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MINISTRY PLAN

Introduction.

In order to participate faithfully and effectively in God's mission, our Church has been called to clarify its Ministry Plan which defines our Church's reason for being. Our Church's Ministry Plan is made up of five decisions that were made during our Journey of Discovery. These are decisions about:

(1) Our ***Guiding Vision***, which says what we think God is calling us to become, will change as the world changes.

(2) In light of our Guiding Vision, our ***Role and Mission*** tells us who we think we are, what we think we do, and where we think we are headed.

(3) The ***Focus Areas and Goals*** inform us of key areas in which we must take action if we are to fulfill our Role and Mission and follow our Guiding Vision.

(4) The ***Key Participants*** are those who will live into our Ministry Plan.

(5) Our ***Core Beliefs and Commitments*** will shape and guide our life together.

This Plan, which should be reviewed periodically, is in writing to keep us faithful to the current mission priorities that have been identified in the Guiding Vision. The Focus Areas and Goals that follow are organized around three focus areas: Spiritual Growth, Community Building, and Ministry and Witness. The faithful work of four Design Teams – Common Life, Formation, Resources, and Structure – provided the information that has seeded these Focus Areas and Goals.

Brief History.

2005 – Phase One – *Getting Ready*. First Christian Church Bremerton made a commitment to transformation, embarking on a journey seeking to discover what God is calling our Congregation to be and do in faithful witness and service to our Lord, Jesus Christ.

2006 – Phase Two – *Develop a Common View of Reality*. We gathered data and information, looked at our past and present situations (through two separate conferences) and prioritized key issues to address in the future. During the season of Lent (Spring

2007) we studied the Bible through three separate sessions: Oneness in Christ, The Members of the Body, and Life in the Spirit.

2007/08 – Phase Three – *Discern God’s Call*. We began to dig deeper into our spiritual lives. We were invited to imagine, vision, and dream through Bible studies, conversations and prayer. We carefully considered God’s call to mission. We began to grow in faithfulness and in God’s call to be community. In October 2007 we held a Vision Retreat to look to our future through community, cross and new creation. A vision panel was formed to study Scripture and allow the Holy Spirit to prompt their writing of a Guiding Vision. During the Lenten Season of 2008, discussions were held about mission. Sermons were preached and prayers were gathered to name the places where we feel called to serve. In April 2008 we had small group meetings to finalize our Guiding Vision. A Ministry Plan was drafted. In July and August the Congregation was invited to review the document and to give input specific to Role and Mission and Key Participants. The Ministry Plan components include Guiding Vision, Role and Mission, Focus Areas and Goals, Key Participants, and Core Beliefs and Commitments.

2009 – Phase Four – *Design Congregational Life and Witness*. A Conference on the Future was held in March to consider our future. The long journey to transformation has led to a Guiding Vision and Mission Plan that align our mission life and witness. The Focus Areas and Goals will be evaluated through the Guiding Vision to ensure we are following God’s call. Four Design Teams were formed to create new patterns of a missional community in areas of Common Life, Formation, Resources, and Structure. These teams met with the Congregation to gain ideas, build consensus, and give voice to our Ministry Plan.

Structure and Writing Teams met to design a structure to bring to the Congregation that will include a Five Year Plan. Communication spread from leadership to the Congregation.

2010/12 – Phase Five – *Live Into a Missional Future*. Structure and Writing Teams continued to meet. Leadership Retreats were held to continue implementation of our Ministry Plan. Individual Ministries are available to members of the Congregation who feel called to exercise their talents. See the Ministries for purpose and structure which are based on our Guiding Vision statement.

GUIDING VISION

First Christian Church of Bremerton is a diverse group of people seeking to respond to the vision of God's purpose revealed through Jesus Christ. We believe this vision calls us to be an intentional community, which engages persons in Christian practices. These practices include the Lord's Supper, joyful worship, Bible study, prayer, service, and inclusive hospitality. We anticipate being open to all people, discerning how we can respond to needs within and beyond our Congregation. As a community we will listen and bear one another's burdens, and work on behalf of justice for all of God's people.

