational structures for congregations. This proposal aligns with the alternative structure allowed by the Susquehanna Conference of The United Methodist Church.

### **Membership**

Members shall be elected by classes by the Camp Hill United Methodist Church Charge Conference. In the initial election, three members shall be elected for a three-year term; three members for a two-year term; and three members for a one-year term. This will ensure that, moving forward, there will be staggered terms of members of the Council.

The chairperson of the Council shall be elected annually by the Charge Conference. (Para 251.3. United Methodist *Book of Discipline*.)

### **Term Limits**

Members may serve up to six years on the Council, after which, they must have a break of at least two years before being considered for election to the Council.

### **Staff Not Eligible**

Full-time and part-time staff of Camp Hill United Methodist Church are not eligible to serve on the Council. This is to avoid conflicts-of-interest with the Council's role as the Staff Parish Relations Committee of the church.

### **Lead Pastor, Lead Associate Pastor, Ex-Officio Members**

The Lead Pastor and the Lead Associate Pastor are ex-officio members of the Council, with voice, but not vote.

### **Nominations and Leadership Development Committee**

The Nominations and Leadership Development Committee (Para 258.1. *Book of Discipline*.) shall identify persons with the appropriate spiritual gifts to serve as members of the Unified Leadership Council, and submit them for election by the Charge Conference. The Committee shall keep in mind the rich diversity of Camp Hill United Methodist Church, including generational considerations (especially young adult and youth), and gender and racial-ethnic factors when identifying and nominating candidates for the Council. It shall also seek to include a mix of persons involved in the Celebration Worship, and New Life Worship. Nominations shall be in the form of classes. In the first year, there shall be one class of three members serving a three-year term; a class of three members serving a two-year term; and, a class of three members serving a one-year term. This pattern shall continue until there are three classes of Council members serving staggered three-year terms.

### **Vacancies**

Vacancies created by resignation or other reason shall be filled by election of the Council upon nomination of person(s) by the Nominations and Leadership Development Committee. The vacancy shall be filled until the next annual Charge Conference election. A member elected through this process may be considered for election by the Charge Conference to fill the remainder of the term of the person that had previously served. The six-year term limit begins upon election to fill the vacancy.

### **Creation of Work, Project Teams**

The Unified Leadership Council may create various short-and-long-term teams to complete tasks and assist the Council. Examples could be a stewardship team to develop plans to promote effective Christian stewardship and the recognition of individuals' spiritual gifts within the congregation, or a facilities team to assist in evaluating, and planning the continued maintenance and updating of church facilities. These teams shall report directly to the Unified Leadership Council, and may include persons who are members of CHUM, or other persons that have specialized expertise that is needed by the congregation. Reports from the various teams shall be included in the minutes of the Unified Leadership Council.

### **Regular Meetings**

It is expected the Unified Leadership Council will meet at least monthly. The Council shall set a schedule of meetings for each calendar year and publicize the schedule through various Camp Hill United Methodist Church communications media. Special meetings may be called by the Chairperson and/or the Lead Pastor. All meetings shall be open to the public. Portions of meetings related to Staff Parish Relations Committee functions (Para. 258.2 *Book of Discipline*) and specific matters related to legal proceedings may be closed to the public upon a majority vote by members of the Council.

## **Election of Lay Members to Annual Conference**

Members of the Unified Leadership Council shall serve as Camp Hill United Methodist Church's lay members to the Susquehanna Annual Conference. They shall be elected by a vote of the Charge Conference after the election of Council members takes place. (Para. 249.5 *Book of Discipline*.) Alternate members to the Annual Conference do not have to be members of the Council.

## **Submit to District Superintendent**

After approval of the Camp Hill UMC Church Council, this motion, proposing to create the Unified Church Council, shall be presented to the Harrisburg District Superintendent of Susquehanna Conference of The United Methodist Church for approval, pursuant to guidelines set by the Bishop and the Cabinet.

## **Timeline for Implementation**

Upon approval by the Camp Hill United Methodist Church Council, the discernment process to identify potential members of the new Unified Leadership Council will begin in January 2018. This process will be conducted by the Nominations and Leadership Development Committee in consultation with the Unified Structure Task Force. This timeline may be adjusted by the Unified Structure Task Force.

- **Jan. 24, 2018 - 7 p.m.**, question-and-answer forum on the proposed new structure with Kay Kotan, director of Congregational Development for the Susquehanna Conference. This is also the first day that names may be submitted to the Nominations and Leadership Development Committee for consideration for nomination to the Unified Leadership Council.
- **Feb. 22 - 7 p.m.** Second Town Hall Informational Meeting
- **March 11 - After the end of worship**, Third Town Hall Informational Meeting. This is the deadline for submitting names to the Nominations and Leadership Development Committee.
- **April 3 - 7 p.m.** Nominations and Leadership Development Committee meets to make final recommendations of nominees for the Unified Leadership Council.
- **April 22** - Meet and Greet with the nominees for the Unified Leadership Council between worship services and after the 11 a.m. service.
- **April 26 - 6 p.m.** Celebration of Past CHUM leaders. 7 p.m. Final meeting of the Church Council for a special called Charge Conference to elect the members of the Unified Leadership Council and Lay Members to the annual conference.
- **April 29** - Members of Unified Leadership Council are introduced and commissioned during worship.
- **May** (*day to be determined*) - First meeting of the Unified Leadership Council.
- **Sept. 7-8** - Unified Leadership Council Planning Retreat. (Tentative date)

This proposal is effective upon approval by the Church Council.

Respectfully submitted,

December 14, 2017

Unified Structure Task Force

## **Amendments to Unified Leadership Council Motion**

- **Page 2. Line 17.** Defining eligibility for membership on the Unified Leadership Council. Persons who are paid staff members at Camp Hill United Methodist Church are not eligible to serve on the Council. The original language did not differentiate between paid and unpaid volunteer staff. Neither paid nor unpaid staff are eligible to serve to avoid conflicts-of-interest. Likewise, immediate family members of both paid and unpaid staff are not eligible to serve, also to avoid conflicts-of-interest.
- **Page 3. Line 40.** Annual Election of a Chairperson. This requires the Unified Leadership Council to annually elect a chairperson at its first meeting of the year. It also designates the chairperson as the liaison to the District Superintendent for Staff-Parish Relations matters, and as the chair of the Trustees for issues that would come under Trustees. The Unified Leadership Council acts as the Board of Trustees for the church.

Church Council unanimously approved the amendments to the Unified Leadership Council Motion on January 18, 2018.