



“FCJ”

Fruitful Congregation Journey



Staff & Vision Committee Members

- Jim Beaty
- Russ Noble
- Billy Bross
- Jana Day
- Bill Walker
- Janet Ainsworth
- Chuck Newton



Staff & Vision

1.To assess the staff positions needed for the sake of the mission and vision.

2.Assess;

Key ministries,

Roles of staff,

Configuration,

and number.

3.Job Descriptions



Why are we doing this?

- Change the emphasis of Church Member participation from details of administration through committee to becoming more actively involved in ministries as guided by the First Church Vision.
- Improve communication
- Improve accountability
- Improve effectiveness
- Quick decision making



FCJ Process

- Staff & Vision assignment
- Peer Churches
- FCJ Team Reports
- Direction of the Governance Board, Senior Pastor,
- Book “Winning on Purpose”



FCJ Process

- Key Ministries based on Core Values
- Identified Functions to be Performed
- Structure based on Key Ministries
- Structure based on GB Principles
- Structure based on Book of Discipline
- Developed Job Descriptions & benchmarked with other churches

Who Were Our Peer Churches

- Clay UMC in South Bend (Herb Buwalda)
- St Andrews
- Dayton UMC
- Southport UMC - FCJ
- Wesley Chapel UMC - FCJ



Team Reports

- Values and Vision
- Local Demographics
- Spiritual Development
- WIRED asked for Staff help
- Communications asked for FTE allocation
- Streamlined Administrative Model asked for Governance Board Model & New FTE



FCJ Values and Vision Team

June 15, 2015

Mission

To make disciples of Jesus Christ for the transformation of the world

Core Values

We are a loving and joyful church committed to celebrating God's love in all that we do.

1. **WELCOME, ACCEPTANCE, AND SUPPORT** for everyone through all of life's stages in a way that is open, respectful, and loving.
2. **CHRIST-CENTERED WORSHIP** that is relevant in the community and inspirational to all.
3. **SPIRITUAL GROWTH TOWARDS DISCIPLESHIP** through nurturing, encouraging, and respectful learning and dialogue.
4. **ACTIVE CHRISTIAN SERVICE** that seeks out the hurt and marginalized and shares God's Kingdom with all. ("giving generously" was amended in.)



Streamlined Governance Model

- Governance Board makes Policy
- Governance Board provides Accountability
- Senior Pastor– Vision, Direction, Teaching
- Staff- provide Management by Equipping and Coordinating
- Members- provide the “Ministry” - Outreach first then Care for One Another



Management, Leadership, Governance

Management	Leadership	Governance
Is entrusted to the Staff	Is entrusted to the Pastor	Is entrusted to the Board
Executes with excellence	Directs with excellence	Protects with excellence
Does things right	Does the right things	Defines what is right
Contributes efficiency	Contributes effectiveness	Contributes accountability
Answers to the Pastor	Answers to the Board	Answers to the Church
Translates vision into action	Translates mission to vision	Articulates mission
Links pastor to ministries	Links Staff to Board	Links church to Owner
Operates within boundaries	Enforces boundaries	Establishes boundaries
Runs tactical operations	Runs strategic operations	Writes & monitors policy

Table 11.1 from Winning on Purpose our Governance Board guide

What is “Staff”