To embrace and manifest Christ-like relationships in our community, we desire to communicate Jesus' death on the cross and bear witness to His resurrection as a sign of hope in this world. We seek to realize this hope by finding ways to overcome the forces that degrade, enslave and oppress God's creation.

In this vision we seek to know, discern and to act on the Holy Spirit's guidance to become an expression of God's new creation through our personal gifts and resources. In our actions we will strive "to do justice, and to love kindness, and to walk humbly with [our] God." (Micah 6:8c)

ROLE AND MISSION

Guiding Vision	Role & Mission	Core Beliefs & Commitments
First Christian Church of Bremerton is a diverse group of people seeking to respond to the vision of God’s purpose revealed through Jesus Christ.	Who we are	I
We believe this vision calls us to be an intentional community, which engages persons in Christian practices.	Who we are	II
These practices include the Lord’s Supper, joyful worship, Bible study, prayer, service, and inclusive hospitality.	What we do	VI
We anticipate being open to all people, discerning how we can respond to needs within and beyond our Congregation.	Where we are headed Community building	VI
As a community we will listen and bear one another’s burdens, and work on behalf of justice for all of God’s people.	Where we are headed Community building	VII
To embrace and manifest Christ-like relationships on our community, we desire to communicate Jesus’ death on the cross and bear witness to His resurrection as a sign of hope in this world.	Where we are headed Ministry & witness	IV
We seek to realize this hope by finding ways to overcome the forces that degrade, enslave and oppress God’s creation.	Where we are headed Ministry & witness	VII
In this vision we seek to know, discern and to act on the Holy Spirit’s guidance to become an expression of God’s new creation through our personal gifts and resources.	Where we are headed Ministry & witness	III & V
In our actions we will strive “to do justice, and to love kindness, and to walk humbly with [our] God.” (Micah 6:8c)	Where we are headed Ministry & witness	VII

FOCUS AREAS AND GOALS

Focus One: Spiritual Growth and Worship. *“We believe this vision calls us to be an intentional community which engages persons in Christian practices. These practices include the Lord’s Supper, joyful worship, Bible study, prayer, service and inclusive hospitality.”* (Guiding Vision)

- Involve everyone in nurturing spiritual growth on their faith journey.
 - Offer spiritual gifts classes.
 - Participate in spiritual gifts inventory.
 - Offer opportunities to share personal faith stories.
 - Form small group ministries.
- Engage in Christian practices, including worship, Bible study, prayer, service, and inclusive hospitality.
 - Increase involvement of Congregation in worship services.
 - Youth services.
 - Participation by younger children (1x/month).
 - Encourage congregational hospitality by widening the circle of inclusion in worship and fellowship.
- Offer multiple worship opportunities that strive to make all feel welcome.
 - Increase musical variety in worship.
 - Special music (1x/month).
 - Contemporary music.
 - Traditional music.
 - Vary worship styles.
 - Worship on other days or evenings.
 - Share faith stories as they relate to the sermon.
- Develop a spiritual understanding of resources as part of Christian practices (worship and service).
 - Teach resources as: finances, facility, and people (leaders and members).
 - Study and redesign processes for annual Stewardship Campaign and development of yearly budget process.
 - Prioritize list of resources based on Guiding Vision.
 - Evaluate Resources according to Guiding Vision.

Focus Two: Community Building. *“We anticipate being open to all people, discerning how we can respond to needs within and beyond our Congregation. As a community we will listen to and bear one another’s burdens, and work on behalf of justice for all of God’s people.”* (Guiding Vision)

