

LEADERSHIP

A Ministry Magazine of Salem United Methodist Church

“If one’s gift is leadership, let him govern diligently!”



ADMINISTRATION

On even the most relaxed and spontaneous road trips, it is someone’s job to keep the RV out of the ditch. Paying attention to gas gauges, temperature gauges, and oil gauges MATTERS. Someone has to remember the way, or program the GPS, or know how to read a map. Someone has to decide where and when to stop ... for food, for fuel, and for fun.

Salem United Methodist Church is on a journey: from the church we are to the church we will become. We are very much like God’s people who were led across the Jordan River and into the Promised Land by Joshua. They had crossed the Jordan, their biggest obstacle. God made it possible. He had delivered them from slavery in Egypt and he’d led them through the wilderness; and, at the edge of the Promised Land, he parted the waters once again.

But ... having entered the promised land ... the journey wasn’t over. There were still challenges ahead. They still had to take possession of the land! And it was Joshua’s job to lead them. It was Joshua’s job to keep them out of the ditch. It was Joshua’s job to keep them “on track.”

At Salem, we have teams of people who share that “leadership” responsibility.

THE STRUCTURE OF THE UNITED METHODIST CHURCH

UMC: General Conference

The United Methodist Church is an 11-million-strong global church that opens hearts, opens doors and opens minds through active engagement with our world.

John Wesley and the early Methodists placed primary emphasis on Christian living, on putting faith and love into action. This emphasis has continued to be a hallmark of United Methodism today.



John Wesley

Born: June 17, 1703

Died: March 2, 1791

The United Methodist Church was created on April 23, 1968, when The Evangelical United Brethren Church and The Methodist Church united to form a new denomination.

But Methodism dates back to 1736 when John and Charles Wesley began a unique religious movement. United Methodists share a historic connection to other Methodist and Wesleyan bodies.

Our structure and organization began as a means of accomplishing our mission: spreading scriptural holiness. Wesley, recognized the need for a system of communication and accountability and developed what he called the “connexion,” a network of bands, classes, societies, and conferences.

The governing body of the United Methodist Church is the General Conference which meets every four years to consider legislation, including possible revisions to the Book of Discipline. Delegates from around the world are sent by their Annual Conference to attend the General Conference.

Find more about the UMC at www.umc.org.

The Southeastern Jurisdiction

The United Methodist Church in the United States is organized into geographic regions called jurisdictions and Georgia is in the southeast jurisdiction.

The Jurisdictional Conference meets the same year as the General Conference, with the most significant business being the election and appointment of Bishops. Bishops are elected at Jurisdictional conference and serve within that jurisdiction. The Jurisdiction also handles institutional matters across that given geographical region: like the United Methodist Church’s ownership of Emory University in Atlanta, Georgia, and the Retreat and Conference facilities at Lake Junaluska in Waynesville, North Carolina.

This year at Jurisdictional Conference, two events significant for North Georgia took place. First, our District Superintendent — Sharma Lewis — was elected Bishop, and she now presides over the Virginia Annual Conference. Second, Sue Hauptert-Johnson was elected Bishop out of the Florida Conference and has been installed, upon the retirement of Bishop Watson, as the episcopal leader for the North Georgia Conference.

The North Georgia Conference

Comprised of 855 churches, more than 1,300 clergy members, and more than 361,000 lay members, the North Georgia Conference is a regional

THE STRUCTURE OF THE UNITED METHODIST CHURCH

body of The United Methodist Church. It includes 12 smaller geographical divisions called “districts.”

The Conference is headquartered in Atlanta. Every year, the laity and clergy of the North Georgia Conference gather for business and worship at an event called the North Georgia Annual Conference. [Yes, it can be confusing. The term “annual conference” applies both to a geographic area AND to a specific event; and the Bishop presides over each.]

Atlanta-Decatur-Oxford District

Salem UMC is located in the Atlanta-Decatur-Oxford District. We are one of ?? Churches in a district with a total of ???? Members and ?? appointed clergy. Our District Superintendent is the Rev. Coy Hinton, who has come out of retirement to serve the balance of the year since Sharma Lewis was elected Bishop.

The Salem Charge Conference

Each United Methodist Church has an annual meeting at a time set by the District Superintendent where specific business matters are handled. Reports are filed, officers are elected, the pastor’s salary is set, and candidates for ministry are approved. The Atlanta-Decatur-Oxford District currently schedules charge conferences in clusters, using the “Relational Groups” established by the District Office.

