

DOWNTOWN CHURCH OF CHRIST MINISTRY SYSTEM

MINISTRY SYSTEM HISTORY: In August of 1998, the elders announced to the congregation the decision to remove themselves from direct responsibility of the ministries and ministry programs by creating a new ministry system consisting of various Ministry Leaders and teams. The intent of creating this system was to transfer the responsibility and authority to carry out tasks within specified guidelines to the leaders over each of the ministries. One of the purposes of the ministry system is to ensure that each of our ministries is focused on our mission of searching for the lost, bringing back the strays, binding up the injured and strengthening the weak.

MINISTRY SYSTEM OVERVIEW: Each of the Downtown ministries (found on the reverse side) is assigned a Ministry Leader(s) who is responsible for that particular ministry. The Ministry Leader(s) has the authority to carry out the responsibilities of the ministry. These ministries are grouped into nine ministry teams: Administrative Team, Body Life Team, Communications Team, Education Team, Facilities Team, Missions Team, Outreach Team, Student Team and Worship Team. Each of these teams is led by a Deacon/Team Leader who coordinates and serves the ministries making up his ministry team. These nine Deacon/Team Leaders also serve as the Downtown Finance Team, coordinate each year's budget with the ministries and are accountable for the spending within the budget. Shepherds are assigned as liaisons to each of the ministry teams as prayer warriors, sounding boards and a source of support and encouragement to their assigned team.

ROLE OF DEACON/TEAM LEADERS: Deacon/Team Leaders over each of the ministry teams have the responsibility to lead, administrate and facilitate good communication within their assigned ministry team. Specific responsibilities include:

- Hold Ministry Leaders within their team accountable to carry out their mission and goals and assist them in meeting those goals;
- Work closely and establish a line of communication with each of the Ministry Leaders making up their team.
- Chair necessary team meetings; encourage and support each of their Ministry Leaders.
- Work closely with the Strategic Team when searching for individuals to fill any vacated Ministry Leader position within their team.
- If staff is overseeing a ministry within the assigned team, the team leader will aid and assist the staff with encouragement, support and volunteers to carryout the purpose of the ministry
- As a group, the Deacon/Team Leaders will determine and administrate the Downtown budget each fiscal year by using input received from Ministry Leaders, shepherds, staff and the congregation. The Deacons/Team Leaders overseeing the ministry teams will be responsible for comprising and administrating the budget throughout the year. Financial requests and concerns will be addressed by this team. Each fiscal year budget is submitted to the shepherds for approval and blessing.

These men must meet the Biblical qualifications of a Deacon and will be commissioned as Deacons by the shepherds. Deacon affirmation/reaffirmation will occur one year after the Shepherd affirmation/reaffirmation process. Deacons/Team Leaders are asked to lead for a three year period. At that time, they can be reaffirmed, or have the opportunity to step down from the responsibilities of Deacon/Team Leader. When a person leaves this role, he will be decommissioned as a deacon.

ROLE OF MINISTRY LEADER: Each of the ministries of the Downtown congregation will have an assigned Ministry Leader that possesses the gift, experience and desire to carry out his/her assigned ministry. Each Ministry Leader is expected to develop objectives and goals for his/her ministries and be responsible to carry out the objectives within the assigned budget each fiscal year. Each of the Ministry Leaders is expected to serve two years with their assigned ministry. After this period, the Ministry Leader could choose to continue with the assigned ministry for another specified period, be reassigned to lead another ministry or step down as the leader of the assigned ministry. Ministry Leader responsibilities are as follows:

- Assist the congregation through his/her ministry in achieving the goal of "seeking the lost, bringing back the strays, binding up the injured and strengthening the weak."
- Work closely with the Deacon over his/her ministry on enhancing the ministry to meet congregational needs, as well as any issues and concerns that he/she has concerning the ministry.
- Work in conjunction with other Ministry Leaders making up their ministry team and other ministry teams to maximize the effectiveness of their ministry and promote good communication.
- Involve and equip members of the congregation to assist with their ministry.
- Communicate activities, plans and events from the ministry to the congregation through public announcements and written publications.
- Submit a ministry financial request along with ministry goals each year to the Deacon overseeing his/her ministry for budget consideration. Once the budget has been finalized by the Budget Team for the fiscal year, the Ministry Leader is responsible for carrying out the duties and responsibilities of the ministry within the budget amount. Should there be a need for additional funds, the Ministry Leader should visit with the team leader and, if needed, the team leader will make a formal request to the Budget Team.

EVALUATION OF TEAMS, TEAM LEADERS AND MINISTRY LEADERS: The Shepherds and the Strategic Team will monitor the progress of the teams, meet with ministry team leaders and be in continual process of evaluating the success of the system and initiating changes in the system or leaders. The Shepherds are committed to meet twice a year with all the Ministry Leaders and Deacon/Team Leaders for the purpose of communication, encouragement and support.