

## **What are the appropriate steps to follow if I have a concern regarding the Executive Leadership Team or one of its members?**

### **1. Who is the Executive Leadership Team?**

The Executive Leadership Team (ELT) includes Pastor Tracey Perry as our Minister of Worship and Congregational Care, Pastor Anna Crews Camphouse as our Minister of Engagement and Formation, and Dan Loven-Crum as our Director of Stewardship and Vision. This is a non-hierarchical leadership model.

### **2. Who are the lay members (congregational representatives) of the Leadership Relations Committee and what are their roles?**

Emily Wadhams, Annette Sterling, Al Cardona, and Tom Scates are the congregational members of the LRC. The Leadership Relations Committee (LRC) serves the church by monitoring the ongoing relationship between the ELT and the congregation. In essence, it is a sounding board to assist the church in maintaining a healthy relationship between the congregation and the leadership and in identifying and resolving issues. They are also a support for the leaders and assist in fine tuning the Collaborative Leadership Model during this interim period.

### **3. When should I contact the LRC?**

The LRC encourages congregational members to meet directly with any member of the Executive Leadership Team (ELT) to discuss their concerns. Members of the congregation may share questions or concerns about church leadership staff members with any of the four lay members of the LRC. They will listen and assure responsiveness to those concerns. Of course, lay members of the LRC are not the only avenue of communication. Depending upon the topic, the LRC may encourage church members to take their concerns to other relevant church boards or the Church Council. If possible, we prefer that your initial contact be by email.

Lay members of the LRC, with their contact information, are listed below.

### **4. How does the LRC serve the congregation?**

The LRC serves the congregation by openly and frankly sharing issues that have been brought to its attention by fellow congregation members. At the LRC meetings, the lay members of the LRC represent the congregation and its concerns, questions, and perspectives to the full committee. The LRC also responds to issues raised by the Executive Leadership Team. The meetings provide a frank, private and confidential dialogue focused on the relationship between the Executive Leadership Team and the congregation. In this dialogue, the lay members "stand in" for the congregation since it would be impractical to have such a conversation with the entire congregation.

### **5. Once I have shared an issue with an LRC lay member, what should I expect to happen?**

First, you should expect open ears and appropriate respect for your privacy and confidentiality as noted above. An LRC lay member will first try to assess whether the issue is appropriate for the LRC. You should then expect the LRC lay member to work with you to plan how your issue is addressed--including providing you with information about what will happen next. This may

include bringing it up for discussion at the LRC meeting. You will hear back from that LRC member regarding the results of the discussion, along with any follow-up plans.

The goal of the LRC is to have honest reflective discussion with the congregational member, therefore the LRC will not discuss any anonymous feedback.

**The LRC lay members and their contact information:**

- Emily Wadhams [emshee02@yahoo.com](mailto:emshee02@yahoo.com)
- Annette Sterling [rubyrobaes@hotmail.com](mailto:rubyrobaes@hotmail.com)
- Al Cardona [alcar66@gmail.com](mailto:alcar66@gmail.com)
- Tom Scates [omahascats@cox.net](mailto:omahascats@cox.net)