The membership of Charge Conference is identical to the membership of the Church Council. The meeting, however, is chaired by the DS and not by the Chair of the Church Council. If necessary, it is possible to have a called Charge Conference. There are also circumstances which require a Church Conference — in which every member of the church is eligible to vote, (as with the acquisition or land or the construction of a building).

Salem Church Council

The job of the Church Council is to keep us organized. The Chair and officers of the Church Council, the Lay Leader, and our Lay Delegate to Annual Conference play important roles in this process.

Salem has organized her life under five major umbrellas. This magazine addresses ADMINISTRATION (the leadership responsibility for keeping us out of the ditch). In subsequent magazines, we will take up the other four: WORSHIP (putting people at-risk for an encounter with the living God), DISCIPLESHIP (the personal journey of becoming more Christ-like), OUTREACH (the ways in which we live-out our conviction that the church does not exist for the sake of those who are already here), and COMMUNITY (the ways we do life together).

Under the umbrella of ADMINISTRATION, there are several groups of people who shoulder specific responsibilities:

- Staff-Parish Relations Committee
- Board of Trustees
- Parsonage Committee
- Cemetery Committee
- Finance Committee
- Stewardship Committee
- Lay Leadership Committee

The Staff

Also integral to the leadership structure of the local church is the staff, including personnel hired by the church and Ordained United Methodist Clergy appointed by the Bishop, in consultation with the church, to lead and serve this congrega-

OUR STAFF

Rev. Joe P Peabody (jr) *Lead Pastor*



Joe and Allison have two boys,
Parker (15) and Ashton (13).

Allison is the
Instructional Coach for
Pike County Elementary School.

One of the questions we often get is: “How long will the pastor be here?”

In the United Methodist Church, each appointment is one year at a time. Joe’s predecessor was here for two years. Her predecessor was here for eight. Joe has been here for four. He and Allison would love to stay long enough to see both boys through high school; and that’s quite a few years away. Honestly, we just don’t know! But we trust that God is at work in the appointment process.

For people whose previous experience is in churches with a “congregationalist” structure, where the individual church “calls” (hires/fires) the pastor, the way our church does things can seem strange. We understand that; so we invite you to contemplate these metaphors.

In churches that “call” their own pastors, pastorates are often likened to marriage. The problem with that metaphor is that marriages only end in two ways, and neither is any fun: death and divorce.

In churches whose pastors are appointed by the Bishop (in consultation with the congregation and the pastor), a different image might be both more accurate and more helpful: that of a nanny.

Nannies love, as their own, those that are not their own.

Joe, Allison, and the boys are entering their fifth year with us

Dr. Joe Peabody, *Retired Volunteer Associate Pastor*

Dr. Peabody retired a couple of years ago after more than 50 years in ministry in the North Georgia Conference. He and his late wife, Anne, retired to Conyers to be near their boys (Joe in Covington at Salem and Andy in Conyers at Rockdale Emergency Relief) and their grandsons: Parker and Ashton!

In retirement, as a volunteer, Dr. Peabody serves as our Associate Pastor. He preaches, teaches, visits in hospitals and homes, and picks a project or two to tackle in the hopes of making the pastor’s to-do list a little less overwhelming.

Dr. Peabody went to college and seminary at Emory and earned his doctorate at Asbury.

Rev. Andrew C. Peabody, *Deacon* *Executive Director,* *Rockdale Emergency Relief*

As an Ordained Deacon in the North Georgia Conference of the United Methodist Church, Andy serves the kingdom and the church by serving in the world. His primary appointment (and place of employment) is Rockdale Emergency Relief, one of the charities in the community we view as a partner in ministry. His secondary appointment is to Salem, where he occasionally preaches, teaches in Sunday school and other settings, and has helped us launch our Stephen Ministry.

Andy went to college and seminary at Emory and is currently pursuing his doctorate at Duke.

Rev. Don Underwood,
Volunteer

Don is a retired Elder in the North Georgia Conference of the United Methodist Church. Although he is not officially on staff, Don — in retirement — assists us as an invaluable volunteer in the area of communication; especially our website.

One of his personal priorities is to maintain an informative and accurate calendar of church events on the website. Additionally, he is always looking for ways we can improve the website itself: updating and expanding content as well as improving the user experience however possible.

He is married to Alice. We are delighted to have her as a member of the church and to have the two of them as a part of our church family.

