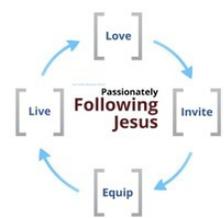




Our vision challenges us to Passionately Follow Jesus, discovering Jesus' practices of loving, inviting, equipping and living. We desire to love and look like Jesus in our world.



Organizational Structure and Leadership Model

East Goshen Mennonite Church

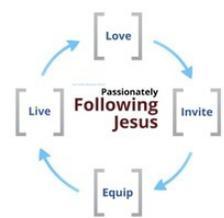
Prepared by the EGMC Structure Team – March 5, 2016

Unanimously Approved by EGMC Congregational Vote – April 10, 2016

Purpose and Process

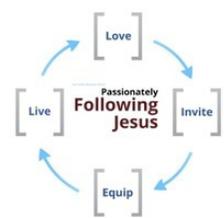
The elders spent time in 2013 working with the congregation on building a new vision for East Goshen Mennonite Church, passionately following Jesus, seeking to Live, Love, Invite and Equip. After the new vision was in place the elders approached church council about doing a review of the existing organizational structure. The existing Constitution and organizational structure were designed and written more than 18 years ago. Much has happened in the life of the congregation in 18 years including changes in pastoral leadership, church building projects, and changes in membership demographics. Over the past several years EGMC has experienced significant difficulty maintaining the existing organizational structure. Understanding of elements related to roles and responsibilities including authority and decision making have been lost over time. Gifts committee has experienced more and more difficulty filling important roles in the current structure. This proposal is not meant to be critical of a structure that may have been very good for the congregation at the time it was developed. This proposal presents a new structure and leadership model that is a reflection of the new vision and who we are as a congregation.

In March of 2015 the executive committee, Wilbur Hershberger, Tim Yoder and Matt Overman, met to discuss appointing a structure team and to make a list of members who might serve the congregation in this way. The structure team, Barb Eiler, Ben Graber, Beth Miller, Tim Hershberger, & Tim Yoder began meeting in April of 2015 to work on building a proposal for a new organizational structure for EGMC. The process began by becoming familiar with the existing structure. In addition to individual conversations with members the committee met with several resource people including Gifts committee chair, Dennis Stoesz, and interim pastor, Sherm Kauffman. During these meetings we discussed questions about how a church structure should support leadership, pastors, and members and how church history and congregational demographics impact church organization. The structure team then spent time researching the organizational structure of other congregations. Several of these congregations included North Goshen Mennonite Church, Berkey Avenue Mennonite Fellowship, Eighth Street Mennonite, Clinton Frame Mennonite Church, and Prairie Street Mennonite Church. This proposal is a result of the work and time invested by the members of the EGMC structure team.



Foundational Principles

1. Congregational leadership starts with a core group of members called to be spiritual leaders. In Acts the disciples provided spiritual leadership and discernment to the early church. They addressed issues related to evangelism, membership, and caregiving. This proposal names that group the “Spiritual Leadership Council”.
2. Congregations need gifted pastors to preach the gospel and Equip the congregation for carrying out the mission of the church. Jesus taught the disciples theological principles of faith, mercy, love and devotion from the scriptures and life examples. This proposal includes an active Pastoral Team committed to preaching, teaching and leading church mission.
3. Congregations are called to Love God’s people through ministry and mission carried out by active members who volunteer personal resources and gifts to the work of the church. Members engaged in ministry and mission is how a congregation carries out its vision. This proposal includes “Ministry Teams” designed to carry out the mission and vision of the congregation.
4. Congregations are communities of grace, joy, and peace that Live the call to passionately follow Jesus, and Invite others to share the call. Effective ministry happens when members trust and affirm each other, empowering the use of gifts in service to Christ and the church. The proposed model starts with the congregation empowering the Spiritual Leadership Council, the Spiritual Leadership Council empowering the Pastoral Team, the Pastoral Team empowering the Ministries, and the Ministries empowering their teams and coordinators. Each group is empowered to be effective when it has:
 - a. Clear expectation of roles and responsibility
 - b. Authority to act
 - c. Freedom to be creative, take risks and learn from mistakes along the way
 - d. Accountability for ministry actions and results
 - e. Trust, encouragement and affirmation from the congregation



Structural Entities

Spiritual Leadership Council (SLC)

The Spiritual Leadership Council will be responsible for strategic planning and spiritual discernment of Christ's call for East Goshen Mennonite Church. The Spiritual Leadership Council will work to ensure the vision of EGMC is present in all congregation initiatives. The SLC operates on behalf of and is directly accountable to the EGMC congregational body. The Gifts Discernment Team will identify and present for congregational vote, an SLC Chair, an SLC Church Moderator, and 3 SLC members at large. The SLC will meet at least once a month. For legal purposes the SLC is the governing board of the congregation. Pastors and members are welcome to attend the SLC's work sessions (except when it needs to convene an executive session).

