



Calvary Baptist Church
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Lay Leadership Restructuring: how we arrived at this process

In late October Pastor Anne shared in a [Midweek Word Update](#) that the lay leadership at Calvary, Council and Committee Chairs, along with lay leaders on the Insight Leadership Team (ILT) decided to enter an intentional time of assessing, dreaming, and recommending what lay leadership structure makes the most sense for Calvary at this time in our community's life.

Then in early November during two Midweek Word Updates we heard from [Erin Gangloff - Co-Moderator, Bill Warren - Chair of Resource Management, Jim Comstock - Chair of Nominating, Anne Comstock - Co-lead of ILT, and Natalie Ralston - Chair of Stewardship](#) about what brought us to this season of intentional exploration of our lay leadership structure. Within these Midweek Word Updates it was shared that Calvary will be utilizing the skills of an outside facilitator to help us design what structure might suit our congregation. The facilitator is Jason Whitehead – who introduced himself in the [Nov. 8 Midweek Word](#).

The two scheduled sessions with Jason will include an ad-hoc structure team, comprised of people who currently serve on Council and ILT as well as four members who don't hold a role on either Council or ILT. The two sessions will take place on November 11 and December 9.

There will be work done between and following these sessions with Jason by this ad-hoc team in order to make recommendations to our current Council. Then once Council feels there is a proposed structure that is ready to bring to the whole congregation for a vote, it will be presented to the broader congregation.

Aspects of this process to keep in mind:

- there will an adjusted nominating ballot at our January Annual Meeting
- this will result in a change to our by-laws
- this has been named as a need in the discernment process done in the Spring of 2023 and by current lay leadership
- this process is something staff believes in wholeheartedly
- the final approval of the new structure will be done via a congregational vote
- questions about the process or around updates given can be directed to any of the lay leaders noted above or the pastoral staff.

Here is a timeline of how we got here:

Prior to 2023 –

- Council members named wanting more of a role in the mission and vision of the church, not only the operations of the church
- a question arose to staff relations about what decisions staff make on their own and what needs to go to council for approval

February to May 2023 –

- The discernment process was underway and synthesized information to reveal four key insights, one of which was *Calvary desires to provide a healthy system of ministry partnerships. We seek balanced teamwork between pastors, lay leadership, laity, and volunteers to maintain, develop and support intentional ministry within the church and through mission, advocacy, and outreach.*

May 2023 –

- The discernment facilitators concluded their role and a few members agreed to be part of the implementation team known as the Insight Leadership Team

June 2023 –

- Questions were raised about the role of at-large members on Council and how the ILT relates to Council

July to September 2023 –

- Council and ILT began to explore the purpose and focus of each group

October 2023 –

- Bill Warren made a recommendation to Council about restructuring Resource Management Committee (see below for summary of proposal)
- Council voted to intentionally examine our current lay leadership structure and use an outside facilitator, based on a recommendation from the Executive Committee of Council
- Two outside facilitators were contacted to guide an ad-hoc team through this process and Jason Whitehead was chosen after meeting with members of Council and the ILT
- Pastor Anne shared the news during the Midweek Word Update on October 25

November 2023 –

- During the Nov. 1 and Nov. 8 Midweek Word Updates lay leaders shared with the congregation how we arrived at this intentional process of assessing our lay leadership
- The ad-hoc structure team was created by those on Council and the ILT who wished to serve on this team, as well as four member who are not on either of those, and the three full time pastors
- Nov. 11 the ad-hoc structure team met with Jason Whitehead

If you did not get the chance to watch the Midweek Word Updates from [Nov. 1](#) and [Nov. 8](#) you can see a summary below, or you can still view them on Calvary's YouTube page. We hope

through the information that has been included in the Newsletter, the Midweek Word Updates, and in this overview of how we got to this process you feel informed and know who you can reach out to for questions or clarification. We welcome your prayers for this process and for those serving on the ad-hoc structure team.

