

**Report to the Seekers Stewards
from the Servant Leadership Work Group (SLWG)**

March 3, 2022

Executive Summary

The Stewards of Seekers Church called various members of Seekers to form the Servant Leadership Working Group (SLWG) for the purpose of addressing the following tasks: to consider how servant leadership currently functions within Seekers Church, especially through the Servant Leadership Team (SLT); to evaluate the evolving needs of the Seekers community; and to provide recommendations for how servant leadership might best function in the future. The primary methodology used by the SLWG to guide our understanding was questionnaires. We gathered information from Seekers overall, mission groups, current and previous paid staff, and current and previous members of the SLT.

It is clear from the survey results that the SLT is expected both to do some of the business of Seekers Church and to build relationships with members and groups. Overall the surveys would suggest that the SLT has done and is doing an effective job of serving individual and mission group needs; however, the feedback of SLT members in their survey responses indicates that their workload already is significant and almost certainly will become more challenging over time. Based on the information gathered, the SLWG generated several recommendations that seek to preserve core Seekers *values* while creating greater flexibility in our *structures* to respond to the changing needs of our community.

Background

The SLWG was formed In January 2021, in response to the Stewards' call. The following sentence from the Stewards' invitation set the tone for the SLWG: "We hope that this process of reimagining servant leadership for the whole may include visioning of new structures of servant leadership that

- Allow for both a longer term holding of institutional memory as well as
- Welcome new energy into servant leadership of the whole.

The SLWG comprises a cross-section of the Seekers community, representing long-term and shorter-term members; Stewards and non-Stewards; members of mission groups and individuals who are not members of mission groups. The SLWG members are:

Margreta Silverstone (chair)

Sandra Miller

Erica Lloyd

Elizabeth Gelfeld

Will Ramsey

Mary Mehala

Anita Jackson

Glenn Clark

The SLWG realized that it could not accomplish this task without better understanding the evolving needs of the community and how those needs now impact and will continue to impact the work of the SLT. The primary methodology for gathering information for this report was surveys. The SLWG also reviewed Seekers directories to get a landscape overview of the community, including the number of people listed and available information such as age, gender, marital status, place of residence, mission group and other involvement, and approximate length of time with Seekers.

The SLWG developed surveys for three distinct, though overlapping, groups: current and former SLT members; mission groups; and individual members of Seekers. The surveys each had a different focus:

- The SLT survey was designed to get in-depth feedback from each present or past member about the role and experience of the SLT member, including:
 - What each person actually *does* in their SLT role vs. how they think their time ideally should be used
 - What is working well about the existing SLT structure, and what is not
 - Thoughts about compensation or lack thereof
 - Thoughts about the need to take some pressure off the SLT
 - What each person foresees changing for them personally, for the SLT, and for the community in the next ten years.
- The mission group survey was designed to gather information about the role of each mission group in providing pastoral care and other essential functions for the life of Seekers Church, and how this role relates to the role of the SLT.
- The individual member survey was designed to provide better understanding of the demographics, engagement, gifts, and current and projected future needs of individuals who currently attend Seekers.

See Appendix 1 for a list of the questions included in each survey.

The SLWG received completed surveys from all three current and two former SLT members, from all eight current mission groups, and from at least 46 individual community members. (The survey did not require identification by name or email address. We received 56 responses, including five that could be identified as duplicates).

What We Learned: Data Highlights from the Surveys

Individual Surveys

The results of the individual surveys confirm what has been reported anecdotally, that it is anticipated that the needs of the Seekers community will increase over the next ten years and that these needs will be due primarily to the aging of its members.

- 63.6% of respondents said that they anticipate needing assistance with “individual care” in the next ten years.
- 29% reported that they do not have a support system outside of Seekers.
- Among those who answered that they anticipate needing assistance with “individual care” in the future, 18 (53%) have a support system outside of Seekers, 11 (32%) do not, and 5 (15%) are not sure.

Additional information is necessary as to the scope and nature of these needs; and caution should be used in generalizing the reasons for and the responses required for these additional needs.

Seekers demonstrated their commitment to serving the community. Respondents stated they are willing to help in a variety of ways, including giving money (65%), making phone calls (65%), being a spiritual companion (58%), providing rides (53%), and meal preparation (44%).

