

DISTRICT STAFFING TEAM

Julie Hager Love and Darren Brandon, Co-chairs

Brief History of Our Work

In 2008, Bishop Davis named a District Staffing Team to guide the District Staffing initiative. The team was composed of Tom Eblen, Kenneth Cummings, Mike Gibbons, and is co-chaired by Julie Hager Love and Darren Brandon. On December 22, 2008 this team met with the district superintendents to review district proposals and allocate funding. 2009 grant amounts were as follows:

Table with 2 columns: District Name and Amount. Rows include Ashland (\$18,150), Bowling Green (\$15,000), Columbia (\$19,000), Corbin (\$13,850), Covington (\$10,000), Elizabethtown (\$19,000), Frankfort (\$21,000), Lexington (\$13,500), Louisville (\$11,500), Madisonville (\$19,000), Owensboro (\$10,000), and Prestonsburg (\$22,000).

Since its formation, the District Staffing team has regularly updated the Extended Cabinet and Primary Task Team on our work. In addition to reviewing and allocating monies for District Staffing, our team felt it was essential that we articulate some principles to guide our work. We began by looking at the original document which created funding at Annual Conference 2007. Four values from this document have been the foundation of our efforts.

- 1. The first value is the "close to home" approach. We understand that these resources are intended to impact the local church. We are seeking to align our work with the stated priorities of the Annual Conference.
2. We want to encourage creativity and flexibility as districts utilize resources.
3. District funding proposals will look different because of the context of each district.
4. The team anticipates that the resources will maximize the local churches' impact for making disciples. Ultimately, we trust these resources will help create "effective leaders, faithful disciples, and vital congregations."

We are still discerning how best to do this work, but we have agreed on some "First Thoughts" to guide us.

First Thoughts on Our District Staffing Work

(This First Thoughts Document was reviewed and revised March 16, 2009 by the District Staffing Team.)

- 1. A proposal is required from each district in order to receive funding. As proposals are written, it is important to remember that these monies are allocated in the Annual Conference budget for district program staff (not administrative staff).
2. Work with your District Leadership teams to design, implement and oversee the District Staffing. (Note: In some cases an executive team may work on the details and then share it with the whole District Leadership team.)
3. We want to encourage an atmosphere of collaboration rather than competition for these resources. Our desire is to work as a team so that ALL districts have access to these funds. We have set deadlines, but there will be as much flexibility as we can muster.

- 1 4. **Relationships:** The D.S. is the supervisor with input from the Leadership Team. The Director  
2 of Connectional Ministries is coach for district staff.
- 3 5. **Connect:** Our desire is that district staff will connect and share ideas, resources, etc. Director  
4 of Connectional Ministries (Julie Hager Love) is willing to facilitate gathering times for  
5 this to happen: online, at the conference office and in our Districts. Connecting will include  
6 on-site visits.
- 7 6. **Evaluate as we go:** Continue to refine an evaluation process. At the end of this year, we  
8 would like to hear about the last two years. Continue to stress “outcome based” goals.  
9 **Questions:** What are we going to measure? How is this funding making a difference? How  
10 is this District Staffing resourcing the local church? Is this same level of accountability  
11 being applied to all areas of the conference who receive funding? Could our work in some  
12 way serve as a model of accountability for others who receive Conference funds?
- 13 7. **Send District Staff Contact Information to** darrenumc@aol.com and jlove@kyumc.org.
- 14 8. **Communicate throughout the year.** Our team will communicate monthly updates to the  
15 Cabinet and regular updates to the Primary Task Team.
- 16 9. **Share feedback.** If there are questions that arise, let’s share them with the whole group. As  
17 we move forward, we would like to cultivate an atmosphere of transparency.
- 18 10. **Sharing our story as we go:** Invite districts to share their story through *NetNews*, website,  
19 and Conference Connection, etc.

#### 20 21 **S.M.A.R.T. Goals for our team**

- 22 1. **Use the “First Thoughts” document to guide our work.**
- 23 2. **Build relationships among district staff through on-site visits and district staff**  
24 **gatherings.**

25 Each year the Director of Connectional Ministries (Julie Hager Love) will meet on-site  
26 in ministry settings with district staff, to review goals, ask standardized questions, and to  
27 build relationships; quarterly conference calls will include input from staff. Julie will also  
28 schedule gathering times around the conference for the district staff.

- 29 3. **Continue to clarify the Evaluation/Celebration Process.**

30 Clarify what it is to be measured by asking that each D.S. work with the District Leadership  
31 teams to identify (SMART) goals as part of the proposal. By SMART goals we are referring  
32 to goals/desired results that are Specific, Measureable, Achievable, Realistic, and Timely.  
33 This concept is an important part of the assessment process developed by the Board of  
34 Ordained Ministry. The SMART goals were shared at the spring Primary Task Team  
35 meeting. SMART goals for each district can be viewed at [www.kyumc.org/DistrictStaff](http://www.kyumc.org/DistrictStaff).

- 36 4. **We have developed the following timeline for our District Staffing work in 2009.**

37 March 12: Districts submit revised goals/desired results for work of district staff in  
38 district.

39 July 1: Application forms prepared and distributed to D.S.’s and District Leadership  
40 Teams.

41 October 1: Applications are due from each district along with their evaluations and sharing  
42 results.

43 November 1: 2010 Grants awarded to Districts.  
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