- Listen and bear one another’s burdens.
 - Form spiritual life groups (prayer, support, study).
 - Form Pastor’s support group.
- Be open to all people, discerning and responding to needs within and beyond our Congregation as we live into God’s hospitality.
 - Increase opportunities for fellowship, learning, hospitality.
 - Fellowship circles.
 - Family night.
 - Church outings.
 - Discern whether we are open and welcoming to all.
 - Embrace diversity.
 - Age.
 - Race.
 - Theology.
 - Sexual orientation.
 - Those differing abilities.
 - Culture.
- Honor and engage those of other denominations, faiths and cultures.
- Strengthen relationships with our neighbors, both near and far.
 - Initiate relationships in the local neighborhood
 - Serve needs in Kitsap County.
 - Serve needs beyond Kitsap County.
- Support and encourage one another in life’s cycles.
 - Nurture and support youth (birth through high school) – Sunday School, Youth group activities, Vacation Bible School, Regional Youth Commission, mission trips.
 - Nurture and support young adults (post-graduate to 25) – post-graduate scholarships.
 - Nurture and support adults (25-40) – single life, married life, Parenting.
 - Nurture and support the middle years (mid 40s-65) – empty-nest/boomerangs, grand-parenting, mid-life crises.
 - Nurture and support the senior years (66 and over).
 - Any age: Single and finding yourself alone, career changes or changing direction, unfulfilled dreams, downsizing.

Focus Three: Ministry and Witness. *To embrace and manifest Christ-like relationships in our community, we desire to communicate Jesus' death on the cross and bear witness to His resurrection as a sign of hope in this world. We seek to realize this hope by finding ways to overcome the forces that degrade, enslave and oppress God's creation. In this vision we seek to grow, discern, and to act on the Holy Spirit's guidance to become an expression of God's new of new creation through our personal gifts and resources. In our actions we will strive "to do justice, and to love kindness, and to walk humbly with [our] God." (Micah 6:8) (Guiding Vision)*

- Share personal faith stories and what it means to be Disciples of Christ through a variety of ways, such as:
 - Support groups.
 - Sunday School.
 - Worship service.
 - Fellowship groups.
 - Spiritual life groups.
 - In the workplace.
 - In our daily lives.
 - Extended family.
 - Social circles.
 - Neighborhoods.
- Act on the Holy Spirit's guidance to do God's work in the world by:
 - Conducting pro-reconciliation/anti-racism training.
 - Special offerings (e.g., Week of Compassion).
 - Global Ministries.
 - Church World Service.
 - Mission outreach in the local and global communities.
 - Prayer Shawl Ministry.
 - Helping Hands.
 - Bremerton Food Line.
 - Benedict House.
- Bear witness to Jesus Christ through:
 - Sharing personal faith stores as practiced in the first bullet above.
 - Making our presence known in the community through reader boards, web page, other sources of advertising.
- Work on behalf of God's justice (loving kindness) for all people by:
 - Studying current world justice issues.
 - Acting as agents of healing and wholeness.

KEY PARTICIPANTS

- Congregation
 - Ministry of Worship
 - Ministry of Christian Education
 - Ministry of Christian Hospitality
 - Ministry of Global Missions
 - Ministry of Nurture
 - Membership
 - Elders
 - Diaconate
 - Disciples Women's Ministries
 - Disciples Men's Ministries
 - Ministry of Resources
 - Stewardship and Finance Team
 - Memorials Team
 - Human Resources (Personnel)
 - Property Team
- Neighbors and Community
- Other Churches, Interfaith Connections, and Organizations
- Those We Meet In Our Daily Lives
- Regional and General Church Ministries

CORE BELIEFS AND COMMITMENTS

Understanding that we together can do what we alone cannot, we believe in and are committed to:

I. God's purpose as revealed in Jesus Christ.

- A. We understand our relationship to God through Jesus Christ.
- B. Confession of Faith – *“Simon Peter answered, ‘You are the Messiah, the Son of the living God.’”* (Matthew 16:16)
- C. The Great Commission – *“Go therefore and make disciples of all nations, baptizing them into the name of the Father and the Son and the Holy Spirit and teaching them to obey everything I have commanded you.”* (Matthew 28:19-20a)

