

INTERIM MODEL OF COLLABORATIVE LEADERSHIP

October 29, 2020

Transition Leadership Committee (TLC) members Aubrey Fitzke, Diane Poots, Stacey Warner, Dan Loven-Crum and Tracey Halvorson have been meeting frequently with Countryside leaders, staff, and groups, as well as outside Countryside advisors, experts, and references. We developed a hybrid model of leadership that encompasses the priorities identified in the feedback we have received. At the October meeting of all Boards, we shared the Interim Model of Collaborative Leadership. Collaboration was the key priority that we heard from both staff and Countryside members. This model and the job description were approved unanimously by Church Council at their October meeting, and will be submitted, with our updated church profile, to our conference minister for approval to post on the UCC website. Our new Interim Associate Minister of Worship and Congregational Care will be responsible for leadership of worship and our interim discernment process leading to assembling a search team and calling our new settled pastor. This person will also lead our worship planning, music and arts, A/V and pastoral care areas. In this interim leadership model, we also prioritized our existing staff resources, especially Rev. Dr. Chris Alexander* and Dan Loven-Crum, and although a new voice will lead worship and discernment, we expect the voices and talents of both Chris and Dan to be strong influences in the planning and implementation of both worship and the discernment process. Chris, as the Interim Associate Minister of Engagement and Formation, will lead our Tri-Faith Initiative partnership and faith formation, through work with youth and family ministries, Center for Faith Studies, member engagement, and representing Countryside on the Tri-Faith Initiative Board. Dan will act as the Interim Director of Vision and Stewardship, lead our financial stewardship and growth, and oversee operations, visioning, Countryside Foundation, and staff development. Chris and the new minister will share equally in administering the sacraments of communion and baptism, and officiating at weddings and funerals. It is important to know that this is the interim model for collaborative leadership at Countryside. We have taken great time to discern the three main public facing responsibilities the Senior Minister position has led in the past, and divide those evenly among the three leaders. We intentionally choose the two main distinct areas of leadership and responsibility for each individual leader, to not overload any one of the three leaders, but allow all three to have input in every area. This model will continue to be a work in progress throughout our interim time. The discernment process will be our opportunity as community to evaluate how this model fits us, and decide what changes, if any, need to be made before the search committee is formed. We are excited for this new opportunity that God is leading us to, and we ask you to continue to share feedback with us and keep us and our leaders in your prayers.

Joy and peace,

Tracey Halvorson and the Transition Leadership Committee
tlc@countrysideucc.org

* After Rev. Dr. Chris Alexander's resignation the TLC committee began a search process for a new Interim Minister of Engagement and Faith Formation.

* In early 2021 Emily Wadhams was brought onto the TLC committee.

COLLABORATIVE LEADERSHIP TEAM IS SET - MAY 2021

Pastor Anna Crews Camphouse,
Interim Minister of Engagement and Formation

Dan Loven-Crum
Interim Director of Vision & Stewardship

Pastor Tracey Perry,
Interim Minister of Worship and Congregational Care

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