

Church Hall Leading for 2026

February 8, 2026
(Super Bowl Edition!)





Holy Conferencing

- Every person is a child deserving of respect
- God is in the middle relationships and when we are open to see/hear, God can show up
- Listen with patience, seeking understanding
- Seek to understand the experience of others
- Be careful when expressing ourselves, **always using “I” statements**
- Avoid generalizations about individuals or groups
- Remember that we are defined by our relationship with God, flaws and all.
- The Spirit is with us.

Budget

- Our essential (must pay) - fixed - expenses make up 91% of budget which are salaries, apportionments, building and operations. The remaining 9% of budgeted expenses are ministry and outreach.
- Our operating revenue consists of 3 components - pledged revenue (69%), unpledged revenue (26%) and other income (5%) - **UNDESIGNATED TITHING IS 95% OF BUDGET REVENUE!**
- In early fall, prior to year end final figures, budget discussions began. We ended year 2025 with an operating net income of \$65,518.42 (expenses ending up falling below budget by \$53,754.52 mainly because of grants & designated funding)
- Based off a realization rate of 2026 pledges, Finance and Council set budget for 2026 at \$960k, which is a \$28,677 DECREASE from 2025
- 19 individuals, consisting of budget managers and leaders, met yesterday to discuss the budget and to listen/learn the bigger picture of how each budget line fits into the full budget.
- Conversations will continue between groups about the budget reflecting the mission of our church to reach a finalized budget by the end of this month.



Reimagining Our Church Leadership:

Streamlining our Structure to Focus on Faith



Reimagining: What Is the Change?

The WHAT

- Reconfigure FUMC's leadership and administrative structure

The WHY

- Allow the church to be more attentive, nimble, forward thinking/acting in an increasingly changing local and national climate
- Meet the challenges in filling nominated leadership positions
- Strategically align programming and budgeting, with a focus on following God's call for action in our congregation and community



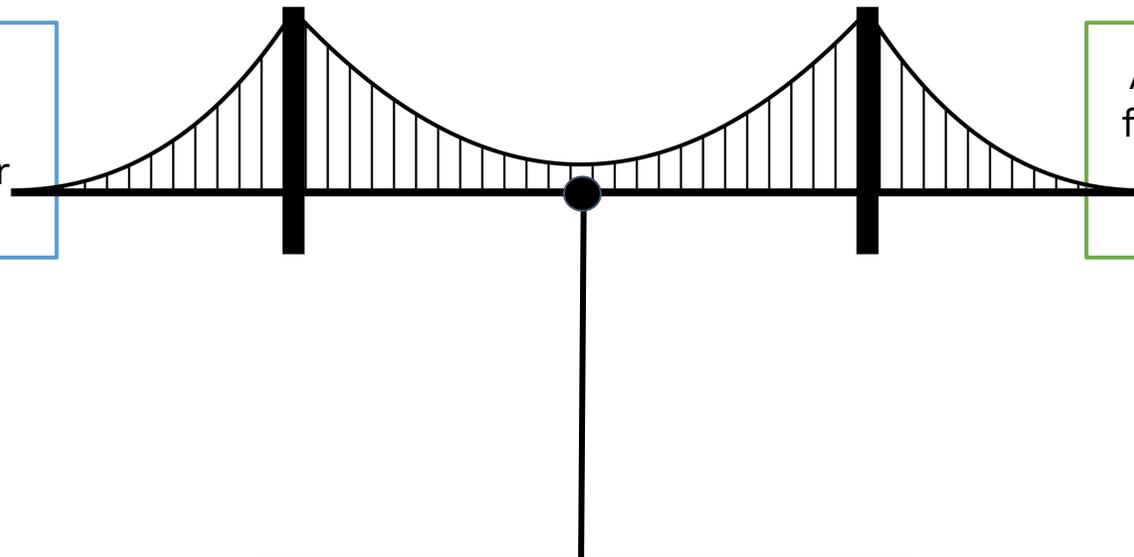
A New Structure: A Bridge to FUMC's Future

Where we are NOW

Meetings are too business oriented, involve a lot of people, and take a while for things to happen.

Where we want to GO

A structure that allows for a focused vision and more time spent on doing and looking forward



Proposed new organizational structure for FUMC



Current Organizational Structure at FUMMC

	# of Committee Members	# Reps on Church Council
SPRC	9	1
Lay Leaders	6	1
Generosity	6	
Foundation	6	
Seek	1	1
Serve	1	1
Peace with Justice	1	1
Grow	1	1
Connect	1	1
Young Adult	1	1
Youth	1	1
Finance	9	1
Trustees	9	1
Total	52	11



Benefits

- Develop a unified set of priorities that are church-wide, nimble and attainable with our current funding and volunteer levels
- Empowering the laity and making more disciples of Christ
- Promote taking action on priorities that are evaluated annually
- Spend more time doing God's work and less time in meetings