II. Becoming an intentional community by practicing our faith through personal commitment.

- A. Repentance and Baptism – *“Peter said to them, ‘Repent, and be baptized every one of you in the name of Jesus Christ so that your sins may be forgiven; and you will receive the gift of the Holy Spirit.’”* (Acts 2:38)
- B. Our relationship to Jesus is acted out in our baptism – an outward sign of an inward decision. We act upon our faith – to turn to God and follow Christ. We commit our lives to Jesus Christ when we repent, join in baptism and practice His love.
- C. Love of Neighbor – *“You shall love the LORD your God with all your heart, with all your soul, and with all your strength and with all your mind; and your neighbor as yourself.”* (Luke 10:28)

III. Seeking the Holy Spirit's guidance in our actions.

- A. The Holy Spirit is Christ's gift to us to guide us through life – *“And Remember I am with you always, even to the end of the age.”* (Matthew 28:20b).
- B. The Holy Spirit is our intercessor – *“Likewise the Spirit helps us in our weakness; for we do not know how to pray as we ought, but that very Spirit intercedes with sighs too deep for words. And God, who searches the heart, knows what is the mind of the Spirit, because the*

Spirit intercedes for the saints according to the will of God.”
(Romans 8:26-27)

IV. Embracing and manifesting Christ-like relationships.

- A. Jesus calls us to relationships of love, even with our enemies. (Luke 6:27)
- B. *“Beloved, let us love one another, because love is from God; everyone who loves is born of God and knows God.”* (1 John 4:7)

V. Recognizing, valuing and encouraging sharing of gifts and resources.

- A. We are uniquely human with a variety of gifts to share in our life together.
- B. *“Now there are many varieties of gifts, but the same Spirit; and there are varieties of services, but the same Lord; and there are varieties of activities, but it is the same God who activates all of them in everyone.”*
(1 Cor. 12:4-6) *“For just as the body is one and has many members, and all the members of the body, though many, are one body, so it is with Christ.”* (1 Cor. 12:12)

VI. Practicing inclusive, unconditional hospitality; giving everyone the benefit of the doubt.

- A. Jesus calls us to a connection for joyful interaction.
- B. We are learning with God’s help to love one another through dialogue, forgiveness, and mutual support.
- C. Hospitality is done by everyone for everyone. It is an open circle of welcome.
- D. Communion/Lord’s Supper is the Lord’s Table. Any and all who receive Jesus Christ as Lord are invited to partake of the feast. Around the table, the entire Body of Christ – all who believe – must come together and recognize the common bond we have that makes us one, transcending all differences and political agendas. *“For as often as you eat this bread and drink the cup, you proclaim the Lord’s death until he comes.”* (1 Cor. 11:26)
- E. Forgiveness – *“All the prophets testify about him that everyone who believes in him receives forgiveness of sins through his name.”* (Acts 10:43)
- F. *“Welcome one another, therefore, just as Christ has welcomed you, for the glory of God for the glory of God.”* (Romans 15:7)
- G. Grace – *“For God so loved the world that he gave his only Son, so that everyone who believes in him may not perish but may have eternal life.”* (John 3:16)

- H. *“But God, who is rich in mercy, out of the great love with which he loved us even when we were dead through our trespasses, made us alive together with Christ – by grace you have been saved –”*
(Ephesians 2:4-5)

VII. Working on behalf of God’s justice for all people.

- A. We are sent by God to minister in Christ’s name through acts of justice and mercy.
- B. We are prepared to see the presence of Christ in all people – *“He has told you, O mortal, what is good; and what does the LORD require of you but to do justice, and to love kindness, and to walk humbly with your God?”* (Micah 6:8)
- C. *“Let love be genuine; hate what is evil, hold fast to what is good; love one another with mutual affection; outdo one another in showing honor. Do not lag in zeal, be ardent in spirit, serve the Lord. Rejoice in hope, be patient in suffering, persevere in prayer. Contribute to the needs of the saints; extend hospitality to strangers.”*
(Romans 12:9-13)

STRUCTURE

HOW WE SUPPORT OUR MINISTRY

I. Embracing Christ-like relationships in our community.

- A. Empower and encourage without being a center of command and control.
- B. Create a structure that invites and is hospitable.

