



Paul - A few members of Church Council will present information about the Simplified Accountability Structure also known as SAS.

What We Wish to Accomplish

- Describe What's Changing – Current to SAS
- Benefits of a change to SAS
- What does not change
- Explain the process for this change
- Share other changes that all fit together

Paul - What we wish to accomplish with this presentation is to describe what the SAS Change is, explain the basic benefits of a change to the SAS framework. We also want to explain what does not change along with describing the process steps for making this kind of change at HUMC.

Along with providing information about the Simplified Accountability Structure, we will share information about other key initiatives going on in our church and how they fit together and support each other in our faith journey.

Comparison of Governance Types

Current Church Governance Structure

- Board of Trustees (6)
- Finance Committee (7)
- Staff-Parish Relations (7)
Committee
- Church Council (9)

21 Church Members
needed & some serve on
multiple committees

SAS Board Structure

- Single Board – 9
members + Senior
Minister

Board of 9 plus Minister

Paul - Here is a side-by-side comparison of our Current Church Administrative Committees and the number of Church Members needed for each committee.

Between the 4 Administrative Committees of Trustees, Finance, Staff Parish, and Church Council, there are 29 slots requiring Church Members to fill them.

Several members and Rev. Bruce serve on multiple committees so they attend 2 – 4 meetings a month. We have a total of 21 Church Members on these 4 Administrative Committees currently.

A transition to the SAS Board Structure would create a Single Board with a Chairperson, 8 other members, and Rev. Bruce.

We go from 21 people with some of them meeting multiple times each month to One 9 person SAS Board that meets once a month.

WHY Change to SAS?

- Provides efficient framework to address our challenges
- Focuses on Church Vision, Mission and Goals
- Change Will Not Be Easy

Steve - So why does Church Council recommend this change?

The leadership of HUMC needs to be accountable to answer the question: “Are we accomplishing the mission of the church?”

Church Council feels that the 9 member board provides a more efficient framework to address our challenges.

The work of the SAS Board is in three areas:

- Fiduciary - tending to the stewardship of tangible assets
- Strategic - working to set the congregation’s priorities and seeing that resources are aligned with those priorities
- Generative - Problem framing and sense making about the shifting environment of the congregation and Community

The Overall focus is to set boundaries on budget, policy, goals and oversight. The SAS Board should NOT work on the day-to-day operations of the church. The ministry teams are empowered to do their work within the boundaries set by the SAS Board.

The SAS board uses a structured format for the 90-minute monthly SAS Board meetings. The focus of this structured format is:

- Spiritual Formation
- Leadership Development
- Review of New Attendees
- Review of Progress on Goals
- Review of Finances
- Reallocation of Assets and Resources
- Pressing Decisions/Issues
- Helping Ministries as Needed
- Problem Solving

The transition to SAS will be challenging.

- Change is disruptive and messy with lots of opportunities to learn and adapt towards improvement..
- The routine “work and details” that Trustees, Finance and SPRC currently handle will still need to be done. Many of the people currently in these groups will need to form ministry teams to continue doing this good work.
- Improved ongoing communications to keep the full congregation informed throughout the process.

SAS has been implemented at many other United Methodist Churches and at the District and Conference levels successfully.

What Committees Do Not Change?

- Existing committees such as Missions, Memorials-Endowments-Gifts
- United Women in Faith
- HUMC Nursery School Board

Steve - So the previous slides have illustrated the changes with SAS, it's also important to understand what is NOT changing.

These committees and groups are not involved in the transition to SAS.

The SAS transition is focused on the 4 Administrative Committees described on the earlier slide.

SAS Actions Before Today?

- Church Council Discernment
- Council Voted to explore further
- Letter mailed to Members July 2024
- District Superintendent approval
- Engaged experienced SAS Coach

Steve - HUMC Church Council has taken several steps:

- Reviewed SAS Podcast from East Ohio Conference
- Had a meeting with SAS coach Jeff Croft
- Voted to further explore SAS
- Mailed July 10, 2024 SAS letter to members homes
- Notified District Superintendent of request to proceed with SAS
- We received an email DS in December which approved HUMC to pursue communication and implementation of SAS

Church Council has engaged Rev. Jeff Croft as our SAS Coach to assist HUMC in this journey.

Why Meet Today?

- Communicate Desired Change (SAS)
- SAS Requires Church Wide Vote
- Update - Other Key Initiatives

Tom - So why are we meeting with all church membership today at this Church Chat?

First, Church Council wanted to describe what SAS is and why we feel it is a desirable change for HUMC.

Secondly, for our church to make a change to the SAS structure we are required to have an “All Church” Meeting called a Special Charge Conference where members present will vote to affirm the slate of 9 Board Members and adopt the SAS Structure.

We also wanted to share some other key initiatives that are taking place at HUMC.

