



St. John Lutheran Church

Organization and Operation

Background

The traditional church structure consists of a Church Council composed of the Pastor(s), President, Vice President, Secretary, Treasurer and Committee Chairpersons. The Committee Chairs hold committee meetings and direct all activities of the church. St. John operated in this manner until 2006 when a different structure was put into place in order to:

- Provide a more flexible organization to encourage growth;
- Align the organization to support the mission;
- Support and nurture new ministries;
- Minimize meetings and non-value-added activities;
- Provide for longer-term vision, strategy and planning.

St. John's Current Organization

➤ The Board

- Consists of the Pastor(s) plus six members, elected at large.
- Members are elected by and accountable to the Congregation.
 - Each Board member serves one or two two-year terms.
 - Three members are elected each year so there is overlap between Boards.
 - Board members may serve only two consecutive terms.
- The Board is responsible for guiding the overall direction of the congregation; establishing vision and mission; defining desired ends.

➤ The Leadership Teams

- appointed by and accountable to the Board
- responsible to define means to reach the ends identified by the Board and execute all programs
- consists of the leaders of each Ministry Team plus the Resources Team leader.
- Ministry Teams correspond to our Five Core Values:
 - Inspiring Worship
 - Life Long Faith Formation
 - Authentic Community
 - Compassionate Service
 - Genuine Hospitality
- The Resources Team is responsible for the budget, property and personnel policies.

St. John Organization and Operation *(continued)*

Board Members

- Dave Androvich
- Jackie Craig
- Beverly Gerhard
- Craig Henriksen
- Michael Kennedy
- Diane Rinehart

Ministry Team Leaders

- **Inspiring Worship Team ~ Troy Nelson**
 - All Worship and Music
- **Life Long Faith Formation Team ~ John Dresden**
 - Christian Education for all ages, including Sunday School, Confirmation, Adult Ed, home study and devotions
- **Authentic Community Team ~ OPEN POSITION**
 - Fellowship activities within the congregation
 - Small Group development (future)
- **Compassionate Service Team ~ Bill Halvangis**
 - Service projects benefitting those outside the congregation
 - e.g., CROP Walk, Blood Drive, God's Garden, BTW, Rebuilding Together, etc.
 - Service to those inside St. John
 - e.g., Stephen Ministry, Parish Nursing (future), Transportation ministry
- **Genuine Hospitality Team ~ Stella Weller**
 - Outreach and hospitality to the local community outside St. John
- **Resources Team ~ Ed Kramer**
 - Finances - including annual budget development and Treasurer reporting
 - Property - building use and maintenance
 - Personnel policy – including staff salaries
- **Communications Team ~ Elaine Pearson**
 - All communications both internal and external

What this Means to You

1. If you want to participate in an existing ministry team, see that Team Leader.
2. If you want to start a new ministry team, please touch base with the appropriate team leader to make sure the "branches" stay connected to the "vine." No need to join a "committee". Just get your ministry going!
3. Consider being a Team Leader. You do not have to run all the activities yourself! Your primary job will be coordination and communication.

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