II. Communicate.

- A. Listen and bear one another's burdens.
 - 1. Build communication processes and structures to reach people.
 - 2. Form and enable webs/networks of connections.
- B. Evangelism – bear witness to Christ.
- C. Enhance participant's enthusiasm for life in the Church.

III. Stewardship.

- A. Expressing God's New Creation through our gifts and resources.
- B. Acknowledge the diversity of gifts within the Congregation and allow for expression of those gifts.

IV. Decision-making.

- A. Being open to all people.
- B. Discerning how to respond to needs within the Congregation and beyond; offer structure that allows for flexibility and readily adapts to changing environments.
- C. Share space and priority with our external partnerships (such as Habitat, Al-Anon, etc.).
- D. Function towards consensus.

V. Evaluate.

- A. Accountable to mission and vision.
- B. An organic relationship with the vision and mission.
- C. Incorporate elements for the ongoing evaluation of the structure itself.

MINISTRY OF WORSHIP

There are many components involved in preparing worship services. Some of the “teams” involve the service of only one or two people, while others may utilize the time and talents of a number of people. Some teams may meet only on an “as-needed” basis while others have regularly scheduled meetings.

The components of the Ministry of Worship and the responsibilities they share are:

Candle Lighting Team is a group of people who have volunteered to light the candles on the table or extinguish the flame, symbolizing the light of Christ brought into worship or being taken out into the world.

Communion Preparation Team is recruited, trained and scheduled by a volunteer from the Congregation.

Hymn Selection Team is a small group of people (4-5) who meet monthly with the Pastor to select hymns for the coming month.

Paraments and Candles. This volunteer (currently one person) ensures the colors of the season are correct on the pulpit, lectern and table and makes sure the candles are replaced when needed.

Praise Team is a small group of people (5-6) who explore different dimensions of worship.

Diaconate is a spiritual and social fellowship that supports the Pastor and the Elders in conducting the pastoral ministry and in service for worship.

Scripture Reading Team consists of those people who have indicated a willingness to read Scripture on Sundays.

Sound System and Technology Teams are made up of volunteers who have been trained in the working of the sound and visual systems to enhance our worship services.

Time with Young Christians Team is made up of those congregants who have volunteered to share in this ministry with the children.

Worship Leaders are those persons selected by the Pastor to lead the Congregation in the portions of the worship service not led by the Pastor.

Music Team consists of those who plan, offer and lead music for worship and special occasions. This includes our accompanist and any music leadership.

MINISTRY OF CHRISTIAN EDUCATION

The Christian practice of participating in learning opportunities shapes and deepens our relationships with God and with humanity. Meetings will be held as needed to nurture faith formation for all ages. This ministry may work in tandem with other ministries to achieve the goals of the Focus Areas.

Sunday School Team: This team currently oversees four divisions of Sunday School classes: (1) Nursery, (2) Elementary (Grades K-6), (3) Secondary (Grades 7-12), (4) Adult. The people who form this team will:

- Nurture spiritual growth through Bible study, Pastor's class (preparation for baptism).
- Recruit and train teachers for each of the four divisions throughout the school year and publicize the classes in the newsletter, in worship, and on the bulletin boards located throughout the Church building.
- Work with the teaching teams to provide curriculum materials appropriate to the age groups.
- Be responsible for purchasing and presenting Bibles.
- May consider approaching education through life issues.
- May form task forces to organize and prepare workshops, retreats, or seasonal events.

Nursery Team: This team will work with the recommendations provided by the Ministry of Resources (Personnel) to support the nursery by overseeing volunteer staff, health and safety; the Property Team and Trustees regarding items such as furniture, material or safety provisions.

Junior Church is held during the worship hour for those ages 7 to 12. It takes place in the library after the anthem or special music. The youth return to the sanctuary in time for communion.

Youth Advisory Team: This group of adults will provide support, recruit leadership, promote and advertise youth activities. Parents will be involved in yearly planning and encouraged to assist in fundraising for Regional retreats and camps. The team will make every effort to be aware of the many ways our youth can be involved in the life of the Church through social, religious, missional and supportive roles. One of the members of this team will report activities to the board.