- Paid fulltime
- Paid part time
- Unpaid

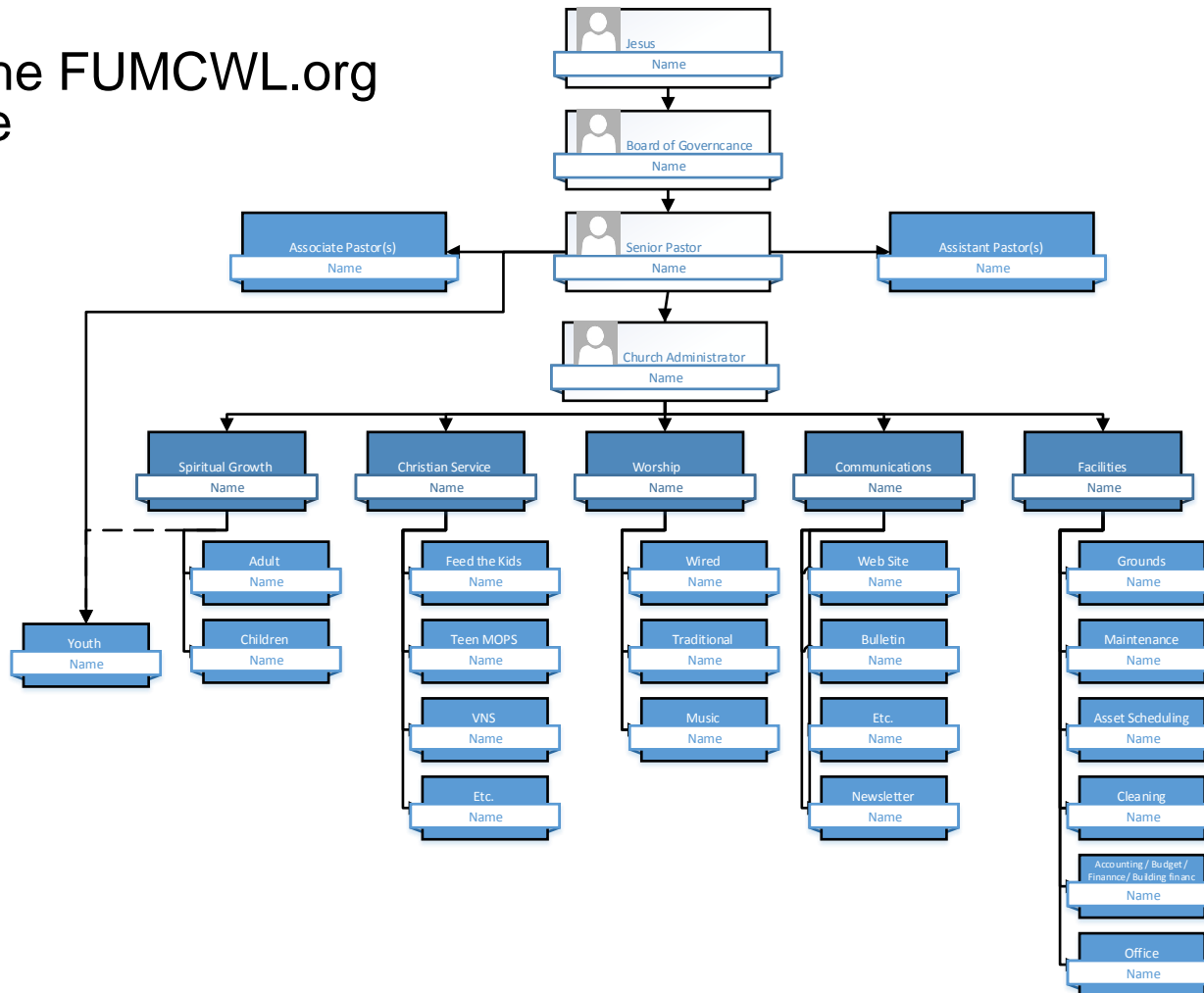
- Positions of management that represent the FUMC church.

