**Three Phases for the Simplified Leadership/Accountability Model**

**From Mission Possible**: A Simple Structure for Missional Effectiveness-Expanded Third Edition

by Kay Kotan & Blake Bradford

1. **DISCERNMENT PHASE:** the first phase in exploring and discerning regarding shifting your congregation’s leadership model to a “Simple Board Model”.
	* This phase includes forming a team and starting the conversation in your local church to explore
	* Request/informing the District Superintendent you are launching an exploration of the model
	* Informing the local congregation leaders and members that looking at potential new structure to maximize mission effectiveness and discern if this is the “right model in the right season for the church.”

Who is involved in this phase?

* + The Pastor, Church Council Chair, Lay Leader and several others who form the “Discernment Team”
	+ The District Superintendent is consulted and informed in writing.

The Discernment Phase “ideally” is started early in a new calendar year if or so that the church might move to the model the following January 1. Do not rush this phase-your are taking time to explore and lay a foundation. This phase takes approximately 3 to 6 months.

1. **EQUIPPING PHASE**: A second season in the process this phase is for training the Committee on Nominations and Leadership Development members and the Leadership Board members to prepare and get them ready for their roles leading in as “simplified, accountable leadership.
	* This “season” begins as the Church Conference approves a Simple Board structure.
	* Timing for the Church Conference approval is ideally mid-year and then the Nominations Committee equipping begins.
	* The Leadership Board’s training is generally in the Fall- in November or December so they are set to launch and lead as of January 1.
	* On-going/ Annual training is essential for new members coming on the Leadership Board.
	* Its SIMPLE: S=Set Expectations, I=Invite commitment, M=Measure Progress, P=Provide Feedback, L=Link to consequences & E=Evaluate Effectiveness!!!!!
	* Board’s role=Governance, Pastor’s role=Leading with vision & mission, staff’s role=equippers and coordinators and members role=ministering
2. **IMPLEMENTING PHASE:** This is the first year when you actually launch the new structure. The Leadership Board writes the initial guiding principles, leadership covenant, policies, and procedures. They hold the first strategic ministry and mission planning retreat.

Those involved in this phase are the new Leadership Board and Pastor. The Nominations Committee members are involved in a different way.

* Be patient and keep working at it, as with anything new it can take time to “fully live into a new leadership culture.” Pastors new to this model or appointed to a congregation that is using it may need some equipping and coaching and guidance in their first year with the model.

**January 1 to January 1 -Three Seasons: discernment, leadership development & launch with lift off**

**Discernment….> 3 to 6 month……> Mid-Year Church Conference….> Autumn equipping leaders …> Launch & Lift off**

**Key is to take your time and see this as Spirit Work with Holy Conferencing-**The Discernment work which includes vision, mission…. Is foundational as is the communication and leadership development-this is a permission giving model with guiding principles and clarity around roles, which act as “guide/guard rails”