

HOW TRINITY FELLOWSHIP WORKS - II

Leadership Team, Pastors & Deacons, Ministry Leaders

The second of two articles

In continuing our discussion on church governance and leadership that exists at Trinity Fellowship, we will discuss in this Article II the downline responsibilities of the Leadership Team, Pastors and Deacons, and Ministry Leaders.

You may recall from Article I that these leadership levels receive their authority from the Oversight Elders who in turn receive it initially from the congregation under the headship of Jesus Christ.

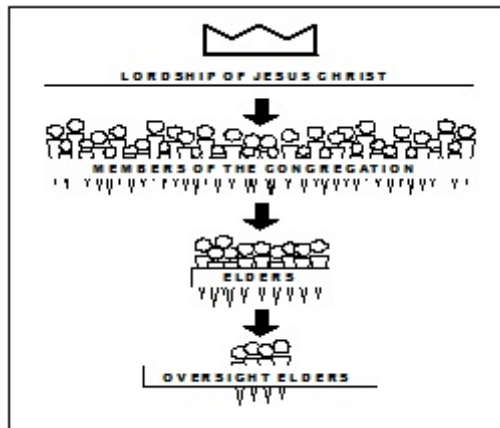
Leadership Team

Our Leadership Team at Trinity Fellowship is made up of representatives of the Oversight Elders, Pastors, Deacons, and key Ministry Leaders.

Their primary purpose is to make sure the whole of Trinity is pulling together in the same direction. They strive to efficiently use the physical, financial and human resources provided by God to **fulfill the mission of Trinity Fellowship**.

In other words, how do we attain the biggest bang for the resources we have been blessed with to serve God's purpose for our church?

Secondly, they are responsible for efficiently and effectively managing the Administrative, Human Resources, Financial, Facility and Ministry operations.



To successfully accomplish this they must:

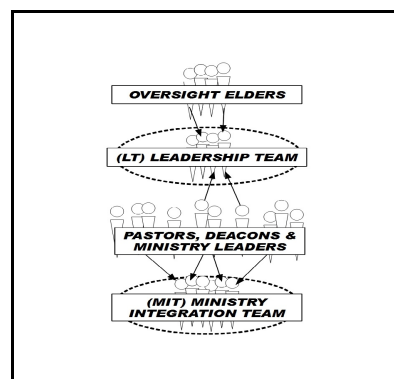
- (1) ensure complete understanding of Church's 3-5 year vision and strategic direction,
- (2) restate and cast the vision into goals that are shorter term, i.e, applied to this year and are focused at the ministry level,
- (3) champion the development of annual priorities and church wide-budgets that focus on ministry level plans and clearly show biblical stewardship,
- (4) develop and maintain written procedures for conducting church business and making key decisions,
- (5) champion communication and decision-making to the lowest levels of the organization,
- (6) ensure hurdles/issues are identified, have adequate sponsorship and are resolved on timely basis,
- (7) appoint key meeting, financial and legal roles for conducting church business,
- (8) identify and develop emerging leaders from Ministry, Staff and Support Service teams.

Ministry Integration Team

Our Ministry Integration Team (MIT) is made up of ministry leaders. They meet quarterly with a primary focus on planning and resourcing ministry activities in an integrated manner. Through effective planning they strive to:

- (1) stay aligned with the vision set forth by the Elders,
- (2) combine ministry events that have similar goals,
- (3) stretch their ministry funds and volunteers' time more effectively for impact.
- (4) simplify event scheduling and event communications to the congregation.

In addition to these planning responsibilities, the MIT helps identify broad-based skill training needed for our ministry leaders and volunteers.



Pastors and Deacons

Pastors and Deacons have been granted authority by the Oversight Elders in specific ministry areas, e.g., Support

Services or PowerHouse, to work with the Elders in implementing ministry goals.

Ministry Leaders

The individual Ministry Leaders' authority and focus is to lead the design, development and effective implementation of support programs that will achieve, at their ministry level, the direction set forth by the Oversight Elders.

To accomplish this Ministry Leaders will:

- (1) become familiar with the longer term vision and priorities established by the Oversight Elders,
- (2) design a tactical plan, called a planning rocket, with focused goals and measurable results for their ministry area that directly supports our church vision,
- (3) determine what resources (money and manpower) are needed to fulfill their plan,
- (4) implement their plan and manage it throughout the year to ensure it accomplishes what it was designed to do.

An Analogy of Leadership Roles

As you can see, there are many levels of leadership involved at Trinity Fellowship helping us fulfill the purpose God has for us in West Michigan and beyond.

Maybe the simplest way to explain how these levels of leadership work together is to share with you an analogy.

Imagine that as part of our church Mission statement we felt it was critical to discover the Midwest. In this analogy the Oversight Elders, during their annual retreat, decide our first destination should be Chicago.



The Leadership Team selects the route via 131 to I-196W to I-94W, and ensures we have adequate vehicles and finances available to support the trip. Similarly, in our church today, the Leadership Team makes sure the direction we are headed in is consistent with the vision of the elders and our resources are adequate to fulfill our mission. The Ministry Integration Team plans the departure and arrival times, develops and distributes directions and maps on getting everyone to Chicago on time and safely while efficiently deploying our resources in the shortest route and time possible. In turn, they inform their teams that the bus will depart at 8:00 a.m. on Monday and will return on Thursday by 5:00 p.m.

Armed with the destination (by the Elders), the route & overall resources (by the Leadership Team), the departure/arrival times, trip communications and safety guidance (by the Ministry Integration Team) the Ministry Leaders determine what their teams need to pack and what personal resources they will need for the trip. This is similar to their deciding the manpower and budgets they need to do their ministry each year.

WHO DOES WHAT?

To further reduce the confusion about who does what or whom to ask, we suggest you follow this simple guidance.

IF THE ISSUE IS ABOUT:

The Big Picture: Church strategy or vision; future staffing or facility actions; long range planning; church policies on employment, finances, facility usage, code of conduct, etc.; the senior pastor; level of indebtedness; the delegation of leadership authority, then please direct your inquiry to the Oversight Elders (Gary deBock, Jim Miller, Joe Gardner, Joe LaFramboise).

Church Wide Operations: Current plans; organizational structure; financial health; most church-wide, non-ministry specific issues e.g. church wide budget, tithing, procedures, etc.; then please direct your inquiry to the Leadership Team (Gary deBock, John Angell, Jerry Scoby, Joe LaFramboise).

Ministry Specific Today: Ministry Specific Plans, e.g. when do small groups begin; what missions projects are we supporting this year; what children or youth activities are scheduled, office administration; church hours; facility and grounds maintenance; etc.; call the church office who will direct you to the right people in either the Ministry Integration Team or a specific ministry leader/volunteer.

*Joe LaFramboise,
Oversight Elder*