

# Leadership Pathway

Thank you so much for stepping forward to share your interest in leadership here at UCCMEDFIELD. We hope this process would - above all - be a discipleship experience for you and our church community.

This packet describes the process by which we discern, prepare, and present new board and deacon team members. We understand there might be some "sticker shock" as you look over our new process, but we encourage you to spend some time with the information in prayer and discernment about how God is calling you into leadership in this season at UCCMEDFIELD.

Over the last 2 years, our Board and Deacon teams have gone through a fairly extensive learning process around discernment. This pathway and process reflects that work in an effort to ensure new team members are equipped to jump right in and lead. We also want to acknowledge that this is a brand new process - prayed over, discerned, and deeply desired - and yet still brand new. We are asking for your grace and patience as we inevitably experience bumps as we learn together.

The process involves the participation of self-identified candidate(s), the board, deacon, and staff teams, as well as the congregation (specifically as they discern and affirm each team's slate of candidates at the Annual Meeting).

The process begins when this packet is made available to the congregation in March (2024) and culminates with a vote at the Annual Meeting in January/February of the following year (2025).

We hope you find this is a robust process that ensures the candidate will:

- become familiar with the functions and synergy of all 3 teams (board, deacons, and staff)
- pursue and practice personal discernment rhythms
- learn leadership discernment practices
- understand how UCCMEDFIELD has contextualized and centered these discernment practices at the leadership team level
- have plenty of time to discern - both individually and in community with the teams - their specific calling to serve UCCMEDFIELD in leadership in the approaching season.

The time and intensity of the process also gives ample time for UCCMEDFIELD leadership:

- to get to know each candidate personally, spiritually, and relationally
- to understand the unique gifts and skills of each candidate
- to practice discernment with the candidate

- to ensure we are - as a leadership - following God's lead in the selection and preparation of each future team member

There are 7 distinct phases in this pathway:

1. Information/Application
2. Personal Discernment Learning
3. Leadership Discernment Learning
4. Team Shadowing
5. Discernment
6. On-Boarding
7. Let's Do This!

It should be understood that if the candidate determines they are not called to a leadership position at this time, they may withdraw their interest at any point in the process.

The following pages describe the objectives, participants, tasks, experiences, and timing of each phase. Once you have reviewed the information, please fill out the short application at the end of this document and return it to the church office, or scan and email it to [khurst@uccmedfield.org](mailto:khurst@uccmedfield.org).

We look forward to seeing what God will do in and through you in this coming season at UCCMEDFIELD.

# Phase 1: Information + Application

## Objective(s):

- present a clear pathway and invitation to leadership at UCCMEDFIELD
- identify interested individual(s) learn about the candidate<sup>1</sup>(s) and their story
- establish a baseline to gauge candidate(s) growth over time
- develop a connection between candidate(s) and executive team leads<sup>2</sup>

## Participants:

- self-identified candidate(s)
- executive team leads
- congregation (insofar as receiving the invitation)

## Tasks:

- obtain and review Information packet
- submit application online

## Experiences:

- Touchpoint #1<sup>3</sup> with an executive team lead
  - Q+A about information Packet and process

## Timing:

- by March - Information packet and application made available
- April 7 - Deadline for accepting applications
- Early April - Touchpoint

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<sup>1</sup> Candidate: Someone who is interested in becoming a member of the board or deacon teams

<sup>2</sup> Executive Team Leads: The lead/chair(s) of the board, deacon and staff teams.

<sup>3</sup> Touchpoint: 1-on-1's with one of the executive team leads

## Phase 2: Personal Discernment Learning

### Objective(s):

- discover and engage in personal spiritual practices
- create a “Rule of Life”<sup>4</sup> draft
- initiate a relationship between candidate(s) and deacon facilitator<sup>5</sup>

### Participants:

- candidate
- deacon facilitator
- executive team lead

### Tasks:

- schedule + complete (6) 1-on-1 learning sessions facilitated by a deacon facilitator
- read *Sacred Rhythms* (by Ruth Haley Barton)

### Experiences:

- (6) 1-on-1 learning sessions facilitated by a deacon
- Touchpoint #2 with a different executive team lead
  - process what the candidate has experienced so far

### Timing:

- by April 15 - deacon facilitator assigned + book delivered
- April/May - (6) 1-on-1 learning sessions
- Early June - Touchpoint #2

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<sup>4</sup> “Rule of Life”: A self-curated collection of practices and rhythms crafted with prayer and discernment, in partnership with God, that encourage ongoing intimacy with God.

