

CALL to the SERVANT LEADERSHIP TEAM of SEEKERS CHURCH
February 12, 2012

OVERVIEW

The Call of Seekers Church defines the context for the Servant Leadership Team (SLT) at Seekers: “For us, Christian servanthood is based on empowering others within the normal structures of our daily lives (work; family and primary relationships; and citizenship) as well as through special structures for service and witness.”

That kind of leadership requires a combination of listening for and learning from the work of the Spirit in our midst. The Servant Leadership Discernment Group anticipates that the SLT will include shared male and female leadership with a strong emphasis on empowering others to share in the widely distributed examples of leadership in Seekers. Encouraging others toward leadership means that the SLT should not be one’s sole place of accomplishment and affirmation.

The SLT will be expected to provide important support to one another and be willing to partner in its common call. In this regard, prospective new members of the SLT will need to feel comfortable developing a good relationship with the current members of the team, Peter Bankson and Brenda Seat. While the Discernment Group believes that it is important to develop a team with a balance of gifts which relate to the ongoing needs of the community, the SLT seeks someone with a heart for outward mission, pastoral sensibility and strong organizational skills.

EXPECTATIONS

We seek candidates for the SLT who have examined themselves and feel it is God’s calling on their lives to offer themselves for the team. If confirmed by Seekers, they will be expected to commit to specific amounts of time on a weekly or monthly basis. They must be willing to do what needs to be done. Peter and Brenda are currently paid a stipend for one day/week, although it is clear that they spend more time than that. The rate of compensation for new SLT members in this budget year will be \$8,000 per annum [for one day/week], plus Social Security.

Because the SLT derives its authority from God’s call to care about the whole community, those affirmed to the SLT are expected to be Stewards or in a position (by virtue of their ongoing involvement in the life of Seekers) to become Stewards within three months of confirmation to the SLT.

The SLT as a whole is directly accountable to the Stewards of Seekers Church. One member of the SLT will be evaluated (with input from the community) each year on a rotating basis.

QUALITIES & ABILITIES

Servant Leadership requires a delicate balance of stepping forward when there is a need for visible leadership and stepping back when someone else is ready to offer their gifts in an appropriate way. Although specific roles and duties will emerge as the new team discovers their combination of passion, skills, gifts and needs, we will be looking for the following qualities and abilities:

Accountability -- through a mission group or spiritual director relationship, willing to be transparent about one's inner life and the use of Seekers' resources.

Administration -- demonstrates ability to organize, define goals, and accomplish corporate tasks. The person will be known as a "self starter" who can work successfully with minimum supervision.

Biblical/Theological Understanding -- while not necessarily formally educated in these disciplines, aspirants should have a maturing understanding of central biblical themes and Christian traditions/doctrines and have a call to live out their Christian faith in ecumenical settings.

Community Life -- able to support the common good of the community by taking a share of leadership in speaking to and for the community at Stewards meetings, retreats, forums, and liturgical occasions including baptisms, marriages, and funerals.

Empowerment -- through Spirit-filled listening and other practices, will encourage emerging calls from within the community, facilitate the transition of individual call to community-supported mission, and be available to meet with and assist newly forming groups.

Inclusion -- has displayed an inclusive spirit in welcoming a broad diversity of people into the life of Seekers and supports intentional efforts to include our children and elders.

Listener/encourager -- able to hear and respond to the needs and desires of others without judgment.

Mission -- able to discern and challenge Seekers Church to live out its call to be on mission within the unique circumstances of our individual lives (work, avocation, citizenship or family life) and to develop a more mature appreciation for our individual responses to be a church whose life is intertwined with the life of poor and marginalized people of the city and world.

Networking -- encourages connections among individual Seekers, the CoS communities and the wider field of ecumenical faith development.

Pastoral Care -- encourages caring relationships within the mission group structures of Seekers and can be available to respond to urgent pastoral care needs that are not otherwise being met within the community.

Prophecy -- will help individuals and groups develop a communal response to current events or issues and shape visions for the future. This would include proposing long term themes or directions for the community and the supporting actions to enliven those themes.

Servant -- actively and intentionally brings faith to the work of the SLT so their acts of ministry will draw people into their own faith within Seekers, the larger church, and society.

Sexuality -- able to bring to the pastoral team a healthy understanding of their own sexuality,

protect their own boundaries and respect the boundaries of others, and support the leadership of both women and men.

Teaching/Preaching -- will periodically teach within the School of Christian Living and children's Sunday School and preach at the Seekers worship service.

Visible Leader -- comfortable embodying the life of Seekers and speaking for the community in public settings beyond Seekers.

APPLICATION PROCESS

Persons who feel called to the Servant Leadership Team at Seekers should speak with a member of the Discernment Group and submit a written description of their call and gifts for this particular form of servant ministry by March 1.

In making recommendations to Seekers regarding individuals who express an interest in assuming this role, the Discernment Group will carefully consider the combination of gifts which the candidate(s) would bring to the community, invite members of the community to participate in the interview process and make its recommendation to Stewards for a decision in April.

Presented by the Servant Leadership Discernment Group

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