The survey also identified that existing modes of communication may not be meeting the needs of our membership. Of note, 48% of respondents said they are either not familiar (18%) or somewhat familiar (30%) with how to offer meals or transportation for Seekers in need.

Regarding involvement, 87% of the respondents stated they always attend Sunday worship. Also, 65% “almost always” attend mission groups; with 25% reporting they are not involved in a mission group. Of the respondents aged 40 to 60, 5 of the 9 respondents in their 50s and 3 of the 4 respondents in their 40s are not in mission groups. In the School for Christian Growth, 79% of respondents sometimes attend classes. Nearly half of the respondents don’t attend Stewards meetings. Eight respondents (9%) are not in a mission group and do not have a spiritual companion.

Mission Group Surveys

When the COVID pandemic began in 2020, the SLT asked each mission group to provide pastoral care to a few Seekers members who are not in mission groups. Some mission groups have been more successful than others in providing care, and SLT members report that this effort has been helpful to them.

Mission groups noted the contributions of the SLT, including providing support services and coordination of care, pastoral counseling, building bridges between the groups, and facilitating connections.

Mission groups expressed concern about the aging of their members and what the implications will be on continuing the work and call of the group.

The mission groups noted that the pandemic has created opportunities (it's easier to gather across geographic boundaries via Zoom) as well as challenges (technical issues and lack of physical contact).

Servant Leadership Team

Most of the current and former SLT members were encouraged by someone else in the Seekers community to consider applying to the SLT.

Although there is not a defined set of tasks for the SLT, common responsibilities include:

- Serving as an “Executive Committee” for Stewards, setting agenda items and/or bringing recommendations based on their understanding of situations in the community that need Stewards’ attention
- Mediating between and within mission groups
- Managing the Holy Spirit Fund
- Providing spiritual guidance and support to individuals, primarily those not in mission groups
- Providing and/or coordinating material support (meals, rides, etc.), primarily for those not in mission groups and/or those experiencing serious situations that might require more intense and/or sustained support than mission group members alone can provide

Most SLT members did not feel particularly skilled at pastoral care when they joined the SLT, but report a sense of deep satisfaction from the work.

All of the SLT members named managing the Holy Spirit Fund as a challenge, particularly regarding discernment as to when the funds should be used and for how long.

Although there is a fairly consistent pattern to the regular work of the SLT, the amount of work can vary significantly from week to week, especially when a new and/or intense need arises in the community. Therefore, having the flexibility of time to respond to changing needs is important for SLT members.

Key Questions Considered by the SLWG

The SLWG considered the following questions as we reviewed the data from the surveys. Under each question are points we identified as key findings or factors:

- What does this information tell us about what we need for a Servant Leadership Team at Seekers?
 - The SLT fulfills several important functions that we anticipate will continue, and, while some of those may be able to be shifted to other groups, it makes sense to keep the SLT as a structure.
 - Having the SLT as a sub-group within Stewards helps provide focus and guidance for Stewards' attention.
 - The SLT can be a useful mediator between and within mission groups when needed.
 - One essential function of a small group of leaders is to be entrusted with confidential information necessary to manage the Holy Spirit Fund

- What seems to work well with the current structures of servant leadership?
 - The overall work of Seekers Church is accomplished through the joint efforts of the SLT, Stewards, mission groups, and individuals.
 - Stewards are the final decision-makers within Seekers' structure; this ensures that many perspectives are considered.
 - Current SLT members have the flexibility and resources (time, money, skills, and willingness) necessary to fulfill their call.
 - The SLT members are able to balance the work that requires organizational and management skills with the work that requires skills of listening and empathy.

