

An Approved Ministry-Oriented Structure for Frazer Mennonite Church 2008-2010

(As you read this proposal, please consciously visualize it as a new structure rather than perceive it through the lens of the already existing structure. Also keep in mind that this is a malleable structure that will be adapted and revised as we implement it over the next two years.)

The whole structure is designed to enable the ministry of all persons.

I. It is proposed that we cluster all of the ministries of Frazer Mennonite Church into four ministry areas:

Connecting, Caring and Healing Ministries

Our vision statement identifies our congregation as essentially “a compassionate community.” We name that our strengths as a congregation are, being “a welcoming place,” “a connecting place,” and “a healing place.” With these actions named as our core identity, it is most appropriate that we define and engage in ministries that carry out these expressed core values.

Peace, Justice and Evangelism Ministries-

Our covenant statement includes a commitment to “the challenge of sharing the Gospel of Jesus Christ, with compassion and with courage.” We understand the good news that Jesus proclaimed to be a holistic message of “peace and wholeness” for all areas of life. We seek to bring our ministries of word and deed together in this area of holistic witness to our faith in Jesus Christ.

Whole Life Stewardship Ministries-

We recognize that we are called to be good stewards of all the gifts and resources that God has given to us individually and together as a community—people, talents, time, possessions, and money. This ministering faith community cannot function without attending to ministries of calling out and stewarding all of these resources.

Worship and Christian Formation Ministries-

Worship and Christian formation lie at the heart of our life together and of our mission in the world. Ministries providing vital and meaningful worship times and various opportunities for ongoing spiritual growth for all ages are essential.

II. It is proposed that we call out and empower one lay minister to oversee and coordinate the ministries within each of the four ministry areas, naming them:

Minister of Connecting, Caring and Healing;
Minister of Peace, Justice and Evangelism;
Minister of Whole Life Stewardship; and
Minister of Worship and Christian Formation.
(see job descriptions below)

III. It is proposed that we create a FMC Ministry Team, comprised of the pastor and the four lay ministers to effectively lead Frazer Mennonite Church in carrying out our vision and mission in the world.

The pastor will serve as the team leader for the FMC Ministry Team, and give overall pastoral leadership to the congregation (as defined in the pastor's job description).

The FMC Ministry Team, will meet bi-weekly to prayerfully collaborate together to lead the congregation in carrying out its vision and mission. Together as a ministry team, they will enable the whole congregation to be effectively engaged in ministry.

Each lay minister on the team is, first of all, a congregational leader who attends to the overall well-being of the congregation and leads the congregation in functioning in healthy ways. Each minister has oversight responsibility for one of four designated areas of ministry. Each minister serves as the team leader and the liaison for the numerous ministry teams or individuals functioning within her/his area.

All four areas of ministry will intentionally focus on both ministries within the congregation and ministries that connect to and engage the world around us. In this way, every area of ministry will embrace a missional purpose for its existence.

The lay ministers will be called to two-year terms, with the possibility of serving an additional two-year term. (To implement this new structure, initially two lay ministers will be asked to serve a three-year term and two a two-year term, in order to stagger their terms and to provide continuity.)

FMC MINISTRY TEAM RESPONSIBILITIES:

1. To spend time in prayer listening together for God's voice and direction for leading the Frazer congregation.
2. To lead the congregation in both discerning and carrying out its vision and mission.
3. To empower and equip the ministry of all Frazer members and attendees.
4. To assess congregational needs and lead the congregation in discerning goals and ways to meet those needs.
5. To attend to the overall well being and healthy functioning of the congregation.
6. To regularly communicate with and seek counsel from the congregation.

IV. It is proposed that we establish a Congregational Board, comprised of the Congregational Moderator, the Pastor, the chair of the Pastor-Congregation Relations Team, and two members-at-large (one of whom will serve as the recorder of congregational meeting and Congregational Board minutes.)

NUMBER OF MEETINGS: Will meet approximately twice a year, prior to congregational meetings, and as needed to discern the ad hoc Leadership Discernment Team members each year.

CONGREGATIONAL BOARD RESPONSIBILITIES:

1. To represent the congregation in overseeing the fulfillment of the congregation's vision, through the empowerment of the FMC Ministry Team.
2. To facilitate congregational process and discernment, including preparing agendas and facilitating healthy process in preparation for and during the semi-annual congregational meetings.
3. To review, approve and present the staff salaries and guidelines/job descriptions, as well as the congregational budget, to the congregation for approval. This will be in partnership with the Minister of Whole Life Stewardship.
4. To call out and appoint an ad hoc Leadership Discernment Team each year after receiving input from the congregation and in consultation with the Minister of Whole Life Stewardship.