>>>The arrows in the graphic show the direction of the flow of communication

New Structure

Vision Team

- 7 people
- Role: Chart and guide the vision
- Jobs: Listen to church members, keep up with the calendar/thinking ahead, communication
- Set and manage the goals of the church

Administrative Team

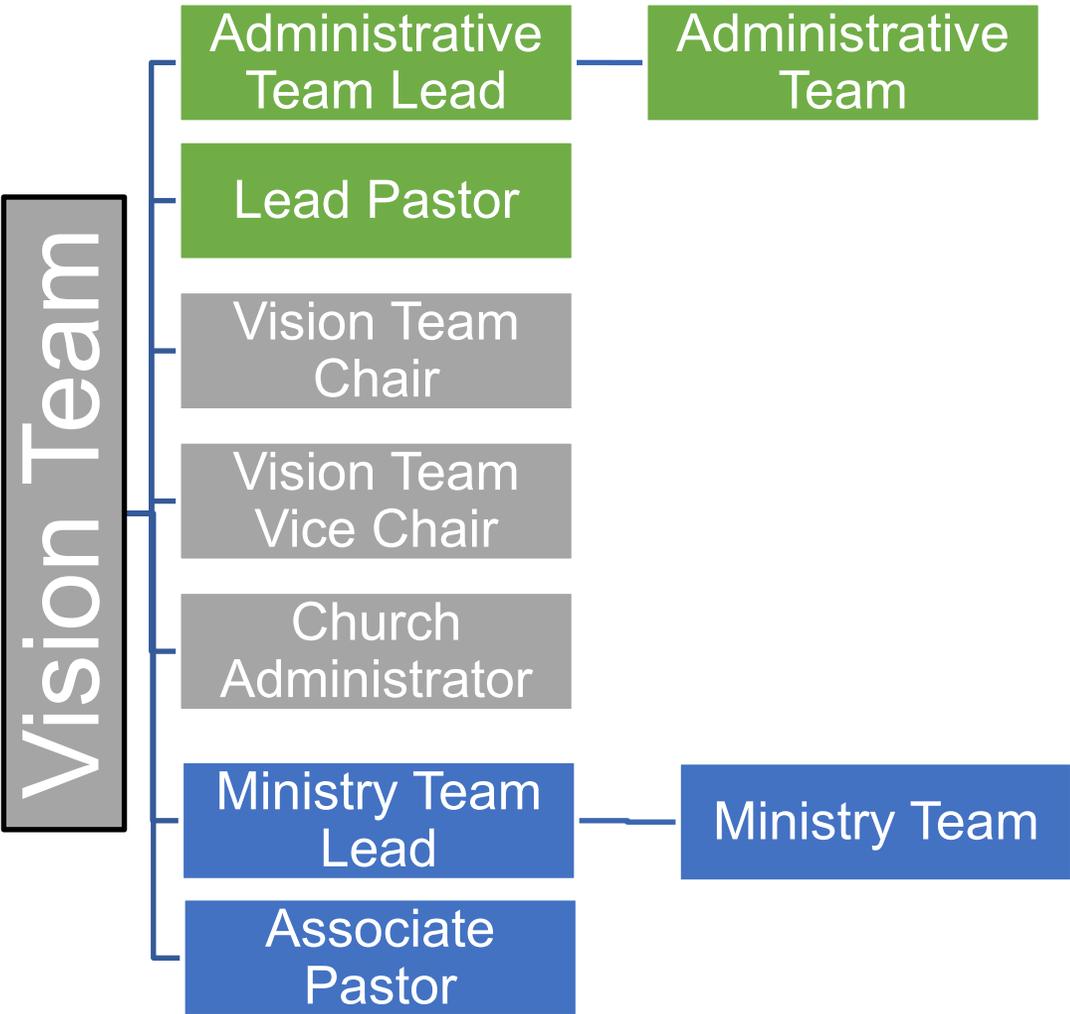
- 6 People
- Role: Align the resources of the church with the goals
- Guide the vision/goals