Qualifications for Spiritual Leadership Council members.

- A member of EGMC who actively participates in the life of the congregation.
- Who has a deep awareness of God, Jesus Christ and the Holy Spirit
- Who can theologically address the congregation's vision & ministry
- Who wants to continually learn about changes in church and society
- Who has strength of conviction and flexibility to work with different opinions
- Who can work on the "big picture": how the parts facilitate the whole vision
- Who can delegate ministry to others and encourage them
- Who can make the work of the Spiritual Leadership Council a priority
- Who can commit to a 2 year term, with a limit of 3 consecutive terms

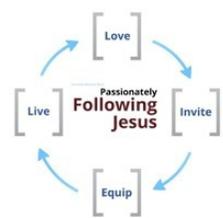
Authority and Activity of Spiritual Leadership Council

(1) Lead the congregation in spiritual discernment of Christ's call for the church

- (a) Clarify the congregation's vision, mission, and theological understandings, leading evaluation and revision as necessary
- (b) Lead congregational discernment on issues of theology, mission, membership, denominational affiliation, and use of physical resources
- (c) Form agenda for all congregational meetings to be led by the Moderator.
- (d) Provide oversight for maintenance of EGMC foundational documents such as the constitution, structure and leadership model, and handbook
- (e) Provide a point of accountability for conference and denominational delegates
- (f) Cultivate the group's own intimacy with Christ and each other through spiritual practice at each meeting

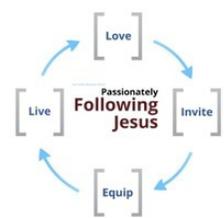
(2) Evaluate the congregation's progress toward fulfilling the vision and mission

- (a) Embrace and uphold the congregation's vision and mission
- (b) Set future priorities in consultation with the whole congregation
- (c) Assess how well the congregation is living out its vision and mission



(3) Provide oversight for the congregation's staff and assets

- (a) Lead the congregation in discerning pastoral roles and responsibilities
- (b) Delegate responsibility for ministry to the pastors and ministry teams
- (c) Guide, support, and evaluate pastors, and office staff
- (d) Manage job descriptions, salaries, benefits, evaluations, and staff transitions
- (e) Review financial records and ministry team performance annually



Pastoral Team

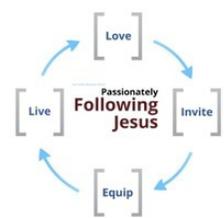
The Pastoral Team will consist of as many staff as the congregation and Spiritual Leadership Council deem necessary to lead the ministry of the church. The pastoral team is directly accountable to the Spiritual Leadership Council for their work in the church. The pastoral team will meet and work regularly with each other in carrying out the vision, mission and ministries of the congregation. The pastoral team will provide leadership in worship, Christian formation, stewardship, mission, and congregational care.

Qualifications for Pastoral Team members.

- See pastoral job descriptions

Authority and Activity of Pastoral Team

- (1) Develop an annual work plan that includes worship goals, ministry goals and personal growth goals**
- (2) Meet regularly with each of the ministry teams. At least one member of the Pastoral Team will meet with each ministry function and will be primarily responsible for working with that area of the congregation's ministry**
- (3) One member of the Pastoral Team will meet and work with the Gifts Discernment Team as an Ex officio member to identify gifts in the congregation and give counsel to the team.**
- (4) Annually the Pastoral Team will call together the Ministry Council (the group of elected chairs from the ministry functions) to do annual planning, work on goals and coordinate ministry efforts. One member of the Pastoral Team will serve as the chairperson of the Ministry Council when it convenes. The Pastoral Team may convene the Ministry Council as necessary throughout the year.**
- (5) The Spiritual Leadership Council will work with the Pastoral Team to designate one pastor as the leader of the team. He or she will lead pastoral team meetings and help to clarify responsibilities among the pastors.**