Annette Harmon,
*Administrative Assistant &
Financial Secretary*



Annette runs the church office and is typically in the office between 8:00 AM and 5:00 PM, Monday—Thursday.

She is married to Bob, has four adult children and five grandchildren; and she loves them all.

She and Bob also have a bulldog at home, but for some reason choose to cheer for Georgia Tech: Go figure!

Carol Standard,
Assistant Pastor (Volunteer)

Carol has served the Salem United Methodist Church in innumerable ways across the years: official and unofficial, employed and volunteer.

During her most recent time of employment with the church, Carol served as our Assistant Pastor. At that time she was appointed by our District Superintendent (with the consent of the Bishop) to serve the Salem church in a part-time capacity as a Licensed Local Pastor .

Since that time, she has continued to serve as our Assistant Pastor as a volunteer.

Carol is Married to Phil, and Salem wouldn't be the same without them!

Carol Rodock,
Director of Discipleship

Carol has served Salem faithfully in several capacities for a number of years: both as an employee and as a volunteer.

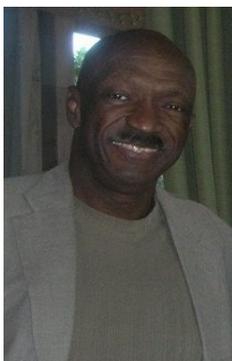
Currently, she serves as our Director of Discipleship. She provides administrative support and logistical oversight to all our discipleship ministries, across all age-levels:

- Children's Ministry
- Youth Ministry
- Adults
- United Methodist Men
- United Methodist Women

After years of leading the youth ministry here at Salem, Carol and Mike continue to volunteer with our young people.

She and Mike are part of what is great about Salem! (They, too, are Tech fans; Go Figure!)

Charles Ingram,
Music Leader & Choir Director



Charles has studied music and composition at the University of Southern Mississippi and the University of Southern California, and has experience both as a Professor of Music and as a Director of Music in the local church; and we are grateful to have him!

Linda Schell,
Organist

Linda has accompanied the music ministry here at Salem for most of her life. At present, she plays the organ on most Sunday mornings at the 11:00 service in the Sanctuary. Salem is blessed by her service!

Pat Daniel,
Pianist

Pat has played the piano at Salem for years and does so, primarily, at the 11:00 service in the Sanctuary. And we are grateful she volunteers the way she does!



Alex McGinnis,
Worship Leader & Academic Intern



Alex is married to Jessica and together they have two brilliant and beautiful children: Jacob, who is 3 years old, and Henrietta (aka: Etta) who is 4 months old.

Alex is pursuing a Master of Divinity degree at Candler School of Theology at Emory University. He graduated with a BA in Jazz Studies from Georgia State University.

Eric Patterson,
Academic Intern



Eric and his wife, Wellyna, are newlyweds, having married this summer.

She teaches English at KIPP Atlanta Collegiate High School in Atlanta.

Eric is pursuing a Master of Divinity degree at Candler School of Theology at Emory University. Eric holds a B.A in Political Science and History as well as an M.A in Gender and Race Studies, both from the University of Alabama.

Bernard Jackson,
Overnight Custodian

Bernard has been part of the team at Salem for years. He can often be found late at night or early in the morning listening to music, preaching, or teaching s he cleans. We thank god for him!

CHURCH COUNCIL

Council Chair	Phillip Standard
Council Secretary	Annette Harmon
Pastor	Rev. Joe Peabody
Lay Leader	Anita Anderson
Lay Delegate	Sara Coleman

WORSHIP Carol Standard

DISCIPLESHIP Carol Rodock

Children

Youth

Adults

UMW Ginger Bloodworth

UMM Chester Walters

OUTREACH

Community Ministries

Missions Mary Walters

Evangelism Pier Barrow

COMMUNITY

Nurture

Stephen Ministry

ADMINISTRATION

Trustees Bill Tidwell

Staff-Parish Sheri Parker

Finance Jonathan Dement

Stewardship Gary Bloodworth

Lay Leadership

BOARD OF TRUSTEES

The Trustees are responsible for being wise and effective stewards of the church's property: buildings, grounds, equipment ... everything. They set policy for facilities' usage. They oversee maintenance and capital improvements. They take care of things. They deal with dying air conditioners and worn-out carpet. They deal with wall that need re-painting and floors that need to be re-tiled. They deal with the parking lot and with the landscaping. They deal with technology and appliances. Everything you see (and much that you don't) is their responsibility; including things like insurance.