Ministry Team

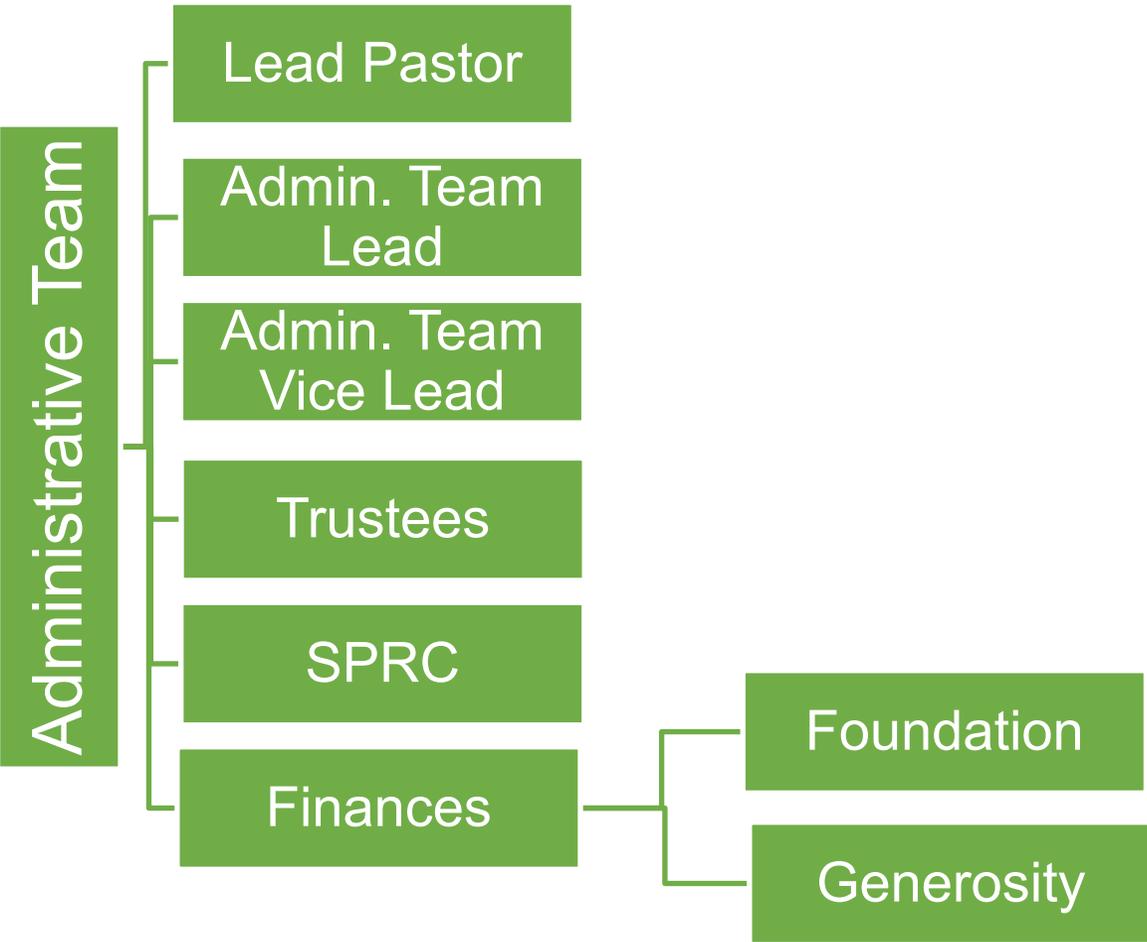
- 7 People
- Role: Guide the implementation of the goals/vision with the congregation and community
- Enact the vision/goals