Library: Volunteers will be responsible to:

- Implement and supervise the library check-in/check-out procedures.
- Oversee choices of new materials in cooperation with requests from the Pastor, Elders, and Congregation.
- Encourage increased use of library materials and facilities.

Continuing Education/Scholarship Representative: A person or persons to be named by the Ministry of Christian Education to follow adopted Church policy.

MINISTRY OF CHRISTIAN HOSPITALITY

The Ministry of Christian Hospitality is a social fellowship that bears witness to Christ in the following ways:

- Work in cooperation with the Elders to ensure hospitality to guests, integrate new members into the life of the Congregation, and provide outreach to inactive members.
- Develop fellowship events for the Congregation as means of fostering and sustaining a unified community of faith and witness.
- Ensure members receive appropriate care and concern during special occasions such as marriage, death, birth, illness, and other life-changing events.

The Church has been divided into four Christian Hospitality Teams that incorporate all members. Meetings will be held as needed to encourage and enable hospitality.

Justice Hospitality Team: Serving during April, May, and June.

Kindness Hospitality Team: Serving during January, February, and March.

Openness to All Hospitality Team: Serving during October, November and December.

Welcome Hospitality Team: Serving during July, August and September.

Other teams have been established to provide specific areas of hospitality to visitors to and members of the Church:

Coffee Hour & Coffee House Supplies Team: Schedules the Coffee Hours, designating someone to purchase supplies and create a master list of supplies and instructions, ensuring updates of changes.

Greeters Team: Welcomes people attending worship services and encourages guests to register in the guest book.

Membership Team: Integrates new members into the activities of the Congregation.

Wedding and Receptions Coordinator: Appointed annually in consultation with the Pastor, acting as primary contact and liaison for weddings and receptions.

Communications Team: to tell our story, mission, vision, program and outreach in as many ways as possible (e.g., posted in Church, in the newsletter, and on the website).

MINISTRY OF GLOBAL MISSIONS

The Ministry of Global Missions will support our Vision, guided by the life and teachings of Jesus in the following ways:

- Ensure our members are made aware of the opportunity to participate in the Regional, General, and Global (world-wide) ministries of the Christian Church (Disciples of Christ).
- Prepare and recommend the Global Ministries annual portion of the general budget.
- Publicize and provide opportunities for members to participate in special offerings of the Christian Church (Disciples of Christ). Currently these are: Week of Compassion, Easter, Pentecost, Reconciliation, Thanksgiving and Christmas.
- Inform the Congregation of Global Missions for the Christian Church (Disciples of Christ) and encourage prayers and support for these missions.
- Guide the Congregation to respond to emerging needs in our community and world.

Meetings will be held as needed. Currently the Congregation participates in the following ways:

- **Crop Walk:** Alleviate world hunger & aid refugees.
- **Special Offerings:** Educate and publicize what these offerings support on the Sundays that are listed. Note: Printed Resources arrive to help explain the purpose.
- **Easter:** Disciples Mission Fund- supports wider Church ministries such as Search and Call; Disciples Women & Men's Ministries; Pastoral Care to Congregations and pastors, and ministries of the Region.
- **Pentecost:** Disciples Mission Fund (see above) as well as vital services through the General Church such as program resources, commissions for Young Adults & Youth, stewardship education, overseas missionary support, Ministerial Relief Pensions, Reconciliation Ministries, ministries for the National Convocation, North American Pacific Disciples and the Central Pastoral Office for Hispanic Ministries.
- **Christmas:** Disciples Mission Fund (supports NW Region).
- **Thanksgiving:** Disciples Mission Fund for Higher Education.
- **Reconciliation:** Provide resources for the discussion of systemic racism and race relations in your Congregation.
- **Week of Compassion:** Disciples World Relief, including rehabilitation and development ministries.

Community Service:

- Bremerton Foodline - monthly support
- Benedict House - providing meals for homeless men
- Coffee Oasis - monthly meals for homeless teens
- Helping Hands - discretionary funds to people in the Church & community

Annual and regular contribution to help local agencies (e.g., YWCA domestic shelter, Salvation Army, St. Vincent de Paul)

The Ministry of Global Missions shall select recipients for these funds each year in December.

