

## CENTRAL TEXAS CONFERENCE UMC

*Preliminary Report for Alignment of Conference Resources*

*June 6-8, 2010*

### Andy Stanley

*“The system you have will get you exactly what you have.”*

### Today's Purpose

To receive a progress report from the Alignment Task Force • To share how people can give input to the continuing conversation • To share next steps in the process • To request a called session of Annual Conference for November 13, 2010 to receive and vote on the Alignment Proposal

### Lots of Alignment Puzzle Pieces

1. Conference Structure • 2. Conference Staff • 3. Number of Districts • 4. District Superintendent's Role • 5. Conference Center Building • 6. 2011 Budget • 7. Pension & Health Insurance Benefits Direct Billing

## SO HOW DO WE START?

*Bathe the process in prayer and Scriptural Reflection*

### Alignment of Resources

Alignment of resources means integrating decisions about structure, people, districts, building, budget, etc., with decisions about the desired outcomes the Annual Conference is seeking • ...to make disciples of Jesus Christ for the transformation of the world.

### Desired Outcomes

1. Casting and carrying out a Christ-honoring vision • 2. Energized and equipped churches that become more fruitful in transforming the world • 3. Improved operational function and flexibility • 4. Improved communications and connections • 5. More efficient use of financial resources (reduction in conference costs) • 6. Accountability yielding results and better morale as we make disciples of Jesus Christ for the transformation of the world

## HERE IS WHAT WE KNOW!

*Our desired outcome is to live fully into our mission statement*

### CTC Mission Statement:

*...to make disciples of Jesus Christ for the transformation of the world.*

**Local churches provide the most significant arena through which disciple-making occurs.**

*¶ 120, 2008 Book of Discipline*

## So how do we live fully into the mission?

How do we get the outcome we believe God is calling us to? • By Energizing and equipping churches • Energizing and equipping churches will require some key changes in Alignment Puzzle Pieces

### Alignment Puzzle Pieces

#### *Will bring changes in:*

Conference Structure • Staff • Number of Districts • District Superintendent's Role • Conference Center Building • 2011 Budget • Pension & Health Benefits Billing

### Some Key Changes Needed

Energize and equip churches for vitality and growth by working more directly with the local church in their area of need • Provide greater operational flexibility and nimbleness to accomplish the AC mission-formal organization kept to a minimum • Provide more effective and efficient use of conference resources • Energize for growth along lines of common issues/concerns (affinity clusters) • Abandon the programming mode and move into local church resourcing/strategists • Abandon the grant funding and subsidizing mode and move into risk-taking mission and service • Abandon the replication of all things at all levels mode and move into mission field & local church transformation • Abandon the mode of doing ministry for the local church and start resourcing local church/community efforts to be in creative, risk-taking mission and service • Abandon the mode of being all things to all people and move into doing highly focused and intentional things that only the conference can do, like Imagine No More Malaria

## HOW MIGHT SOME OF THESE KEY CHANGES AFFECT STRUCTURE?

### Three Center Model

A center is an area charged with implementation of one or more of the four focus areas.

- Center for Leadership + Assistant to Bishop
- Center for Evangelism and Church Growth + New Church DS
- Center for Mission Support

### Three other key pieces of the model

Core Leadership Team • Connection Table • Part-Time Endowment Fund Raiser

See attached *Structure Overview* Diagram

### Center For Leadership

To create a culture of intentional recruitment, support, and accountability that continuously moves the leadership of the Central Texas Annual Conference towards excellence in order to make disciples of Jesus Christ for the transformation of the world.

## Center for Evangelism & Church Growth + New Church DS

Empowering the local church to share the gospel in new and effective ways • Creating new places for new people

## Center for Mission Support

Developing the gifts of administration and mission involvement to help people experience, believe, and live a life of faithfulness and fulfillment • Ensuring fiscal oversight, property management, archives and records which undergird the mission and ministry of the Central Texas Conference while being consistent with the Discipline

## On the Surface

This may look similar but at the implementation level is radically different than how we currently operate • Keep organization to a minimum, use project groups, consultants and affinity based cluster groups plus DS as mission strategists to energize and equip churches

## Centers

Each Center Director will have hiring, supervising and firing responsibility (in keeping with a proper job description and personnel guidelines) • Each Center Director will establish project areas as needed to address the priorities of ministry for their center. These project areas will have a specific task and a timeline in which to complete the task. Mindful always that the local church is the arena for ministry • Each Center Director must “provide for the functions and maintain the connectional relationships” required by the Book of Discipline but otherwise keep organization to a minimum

See *Energizing and Equipping Local Churches* Diagram

## Core Leadership Team

Moves us from a process and program model to a leadership model • Bishop convenes (but does not have a vote) the Core Leadership Team which will guide and implement the new structure and ministries of the conference • The Core Leadership Team has the authority to make decisions on behalf of Annual Conference between sessions that are consistent with the Book of Discipline • The Core Leadership Team, Connectional Table, and the three Centers will be a diverse group that cares for the functions which were the responsibility of the current committees, task forces, councils, etc., as required by the Book of Discipline.

## Connectional Table

The Connectional Table is a direct link to the Core Leadership Team and will “provide for the functions and maintain the connectional relationships” required by the Book of Discipline.