Gifts Discernment Team

The Gifts Discernment Team will identify and encourage the use of all gifts within the congregation and the wider church. They will discern names and present ballots to the congregation for vote. The Gifts Discernment Team will consist of 3 members. The standing Gifts Discernment Team, with input from the Spiritual Leadership Council and Pastoral Team, will identify new team members to be affirmed by the congregation. The positions recommend to the congregation will be, a chair of the Gifts Discernment Team and the two members at large. The Gifts Discernment Team operates on behalf of the congregational body and is directly accountable to the Spiritual Leadership Council. The Gifts Discernment Team will meet as necessary to fulfill their responsibilities to the congregation.

Qualifications for Gifts Discernment Team members.

- A member of EGMC who actively participates in the life of the congregation
- Who has a Christian commitment to God, Jesus Christ and the Holy Spirit
- Who can theologically understand the congregation's vision & ministry
- Who has awareness of the gifts of the Holy Spirit in fellow members
- Who has strength of conviction to identify and encourage use of gifts
- Who can make the work of the Gifts Discernment Team a priority
- Who can commit to a 2 year term, with a limit of 3 consecutive terms

Authority and Activity of Gifts Discernment Team

(1) Lead the congregation in spiritual gifts discernment, development and use

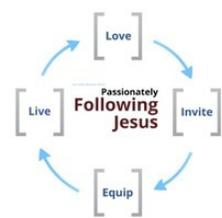
- (a) Know and understand the mission, vision, and constitution of the congregation to identify the positions required to be filled from within the congregation.
- (b) Cultivate spiritual relationships with members of the congregation to facilitate discernment of the gifts of the Holy Spirit present in the congregational body
- (c) Discern and encourage the use of gifts in the work of the church through the process of nomination and confirmation of candidates as described in the constitution
- (d) Submit the list of candidates to the SLC to be reviewed and then presented to the congregation for vote
- (e) Fill all vacant church positions on an annual basis or as they become vacant due to resignation or other circumstances
- (f) Recommend to the congregation for affirmation conference and denominational delegates
- (g) Cultivate the teams own intimacy with Christ and each other through spiritual practice at each meeting

(2) Maintain historical records of use of gifts in the congregation

- (a) Keep a list of all positions and members who have served in the past
- (b) Maintain a list of members and their willingness to serve in positions

(3) Lead the congregation in celebrating the use of gifts

- (a) Lead a brief commissioning and thank you for members accepting new positions
- (b) Lead a brief de-commissioning and thank you for members leaving positions



Pastoral Resource Team

The Pastoral Resource Team is responsible for nurturing an environment that promotes healthy communication and relationships among the Pastoral Team, church staff, and the congregational body. The PRT will be a resource and advocate for professional and personal growth opportunities for the Pastoral Team and church staff. The Pastoral Resource Team will consist of 3 members. The Spiritual Leadership Council, with input from the Gifts Discernment Team and the Pastoral Team, will identify new team members to be affirmed by the congregation. The positions recommended to the congregation will be, a chair of the Pastoral Resource Team and the two members at large. A member of the SLC will be an ex officio member of the Pastoral Resource Team. The Pastoral Resource Team operates on behalf of the congregational body and is directly accountable to the Spiritual Leadership Council. The Pastoral Resource Team will meet as necessary to fulfill their responsibilities to the congregation.

Qualifications for Pastoral Resource Team members.

- A member of EGMC who actively participates in the life of the congregation
- Who has a Christian commitment to God, Jesus Christ and the Holy Spirit
- Who can theologically understand the congregation's vision & ministry
- Who has gifts in pastoral care and a passion for leadership development
- Who can make the work of the Pastoral Resource Team a priority
- Who can commit to a 2 year term, with a limit of 3 consecutive terms

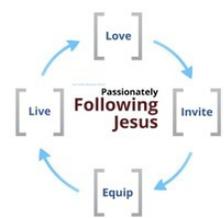
Authority and Activity of Pastoral Resource Team

(1) Lead the congregation in fostering a culture that promotes organizational health

- (a) Provide encouragement and support in the spirit of pastoral care to the Pastoral Team and their family/s
- (b) Work with the Pastoral Team to build leadership development opportunities that strengthen and enhance gifts needed for their roles.
- (c) Work with the Pastoral Team to create a consistent and effective feedback process designed to facilitate communication and promote professional and personal growth.
- (d) Work with the Pastoral Team to create a healthy work/life balance by assessing workload in the context of roles and responsibilities and establishing healthy limits and boundaries
- (e) Enhance and empower the relationship between the Pastoral Team and the congregation