MINISTRY OF NURTURE

The Ministry of Nurture involves many components which may overlap each other. Individual “teams” and their responsibilities/activities are as follows:

Membership: Maintain the closest possible contact with the entire church membership, to the end that each member shall be invited, integrated, and included in the life of the church in a spirit of love through our common love in Jesus Christ.

- Welcome and connect new members to a shepherding elder.
- Educate members to the denominational structure, history, and polity.
- Integrate members into the life (fellowship) and service (ministries) of the Church.
- LOV – Love Our Volunteers – to recognize the gifts that are offered in service.

Elders: These spiritual leaders are elected by the Congregation to serve. Meetings and retreats are scheduled regularly to practice prayer and pastoral concern as well as to study and equip themselves for service in Jesus’ name. The responsibilities of the Elders are to:

- Support the Pastor in carrying on the pastoral ministry of the Church in the following ways:
 - integrate new members into the life of the Congregation and provide spiritual guidance to members regarding Church attendance and participation in worship (communion and offering, laying on of hands, assistance with baptism).
 - provide communion to those who are unable to attend Church services.
- Make visitations to the homebound and show concern for those who feel separated from God. Partner with the Ministry of Christian Hospitality and the Diaconate.
- Assist in developing fellowship events for the Congregation as means of fostering and sustaining a unified community of faith and witness to the Church and community.
- Ensure that members receive appropriate care and concern during life-changing events.
- Clarify doctrinal practice of the Congregational, Regional or General manifestations of the Church.
- Participate in the life of the Church, offering leadership where called to serve.

- Offer prayers for communion or provide offertory message and prayer (may be asked to prepare and preach the sermon).
- Number of Elders is equally divided to coordinate activities of the four Shepherding Groups.

Diaconate: Spiritual/social fellowship of volunteers who support the Pastor and Elders in carrying on the pastoral ministry of the Church.

Disciples Women's Ministry: Meet monthly for lunch, fellowship, study, prayer and outreach as well as to consider fund-raising ideas for service projects. A Coordinating Council of representatives of each group meets quarterly.

Disciples Men's Ministry: A fellowship group of men meeting on the first Monday of the month for breakfast.

Prayer Shawl Ministry: Began with a group of people gathering one Saturday a month to use their hands to knit and fellowship, to pray and trust in the healing power of their hands to touch others. The prayer shawl ministry meets as needed. Shawls are available in the Pastor's office for distribution.

Prayer Chain: Two groups: 1) Telephone 2) Email who have indicated willingness to pray for concerns of members, friends, community, and global community.

MINISTRY OF RESOURCES

The Ministry of Resources includes Stewardship and Finance, Human Resources (Personnel), and Property. The way we use our resources gives testimony to who we are as Disciples of Christ.

Stewardship and Finance Team: This team oversees the financial stewardship of the Church in compliance with the constitution and by-laws to ensure its non-profit status. Members of this team would at least include a facilitator, the Treasurer and the Vice-Chair of the Church Council, one Trustee and one person who oversees the Memorial funds.

Trustees oversee safety of people and management of physical property, including insurance and building use and oversee the investments of the Church.

Memorials Team oversees the use of memorial funds.

Human Resources (Personnel) Team: This team oversees the functions of the paid staff, updating position descriptions and assessing performance of the staff prior to making recommendations regarding salaries for the upcoming budget year. This team will consist of a member of the Congregation as Facilitator, the Administrative Board Chair and Vice Chair, Stewardship and Finance Facilitator as well as two or three others. The Pastor will serve in an advisory position as will the Ministry of Christian Education Facilitator when appropriate.

Property Team: This team consists of two components – groups that will meet regularly to plan the needs and maintenance of the:

- gardens and the parking lot (the “outside”), or
- Church interior (the “inside”).

The way we present our Church, care for our Church building and grounds and use our resources gives testimony to who we are as Disciples of Christ.

[end]