*Pastors are appointed**

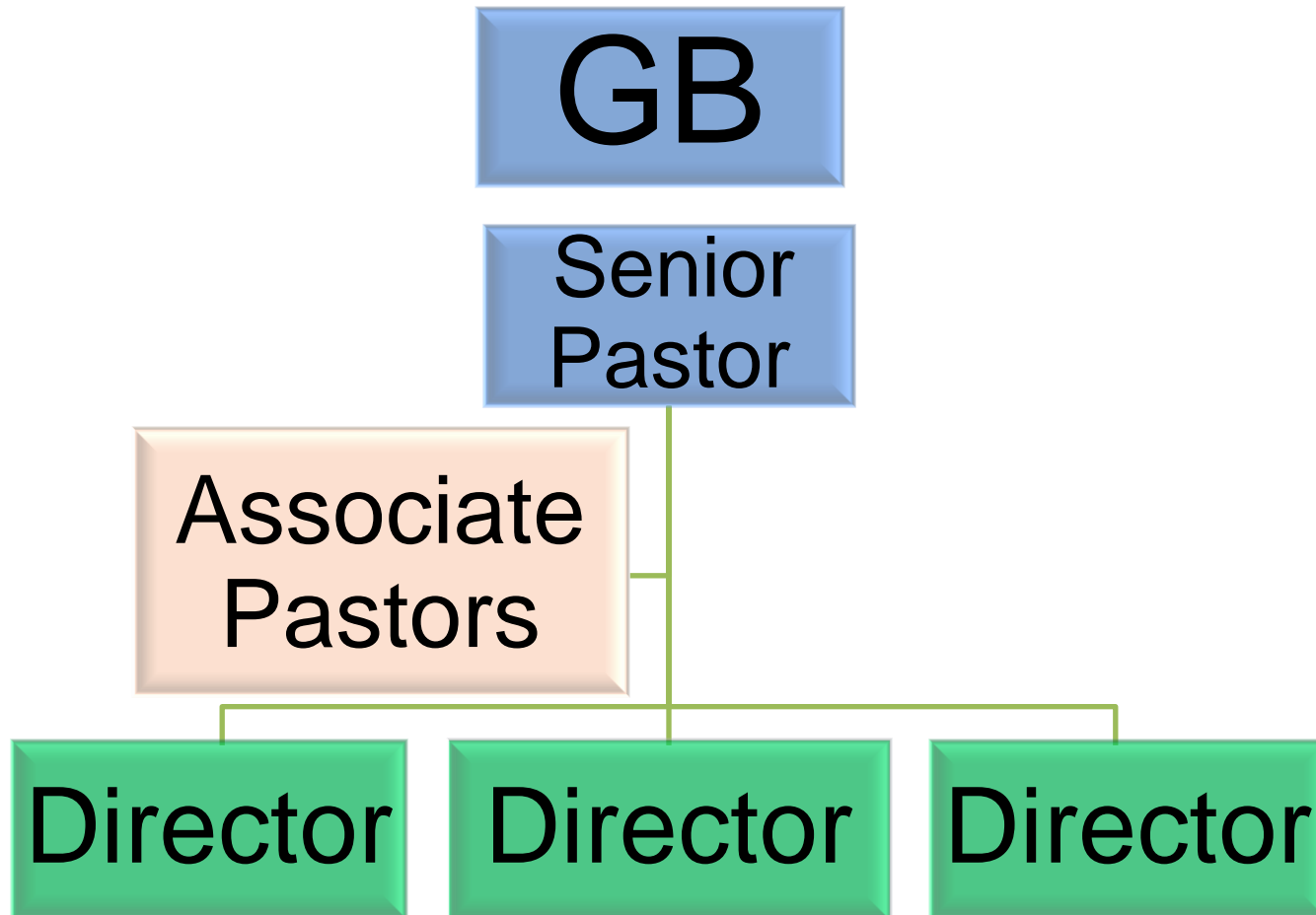


Streamline's Organization Chart

From the FUMCWL.org website



Leadership Team



Job Title: Senior Pastor

- **Reports to:** SPRC/Governance Board,
(Superintendent, and Bishop)
-
- **Purpose:** The purpose of this position is to lead us to “make disciples of Jesus Christ for the transformation of our church, community and the world.” Lead us by inspiring members with preaching, conducting worship, teaching and engaging them in study, ensuring faithful transmission of the Christian faith, giving oversight to the education program, counseling, and visitation. He/she is the Administrative Officer of FUMC. Senior Pastor will have responsibilities as derived from the authority given in ordination as mandated in the *Book of Discipline of the United Methodist Church*



Job Title: Senior Pastor

Highlighted Responsibilities

- **Word and Spiritual Leadership**
- **Sacrament Administration**
- **Order**
- **Service**

- in the *Book of Discipline of the United Methodist Church*



Job Title: Senior Pastor

- **Word and Spiritual Leadership-**
- To preach the Word of God, lead in worship, read and teach the Scriptures, and engage the people in study and witness.
- Including: leading discipleship and evangelical outreach; Counsel and encourage persons with personal, ethical or spiritual struggles.



Job Title: Senior Pastor

- **Word and Spiritual Leadership**

- Fulfill the plans laid out and voted upon by the church membership during our Fruitful Congregation Journey. Communicate the church's vision and mission.
- Identify, develop and encourage our lay leaders and teams for the fulfillment of our vision and mission.
- Strategic planning and direction of messages and themes for both Traditional and Wired Services.

Job Title: Senior Pastor

- **Sacraments**

- To administer the sacraments of baptism and the Supper of the Lord according to Christ's ordinance.

- Oversee the profession of faith and renewal of baptized persons.



Job Title: Senior Pastor

- **Order:**
- To be the Administrative Officer of FUMC and to assure that the organizational concerns of the congregation are addressed.