(2) Human Resource Manage

- (a) Annually review and establish compensation and benefits recommendations for the Pastoral Team and church staff
- (b) Annually review the pastor's "Covenant of Understanding" with the Pastoral Team
- (c) Periodically review job descriptions and recommend changes where necessary
- (d) Coordinate and provide leadership to Pastoral Team and church staff evaluations
- (e) Work with the SLC and Pastoral Team on mediation of any conflicts that might emerge amongst the Pastoral Team, church staff and the congregation



Ministry Programs

East Goshen Mennonite Church will actively participate in God's work on earth through five ministries: Worship Ministry, Christian Formation Ministry, Stewardship Ministry, Mission Ministry, and Congregational Care Ministry. The Ministries operate on behalf of the congregational body and are directed by and accountable to the Pastoral Team. The Lead Pastor will convene and chair the Ministry Council as often as necessary. The Ministry Council is an Adhoc gathering of the Pastoral Team and the Ministry Chairs to strategically plan and coordinate the work of the Ministry Teams. There will be open communication between the Spiritual Leadership Council and the Ministry Council to provide opportunities to give and receive counsel and feedback. The following is an outline of the ministries with areas of responsibility.

Worship Ministry

- Worship, Ushers, Music, Hospitality

Christian Formation Ministry

- Sunday School, Library, Church Retreats, Youth

Stewardship Ministry

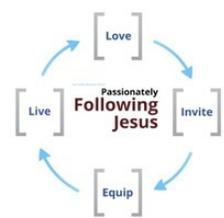
- Finance, Property, Technology

Mission Ministry

- International Mission, Domestic/Local Mission

Congregational Care Ministry

- Visitation, Stewards, Fellowship



Ministry Council

The Ministry Council is an Adhoc group responsible for the coordination of all aspects of Ministry programs at EGMC. The Ministry Council will be responsible for developing an annual plan for congregational ministry initiatives that reflect the vision and mission of EGMC. One member of the Pastoral team will serve as the chair of the Ministry Council. The chair will be responsible for scheduling meetings, setting agenda and assigning someone to take minutes. The primary responsibility of the Ministry Council is to meet and to develop an annual ministry plan. The Ministry Council may meet otherwise as needed to coordinate congregational ministry issues and initiatives.

Members of the Ministry Council

- Chair - Pastor
- Member - Worship Ministry Chair
- Member - Christian Formation Ministry Chair
- Member - Stewardship Ministry Chair
- Member - Mission Ministry Chair
- Member - Congregational Care Ministry Chair

Authority and Activity of Ministry Council

(1) Annual Ministry Plan

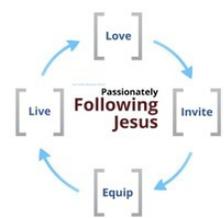
- (a) Meet together as ministry chairs with the Pastoral team to develop an annual focus, strategy and implementation plan for carrying out the vision and mission of EGMC through ministry activities.

(2) Ministry Coordination

- (a) Meet as necessary to communicate with ministry chairs to address ministry issues and coordinate ministry initiatives.

(3) Communicate with the Spiritual Leadership Council

- (a) Freely give and receive counsel on ministry issues and initiatives.



Worship Ministry

The Worship Ministry is responsible for the coordination and oversight of all aspects of the worship experience at EGMC. The Gifts Discernment Team will identify and present for congregational vote a Worship Ministry Chair and two Worship Ministry members at large. The Worship Ministry directors will work with the Pastoral Team to plan and coordinate worship themes and experiences throughout each calendar year. The Worship Ministry directors will meet as often as necessary to coordinate and facilitate the teams involved in delivering the worship experience each Sunday.

Qualifications for Worship Ministry members.

- An individual who actively participates in the life of the congregation
- Who has a Christian commitment to God, Jesus Christ and the Holy Spirit
- Who has a passion for creating vibrant and meaningful worship experiences
- Who can make the work of the Worship Ministry a priority
- Who can commit to a 2 year term, with a limit of 4 consecutive terms

Authority and Activity of Worship Ministry

(1) Worship Planning Team

- (a) A team of volunteers appointed by the Worship Ministry directors empowered to plan and coordinate all aspects of worship services for a specific time period.