Questions about SAS?

10 Minutes

Tom - Now we will open this up for your questions about SAS. In order to respect everyone's time we will have 10 minutes for SAS Question, but you can also ask any additional questions on the "Opinion" sheet of paper at your table if it hasn't been answered during this Q&A time.

What's Next?

- Please Complete Opinion sheet
- Consider Applying for SAS Board
 - Applications on the table
- More Details about SAS on HUMC Web Site

Tom - Now we need your involvement with this process. Everyone at your table will need the "We Want Your Opinion" sheet.

We are asking you to fill this out now. As you leave today's Church Chat we ask that you drop your completed sheet in the blue tub by the door as you leave today's Church Chat.

Today we are also beginning the process of identifying members that are interested in being on the SAS Board.

On your table is a "Leadership Board Interest Form". If you have an interest in learning more about the SAS Board opportunity we ask that you fill out this form. You can fill it out today or take it with you to fill out later and give it to any member of Church Council.

Later in the presentation Paul will explain where you can find more detailed information about SAS on the HUMC website.

After Today's Church Chat

- Nominations Committee – ID Board Members
- Special Charge Conference
 - Scheduled
 - Vote on SAS Adoption & Board Members
- Set SAS Starting Date
- How and When depends upon today's feedback

Tom - The Nominations Committee will seek candidates for the SAS Board. There will be 9 members: 3 will have a 1-year terms, 3 will have a 2-year term and 3 will have 3-year term. All future board members will have 3-year terms.

A Special Charge Conference will be scheduled in conjunction with our District Superintendents schedule. The vote is to decide whether to proceed with SAS and accept the slate of SAS Board Members or not.

Obviously, we would like to know that the congregation supports this effort before we take these steps. Council will use the information on your "Opinion" sheets to help guide the process and determine next steps and a timeline.

Thank you.

And now, Elizabeth Goodin, our Director of Family Ministries will speak about Discipleship Pathways.

Hudson UMC Mission Statement

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

Elizabeth - One of the most important aspects of the SAS church governance model is that it's designed around accountability to the church's mission. More specifically, when making decisions and throughout the course of their work, the SAS board will be continually asking, "Are we accomplishing the mission of the church?"

Note that this mission statement is aligned with the mission of the United Methodist Church, which in turn takes its inspiration from Jesus' Great Commission, to go and make disciples.

Hudson UMC Mission Statement

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

***Disciple: a person who is growing
in faith and living their faith.***

Elizabeth - If we think about a *Disciple* as a person who is growing in faith and living their faith, then the Discipleship *Pathway* is our church's intentional plan for faith formation. It's our strategy for carrying out our mission to make and mature disciples. The function and purpose of the Discipleship Pathway, then, is a part of what the new SAS structure will support.

I'd like to share a short excerpt from Robert Schnase's book, *Five Practices of Fruitful Congregations* where he identifies *Intentional Faith Development* as one of the five practices of vibrant, fruitful, and growing congregations. This is how he characterizes it.

Five Practices of Fruitful Congregations by Robert Schnase



From the first generation of Christians to the earliest Methodists to the youngest generations of faithful members today, the followers of Jesus mature in faith by learning together in community. Churches that practice **Intentional Faith Development** offer high quality learning experiences that help people understand Scripture, faith, and life in the supportive nurture of caring relationships.

Elizabeth - Our Discipleship Pathway is aligned with much of what is described in this excerpt, from the attention we give to our youngest members, to the value we place on community and intergenerational experiences, to our focus on learning about Scripture, faith, and life within the context of nurturing relationships.

Other values the Discipleship Pathway supports that are not specifically mentioned in this excerpt, are included in the author's list of the other four practices:

Five Practices of Fruitful Congregations by Robert Schnase



- Radical Hospitality
- Passionate Worship
- Risk-Taking Mission and Service
- Extravagant Generosity

Elizabeth - So, the Discipleship Pathway may be described as a collection of learning, service, community, and worship experiences we offer, that enable, encourage, and empower our members to grow in their faith and live their faith. And...it carries with it, the promise of being fruitful.

The Church Council has asked me to provide you with an update on the work we've been doing on the Discipleship Pathway, and I understand that some of the words we've been using and ways we've attempted to explain it may have been confusing.

But, many of you have experienced some of what has come of this work, so I'd like to just highlight a few of these experiences by way of illustration and assure you that there will be more to come. I'm calling this *Walking Along the Discipleship Pathway*.

Walking Along the Discipleship Pathway...



Elizabeth - We're currently running two SHAPE classes that invite individuals to learn about the masterpiece God has created in *them* and how this has prepared them for serving in ministry in ways that only they can.

At a recent class, we did an exercise together that helped one person in particular see clearly the way God has been working throughout their life and the call they have repeatedly answered. This could be a clue to the type of ministry they were made for.

