

Recommendations: Structure of the SLT

Continuation of the SLT:

1. The SLWG recommends that the SLT continue.

The size of the SLT:

2. Recommend a sufficient number of members to represent different perspectives, allow for a variety of skills, and limit the overall load on each member.
3. Recommend an odd number of members in order to facilitate decision making.

Time commitment and compensation:

4. Encourage Stewards to be aware of the demands of serving on the SLT that may be self-limiting and to take steps to mitigate them. For example, make it known that compensation may be flexible, or that responsibilities may be curtailed to match the time available to a specific member.

Recommendations: Structure of the SLT, *continued*

Term and length of tenure:

5. Strongly encourage Stewards to evaluate whether the current culture/expectation of long-term tenure might deter some Seekers from considering a role with the SLT.

Requirements of mission group and Stewards membership:

6. Recommend membership in Stewards continue to be a requirement for SLT applicants.
7. Strongly recommend that the requirements for membership in Stewards be revised to make membership in a mission group optional.

Recommendations: Scope of the Work

Shift in focus:

8. Recommend that the scope of the SLT's work be redefined to focus on shepherding the church as a whole and on spiritual care for its members and attendees.
9. Encourage the SLT to shift their focus from meeting the needs of community members themselves to connecting those needs with the gifts of other individuals and groups in Seekers. The approach that has been used, to "do what needs to be done," should be replaced with "see, hear, and name what needs to be done."

Recommendations: Scope of the Work, *continued*

Emphasis on church vision and culture:

10. Recommend that the SLT focus on facilitating an environment in which Seekers Church provides gateways for people, particularly newer attendees, to create a place of belonging, with encouragement to find their path with the Holy; builds leaders by helping people discover their gifts and identify their call; and offers spiritual companionship through mission groups and other structures.
11. To further these ends, we recommend a skills and gifts inventory for all people identified as part of Seekers.
12. We also recommend that the SLT graph the connections individuals have to each other as a means to identify the strength of support for various needs.

Recommendations: Scope of the Work, *continued*

Evaluating and communicating SLT work:

13. Recommend that the SLT members regularly evaluate how they are spending their time and to what extent that aligns with the core purposes of the SLT.
14. Suggest the SLT report and discuss this evaluation with Stewards at least once a year in order to facilitate greater transparency and communication.

Recommendations: Scope of the Work, *continued*

Holy Spirit Fund:

15. Encourage the SLT to evaluate possible additional ways the Seekers community can support the SLT in managing the Holy Spirit Fund, given that all SLT members have named this as a challenge.
16. We recommend that the SLT convene a group of advisors to help them think through how the Holy Spirit Fund operates.

Stewards support:

17. Recommend that the SLT members continue to set the agenda for Stewards meetings and provide guidance for Stewards' attention to community matters.

Recommendations: Related to Mission Groups

Requirement for two Stewards:

18. Recommend that Seekers change the requirement of the number of Stewards in a mission group from two Stewards to one. Requiring two Stewards per group can have the effect of limiting the number of mission groups and/or pressuring a Steward to stay in a mission group.

Requirement for classes:

19. Suggest consideration of other ways in which a person demonstrates their ability to uphold a commitment other than requiring Seekers to take classes in the School for Christian Growth before joining a mission group, which may be a roadblock to mission group membership.

Recommendations: Related to Mission Groups, *continued*

Additional support:

20. Recommend that Stewards consider whether additional support may be needed (from within or outside the community) when particular needs are known to be challenging to a mission group.