(2) Music Worship Team

- (a) A team or multiple teams of volunteers established by the Worship Ministry directors to provide and lead vocal and instrumental music during worship.

(3) Usher Team

- (a) A team of volunteers appointed by the Worship Ministry directors to be ushers and carry out all usher responsibilities during worship services.

(4) Worship Leaders

- (a) A list of people maintained by the Worship Ministry directors who are willing and interested in being worship leaders.

(5) Scripture Readers

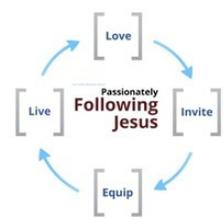
- (a) A list of people maintained by the Worship Ministry directors who are willing and interested in being scripture readers.

(6) Children's Time Storytellers

- (a) A list of people maintained by the Worship Ministry directors who are willing and interested in being children's time storytellers

(7) Hospitality Team

- (a) A team of volunteers established by the Worship Ministry directors to cultivate a culture of hospitality, to think about all aspects of welcoming our guests including physical features and greeting for worship and other special events.



Christian Formation Ministry

The Christian Formation Ministry is responsible for the coordination and oversight of all aspects of Christian education and formation at EGMC. The Gifts Discernment Team will identify and present for congregational vote a Christian Formation Ministry Chair, and two Christian Formation Ministry members at large. The Christian Formation Ministry directors will work to ensure the vision of EGMC is present in all continuing and new Christian Formation initiatives. The Christian Formation Ministry directors will meet as often as necessary to coordinate and facilitate the teams involved in delivering the Formation Ministries of EGMC.

Qualifications for Christian Formation Ministry members.

- An individual who actively participates in the life of the congregation
- Who has a Christian commitment to God, Jesus Christ and the Holy Spirit
- Who has a passion for congregation and family nurture for all age groups
- Who can build creative Christian Formation and Education experiences
- Who can make the work of the Christian Formation Ministry a priority
- Who can commit to a 2 year term, with a limit of 4 consecutive terms

Authority and Activity of Christian Formation Ministry

(1) Adult Sunday School Coordinator

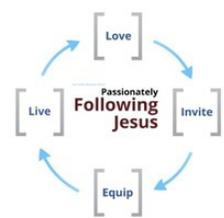
- (a) One of the directors or a volunteer appointed by the Christian Formation Ministry directors empowered to plan and coordinate all aspects of adult Sunday school.
- (b) Provide assistance to adult SS teachers and coordinators as needed including purchasing any materials for adult SS classes.
- (c) Work with the Pastoral team to coordinate any special church-wide SS studies.

(2) Children Sunday School Coordinator

- (a) One of the directors or a volunteer appointed by the Christian Formation Ministry directors empowered to plan and coordinate all aspects of children's Sunday school.
- (b) Organize the children's SS classes in age groups that are appropriate and fit the needs of the children.
- (c) Find children's SS teachers and provide assistance as needed including purchasing quarterly materials and supplies for the stock room and keeping it organized.
- (d) Coordinate matching adult SS classes with children's SS classes each spring.

(3) Youth Ministry Coordinator

- (a) One of the directors or a volunteer appointed by the Christian Formation Ministry directors empowered to work with a member of the Pastoral Team and youth sponsors to plan and coordinate the activities for junior high and high school youth.
- (b) Work with the Pastoral Team to find and support people willing to be youth sponsors.



(4) Nursery Coordinator

- (a) One of the directors or a volunteer appointed by the Christian Formation Ministry directors empowered to plan and coordinate all aspects of the nursery.
- (b) Maintain a list of volunteers willing to be in the toddler room during worship.
- (c) Organize and schedule the volunteers for the toddler room.
- (d) Keep the toddler room clean and stocked with age appropriate toys.

(5) Library Coordinator

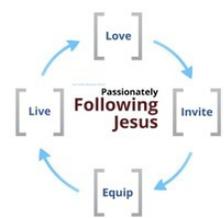
- (a) One of the directors or a volunteer appointed by the Christian Formation Ministry directors empowered to manage the church library.
- (b) Manage an inventory of books and other library resources suitable for all ages including selection and purchase, repair and maintenance, and obsolescence.
- (c) Provide and manage a way to check out and return library resources.
- (d) Manage the organization of the shelves and return books and resources to the appropriate locations.

