

Immanuel Moves Forward in Ministry Development

The Rooted in God adult religious education group met for ten sessions, March through September 2011. Much of their time they explored Baptismal Ministry at Immanuel Church. As part of this discussion they charted the various areas of the congregation's ministry in order to enhance the development and effectiveness of our ministries together.

What are the areas of ministry here at Immanuel Church? The group came up with seven. In each of these areas the group proposed that ministry groups be formed, trained, and developed on an ongoing and open-ended basis. The way this happens may be unique to each area and there are already people involved in these ministries. Each of these areas, except the first, will be coordinated by the Local Ministry Support Team who lead or oversee Ministry Area Leaders.

For example, some work has been done recently in developing the Pastoral Care ministry area. In the summer of 2010, Diana, Beau, Vic and Joellen took a class online in pastoral care through the Episcopal Divinity School with a view to forming an ongoing Pastoral Care Team. A Pastoral Care Group of a dozen or more was also formed one day after church and was intended to become an ongoing group involved in this ministry. Neither the team nor the group continued in any formal way. We think this is because there was no leader in this ministry area who ensured group and team development in an ongoing way. In order for ministry development in this or any area to be sustained, we need leadership provided or overseen by the Local Ministry Support Team.

In areas 2-7, Ministry Area Leaders are charged to form and guide groups in these areas as well as chair and oversee these ministries and their component parts. They may identify and oversee leaders who may develop teams in component parts of these areas of ministry.

Please note that this is not intended to be a second generation/Baptismal Ministry Covenant Group. Ministry Development in these areas may result in that eventually, but this simply defines the structure and the process for ministry development and ongoing ministry to take place.

Area 1: GOVERNANCE

The Vestry is led by the Senior Warden. There is a need for an ongoing Buildings and Grounds Committee. Traditionally the Junior Warden takes charge of this committee.

- Vestry
- Buildings and Grounds
- Finances

Area 2: OUTREACH

Steve leads this area of ministry.

- Community Kitchen & Food Pantry
- Community Closet (Thrift Store)
- Community Christmas Fund
- Food Distribution
- Discretionary Fund
- Greater Falls United Network
- Missionary: LAMB Institute (bottles & cans) & El Salvador (eye glasses)
- Stone Church Arts
- Face/Presence in the Community

Area 3: WORSHIP

Vic leads this area of ministry until his retirement at the end of 2012. This area may involve training and licensing in particular areas of ministry.

- Music
- Preaching
- Presiding
- Reading
- Eucharist
- Serving: Acolytes, Chalice Bearers, etc
- Pastoral Offices: Baptisms, Weddings, Funerals, etc.
- Preparation/Counseling for Baptisms, Weddings, etc.
- Daily Office
- Altar Guild

Area 4: COMMUNICATION

Beau leads this area of ministry and will coordinate volunteers as appropriate.

- The Herald Newsletter
- Sunday Bulletin
- Publicity/Advertizing
- Communications Hub

Area 5: STEWARDSHIP

Charlie leads this area of ministry as he is commissioned to do so as part of the LMST.

- Time
- Talent
- Treasure
- Hospitality & Greeters

Area 6: EDUCATION

Gloria leads this area of ministry as she is commissioned to do so as part of the LMST.

- Adult
- Sunday School
- Training liturgical servers, readers, etc.
- Spritual Exploration

Area 7: PASTORAL CARE

We do not currently have anyone who leads in this area. The Vestry asked Beau to coordinate and communicate information through a Pastoral Care Log. This area may involve the ongoing development and maintenance of teams for mutual support, coordination and guidance as well as licensing.

- Visitation/Ministry to the Sick
- Taking Communion to Shut-Ins
- Spiritual Direction
- Individual & Family Counseling

The Role of the Ministry Area Leaders

While each Ministry Area Leader will approach leadership in their own manner, applying their own styles, gifts and skills, we see their roles as:

- Chief Operating Officers
- Ministry Developers
- Overall Coordinators
- Team Builders
- Coaches

As the CEO's, they are the "face" and authority in their ministry areas. If people want to make changes in that area of ministry or deviate from the norm, the Ministry Area Leader needs to be consulted. The Ministry Area Leader needs to be informed when difficulties arise.

As Ministry Developers, they are charged with strengthening and expanding that area of ministry. In the spirit of Baptismal Ministry, they identify needs in their area and include people who reveal the needed gifts and skills. They then support them sensitively in practically applying their gifts and skills and providing training as needed.

As Coordinators they oversee the needs of their ministry area. They ensure that all is running smoothly, people are fulfilling their commitments and, if not, ask them in a supportive way how they can be helped to fulfill their commitments. If they need to step back for a time or indefinitely, the Ministry Area Leader will support them in doing so and find others to step in.

As Team Builders, they will cultivate a team ministry approach in their areas where appropriate. For example, the Communications Leader may identify an editor of the Herald who would identify and facilitate a team of writers, folders and collaters. Or the Outreach leader would ensure the Community Closet had a good coordinator of volunteers.

All of these roles work well when the Ministry Area Leader serves as a coach who provides support and encouragement. . They would meet with members who serve in their area to discuss their ministries in a structured way. The purpose is to assist the volunteer to learn from his or her experience and progress in expertise, as well as to ensure good ministry service to the congregation and the wider community.