Job Title: Senior Pastor

- **Order:**
- To be the Administrative Officer of FUMC
 - Give pastoral support, guidance, and training to the staff and lay people, equipping them to fulfill the ministry to which they are called.
 - Oversee the educational program of the church.
 - Work with the Church Administrator on organizational faithfulness, goal setting, planning, and evaluation.



Job Title: Senior Pastor

- **Order:**
- To be the Administrative Officer of FUMC
 - Oversee and mentor the staff on the ministries and missions of the church.
 - Provide leadership for the funding ministry of the congregation.
 - Oversee and provide guidance for church finances.



Job Title: Senior Pastor

Service:

Embody the teachings of Jesus in servant ministries and servant leadership.

- Provide leadership in ordering the life of the congregation for discipleship in the world.
- Build up the body of Christ as a caring and giving community, extending the ministry of Christ to the world.



Job Title: Senior Pastor

Service:

Embody the teachings of Jesus in servant ministries and servant leadership.

- Be an active member of the Greater Lafayette community, ecumenical and inter-religious concerns and to encourage the people to become so involved and to pray and labor for the unity of the Christian community.



Job Title: Senior Pastor

- **Qualification Preferences:**
- **Education:** B.A. and M.Div.
- **Professional Certification:** Ordained Elder in the United Methodist Church
- **Desired:** a pastor that can stay with FUMC for a period of church growth, ideally 12-20 years.



Job Title: Senior Pastor

- **Skills and Abilities:**

- Excellent preaching skills.
- Ability to articulate a vision and inspire others to help achieve it.
- Develop and equip the laity for discipleship and evangelistic outreach.



Job Title: Senior Pastor

- **Skills and Abilities:**

- Strong administrative and supervisory skills.

- Ability to oversee and grow an educational program.

- Counseling skills.

- Able to honor confidences (except where reporting is required).



Job Title: Senior Pastor

- **Specialized knowledge:**
- Knowledge of the bible and theology, and the beliefs of the United Methodist Church.



Job Title: Senior Pastor

- **Other characteristics such as personal characteristics:**
 - Team player.
 - Effective leader.
 - Must inspire trust and confidence.
 - Passion for God, commitment to Jesus Christ
 - Active prayer and spiritual life, including worship, stewardship, and spiritual disciplines
 - Commitment to the vision / mission of FUMC
 - Self-Motivated

Pastoral Staffing First United Methodist Church

Senior Pastor
FTE

Associate Pastor
for Seniors 25%

Associate Pastor
Spiritual Support 20%

Associate Pastor Youth &
Contemporary (WIRED)
30-50%

Exec. Management First United Methodist Church

Senior Pastor
FTE

Associate
Pastors

Director of
Worship Arts
50-80%

Director of
Spiritual
Growth
FTE

Director
Administration
& Missional
Service
FTE

Exec. Management First United Methodist Church

Senior Pastor
FTE

Associate Pastor for Seniors 25%

Associate Pastor – Spiritual Support 20%

Associate Pastor Youth & WIRED 30-50%

**Director of
Worship Arts 50-80%**

- Traditional
- WIRED
- Liturgists
- Ushers
- Greeters
- Stewards
- Communion
- Music
 - WIRED Band
 - Choir
 - Organists
 - Adult bells
 - Youth bells
 - Youth band
 - Children's Music

**Director of Spiritual
Growth FTE**

- Education & Program
 - Seniors
 - Adult
 - Youth
 - Children
 - Small groups
- Stewardship education
- Nursery
- VBS
- Intergenerational Events

**Director of
Administration and
Missional Service FTE**

- Strategic Planning
- Marketing and Communications
- IT
- Membership
- Volunteer Training and Oversight
- Governance Board Communications
- Spiritual Outreach
- Custodial
- HR Responsibilities
 - Staff annual reviews
 - Administrative Team Development