The Trustees are always looking for volunteers to help with projects around the church or who are willing to underwrite the cost of needed improvements or repairs. Our hope is that any financial gift in response to a need identified by the Trustees would be over-and-above whatever financial commitment you have already made to the church's operating budget and/or to the retirement of the debt on the Family Life Center.

One of the projects the Trustees have approved (pending funding and workers) is to repaint the hallways behind the sanctuary, in the Education Building, and in the hallway between the Sanctuary and Education wings. If that's a project you'd be willing to help us undertake, please contact our Pastor!



STAFF-PARISH RELATIONS COMMITTEE

Our Staff-Parish Relations Committee is the personnel committee for the church and works with the pastor and the congregation to help Salem live into her calling.

They deal with job descriptions and personnel decisions. They work with the Pastor, the District Superintendent, and the Bishop in issues pertaining to Salem's appointed clergy. They provide input each fall to the District Superintendent concerning the pastor's annual review. They provide input each new year to the District Superintendent concerning the church's needs as it relates to the pastor being re-appointed. And they are responsible for proposing a salary for the pastor to be voted on annually at our Change Conference.



The Staff-Parish Relations Committee is also responsible for recommending candidates for ministry. Upon recommendation of our the SPR, our church's Charge Conference votes to recommend individuals to the District who have expressed a sense of call upon their lives in in whom we see gifts for and fruit from ministry. From there, candidates paths may go in a number of directions: Ordination as an Elder or a Deacon, certification as a licensed local pastor in ministry in the local church (either full- or part-time), or as a lay-person in ministry in the church or beyond.

PARSONAGE COMMITTEE 65 Dunning Keep, Covington 30016

The Staff-Parish Relations Committee and the Trustees have representatives that sit on the Parsonage Committee: the group in the church responsible for oversight of matters relating to the parsonage. It is the church's HOUSE and the pastor's HOME



Each year, the parsonage family and the church's parsonage committee do a walk-through inspection. This process ensures that neither the church nor the pastor's family falls behind in their care of the parsonage.

Just recently, the air conditioning unit had to be replaced . The parsonage was purchased about twenty years ago, so the unit long out-lived its warranty.; which is a blessing indeed.

In 2012, the North Georgia Conference decided to change the standards for parsonages and the Salem parsonage, though lovely, does not meet those standards in every detail. Representatives of the Trustees, Staff-Parish and the Parsonage Committee have met with our District Superintendent to discuss our situation and we have been given an extension. Please pray that God would both guide and provide as the church undertakes this challenge.

In recognition of 65 Dunning Keep's 20th year as Salem's parsonage, we hope to schedule an open house sometime soon: Watch for it!

CEMETERY COMMITTEE

The Trustees have a sub-committee responsible for the Cemetery. They set policy for the cemetery and address maintenance concerns; and are grateful for the volunteers who give of their time and energy to keep the cemetery looking nice.

The ministry of the church to the deceased and to the bereaved is a sacred trust and a profound privilege. Generations ago, Salem United Methodist Church chose to be in ministry to individuals and families during some of the most trying times in life by offering not only a place where loved ones may rest in peace, but a place where the bereaved can come to remember, honor, and grieve those to whom they have had to say a temporal good-bye.



We want our cemetery to be a place that reflects well upon the church, that welcomes those who come to visit, and that honors the memories of those buried there. To achieve that end, the church depends on volunteers to mow the grass, tend the weeds, and clean the plots.

To those who already do so much: Thanks!

To others who might be able to help: Please!

FINANCE COMMITTEE

The Finance Committee is responsible for proposing and managing the church budget; seeing to it that all bills are paid in a timely manner, that reimbursements are provided, that salaries are paid, and that financial resources for the mission and ministry of the church are both available and accounted for properly.



Salem has faced numerous financial challenges across the years, and the faithful, sharp, committed people of the Finance Committee throughout those years have managed difficult circumstances, prayed long and hard about painful decision they felt compelled to recommend, and — recently — have shouldered the huge responsibility of proposing where the church budget should grow first as it has grown these last four years. They do not make these decisions by themselves; they make recommendations to the church council. And they do so prayerfully.

Thank you for your faithfulness, your generosity, and your sacrifice. Because of your faithful stewardship of God's blessings, Salem can thrive!

