

# Grace UMC Ministry Teams

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Under the new single board leadership structure at Grace, much of the ministry of the church is in the hands of ministry teams. The Leadership Board is responsible for church-wide administrative decisions and for establishing the mission, vision, and goals for ministry. The Ministry Teams get to do the work of ministry.



In the 2021-2022 ministry year, under the new leadership structure, there will be some shifts in Ministry Teams. The below reflects the list of teams that *may* be necessary to carry out the ministry of the church. Most teams also have a leader designated. An asterisk (\*) indicates a new team under this structure.

The below is a working document as we approach the June charge conference.

## I. Administrative Ministry

### ➤ Facility Maintenance

#### A. *Building Team\**

- This team is led by the Director of Church Operations.
- It has no standing meetings.
- This team is focused on the maintenance and care of the building and grounds.
- The team is expertise-focused. Major decisions about the building are made by the Leadership Board in their Trustee function. The Building Team helps identify and respond to the church's year-to-year maintenance needs.
- Current Trustees may want to be on this ministry team.

### ➤ Finance

#### A. *Financial Monitoring Team\**

- This team is co-led by the Treasurer and the Financial Manager.
- Team includes (at least) the Treasurer, the Financial Manager, and the senior Pastor.

- This team monitors receipts vs. expenses and gives periodic reports to the Grace Leadership Board and the congregation.

*B. Annual Giving & Fundraising Team\**

- This team focuses on an annual stewardship campaign, and any other short term fundraising efforts as needs arise.

*C. Planned Giving & Memorials Team\**

- This team ensures that people have a chance to consider planned gifts to Grace (occasional, or end of life).
- This team manages memorial gifts and makes sure memorial offerings are used wisely.

➤ **Communication**

*A. Communications Team\**

- If needed, this team would be led by the Communications Coordinator.
- Members may function as journalists, photographers, social media contributors, graphic designers, or hosts for online worship and events.

➤ **Archives**

*A. History & Records Team*

- This team documents the ministry of the church and contributes to the ongoing writing of church history with annual efforts to collect artifacts, report on the history of the church, teach, and occasionally write the church history down for the sake of posterity.

## II. Discipleship Ministry

- A. *Youth Ministry Team/Youth Council\** - Director of Student Ministry leads
  - a. The Youth Council already functions well.
  - b. Youth Ministry volunteers work as a de facto ministry team.
  - c. There may also be a need for a Youth Ministry Team made up of youth and adults who together steer and execute the church's vision for youth ministry.
- B. *Children's Min Team\** - Director of Children's Ministry leads
  - a. Children's Ministry volunteers work as a de facto ministry team.
  - b. There may also be a need for a Children's Ministry Team who steer and execute the church's vision for youth ministry.
- C. *Senior Adult Council* - Director of Senior Adult Ministry leads
  - a. This team already exists and can continue to function as it does, helping senior adults engage with Grace.
- D. *Discipleship Design Team\** - Minister of Discipleship
  - a. This team may be a re-working of the Intentional Faith Development team, designing and executing ministry based on the Grace Discipleship Plan.
- E. *Small Group/Fellowship Group Management Team\**
  - a. This may be a staff responsibility, or it may eventually be a team led by a lay person or staff member, but helping people find a small group may become a part of Grace's vision for ministry and that will require ministry team leadership.

## III. Worship Ministry

- A. *Hospitality & Connecting New People Team\**
  - This may be a staff responsibility, or it may take a team, and it may be a re-working of the former Radical Hospitality team, but this is an important ministry process that requires leadership.
- B. *Worship Planning and Design Team* - Senior Pastor leads
  - This team designs and plans for engaging worship that proclaims the gospel, administers the sacraments, and sends people out for ministry.
- C. *Sunday Morning Service Teams*

- There are a variety of teams (which require leadership and coordination) who all contribute to offering excellent worship, e.g. Ushers, Acolytes, Readers, Communion, Greeters, Online Hosting.
- It is not yet clear to what degree these teams require more coordination or leadership than we already have.

*D. Music Ministry Team - Minister of Music leads*

- All ensembles are included in this team
- Also included are any occasional music ministry initiatives beyond typical ensembles in worship or beyond.

*E. Worship Audio/Visual Team - A/V Staff Person leads*

- This team provides for and manages the A/V technology used in all worship services, and beyond worship upon request.

## **IV. Congregational Care Ministry**

All of these teams are new as Grace is working toward organizing our Congregational Care System. Below are just ideas of what teams may eventually be needed to execute this ministry.

*A. Pastoral/Clergy Care Team\** (care offered by clergy, not to clergy)

- This team may be a new team of all clergy on staff who together ensure that care is offered to any who may find themselves in need of care from a pastor or other clergyperson.

*B. Meals Team\**

- This team could be an “at the ready” team of folks who will offer meals for someone in a difficult season.

*C. New Baby Team\**

- This team could be an “at the ready” team offering care for any family with a new baby in the home.

*D. Hospital Visitation Team\**

- This team could be an “at the ready” team prepared to make hospital visits beyond what the Clergy Care Team can offer.

*E. Bereavement Team\**

- This team could be a standing team to provide hospitality and care through funerals.

- This team could also or alternatively offer care beyond the funeral for the bereaved.

*F. Companion Care\**

- This is a more intensive ongoing lay member care ministry. Trained team members may serve as care providers when longer term care is needed.

## **V. Community Engagement/Care/Connection**

This ministry is focused on caring for the needs, engaging, or otherwise connecting with our community locally and globally. Strategic visioning will be critical to naming and clarifying our goals for this area of ministry.

*A. Social Concerns/Mission/Generosity Team*

- The current Mission Council could adapt to become a ministry team focused on the missional/benevolent giving ministry of the church.

*B. Primary Initiatives*

- In the near future Ministry teams will need to be formed or re-organized for our primary community care/engagement/connection initiatives based on our church's mission and vision.

## **VI. Leadership Development Committee**

- This Committee is responsible for identifying, developing, and nominating leaders for the Leadership Board.
- This Committee may also be responsible for the ongoing development of all volunteer leaders.