

# **NEW ORGANIZATIONAL STRUCTURE**

HOW THE STRUCTURE WOULD CHANGE AND WHY

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# WHY ARE WE CHANGING OUR STRUCTURE?

Our team was chartered to assess our organizational structure with specified measures of success, that we did not believe our current bylaws met.

While some measures of success apply to the bylaws in their entirety, these specifically speak to why we remodeled our structure too.

## Measures of Success

1. Must give the church flexibility & agility; and must allow the church to adapt as inspired
2. Must maximize participation and minimize overload of individuals
3. Must meet the church where it is today, allow for growth, empower more people, be less taxing, and give the congregation more opportunity to live out OHBC's mission & vision
4. Must encourage healthy turnover and ensure leadership positions are held by individuals with the best leadership qualities
5. Must provide support for informed decision making, empowering leaders when possible and ensuring accountability when required

We felt our existing committee heavy model, did not meet these success measurements.

# THE ELEMENTS OF THE ORGANIZATION

## MEMBERS

Active participants in the life of the church, but now includes classes for those who are no longer active, and those who are participatory, but not members.

## SENIOR PASTOR

Spiritual leader of the church, with oversight of other staff.

## MINISTERIAL STAFF

Responsible to the church under the leadership of the Senior Pastor.

## NON-MINISTERIAL STAFF

Function as servants alongside the Ministerial Staff and the membership to support the Church's mission and ministries.

## DEACONS

Serve with and support the Pastor and Ministerial Staff in performing pastoral ministries of the Church.

## CHURCH OFFICERS

The Senior Pastor, the Secretary, the Treasurer, Assistant Treasurer, Moderator, & Parliamentarian serve with and support the Board of Directors and staff in conducting the administrative functions of the Church.

## MINISTRY TEAMS

Teams shall be responsible over many lay functions of the Church and shall coordinate with relevant staff, meet monthly, and report to the Board of Directors. Currently consisting of:

- Welcome Team
- Word Team
- Work Team

## STANDING COMMITTEES

Established for duties that require specific or continuous attention and oversight. Currently consisting of:

- Nominating
- Stewardship
- Personnel

## SPECIAL COMMITTEES

Established as needed for a specific period of time.

## BOARD OF DIRECTORS

Acting on behalf of the congregation, the Board of Directors oversee the legal, business, financial, and administrative affairs of the Church..

# MEMBERS

An incorporated Church needs to clearly define membership and maintain membership roles on a regular basis. To assist with that process, we created classes of membership:

- Active
- Inactive
- Associate Members

**Active Members:** Regularly attend worship, contribute to the support of the church and its causes, and actively participate in the organized work of the Church. Active Members, age 13 or older, are entitled to vote and are eligible for office\*.

*\*Note: Office is defined as a role on a Ministry Team, Committee, Board, or as an Officer, or a Deacon.*

**Inactive Members:** Members who fail to exhibit any interest in the Church (attendance, participation, contributions, etc.) for an extended period of time. Following contact by the Senior Pastor or designee, if no interest is shown, members can be designated Inactive. Inactive Members are not entitled to vote or hold office.

**Associate Members:** All persons who desire a church fellowship home, but have not officially joined our membership (through our traditional methods of joining) are Associate Members. Associate members are not entitled to vote or hold office, but may serve in other capacities in the Church.

# MINISTRY TEAMS

We are recommending a shift from a committee based Church model, to a team based Church model. These teams would be responsible for the lay functions outlined, coordinating with relevant staff, and report to the Board of Directors - as the lead of each team serves on the Board.

- Welcome Team
- Word Team
- Work Team

We believe this model promotes better collaboration amongst similar areas of the Church, promotes volunteerism, empowers lay leadership, and promotes streamlined decision-making.

Teams would have a lead + 6-9 members that oversee these functional areas and recruit volunteers from all membership classes to serve. Members and leads can not serve two Teams concurrently.

## **Welcome Team**

Responsible for hospitality, evangelistic outreach and worship.

## **Word Team**

Responsible for areas relating to spiritual formation, Christian and music education, Bible studies, child care programs, and age-group ministries.

## **Work Team**

Responsible for community engagement, missions, and stewardship of properties and records.

# WELCOME TEAM

Responsible for hospitality, evangelistic outreach and worship.

## Responsibilities Include:

1. Worship format and content collaboration with Ministerial Staff;
2. Inclusive atmosphere, exhibiting friendliness and a genuine interest in all who share in the worship service;
3. Physical needs for worship are provided for including Baptism, audio & visual, decoration for special occasions;
4. Greeting, ushering and welcoming attendants of worship;
5. Outreach, including follow up with visitors, promoting events, Church ministries, and the Church overall; and
6. Hospitality and supplies for individuals at Church fellowship events, funerals, and special meetings.

# WORD TEAM

Responsible for areas relating to spiritual formation, Christian and music education, Bible studies, child care programs, and age-group ministries.

## Responsibilities Include:

1. Spiritual formation for all areas of the Church;
2. Christian education, including curriculum & teacher development;
3. Music education, including curriculum & teacher development;
4. Bible studies and Bible schools;
5. Child care programs including nursery and preschool;
6. Internally focused ministries (such as for children, youth, men, women, seniors); and
7. Periodic emphases on stewardship and other spiritual disciplines.

# WORK TEAM

Responsible for community engagement, missions, and stewardship of properties and records.

## Responsibilities Include:

1. Community engagement and missions of the Church, including congregations and other groups that share our space;
2. Determine and allocate missional offerings, including special offerings;
3. Mother's Day Out program and any similar programs;
4. Safety and security of the congregation;
5. Retention, upkeep, and distribution of the Operation & Procedure Manual;
6. Maintenance and cleanliness of Church properties to include building, grounds, and other assets;
7. Counting of offerings collected; and
8. History of the Church.



# FREQUENTLY ASKED QUESTIONS

## **What does this mean for all the committees and ministries that we don't see listed?**

This new team based model would dissolve the current committees that are not specifically stated as Standing Committees. It does not mean that those functions go away. It means the teams are responsible for ensuring the necessary or desired functions of the Church continue through volunteers, that the team's are empowered to find. But it also means, that the teams are empowered to assess what those necessary and desired functions are, on a recurring basis. We want the ministry, missional, and administrative aspects of our Church to be aligned with our mission and vision, and carried out strategically.

Ministries, missions, and programs have not been dissolved, but do fall under the team's purview to assess.

## **How do the ministry teams engage with staff, and will staff have oversight of the teams that relate to their ministerial areas?**

We believe the Church was asking for a model that empowered laity and created a structure that promoted enhanced collaboration between staff and laity, in all aspects of Church ministry, missions, and Worship.

While staff would not have oversight of the teams, the staff and teams would collaborate on areas of the church where overlap exists between the Ministerial staff responsibilities and the team's area of responsibility. This model creates more interaction between laity and staff responsibility. Both serve the Church, and both have a voice in contributing to the direction the Church desires to move in.