

Fairfax United Methodist Church (FUMC)

Church Leadership Team (CLT) Meeting Minutes – September 2026

Date: September 21, 2026

Time: 7:00 PM – 9:00 PM

Location: Fairfax United Methodist Church

CLT Members:

- Rev. T. Bryson Smith
- Rev. Angela Schroeder
- Janice Carroll
- Chris Cowl
- Dave Gundry
- Anna Phelps
- Janet Bacon
- Tyler Maxwell
- Mark Moffatt
- Christie Johnson
- Evan Curtas

Mission & Vision

Mission of The United Methodist Church: To make new disciples of Jesus Christ for the transformation of the world.

Vision: Love Boldly, Serve Joyfully, Lead Courageously

Opening Prayer

Anna Phelps opened the meeting in prayer.

Covenant Reading

The CLT reviewed the covenant together to reaffirm the team's commitment to collaborative leadership and faithful discernment.

Leadership Equipping Discussion – Renovate or Die

The CLT continued its discussion of Section 1 of Renovate or Die, focusing on the author's three steps for moving from a "come to church" model toward a "sent out" church. The discussion emphasized moving from membership toward missionary discipleship by intentionally placing ourselves in settings with people who are not connected to a church,

learning to begin natural conversations, and allowing authentic relationships to develop over time.

Members discussed how outreach should be genuine and relational rather than driven by an agenda or immediate effort to recruit people to the church. The group reflected on being attentive to the people God places in their lives, building trust, offering care and prayer where appropriate, and creating environments in which this type of discipleship can happen naturally. The CLT also connected this discussion to FUMC's mission, ministry roles, and ongoing conversations regarding job descriptions and the A/B/C of ministry.

Congregational Engagement & Listening

The CLT resumed discussion of ways to engage the congregation in conversation regarding the church's direction and priorities. Several approaches to gathering and listening to members remain under consideration. No final format was selected, and the conversation will continue in future meetings.

Children's & Youth Ministry Updates

The CLT discussed the A/B/C of ministry in the context of children's and youth ministry responsibilities. Members noted that Chris Incze, serving in the youth ministry intern role, has been highly engaged. Rev. T. Bryson Smith discussed the possibility of transitioning greater responsibility for youth ministry to Chris, while Rev. Angela Schroeder would focus more intentionally on children's ministry and pastoral care, with discipleship and worship remaining under Bryson's leadership. The CLT also began discussing the longer-term staffing and compensation implications associated with the youth ministry role and the realities of living in the Northern Virginia area.

New People, Welcoming & Fairfax Cares

Rev. Angela Schroeder provided a general update regarding new members, baptisms, and ongoing welcoming efforts.

New Hope Ministry Discussion

The CLT discussed New Hope Ministry's request to use FUMC space for worship. The Trustees have also been considering the request and identified concerns that require further discussion before a final decision is made. The CLT emphasized the need to clearly identify any specific risks or operational concerns and determine what reasonable safeguards or controls could address them, rather than relying on generalized concerns.

The team agreed that additional conversation between the CLT, Trustees, pastoral leadership, and New Hope is needed to clarify expectations, facility-use considerations, scheduling, safety, and other logistics before providing a final response. Follow-up will be scheduled.

Guiding Principles, Goal Review & Budget Preparation

Rev. T. Bryson Smith and Janice Carroll continued pre-work on guiding principles, goal review, accountability, and preparation for upcoming budget discussions. The team began identifying principles that can help guide future decisions and resource priorities.

CLT Leadership Cycle & October Planning

The CLT confirmed that no member rotations are planned until June 2027 under the new leadership cycle. The team also scheduled an additional CLT work session for October 18, 2026, from 1:30-4:00 PM to discuss budget matters, pastoral salaries, job descriptions, and related planning in advance of the regular October meeting. As of now, all but one CLT member will be available for the out-of-cycle meeting.

Consent Calendar & Administrative Updates

The CLT reviewed packet and consent-calendar items and discussed information to be included in future meeting materials.

Food Ministries / Stock the Shelves

Christie Johnson provided an update regarding Stock the Shelves and related food ministries. The CLT discussed the need for sustainable funding if the ministry is to continue at its current level, including whether support should be incorporated into regular church giving and budgeting or addressed through additional stewardship/extra-mile giving efforts. These discussions will evolve further as the church discusses sustainment of existing / introduction of new ministries with respect to the future state of the church.

Closing Prayer

Anna Phelps closed the meeting in prayer.

Next Meetings

The CLT will hold an additional work session on October 18, 2026 from 1:30-4:00 PM. The regular CLT meeting will be held on October 19, 2026 at FUMC from 7:00-9:00 PM.

Action Items

Action Item	Responsible Party	Due Date
Continue developing a format for congregational engagement and listening sessions	CLT & Pastoral Leadership	Future CLT Discussion
Continue planning ministry responsibilities, staffing structure, and compensation considerations for children's and youth ministry	Pastoral & CLT Leadership	October 2026 Planning

Schedule follow-up discussion regarding New Hope Ministry facility use, risks, safeguards, scheduling, and logistics	CLT, Trustees & Pastoral Leadership	Before final response to New Hope or further widespread communications
Continue development of guiding principles and prepare for budget discussion	Bryson Smith, Janice Carroll & CLT	October 2026
Prepare for additional CLT work session on budget, pastoral salaries, and job descriptions	CLT & Pastoral Leadership	October 18, 2026
Determine sustainable funding approach for Stock the Shelves and related food ministries	Ministry & Finance Leadership	2027 Budget Planning