- Having a team of SLT members helps avoid burnout of any one member.
- Compensation is an indication that the work of the SLT is important and valued.
- What challenges have been identified with the current servant leadership structures?
 - The Holy Spirit Fund, which is used in conjunction with private financial support from individual Seekers, is a valuable resource; however, the requests for the Holy Spirit Fund have exceeded the budgeted amount for the past few years, and SLT members report that they find it difficult to determine when and how to make the best use of the funds.
 - The needs of some Seekers are changing and increasing for various reasons, including age and economics.
 - The current Seekers structure relies on mission groups to meet most of individual Seekers' pastoral needs. The requirement that each mission group include at least two Stewards might limit the creation of new mission groups called to address new areas of needs and to provide spiritual homes for all Seekers who want to join.
 - A number of people who attend Seekers are not members of mission groups, and therefore are outside the primary structure for giving and receiving pastoral care and sharing spiritual gifts with the broader community.
- Are there ways in which our current structures, pathways, or habits inhibit people's moving into leadership roles in Seekers?
 - The requirement that an SLT member be a Steward and a member of a mission group means they already give significant time to Seekers and need to be able to commit even more time as a member of the SLT.
 - The work of the SLT requires flexibility, as the tasks and expectations are broad and not clearly defined. For example, there are no clearly stated expectations for the time commitment.
 - Seekers has benefited from having multiple individuals, with various skills, capabilities, interests, and connections to serve the broad community. The access to the various skills has meant that a single

livable wage has been spread across multiple individuals. This access also means that any individual currently interested in a role with the SLT must have alternative income support in order to have an overall living wage.

- Are there any areas we would like to explore further (e.g., through interviews or additional questions)?
 - We believe that listening sessions, i.e., open, small-group meetings, each including at least one SLWG member, would help us explore in greater depth some of the key issues and questions that arose from the survey data, SLWG discussions, and community feedback. People have a variety of preferences and patterns for communication, so another format for input would be valuable. If Stewards agrees that these listening sessions will be valuable, members of the SLWG are willing to conduct them. The sessions will be open to all, and we hope especially to include Seekers who did not respond to the individual survey. By engaging a broader swath of the community in this process, we hope to address the challenges inherent in change and to invite brainstorming.
 - In our focus to complete our work, we did not interview the members of the Financial Oversight Group regarding their reflections on the prospective and actual budget and their observations on finances and leadership and community needs. There will be value in having such a conversation.

- In what ways might the SLT need to change in order to adapt to the changing needs of the Seekers community? Alternatively, in what ways might the Seekers community as a whole need to reassess how the changing needs of the community are addressed by the SLT and others?
 - Given that we anticipate increasing needs for individual support over the next ten years and that, if Seekers Church does not attract more new members, there may be fewer people able to respond to those needs, we would benefit from rethinking how to meet those needs and

perhaps also from adjusting the expectations of the community regarding Seekers' ability to respond to needs.

- The SLT may benefit from formal access to other professionals involved in similar church support, whether through a paid internship from a like-minded seminary or a social services professional (particularly familiar with the challenges of a discretionary fund). Such support could provide access to new understandings of how to support similar faith communities as well as pastoral support outside of Seekers for SLT members themselves.
- Other suggested changes are addressed in recommendations below.

Recommendations

The SLWG respectfully submits to Stewards the following feedback and recommendations regarding the SLT. We evaluated the possibility of discontinuing the SLT but, because the feedback we received indicates there are benefits to the current structure, the SLWG recommends that the SLT continue. We recommend changes to the SLT in four categories: the structure of the SLT, the scope of work and time commitment, pastoring the Seekers community, and evoking gifts.

Structure of the SLT

- **The size of the Servant Leadership Team:** We recommend a sufficient number of members to represent different perspectives, allow for a variety of skills, and limit the overall load on each member. We recommend an odd number of members in order to facilitate decision making.
- **Time commitment and compensation:** The SLWG heard clearly that compensation for SLT members provides recognition of the value of their work. Nonetheless, the current level of compensation for the time a member is expected to commit may preclude some Seekers from participating in the SLT. The SLWG encourages 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.

- The SLWG believes it would be helpful to hold a community-wide discussion on how Seekers Church determines which roles are filled by volunteers and which roles are paid, in order to consider equity implications, skills and expertise required, time commitment, and other factors in addition to call.
- **Term and length of tenure:** We believe that a three-year term is appropriate, but we 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.
 - One possible change is that Stewards issue a call for the SLT team every year, using existing structures to share the call (a School of Christian Growth class, a sermon, two-minute story, etc.). Current SLT members also could use the annual call as an opportunity to review their own call to the SLT and to become aware of other Seekers who may be interested in joining the SLT.
 - Also, Stewards should make it clear that SLT members can cycle off the SLT and reapply in the future.
- **Requirements of mission group and Stewards membership:** Given the responsibility that the SLT bears for working with and providing guidance to Stewards, we recommend that membership in Stewards continue to be a requirement for SLT applicants. That said, we also strongly recommend that the requirements for membership in Stewards be revised to make membership in a mission group optional. We note that Seekers demonstrate their commitment to the community in many ways other than membership in a mission group. These include, but are not limited to, preaching, teaching in the School for Christian Growth, involvement in ministry teams and sharing groups, and coordinating support for other members of Seekers. Seekers who feel called to Stewards can provide an explanation of their commitment to the community as a part of their Spiritual Autobiographies.