## Districts

Currently we have 7 geographical districts plus new church start district = 8

*Move from 7 geographical districts + new church start district to 5 geographical districts plus new church starts as a district*

## Change Role of District Superintendents

Less Administrative • More Mission Focused • Coaching for Life Transforming Discipleship

## District Superintendent Role

Be present in every church, every year as consultant and coach • Equipping and coaching both pastors and churches for effective discipleship • Emphasize teaching and learning through church cluster groups and partnering with the Coordinator for Life Transformation • Supervise and hold accountable both pastors and churches • Provide leadership in the four focus areas & five practices

## Coordinator for Life Transformation

The Coordinator for Life Transformation's work is about discipleship developing and disciple making • The Coordinator for Life Transformation will work with both local churches and the cabinet in strategic planning • The work emerges from listening to local churches and affinity clusters • Affinity clusters will be the source of development for processes that energize and equip the local church to make disciples of Jesus Christ for the transformation of the world • Is supervised by the Dean of the Cabinet • Helps the District Superintendents and Cabinet in their new role of mission strategist

## Geographical Conference with emphasis on Affinity Clusters

Pastors and Churches will be aligned based on affinity as established by average worship attendance/issues and not geography • As congregations grow or decline they might shift into a different affinity cluster

## Affinity Clusters

***The intent of an affinity based cluster is to:***

Enable peer learning by clergy, lay leaders & churches • Provide for focused leadership and expertise from DS and other consultants • Energize for growth along lines of common issues/concerns • Equip for common resourcing

## Aligning our financial resources

Alignment (based on seven months) will provide at least a \$200,000 savings • CFA in consultation with the Alignment Task Force is presenting the 2011 budget based on alignment • A map for making the necessary decisions involved in redistributing assets from the current districts will be developed • ...which will include reallocating any excess assets to starting new churches and faith communities (consistent with the Discipline).

## Building Study Report

Conference Board of Trustees Building Study Report will be given on Tuesday morning.

### Next Steps

1. Our consultant, Gil Rendle, interviewing 20-22 persons on June 16-17, 2010 - help determine what we are currently structured to produce • 2. Task Force works out further details of alignment to be presented to a called Annual Conference session November 13, 2010 • 3. Alignment analyzed at the three and five year mark by outside consultant to determine faithfulness and fruitfulness (effectiveness)

Include a list of how the three centers, core leadership and affinity clusters will satisfy the requirements of the Book of Discipline • Provide a map and detail for showing the move from seven geographical districts to five • Provide a transition map for making decisions in redistributing the assets from the current districts • Provide a transition document for how Conference Committee on Nominations will nominate the lay members from each of the new districts to serve on Core Leadership Team, and conference boards and agencies as required by the Books of Discipline • Task Force Updates on Conference Website/Blog • District Conference briefing sessions

### What are our desired outcomes?

*To make disciples of Jesus Christ for the transformation of the world.*

Intentional focus on the energizing and equipping of the local church • Streamlined operations • Reduction in conference costs • Improved communications and connections • Accountability which in the long term yields better results and morale in making disciples of Jesus Christ for the transformation of the world.

## TABLE CONVERSATION

### Question 1:

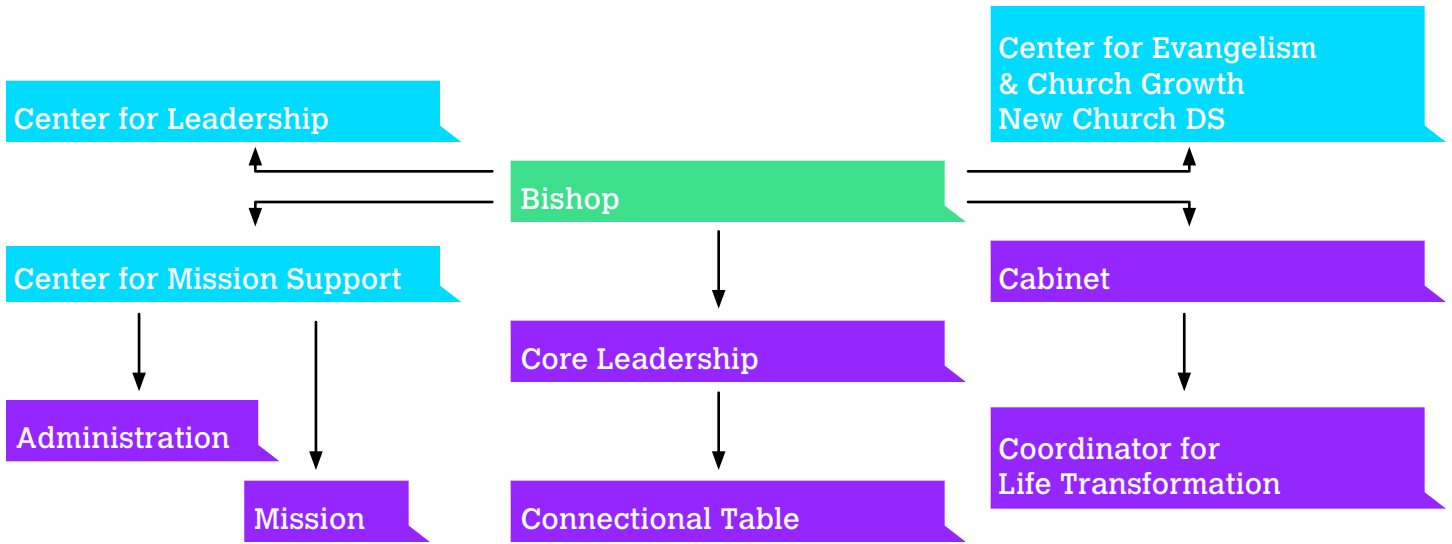
What excites you about the positive ministry we have for the future?

### Question 2:

How do you see these changes as helping your congregation's ministry to be stronger?

# DIAGRAMS

## Structure Overview



## Energizing & Equipping Local Churches