CONGREGATIONAL MODERATOR RESPONSIBILITIES:

1. To moderate the two congregational meetings each year.
2. To chair the Congregational Board.
3. To establish healthy communication with the FMC Ministry Team and Pastor.

TERMS OF MODERATOR AND MEMBERS-AT-LARGE: Two-year terms, renewable for a second two-year term.

V. It is proposed that we create a Pastor-Congregation Relations Team (PCRT) of three members who represent the demographics of the congregation, one of whom serves as the chair.

NUMBER OF MEETINGS: Will usually meet quarterly and more often as necessary.

PASTOR-CONGREGATION RELATIONS TEAM RESPONSIBILITIES:

1. To care primarily for the relationship between the pastor and the congregation.
2. To provide support for the pastor, pastor's spouse and her/his children.
3. To act as an advocate, primarily in areas of personal and vocational growth, workload assessment, ministry review and mutual communication between the pastor and the congregation.
4. To support and empower both the pastor and the congregation to voice concerns, test perceptions and respond to any conflicts that may arise.
5. To establish, facilitate and oversee the evaluation process for the pastor.

TERMS: Three-year terms that are not renewable. One new member will be discerned each year. (Initially, one will be appointed to a one year term, one to a two-year term and one to a three-year term. The first two could possibly be re-appointed for a three-year term, but not necessarily.)

VI. It is proposed that we form an ad hoc Leadership Discernment Team of three members*.

NUMBER OF MEETINGS: Will meet only during a limited time of the year, in order to have new leaders discerned for affirmation by the congregation at the April congregational meeting.

LEADERSHIP DISCERNMENT TEAM RESPONSIBILITIES:

1. Using the names of persons discerned annually by the congregation and in consultation with both the FMC Ministry Team and the Congregational Board, this team prayerfully engages in further discernment of and the calling out of leaders for the following positions:
 - a. Lay Ministers
 - b. Congregational Moderator
 - c. Pastor-Congregation Relations Team
 - d. Members at Large on the Congregational Board
2. To bring its discernment back to the congregation for affirmation of congregational leaders called to serve.
3. To be accountable and responsible to the Congregational Board.
4. To consult with the FMC Ministry Team as it discerns leadership for the congregation.

TERMS: One year terms, with actual meeting time probably a 4-6-month period prior to the April congregational meeting.

The pastor will facilitate the discernment process of the Leadership Discernment Team, providing spiritual grounding and equipping them for the work of spiritual discernment of leadership.

(*We are proposing to begin with a three-member Leadership Discernment Team but are open to enlarging this group to five if it is discerned that a larger number of people are needed in the future.)

Decision-making Processes within this structure:

Various ministries teams/clusters can make decisions for their individual ministries in consultation with their lay minister represented on the FMC Ministry Team. Decisions deemed by the lay minister to require broader discernment or need coordination with other areas will be brought to the FMC Ministry Team. The FMC Ministry Team is empowered by the congregation to, in good faith, determine which decisions need to be brought before the whole congregation and which the FMC Ministry team can make on behalf of and for the good of the whole congregation. It is understood that the FMC Ministry Team will openly and regularly seek broader counsel from the congregation and communicate their decisions to the congregation. The FMC Ministry Team is accountable to the Congregational Board and ultimately the congregation.

JOB DESCRIPTIONS FOR THE FOUR LAY MINISTERS

Minister of Connecting, Caring and Healing

“Love one another as I have loved you.” --Jesus (John 15:12)

DEFINITION: A lay-minister of the FMC Ministry Team called to prayerfully lead the congregation in carrying out its vision and mission and to facilitate the ministry of all. In particular, oversees and coordinates the connecting, caring and healing ministries of the church.

RESPONSIBILITIES

1. Meets bi-weekly with the FMC Ministry Team.
2. Attends to the visions arising from the congregation for ministries in this area.
3. Encourages and equips volunteers to carry out ministries of connecting, caring and healing.
4. Regularly communicates with team leaders to stay informed about their ministries and coordinate them appropriately.
5. Calls team leaders to meet together as deemed necessary.
6. Annually submits a budget proposal for ministries within this area.
7. Coordinates ministries such as the following:
 - a. Various Caring Teams formed around persons in crisis or in particular need.
 - b. Welcoming/Assimilating Team
 - c. Healing ministries team
 - d. Prayer Team
 - e. Connecting/Caring Group Team
 - f. Fun and Fellowship Activities Team
 - g. New family ministries

Minister of Peace, Justice and Evangelism

“Go into all the world and proclaim the good news to the whole creation.” Mark 16:15

DEFINITION: A lay-minister of the FMC Ministry Team called to prayerfully lead the congregation in carrying out its vision and mission and to facilitate the ministry of all. In particular, oversees and coordinates ministries related to communicating the whole gospel (peace, justice and evangelism) at home, across the street and around the world.