Scope of work

- **Shift in focus:** We 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. We 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.”

- For example, rather than providing rides, meals, and visits to a Seeker in need, the SLT could support the creation of a ministry team or mission group to help coordinate responses to needs within the community. If there is not sufficient energy for forming such a group, we would encourage Stewards to explore the possibility of hiring a support person to fill this role. See Appendix 2 for additional details.
- **Emphasis on church vision and culture:** We 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.
 - To further these ends, we recommend a skills and gifts inventory for all people identified as part of Seekers.
 - 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. The Outreach Mission Group might be able to participate in this task.
 - Sharing the message of how this community has nurtured so many in their faith journeys may require new communication tools. Because COVID has constricted the social network of many within our faith community, we may need to invent new entry points for all to see the church’s new vision.

SLT may also wish to engage the Seekers community in a deeper conversation about the longer-term viability of this faith community. Death is not to be feared when the faith community has had a rich and long life.

- **Evaluating and communicating SLT work:** We 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. We suggest the SLT report and discuss this evaluation with Stewards at least once a year in

order to facilitate greater transparency and communication.

- **Holy Spirit Fund:** We appreciate and support the rationale for maintaining the management of the Holy Spirit Fund with the SLT, but we encourage the SLT to evaluate possible additional ways the Seekers community can support the SLT in that effort, given that all SLT members have named this as a challenge.
 - We also recognize that further recommendations in this area could be helpful, but in order to provide them we would need to know more about how the SLT goes about making decisions for the use of the Holy Spirit Fund. Therefore, we recommend that the SLT convene a group of advisors to help them think through how the Holy Spirit Fund operates. These may include former members of the SLT, clergy from other congregations, and/or members of other organizations that provide direct financial support.
- **Stewards support:** We recommend that the SLT members continue to set the agenda for Stewards meetings and provide guidance for Stewards' attention to community matters.
 - This should include regular evaluation of Seekers' structures, processes, and expectations. The annual cycle of recommitment allows individuals to evaluate what they should continue and what they should release, but there isn't a similar recommitment evaluation for the structures in place. An annual assessment of the call of each mission group, the structure of Stewards/SLT, or even of Seekers Church continuing to exist would help us identify what is working well and what is not working well in a way that may allow for more healthy growth and change.

Additional Recommendations for Mission Groups

- **Requirement for two Stewards:** We recommend the 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.
 - The original idea of requiring two Stewards came from the model of Jesus' sending his disciples out in pairs (this was news to some

members of the SLWG!). We suggest thinking about the intent behind this requirement. Are the original intentions still relevant? If so, are there other ways to meet this need?

- There are many roles needed to support the overall life of a mission group within Seekers (see [Guide to Mission Groups in Seekers Church](#)). These roles do not require being a Steward.
- Only one Steward is needed for accountability of the group to Stewards.

- **Requirement for classes:** Requiring Seekers to take classes in the School for Christian Growth before joining a mission group may be a roadblock to mission group membership. Again, we appreciate the intent that a person should demonstrate their ability to uphold a commitment, and we suggest considering other ways in which this intent might be met.
 - For example, joining a mission group could be based primarily on discussion and decision between the mission group members and the person interested in joining, so that the accountability rests with the particular group.

- **Additional support:** When particular needs are known to be challenging to a mission group, consider whether additional support may be needed (from within or outside the community). A past example is hiring a building coordinator when the role became too much for the Time & Space mission group to manage.

Conclusion

The SLWG has appreciated the opportunity to explore and evaluate servant leadership within Seekers, especially ways in which the SLT serves and can continue to serve the community. The SLWG members found the diversity of our experience, background, and involvement at Seekers energized and enriched our discussions and, we hope, this final report. We hope that Seekers will continue to create opportunities and spaces for this kind of in-depth discussion and evaluation.