(6) Church Retreat Coordinator

- (a) One of the directors or a volunteer appointed by the Christian Formation Ministry directors empowered to work with the Pastoral Team to plan and coordinate church retreats.
- (b) Work with other Ministry Teams where appropriate to coordinate retreat responsibilities.

(7) Child Care Coordinator

- (a) One of the directors or a volunteer appointed by the Christian Formation Ministry directors empowered to coordinate all aspects of child care for special meetings and church events.
- (b) Maintain a list of volunteers willing to provide child care during meetings and events.
- (c) Organize and schedule the volunteers for child care.



Stewardship Ministry

The Stewardship Ministry is responsible for the coordination, oversight and management of all aspects of Finance, Building and Property at EGMC. The Gifts Discernment Team will identify and present for congregational vote a Stewardship Ministry Chair, a Stewardship Ministry Treasurer, and one Stewardship Ministry member at large. The Stewardship Ministry directors will work together to manage the finances and physical assets of EGMC. The Stewardship Ministry directors will meet at least once a quarter to coordinate and facilitate the teams involved in managing the finances and physical assets of the congregation.

Qualifications for Stewardship Ministry members.

- An individual who actively participates in the life of the congregation
- Who has a Christian commitment to God, Jesus Christ and the Holy Spirit
- Who has a passion for stewardship of all God's resources
- Who can make the work of the Stewardship Ministry a priority
- Who can commit to a 2 year term, with a limit of 4 consecutive terms total

Authority and Activity of Stewardship Ministry

(1) Finance Team

- (a) A team of volunteers established by the Stewardship Ministry directors and coordinated by the Treasurer.
- (b) Meet with the Treasurer as needed and assist with counting offerings, budget planning, accounting period closing, and any other financial responsibilities.
- (c) Prepare and distribute monthly, quarterly, and annual financial reports to the Spiritual Leadership Council and the Ministry Council.

(2) Property Team

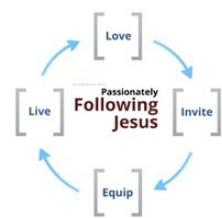
- (a) A team of volunteers established by the Stewardship Ministry directors and empowered to plan and coordinate all aspects of building and property maintenance including lawn care and snow removal.

(3) Custodial Team

- (a) A person or team of people appointed by the Stewardship Ministry directors, paid to provide cleaning and facility support services for the church building.
- (b) See job description for more details on custodian responsibilities

(4) Technology Team

- (a) A team of volunteers established by the Stewardship Ministry directors and empowered to plan, coordinate and manage all aspects of audio, visual and computer technology used in the building.



Mission Ministry

The Mission Ministry is responsible for the coordination and oversight of all aspects of International and Domestic/Local mission at EGMC. The Mission Ministry will manage mission funds and encourage the use of gifts within the congregation for the purpose of mission. The Gifts Discernment Team will identify and present for congregational vote a Mission Ministry Chair, and two Mission Ministry members at large. The Mission Ministry directors will work to ensure the vision of EGMC is present in all continuing and new Mission initiatives. The Mission Ministry Team will meet as necessary to fulfill their responsibilities to the congregation.

Qualifications for Mission Ministry members.

- An individual who actively participates in the life of the congregation
- Who has a Christian commitment to God, Jesus Christ and the Holy Spirit
- Who has a passion for sharing God's mission with the world
- Who can actively encourage others to share God's mission work
- Who can make the work of the Mission Ministry a priority
- Who can commit to a 2 year term, with a limit of 4 consecutive terms

Authority and Activity of Mission Ministry

(1) International Mission Coordinator

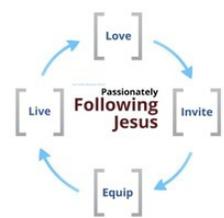
- (a) One of the directors or a volunteer appointed by the Mission Ministry directors empowered to plan and coordinate all aspects of international mission.
- (b) Manage any international mission financial funds for the congregation.
- (c) Maintain relationships with international mission organizations and initiatives like but not limited to: Mennonite Mission Network, Mennonite Central Committee, Christian Peacemaker Teams, Semilla, Justa Paz, Union Misionera Sister Church in Columbia, and Gideon's International.
- (d) Facilitate communication between EGMC and people in the mission field.