<sup>5</sup> Deacon Facilitator: One of the deacon team members who is paired with a candidate to discuss and encourage them in their personal discernment learning process

## Phase 3: Leadership Discernment Learning

### Objective(s):

- define spiritual discernment
- learn the basics of a leadership discernment process
- discover the history of leadership discernment at UCCMEDFIELD
- contextualize discernment practices and processes in UCCMEDFIELD leadership teams
- commit to spiritual discernment as the sole intent of leadership at UCCMEDFIELD
- engage with UCCMEDFIELD Leadership Community<sup>6</sup>

### Participants:

- candidate
- executive team lead
- UCCMEDFIELD Leadership Community

### Tasks:

- read *Pursuing God's Will Together* (by Ruth Haley Barton)

### Experiences:

- leadership discernment seminar<sup>7</sup>
- Leadership Summit<sup>8</sup>

### Timing:

- Early June - book delivered (read prior to seminar)
- July - Seminar on leadership discernment at UCCMEDFIELD
- August - Leadership Summit

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<sup>6</sup> Leadership Community: The board, deacons, staff, and other major ministry team leads.

<sup>7</sup> Leadership discernment seminar: A one-day mandatory opportunity to learn about discernment in the context of UCCMEDFIELD's leadership teams.

<sup>8</sup> Leadership Summit: A yearly gathering of the leadership teams at UCCMEDFIELD for celebration, discernment, and vision clarity.

## Phase 4: Team Shadowing

### Objective(s):

- experience both board and deacon team meetings
- observe discernment process in practice
- describe your understanding of God's invitation for them to lead at UCCMEDFIELD

### Participants:

- candidate
- executive team leads
- UCCMEDFIELD Leadership Community (board, deacons, staff, other ministry team leads)

### Tasks:

- craft and submit a written (or recorded) description of God's invitation (and your response) to lead at UCCMEDFIELD

### Experiences:

- shadowing at a board meeting
- shadowing at a deacon meeting
- Touchpoint #3 with a different executive team lead
  - process what the candidate has experienced so far

### Timing:

- Aug/Sep - shadow board and deacon meetings
- by Sep 30 - Touchpoint #3

## Phase 5: Discernment

### Objective(s):

- (leadership) discern candidate(s) next step
  - contingent call
  - contingent redirect
  - challenge + development pathway
- (candidate) discern + respond to offered next step

### Participants:

- candidate
- executive team lead
- board/deacon team

### Tasks:

- (leadership) discern candidate(s) next steps
  - contingent call
  - contingent redirect
  - challenge + development pathway
- (candidate) discern + respond to offered next step

### Experiences:

- Touchpoint #4 with the final executive team lead
- (leadership) present team decision(s) and next steps
- (candidate) process and ask questions

### Timing:

- October - board + deacon team discernment
- by Nov 1 - Touchpoint #4

## Phase 6: On-boarding

### Objective(s):

- become acquainted with finance, operations, human resources, and staff:
  - information
  - processes
  - personnel
- acclimate to team and team meetings

### Participants:

- candidate
- board -or- deacon team
- A+O team lead
- HR team lead
- staff team

### Tasks:

- write 50-word personal bio for Annual Meeting
- (headshot) picture taken

### Experiences:

- finance information session
- operations information session
- HR information session
- staff information session
- board/deacon meeting

### Timing:

- Nov/Dec - information sessions
- Nov/Dec - board/deacon meeting(s)
- by January 1 - photo and bio deadline

# Phase 7: let's do this!

## Objective(s):

- receive affirmation of calling from congregation via vote at Annual Meeting
- celebrate new team member(s) at board/deacon meeting(s)

## Participants:

- candidate -> \*new\* team member
- board/deacon team
- congregation

## Tasks:

- present candidate(s) to congregation for discernment
- engage in Annual Meeting preparation
- call for a vote at the Annual Meeting

## Experiences:

- Annual Meeting
- board/deacon team meeting

## Timing:

- Jan - board/deacon team meeting
- Jan/Feb - Annual Meeting
- February - celebrate new team member(s)

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# Leadership Application

Thank you for your interest in serving the UCCMEDFIELD community as a board or deacon team member. This application needs to be received no later than April 7 in order to begin the leadership pathway process in a timely manner. Completed forms can be submitted

- at the church office (M-F, 9am-2pm), or
- mailed to UCCMEDFIELD,  
c/o Leadership Pathway  
496 Main Street  
Medfield, MA 02052
- Scanned and emailed to [khurst@uccmedfield.org](mailto:khurst@uccmedfield.org)

Full Name \_\_\_\_\_

Home Address \_\_\_\_\_

Cell Phone \_\_\_\_\_ Email \_\_\_\_\_

How long have you attended UCCMEDFIELD? \_\_\_\_\_

Are you a member of UCCMEDFIELD? Y or N

Briefly describe your faith journey up to this point:

List/Describe your current areas of service at UCCMEDFIELD:

Describe any areas of service at previous churches (if applicable):

Briefly explain why you are interested in serving in leadership at UCCMEDFIELD?

Describe how you are currently pursuing God, building community and restoring justice in your personal life?