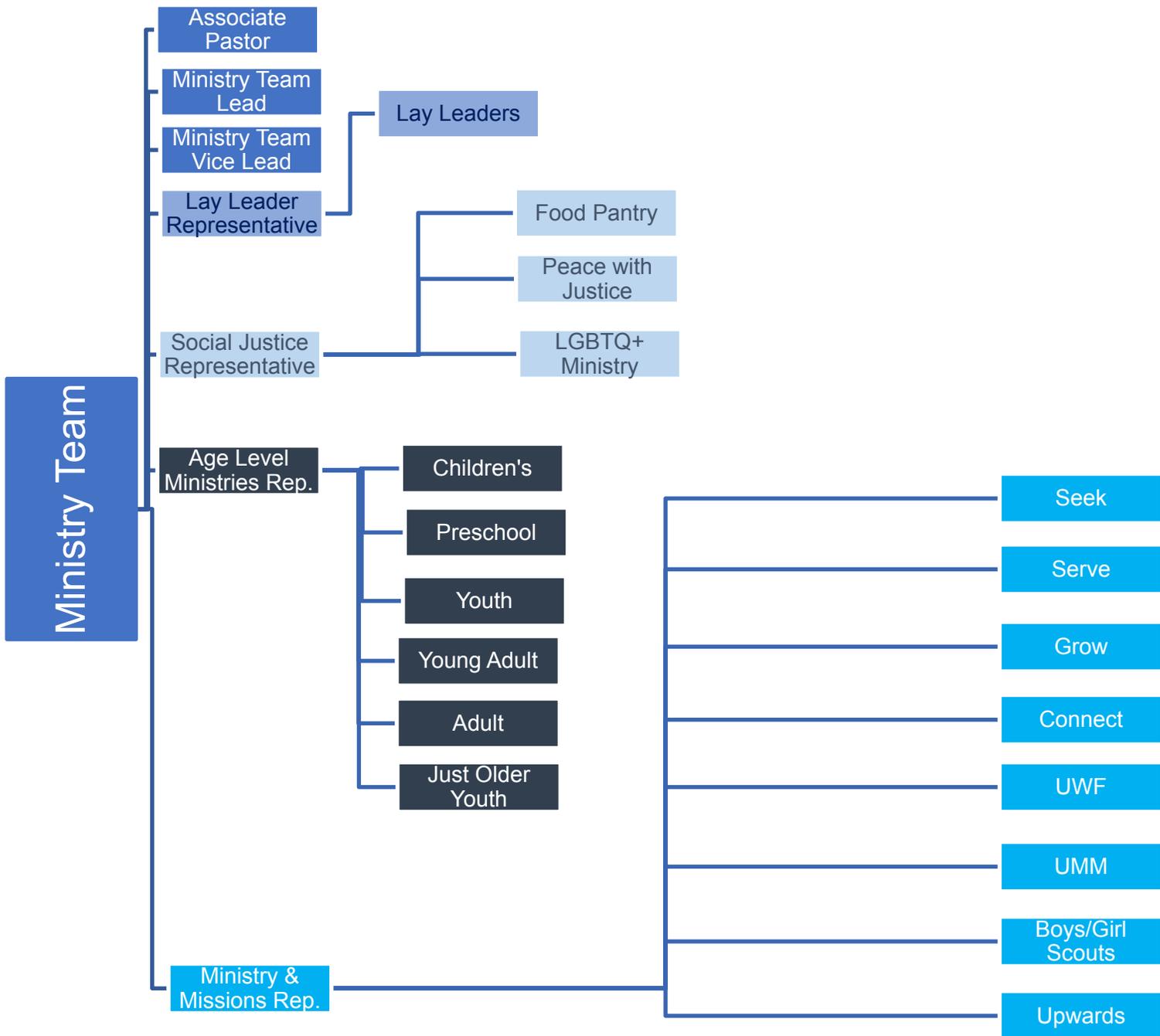


Proposed Organizational Structure for FUMC



Proposed Organizational Structure for FUMC







Vision Team

- Administrative Team Lead
- Lead Pastor
- Vision Team Chair
- Vision Team Vice Chair
- Church Administrator
- Ministry Team Lead
- Associate Pastor

Administrative Team

- Lead Pastor
- Admin. Team Lead
- Admin. Team Vice Lead
- Trustees
- SPRC
- Finances

- Foundation
- Generosity

Ministry Team

- Associate Pastor
- Ministry Team Lead
- Ministry Team Vice Lead
- Lay Leader Representative
- Social Justice Representative
- Age Level Ministries Rep.
- Ministry & Missions Rep.

- Lay Leaders
- Food Pantry
- Peace with Justice
- LGBTQ+ Ministry

- Children's
- Preschool
- Youth
- Young Adult
- Adult
- Just Older Youth

- Seek
- Serve
- Grow
- Connect
- UWF
- UMM
- Boys/Girl Scouts
- Upwards



Streamlined Committee Structure & Meeting Cadence



Streamlined Committee Process

- Trim down the number of members on committees
- Core group to do the day-in and day-out work
- Nimble because project based groups will form based on needs and priorities and allow for space for volunteers to join for short term service
 - *Example: if we were to do a thing, we would pull in folks with specific knowledge of that thing to do the work*
- Creates opportunities for people to use their God-given talents to make a difference through FUMC
- Move from a focus on talking about ministry to **DOING** ministry.





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SEEK
SERVE
GROW
CONNECT

Steps

- Conversations between church leaders and pastor about new structure
- Church Hall to share with congregation – with comparisons between new and existing structures
- Collect feedback from congregation in many forms over multiple weeks
 - Survey
 - Listening sessions and one-on-one conversations
 - Announcements at worship
 - *FAQs - updated weekly by Sunday*
- Collect feedback from church leadership



Implementation

- Update draft based on congregation feedback
- Approve new structure by church leadership
- Introduce new structure to the congregation and community
 - Announcements
 - Church Hall
 - Q & A Sessions to explain how the new structure works
 - Church Conference
- Then set annual priorities as a church
- Set budget and volunteers to align with the priorities
- At the end of the year, review the priorities and set new ones



Next Steps

- Discuss, discern, and provide feedback
 - Feb 8th - Mar 1st
- Update and Finalize Structure
 - Mar 2nd - Mar 28th
- Publicize Finalized to congregation
 - Mar 29th
- Church Conference
 - April 26th



2027 Priority Setting Sunday August 30

Come together as a church to set the 2027 priorities!

- Goals
- Budget
- Volunteering



Ways to Share your Thoughts

- Goggle survey
- One-on-one conversations between Sunday services
- Q&A Station in Interaction Area
- Website
- Email

FAQs - updated weekly - check it out on Sunday for the collection of thoughts, questions, information, and answers.





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