(2) Domestic/Local Mission Coordinator

- (a) One of the directors or a volunteer appointed by the Mission Ministry directors empowered to plan and coordinate all aspects of domestic/local mission.
- (b) Manage any domestic/local mission financial funds for the congregation.
- (c) Maintain relationships with domestic/local mission organizations and initiatives like but not limited to: Center for Healing and Hope, Maple City Health Care Center, Goshen Hispanic Ministries, Church Community Services, Faith Mission, Mennonite Central Committee (MCC), MCC Canner, MCC Auction, Community Chaplaincy, Mennonite Women, Menno Hof, Mennonite Disaster Service (MDS), Mennonite Disabilities Committee (MDC) Goldenrod, Walnut Hill Daycare Center

(3) Annual Missional Meeting

- (a) Facilitate communication and teamwork among the EGMC mission initiatives to seek ways to build a larger sense of unity in mission under the direction of Jesus Christ.



(4) Food Pantry Coordinator

- (a) One of the directors or a volunteer appointed by the Mission Ministry directors empowered to plan and coordinate all aspects of the Food Pantry.
- (b) Manage recruitment of volunteers to welcome visitors, stock shelves, and work with food banks and shop with donations.

(5) IHN Coordinator

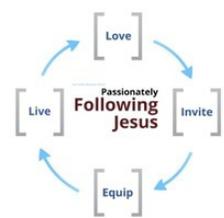
- (a) One of the directors or a volunteer appointed by the Mission Ministry directors empowered to plan and coordinate all aspects of support for IHN.
- (b) Manage recruitment of volunteers to host guests, and provide meals during the EGMC's week/s of IHN responsibility.

(6) Recycling Coordinator

- (a) One of the directors or a volunteer appointed by the Mission Ministry directors empowered to plan and coordinate all aspects of the recycling center.
- (b) Manage communication with the recycling company and make sure the recycling area is clean.

(7) MDS Coordinator

- (a) One of the directors or a volunteer appointed by the Mission Ministry directors empowered to plan and coordinate all aspects of support for MDS.
- (b) Act as the conduit for communication between EGMC and MDS to inform the congregation of and coordinate opportunities to serve.



Congregational Care Ministry

The Congregational Care Ministry is responsible for the coordination and oversight of all aspects of congregational care and membership at EGMC. The Gifts Discernment Team will identify and present for congregational vote a Congregational Care Ministry Chair, and two Congregational Care Ministry members at large. The Congregational Care Ministry directors will work to ensure the vision of EGMC is present in all congregational care initiatives. The Congregational Care Ministry directors will meet as often as necessary to coordinate and facilitate the teams involved in providing congregational care.

Qualifications for Congregational Care Ministry members.

- An individual who actively participates in the life of the congregation
- Who has a Christian commitment to God, Jesus Christ and the Holy Spirit
- Who has a passion for coordinating congregational care activities for a wide range of persons within the congregation
- Who can make the work of the Congregational Care Ministry a priority
- Who can commit to a 2 year term, with a limit of 4 consecutive terms total

Authority and Activity of Congregational Care Ministry

(1) Caregiving Team

- (a) A team of volunteers established by the Congregational Care Ministry directors empowered to work with the Pastoral team to provide care and visitation.
- (b) Work with Pastoral team to plan and coordinate Greencroft gatherings

(2) Stewards Team

- (a) A team of volunteers established by the Congregational Care Ministry directors empowered to work with persons in the congregation who need financial assistance and or counseling.
- (b) Work with the Finance Team on distributing Mutual Aid funds as needed
- (c) Work with the Everence representative to file for matching financial funds

(3) Fellowship Team

- (a) A team of volunteers established by the Congregational Care Ministry directors empowered to manage the kitchens, and coordinate congregational meals.
- (b) Manage an inventory of kitchen utensils and supplies including selection and purchase, repair and maintenance, and obsolescence.

(4) Small Group Ministry Team

- (a) A team of volunteers established by the Congregational Care Ministry directors empowered to plan and coordinate small group fellowships within the congregation.

(5) Men's Fellowship Coordinator

- (a) A volunteer appointed by the Congregational Care Ministry directors empowered to coordinate all aspects of Men's Fellowship including the Men's Breakfast.

(6) Women's Fellowship Coordinator

- (a) A volunteer appointed by the Congregational Care Ministry directors empowered to coordinate all aspects of Women's Fellowship.