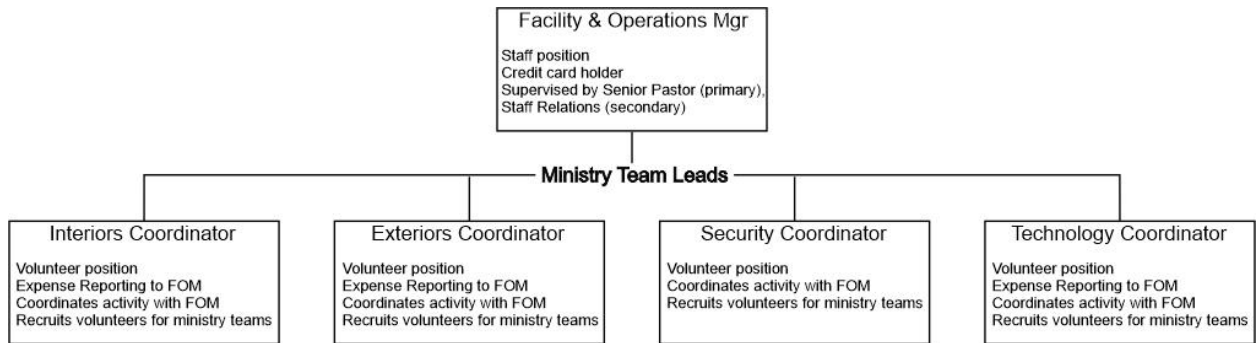
Summaries from Nov. 1 & Nov. 8 Midweek Word Updates:

Erin Gangloff offered an overview of how Council arrived at this process and why it will be beneficial to explore our lay leadership structure based on feedback from Council members. She also noted that during Calvary's 18 months of digital ministry in 2020/2021 the work needed to be staff-focused by the nature of safety measures and basic needs for how our ministries changed. Now that we have had time to distill where ministries are in 2023 and following the discernment process, it is a ripe time to shift back to a healthy balance between church staff and lay leaders for living out the ministries of our church.