STEWARDSHIP COMMITTEE

The Stewardship Committee is charged with helping us to be wise and faithful managers of the resources God has entrusted to our care. That includes, but is not limited to, our annual stewardship emphasis each fall as we seek to prepare the budget for the coming year.

Stewardship Committee Chair: Gary Bloodworth.



Stewardship is a lifetime journey. It is about far more than simply whether we choose to financially support the local church. It includes that issue, but it is much more than that issue alone. Similarly, stewardship is about far more than how much you choose to give. It includes that question, but it is more than that.

Stewardship is about being a wise manager or responsible caretaker of all that has been entrusted to us, either for our use or for our care.

In addition to all the practical realities that connect with our wallets, pocketbooks, and checkbooks, there are two spiritual realities we need to acknowledge. The first is a question of attitude. The second is a question of understanding.

Right action, when not accompanied by right attitude does not honor God. It is better to give than not to give, and it is better to obey resentfully than to disobey outright. Our prayer is that whatever you give, you give cheerfully.

The Bible teaches the whole earth is the Lord's: all that is in it! All that we have and all that we are is His. That includes our financial resources, It also includes all that we hold dear: our time, our talents, and whatever else we may treasure.

As always: Thank you for your faithfulness, generosity, and sacrifice! To God be the Glory!

LAY LEADERSHIP COMMITTEE

The Lay Leadership Committee is our other "personnel" committee. This committee is responsible, annually, for nominating a slate of officers to be elected each fall at our Charge Conference. And throughout the year, this committee seeks to identify, cultivate and recruit servant-leaders from within the congregation to fill the roles that meet the needs of our church at that time.



On Sunday, November 20th, we will be celebrating the Ministry of the Laity. Our hope this fall is that as we reflect on all the ministries of the church you will find yourself **drawn** to some of the opportunities we present, **inspired** by some of the possibilities we describe, and **burdened** by the needs we identify. We hope you will find yourself saying "I can do that!"



We all need to find our fit as we discover, year after year, what it means to be the church together at Salem.

COMMUNICATIONS

At present, we have wonderful volunteers and staff helping us communicate to the church and the community all that Salem does and offers, but — at present — this is not a cohesive committee. However, we are moving that direction!

Jimmy Breedlove works diligently with regard to our external communication. Jimmy works with newspapers and cable TV to promote the church and our events.

The Church Newsletter is published monthly. Annette needs information for the newsletter on Mondays so that she has time to compile, edit, and print them on Tuesday. Volunteers meet to fold, label and occasionally stuff the newsletters on Wednesday morning.

The Church bulletin is produced weekly and is printed on Thursdays. Please submit information for announcements by Wednesday.

Kimberly Miller produces announcement slides which scroll prior to our worship services and at special events. If you have a special request for a slide, please contact her.

Don Underwood maintains and updates our website with the best information that we make available to him. If you have suggestions or information, please contact him.

Requests to have banners hung at the road should be made to the front office. Annette will either handle that request or forward the request.



And, we are very much in need of photographers!!!

ADMINISTRATION OVERVIEW

Each of these groups, in their own way, share in the responsibility of keeping us out of the ditch as we travel. We are pilgrims on the journey of the narrow road and we are bound for God's good future. And, thanks to them, we are well on our way.



Our work area on ADMINISTRATION seeks (in different ways) to help us answer two questions: (1) Do we have a VISION for the future (what God has for us down the road), and (2) Do we have the PROVISIONS we will need for whatever is next (immediately before us)?

Salem was born in XXXX out of a pioneer spirit. As wagon trains continued westward, circuit-riding preachers traversed the south — starting churches. That's how we came to BE. And that's how we came to be HERE.

Every generation of every church has to answer those same questions. Do we have a vision for the future? Do we have the provisions we need for whatever is next? And every generation lives for a season with the answers the generation before them gave.

We are bound for God's good future. But, like every generation before us, we must respond faithfully to God's call to press on. Abraham was told to get up, to leave his father's household, and to go to a land God promised to show him. Moses was to go and confront Pharaoh, then he was told to lead God's people out of Egypt. Joshua was told to go across the Jordan, into the Promised Land, to walk — step after step — into God's intended future.

Salem United Methodist Church Covington, Georgia

*Everything a Simple Country Church Should Be!
More than You Ever Thought One Could Be!*

Mission: *to Make Disciples of Jesus Christ
for the Transformation of the World.*

Vision: *to Know Christ and Make Him Known
to our Neighbors, the Nations, and the Next Generation*