We also want to acknowledge the rich history of Seekers and the good will and functionality that created the current structures and processes. We hope that the Spirit we felt moving in our discussions and as we deliberated our

recommendations will also help the Seekers community better understand the ways in which we found the community may need to change. We are also available, of course, to help you better understand where we are coming from.

The call of Seekers can and should continue to guide the community as it moves forward. The members of Seekers, however, have changed over time and will continue to change. With each change, a new community has been created. While the Seekers Call statement from 1991 may continue to be relevant, the ways in which it is carried out today, 30 years later, need to be discussed honestly and openly. Leaders have emerged as needed, and new ones will step up and grow into their roles, as needed, to help nurture the field into which we are jointly planted—each helping the others to be noticed, loved, and cared for. Thank you again for this opportunity.

Appendix 1: Survey Questions

SLT Survey Questions

CALL/PERSONAL GROWTH

- Thinking back to when you heard your personal call to the SLT:
 - What was your motivation?
 - How did you perceive team/community needs matching up with your skill set?
- How does your role feed you - do/did you need something additional or different to authenticate your participation?
- What is your greatest joy of serving on the SLT?
- What is the hardest thing about serving?
- At this stage in your service:
 - How have you changed or evolved (including your call, skills, etc) through serving on the SLT?
 - Is your service on the team still relevant to you/are you still called to be on the team?
 - Do you feel valued and heard on the team by your co-members? Do you feel valued by Stewards? The larger Seekers community?
- Do you have a sense of when you might reach the end of your desire or ability to serve on the SLT?
- What do you envision might change for you over the coming 5-10 years in terms of your participation in leadership and service at Seekers?

WORKLOAD

- Approximately how many hours do you spend on SLT during an average week? Does this feel like enough time to do what is required?
- What are the tasks you do each day/week/month/year in your role? What tasks take the most time? Which do you see as most important?
- Is the ebb and flow of the workload/time commitment manageable, i.e. did it add to or infringe on your personal life in terms of spirit and

personal desires and responsibilities? Have you felt at risk of burn-out?

- Do you have any ideas about how more community members could support the SLT in formalized/acknowledged ways? If you think that this might include helping to balance the workload:
 - Can you envision ways that Stewards and/or members could meet specific community needs rather than having an SLT member take them on? How might the SLT identify who is able to help in a given circumstance?
 - What tasks might be able to be done by someone else? (A steward, member, or regular attendee? Someone otherwise not affiliated with Seekers but able to provide the service?)
 - Will confidentiality be an issue if we seek to have a broader group of people involved in meeting community needs? What's the balance between needs that must be met confidentially versus not?
- Given what you have experienced of Seekers and see in its current membership, what do you believe will be needed to support the faith community over the next 10 years?

ROLE/STRUCTURE

- How would you define the role of SLT in terms of:
 - The current philosophy of Seekers servant leadership?
 - What you actually experience as a member of SLT (i.e., in what ways does reality differ from the philosophy)?
 - The future (i.e., is the SLT the right structure to continue serving Seekers? If not, are there ways you think its role should change?)
- What are your thoughts on the three year review cycle? Should there be term limits?
- What have you learned about Seekers since filling your position (SLT or other) that you did not know before?
- What are your feelings about the compensation provided for your role?

POPULATIONS

- Is SLT aware of individuals in Seekers that are ministering to other members outside the structures of mission or sharing groups? If not, would knowing this be helpful to the SLT, and possibly to those individuals?
- What is SLT's role in supporting an increasing number of elderly members with greater need for care and end of life issues?
- What groups/populations within Seekers do you feel we are serving well? Are there groups you think are being underserved in some way?

Mission Group Survey Questions:

1. When did the mission group start?
2. What has been your group's experience with adding new members in the past?
3. When was the last time a new member joined your group?
4. Our goal is to get a sense of what's important to each member. Please tell us how you would summarize the mission of the group, for each member and for the Seekers community?
5. How would you describe the role of Seekers' mission groups as a whole? What contributions do they make in the life of Seekers? What drawbacks do they have?
6. What role does your mission group play in Seekers' community life?
7. What role does your mission group play in pastoring and caring for its members?
8. During the pandemic, each mission group was given the task of being "responsible" for a few Seekers members who are not in mission groups. What process has your group used to carry out this task?
9. What is working well about the existing structure of your group?
10. Is/has your group experienced any challenges? If so, please explain.
11. What are the formal roles in your group (e.g., moderator, spiritual companion)?
12. Are there any informal or unacknowledged roles in the group? If so, what are they and what do they contribute to the group?
13. What do you understand the role of the SLT to be?