This is one of many new insights that have and will come about as a result of this class that will lead to others joining God's mission in the world.

We recently completed another class offered on Spiritual Discernment, where participants learned about ways to open themselves to God's leading in their lives.

This has grown into a desire to learn about other discernment practices. In

May, a group will take a field trip to hear a program and participate in a labyrinth walk, a form of meditative prayer. We now have a language for talking about creating spaces for listening to God.

Walking Along the Discipleship Pathway...



Elizabeth - I have to mention the Children's Sermon that has been added to our worship to engage the children in the morning's message. We recently received an email from a family that relayed to us how this practice provided an opportunity for conversation about a Bible story that both parent and child processed in their Sunday morning worship. This is Family Ministry in action.

And speaking of the kids, I'm sure no one will soon forget the Children and Youth-led Worship Service, where our kids told the big story of the Bible through Scripture readings, skits, music, dance, and a youth-delivered sermon.

The kids learned that they do have something to say, and the adults in their lives, and in their church, love to hear it. Since the first such service last year, many of our young disciples have stepped up to serve in worship as acolytes, liturgists, and as both kids' and intergenerational choir members, with some serving additionally in the audiovisual booth. Intergenerational involvements are a big part of all of our discipleship.

Walking Along the Discipleship Pathway...



Elizabeth - Many individuals are represented in these accounts, but I do want to highlight just three:

- The first is someone who responded with a YES to joining a particular ministry team because it's in line with their newly discovered spiritual giftedness. The "S" in our SHAPE class, book, and sermon series refers to learning about one's spiritual giftedness.
- Another person wishes to share some of the lessons they've learned along their own faith journey through a group study of a book of the Bible that they've found particularly relevant to their experience.
- And finally, a third person who found a book on prayer to be meaningful in her life told me, "I am so convicted by God's power in this that I really want to share it with others who are searching."

These are examples of individuals encouraged to follow their own discipleship pathways in ministry and to lead others along theirs. Imagine what it would look like if every single person in our church did the same.

Walking Along the Discipleship Pathway...



Elizabeth - All of the above doesn't even include the ministries that have been active for years at Hudson UMC that demonstrate our historic and ongoing commitment to discipleship: Sunday school classes for both children and adults; Bible studies; local, national, and international missions; the relationships that help us through life's celebrations and heartaches, and so many, many more.

By offering opportunities that provide a pathway toward growing in and living our faith, and by supporting the pursuit of new impassioned ministries, we're creating a framework that supports a culture of self-discovery and self-expression, connection with God working in and through us, learning, and action-oriented faith for all ages. Part of this framework necessarily involves clear and effective communication in order to highlight opportunities and market new ministries. We'll be sharing about efforts in that area next.

Hudson UMC Discipleship Pathway



Elizabeth - In closing, our job, as a discipleship pathway church, is to guide, support, and encourage all of you; your job is to find your path and follow it. I pray that everyone will challenge themselves to seek out their personal next step.

Newest Member of HUMC Staff



Ashley Fox

Paul - Our newest Staff member at HUMC, Ashley Fox, started in the Church Office this past Tuesday, April 1, 2025.

Ashley fills the role of “Church Communications & Digital Media Coordinator”. Early comments from our volunteers that have worked with Ashley is: “She’s a keeper”!

Church Communication & Digital Media Coordinator Position

Replaces the Administrative Assistant position.

Why change?

- Communication effectiveness critical for our future
- Communication channels have expanded significantly
 - Requires digital media management
 - Requires tech-savvy skills

Paul - This new position, developed by SPRC, replaces the role of Administrative Assistant in our church office.

Why make this change? (review bullet points)

Ashley has these skills having been a Marketing Director and an owner-operator of her own on-line business.

There is a copy of this Job Description on your table which identifies the “New Responsibilities” on the front along with continuing Administrative duties listed on the back.

It All Fits Together

- Three changes – One Purpose:
So that we live our church mission.
- We are moving forward to have:
 - Accountable Church Leadership (SAS)
 - Effective Communication (New Job)
 - Growing in our faith (Discipleship)

Paul - While we've described 3 church initiatives, they are all aimed at One Purpose: So that we live our church mission.

Want More Information?

- It will be located on “Hudson United Methodist Church” website
- “Quick Links” then “Church Initiatives”
- SAS Details Power Point & Podcast
- Other information will be added

Paul - Want more information? It can be found on our HUMC Web Site. Navigate to HUMC website, then “Quick Links” then “Church Initiatives”.

We plan to add more information about ongoing church initiatives here for all our members to see. This is where we'll put the Q&A and other information that we gather from today's Church Chat.



Thank you for being a part of
the HUMC Family!

We appreciate your
engagement in shaping our
future!

Paul

Remind people to put their paperwork in the blue bucket as they leave today's Church Chat. Read slide.