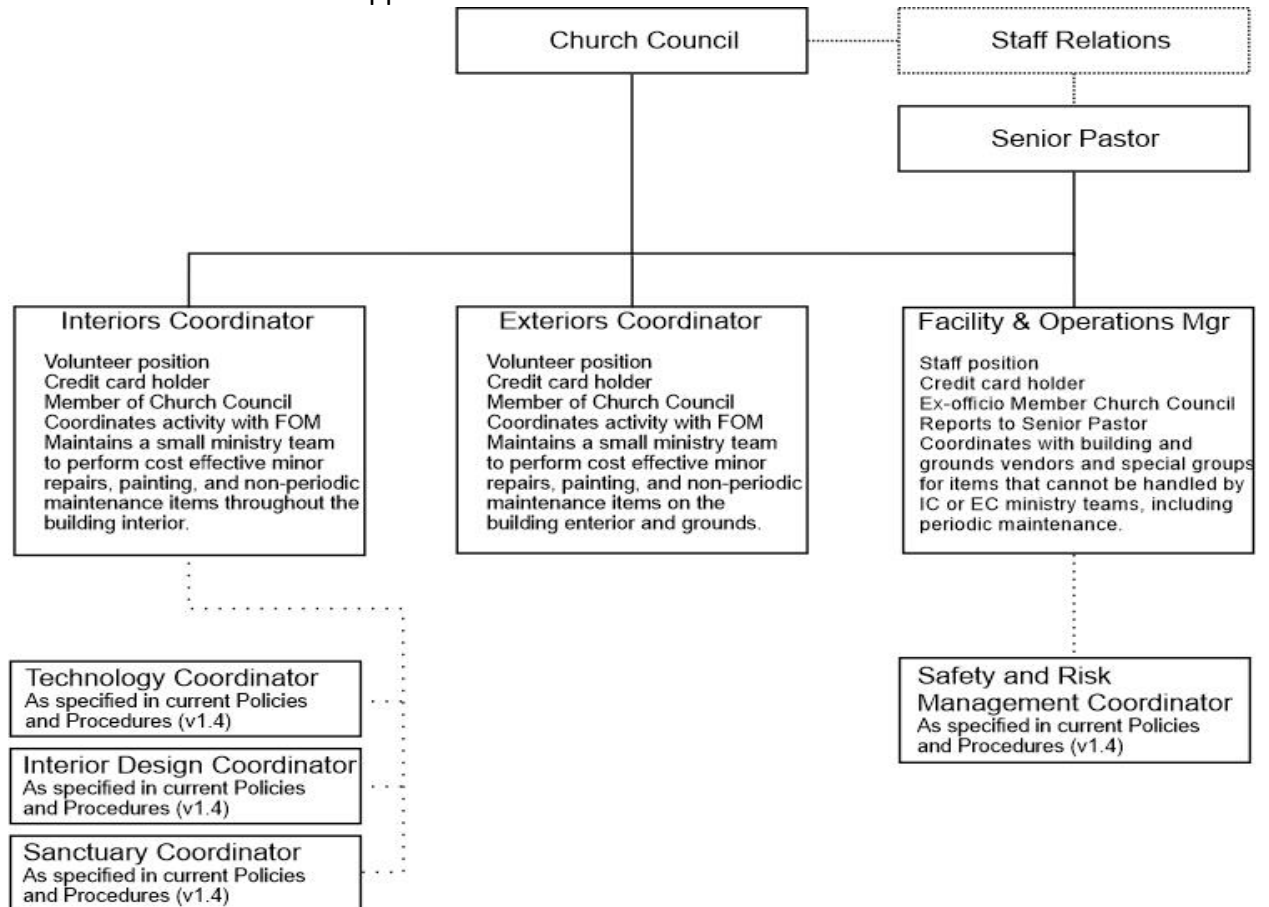
Bill Warren shared his recommendations for adjusting the structure of the Resource Management Committee. He shared the Ministry Team approach and the Resource Coordinators approach, while naming another model could also come from further brainstorming with church leadership. He made these recommendations to address structure of the work and budgetary responsibilities. Bill offered the following goals from making a restructure for Resource Management:

- Streamline the interoperability with the Facilities Operation Manager (FOM) staff position
- Remove duplication of responsibilities and parallel efforts between RM and the FOM
- Reduce the work expectations for the Chair of RM by dividing the coverage responsibilities
- Reduce the number of layers of volunteers to go through to accomplish work without sacrificing oversight
- Place management of funds directly under the organization's agent most able to efficiently manage them
- Apply a management template that more accurately reflects RM's current operating model
- Maintain qualified individuals in critical positions

The Ministry Team approach looks like:



The Resource Coordinator approach looks like:



Jim Comstock shared how the Nominating Committee was adjusting their approach for the upcoming 2024 Annual Meeting by reaching out to all lay leaders whose term was to end in January 2024 and has asked them to consider extending their term to Spring 2024. He noted that he was able to reach all but one person who has a term ending in January and they are willing to extend their terms, and as such the nominating ballot will reflect this plan.

Anne Comstock noted how the discernment process and the implementation around the four insights from said process by the Insight Leadership Team has played an

important role in the collective agreement by current lay leadership to enter into an intentional time of assessing what lay leadership structure best fits Calvary today and in the near future. She shared that she and Erin Gangloff are co-leading the ad-hoc structure team and have worked to make sure there is a diverse group of members and lay leaders to work with Jason Whitehead.

Natalie Ralston invited each of us to remember that one of the four insights from the discernment process was *Calvary wants to ensure sustainable long-term financial wellness* and that stewardship is much more than our collective financial gifts but also all of our resources and talents within our congregation. She reminded us that part of having sustainable long-term financial wellness is to align all of our skills and talents to best serve the current needs of our community today and in the future. Natalie noted that Commitment Sunday is November 12 and that the first session with Jason Whitehead is November 11, and that both of these are important expressions of how Calvary is a good steward of who we are, what we have, and how we live out the Gospel.