14. Has your mission group contacted SLT for particular assistance?
Please explain.
15. What are needs that your group has now, or that you foresee might have in the future, that are not met within the structures of your group and the SLT?

Individual Survey Questions

1. What is your year of birth?
2. Family Status
 - Single
 - Married
 - Partnered
3. How far do you live from the Seekers Church building
 - within walking distance
 - 5 - 15 minute drive
 - 15 - 30 minute drive
 - 15 - 30 minute bus/train
 - more than 30 minute drive
 - more than 30 minute bus/train
 - outside of Washington DC, Maryland, Virginia area
4. Level of Participation in Seekers Activities
 - Worship
 - Mission Group
 - Attend Stewards Meetings
 - School of Christian Growth
 - Earth and Spirit Nature Activities
 - Retreats
 - Periodic Breakfasts
 - Prayer Meeting
 - Special Worship Services (Ash Wednesday, Maundy Thursday, Thanksgiving, etc.)
 - Social Justice/Political Action Activities (BLM, Thanksgiving baskets)

- Spiritual Companion outside of Mission Groups
 - Ad hoc Committees (Servant Leadership Review Team, Christmas dinner)
 - Ministry Teams (Martha's Mob, Carroll Cafe, Care Pack Team)
5. Engagement with Servant Leadership Team (SLT)
- Do you know what they do?
 - Have you had a need to contact the SLT for help?
 - Do you know who to contact and how to contact them?
6. What benefits/services do you receive from Seekers now?
- Spiritual Life (worship, learning, spiritual companionship)
 - Social Life
 - Social Justice/Political Action (participating or supporting)
 - Financial (I receive financial support in times of need)
 - Individual care (emergency contacts, rides, visits when hospitalized, outreach to homebound, finding a place to live)
 - Other
7. Familiarity with Seekers Opportunities
- Annual recommitment
 - Children's programs
 - Domestic & International Giving
 - Growing Edge Fund
 - Holy Spirit Fund
 - School for Christian Growth
 - How to Join a Mission Group
 - How to become a Steward
 - How to sign up to share a Two-Minute Story
 - How to sign up to do the Peace & Justice Prayer
 - How to sign up to read Scripture
 - How to get a Spiritual Companion
 - Which Retreat Centers are available and how to schedule
 - How to offer to prepare meals or provide transportation for Seekers in need
 - How to schedule a meeting (Building Use)
8. What benefits/services do you think you will want from Seekers anytime in the next 10 years?

- Spiritual Life (worship, learning, spiritual companionship)
 - Social Life
 - Social Justice/Political Action (participating or supporting)
 - Financial (receive financial support in times of need)
 - Individual care (emergency contacts, rides, visits when hospitalized, outreach to homebound, finding a place to live)
9. What gifts (time, talent, treasure) do you have that you are willing to offer or share with others in the Seekers community?
- Provide rides
 - Help care for the yard or building
 - Phone calls
 - Bookkeeping
 - Tax preparation
 - Student mentoring
 - Meal Preparation
 - Website design/maintenance
 - Helping others with technology
 - Event planning
 - Building maintenance
 - Childcare
 - Teaching
 - Preaching
 - Spiritual companionship
 - Music
 - Legal expertise
 - Money
 - Other financial assets
10. Do you have a strong support system outside of Seekers?
11. Other Feedback
12. Contact Info

Appendix 2: Support Personnel Roles and Responsibilities

- This could be a paid, part-time Church Admin/Volunteer Coordinator position
- The responsibilities might include:
 - Ensuring administrative requirements of the church are met.
 - Gathering information from members about their skills and availability, allowing for a more formal way to engage the broader Seekers community in providing caregiving for one another. This could include maintaining a time/talents database of members.
 - Planning/coordinating caregiving based on this information.
 - Helping Seekers access other appropriate services in the community, and serving as a point of contact between Seekers and other support networks in an individual's life (e.g., coordinating with extended family, non-Seekers friends, etc.).
- Open question: Does this person sit within the SLT or just report to it?