Management Staff First United Methodist Church

Senior Pastor

Associate Pastor

Associate Pastor

Associate Pastor Youth & WIRED 30-50%

WIRED Assistant

25%

Director of Administration and Missional Service

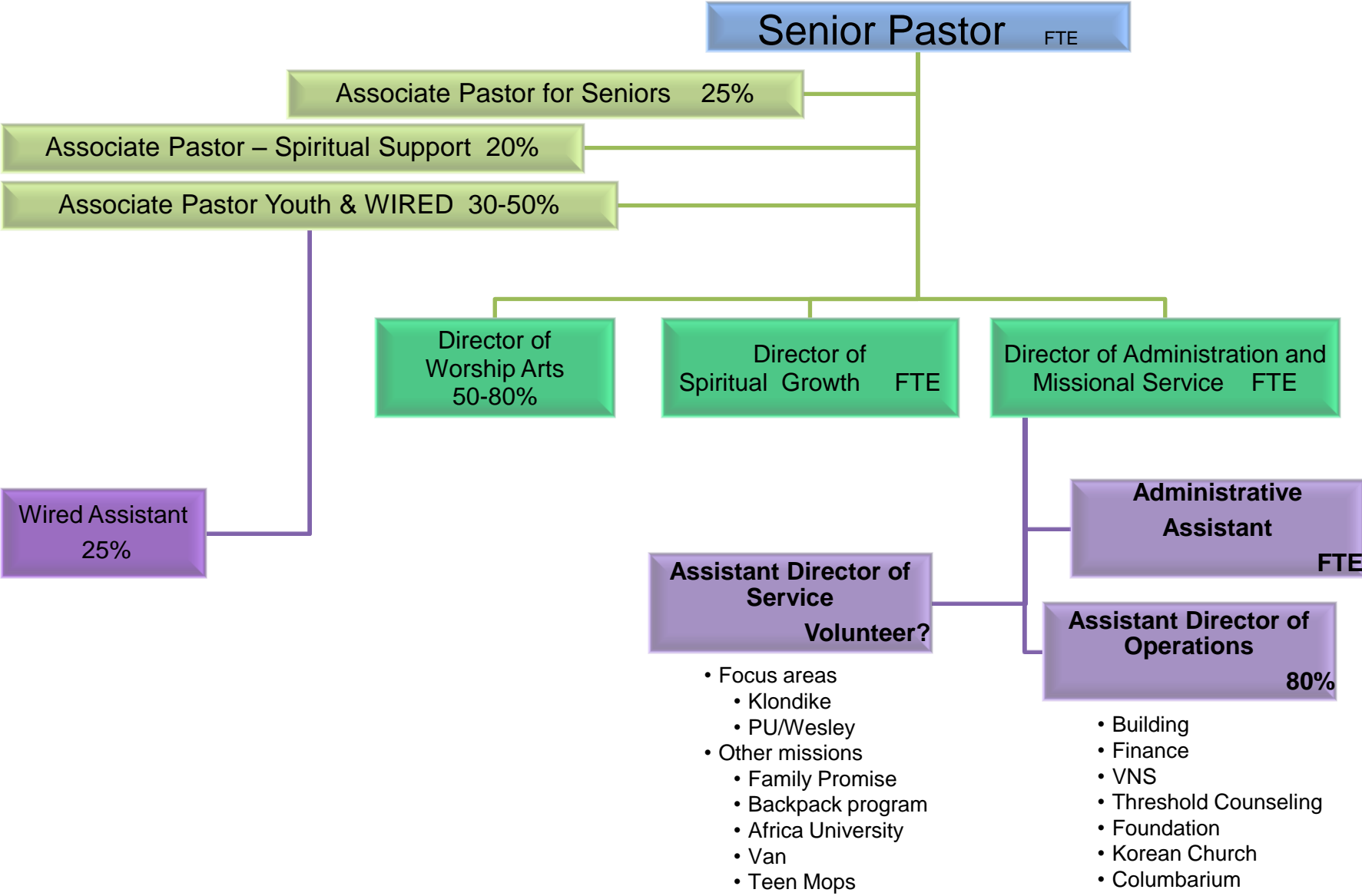
FTE

Assistant Director Service Volunteer?

Administrative Assistant FTE

Assistant Director of Operations & Accounting 80%

Management Staff First United Methodist Church



Senior Pastor FTE

Associate Pastor for Seniors 25%

Associate Pastor – Spiritual Support 20%

Associate Pastor Youth & WIRED 30-50%

Director of Worship Arts
50-80%

Director of Spiritual Growth FTE

Director of Administration and Missional Service FTE

Wired Assistant
25%

Administrative Assistant
FTE

Assistant Director of Service
Volunteer?

Assistant Director of Operations
80%

- Focus areas
 - Klondike
 - PU/Wesley
- Other missions
 - Family Promise
 - Backpack program
 - Africa University
 - Van
 - Teen Mops

- Building
- Finance
- VNS
- Threshold Counseling
- Foundation
- Korean Church
- Columbarium

Staffing First United Methodist Church

