

## **Call to the Servant Leadership Team at Seekers**

### **OVERVIEW**

Due to the recent and impending departure of two of the four members of the SLT, the Servant Leadership Call Team (“Call Team”) has been tasked by Stewards to search for one or more new members of the SLT.

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. This includes listening to individual members of the community and connecting those with similar dreams, yearnings, needs, or gifts. The Servant Leadership Call Team prefers that the SLT will include a broad diversity in areas such as gender identification, educational background, economic status, race, and ethnicity. With a strong emphasis on empowering others to share in the widely distributed examples of leadership in Seekers, we encourage all who are called to apply. Encouraging others toward leadership means that the SLT should not be one’s sole place of accomplishment and affirmation.

It is important to remember, however, that SLT is not the only place of leadership in Seekers. Indeed, one important role of the SLT has been to invite leadership from many sources. Our commitment to shared leadership means that leadership takes place within mission groups and ministry teams, and in special projects. Stewards, especially, make an explicit commitment to care for the whole community, beyond that implicit in their membership in mission groups.

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 continuing members of the team, Dave Lloyd and Trish Nemore. Brenda Seat has given notice that she will be leaving SLT towards the end of June. While the Call Team believes that it is important to develop a team with a balance of gifts which relate to the ongoing needs of the community, the need is for someone with a heart for outward mission, commitment to the inner journey, 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 see, hear, and name what needs to be done. Dave, Brenda, and Trish 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 is \$8,000 per annum for one day/week, plus Social Security. This means that a full-time person would be earning \$40,000. In addition, each year, the stipend increases by the annual Cost of Living Allowance (COLA) plus 2% until the per day rate reaches \$12,000. After that, we only give a (COLA) raise. Compensation may change subject to action of Stewards in light of the Servant Leadership Working Group (SLWG) recommendations.

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. All members of the SLT will be reviewed regularly on a rotating basis. At that time, we expect the SLT member to review their sense of call to the SLT, and to decide whether to recommit with the affirmation of the review committee, which is made up of Stewards and members of the wider community. The review committee elicits feedback from the entire community.

### **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, recognizing that no one will have all of them in equal measure:

**Accountability** – maintain personal accountability through a mission group or spiritual director relationship, willing to be transparent about one's inner life and the use of Seekers' resources. The person will work with Stewards to nurture personal accountability for all Seekers sharing leadership for the life of the community.

**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. This includes listening to individual members of the community and connecting those with similar dreams, yearnings, needs, or gifts.

**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 Church of the Saviour communities and the wider field of ecumenical faith development.

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

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

**Teaching/Preaching** -- will periodically teach within the School of Christian Growth 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.

**Visionary** – 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.

### **APPLICATION PROCESS**

Persons who feel called to the Servant Leadership Team at Seekers should speak with a member of the Call Team and submit a written description of their call and gifts for this particular form of servant ministry by April 16.

In making recommendations to Seekers regarding individuals who express an interest in assuming this role, the Call Team 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 May.

### **PRESENTED BY THE SERVANT LEADERSHIP CALL TEAM AND APPROVED BY STEWARDS ON APRIL 3, 2022**

Peter Bankson  
Joan Dodge  
Anita Jackson

Amy Moffitt  
Deborah Sokolove, chair