

FUMC Frequently Asked FCJ Staffing Report Questions August 2017

The First United Methodist Church serves a diverse and growing community. Given the relocation of FUMC to a broadening and vital location – the corner of HWY 26 and 231 – FUMC is in a stronger position to meet and support the needs of Greater Lafayette.

In 2015, members of FUMC embarked on a Fruitful Congregation Journey resulting in well defined mission and core values. The strategic effort included the appointment of the FCJ Staffing Task Force. The purpose of the committee was to assess current staff positions and responsibilities, benchmark our organization structure with peer churches and recommend potential organizational changes for the sake of the mission and vision.

Surrounding the July 17, 2017 presentation by the FCJ Staffing Task Force, rumors, assumptions and miscommunication have led to anxiety and consternation among the staff and congregation. Clarification of what approval of the Task Force Report means and the process for implementation are needed.

Frequently Asked Questions Follow:

1. What was the mission of the FCJ Staffing Task Force?

To assess current staff positions and responsibilities, benchmark our organization structure with peer churches and recommend potential organizational changes for the sake of the mission and vision.

2. What will approval of the FCJ Staffing Task Force Report mean?

Approval of the report will mean the Governance Board acknowledges and accepts the research, study and recommendations as presented. It does not mean the organization responsibilities outlined in the study will be adopted in full. The extent of implementation and the processes needed to do so, including the process of writing and or updating position descriptions, will be recommended by the Board appointed SPRC sub-committee.

3. When will a vote on the Report occur?

The Governance Board will vote on the Staffing Task Force Report on September 18th. There will be a congregation town hall held between August 1st and September 18th.

4. How will the Staffing Report be used by the FUMC Governance Board?

The Report recommendations are based on peer benchmarking and are a basis for reorganization. Governance Board members have been appointed to serve on a SPRC sub-committee. The Report will be handed off to the sub-committee for consideration and implementation recommendations to the Governance Board. The sub-committee will begin to meet in August and will offer a Town Hall for additional feedback before recommending an implementation process and timeline to the Governance Board.

5. In the new structure, how does the new system work for hiring, firing, evaluation, and accountability?

In the FCJ congregation under a Governance Board structure, the Board sets the vision, and the Senior Pastor articulates the vision and is responsible for the staff. Using the vision and the values of FUMC, the Senior Pastor leads the staff. The Senior Pastor according to their job description hire and evaluate staff, if actions or job

performance dictates the Senior Pastor may terminate employees. The Board, holds the Senior Pastor accountable and in turn, the Senior Pastor holds the staff accountable. There is a clear chain of supervision in the new structure.

6. Will all the staff members be guaranteed a job in the new structure?

No job can ever be guaranteed. Indiana is an "at will" employment state, so employees are not guaranteed continual employment.

7. Will the approval of the Report mean current staff terminations?

The Governance Board supports realigning staff responsibilities to better serve our congregation and community needs. Current position descriptions and the reporting structure will be revised using the Staff Task Force Report as a guide for best practices. Staff members will be placed within a new organization structure depending on how they embrace the mission and core values of the church and their performance, experience, knowledge, skills and abilities.

8. Will the approval of the Report require staff to reapply for positions?

At this time, we do not have or know what the staffing implementation and transition process will be. An appointed SPRC sub-committee of the Governance Board will recommend a process and timeline for implementation of organizational structure changes.

The job descriptions written by the FCJ Staffing Task Force are based on an ideal FCJ church structure and are in draft form. They are based on what would be best for the church going forward and assure the church fulfills our stated values and missions.

No employee has been asked to reapply for a job. A transition process that reflects the values of FUMC and the talents of our staff members will be developed if and when implementation begins.

For now, staff should refer to their current position description, including other duties as assigned.

9. Will the approval of the Report mean current staff salary reductions?

The Staffing Task Force has not recommended salary reductions nor has there been any salary discussion among the Governance Board.

Our current budget is in the red; there has not been a request or recommendation to reduce expenses through a cut in the salary line.

The Governance Board recognizes change is difficult. Misinformation and assumptions about a process only makes the change harder. The Board is making every attempt to be transparent and informative.

The Governance Board encourages staff and congregation members to contact a member of the Board when questions arise.

We ask FUMC staff and members to prayerfully consider the values and mission of FUMC and how we may need to adjust to bring more people to Jesus Christ for the transformation of the world.