RESPONSIBILITIES:

1. Meets bi-weekly with the FMC Ministry Team.
2. Attends to the visions arising from the congregation for ministries in this area.
3. Encourages and equips volunteers to carry out ministries of connecting, caring and healing.
4. Regularly communicates with team leaders to stay informed about their ministries and coordinate them appropriately.
5. Calls team leaders to meet together as deemed necessary.
6. Annually submits a budget proposal for ministries within this area.

7. Coordinates ministries such as the following:
 - a. Matt Keiser's Ministry Support Team
 - b. Honduras Partnership Team
 - c. Peace and Fine Arts Festival Team
 - d. Gardening Project Team
 - e. Safe Harbor Meals Ministry
 - f. Ten Thousand Villages Sale
 - g. Outreach to children/youth around the church?

Minister of Whole Life Stewardship

*"Like good stewards of the manifold grace of God,
serve one another with whatever gifts each of you has received."* 1 Peter 4:10

DEFINITION: A lay-minister of FMC Ministry Team called to prayerfully lead the congregation in carrying out its vision and mission and to facilitate the ministry of all. In particular, oversees and coordinates ministries attending to the stewardship of all of life (time, talents, resources) and of all FMC resources.

RESPONSIBILITIES:

1. Meets bi-weekly with the FMC Ministry Team.
2. Attends to the visions arising from the congregation for ministries in this area.
3. Encourages and equips volunteers to carry out ministries of whole life stewardship.
4. Regularly communicates with team leaders to stay informed about their ministries and coordinate them appropriately.
5. Calls team leaders to meet together as deemed necessary.
6. Provides various venues for the teaching of stewardship of all of life (time, talents, finances, resources, etc.)
7. Listens and discusses with newcomers and longer-time attendees/members the possible gifts they wish to bring to FMC or the areas of ministry where they would like to plug into.
8. Coordinates individual and team ministries such as the following:
 - a. Calling out gifts within the congregation through an annual gifts survey that helps people identify ministry areas they feel drawn to for the coming year.
 - b. Creatively cultivates the "people assets" along with the "physical assets" of FMC.
 - c. Stewardship Teachers
 - d. Budget Coaches if someone would feel called to provide this.
 - e. Budget and Finance Team
 - f. Bookkeeper
 - g. Treasurer
 - h. Buildings and Property Team
 - i. Technology and Sound Team
 - j. MMA representative

- k. Other ministries as the congregation envisions them.

Minister of Worship and Christian Formation

“Worship the Lord your God” and “grow up in every way into Christ”

Luke 4:8; Ephesians 4:15

DEFINITION: A lay-minister of the FMC Ministry Team called to prayerfully lead the congregation in carrying out its vision and mission and to facilitate the ministry of all. In particular, oversees and coordinates the ministries of the congregation related to worship and Christian formation for all ages.

RESPONSIBILITIES:

1. Meets bi-weekly with the FMC Ministry Team.
2. Attends to the visions arising from the congregation for ministries in this area.
3. Encourages and equips volunteers to carry out ministries of connecting, caring and healing.
4. Regularly communicates with team leaders to stay informed about their ministries and coordinate them appropriately.
5. Calls team leaders to meet together as deemed necessary.
6. Annually submits a budget proposal for ministries within this area.
7. Assists the pastor in planning, implementing and overseeing congregational worship experiences.
8. Meets with the worship planning team to engage in longer-range visioning and planning of worship services.
9. Coordinates ministries such as the following:
 - a. Worship planning team
 - b. Praise Band
 - c. Worship arts team
 - d. Family Ministries
 - e. Adult Christian Formation team
 - f. Children/Youth Christian Formation team
 - g. Church retreat team
 - h. Youth group

Appointment of ministry teams within the 4 Broad Areas:

Each lay minister will determine what types of team/individual configuration will best accomplish the goals of the congregation. For example, with Worship and Christian Formation, there may be a worship planning team that works closely with the Pastor and the Lay Minister for Worship & Christian Formation to plan/coordinate Sunday worship services and plan (or recruit others to plan) special worship services (Christmas, Easter week). There may also be one person (not a team) that coordinates all special music for the year. The Praise Team would also be a part of this ministry area. And there might emerge a group that develops an interest in drama and they would be empowered to develop that area. Each ministry area will be shaped around how best to do ministry in

that arena, instead of the assumption of on-going, standing committees. The ongoing work of the congregation may be accomplished through different venues, in different years, based on the big-picture perception of the lay minister overseeing that area.

Each lay minister will utilize the annual gifts/interest survey from the congregation, as overseen by the Minister of Whole Life Stewardship, to match up interests and gifts to fulfill the work of the church in their ministry area.

From the ad hoc Task Force appointed to develop a new structure for FMC,
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