

Grace Baptist Church

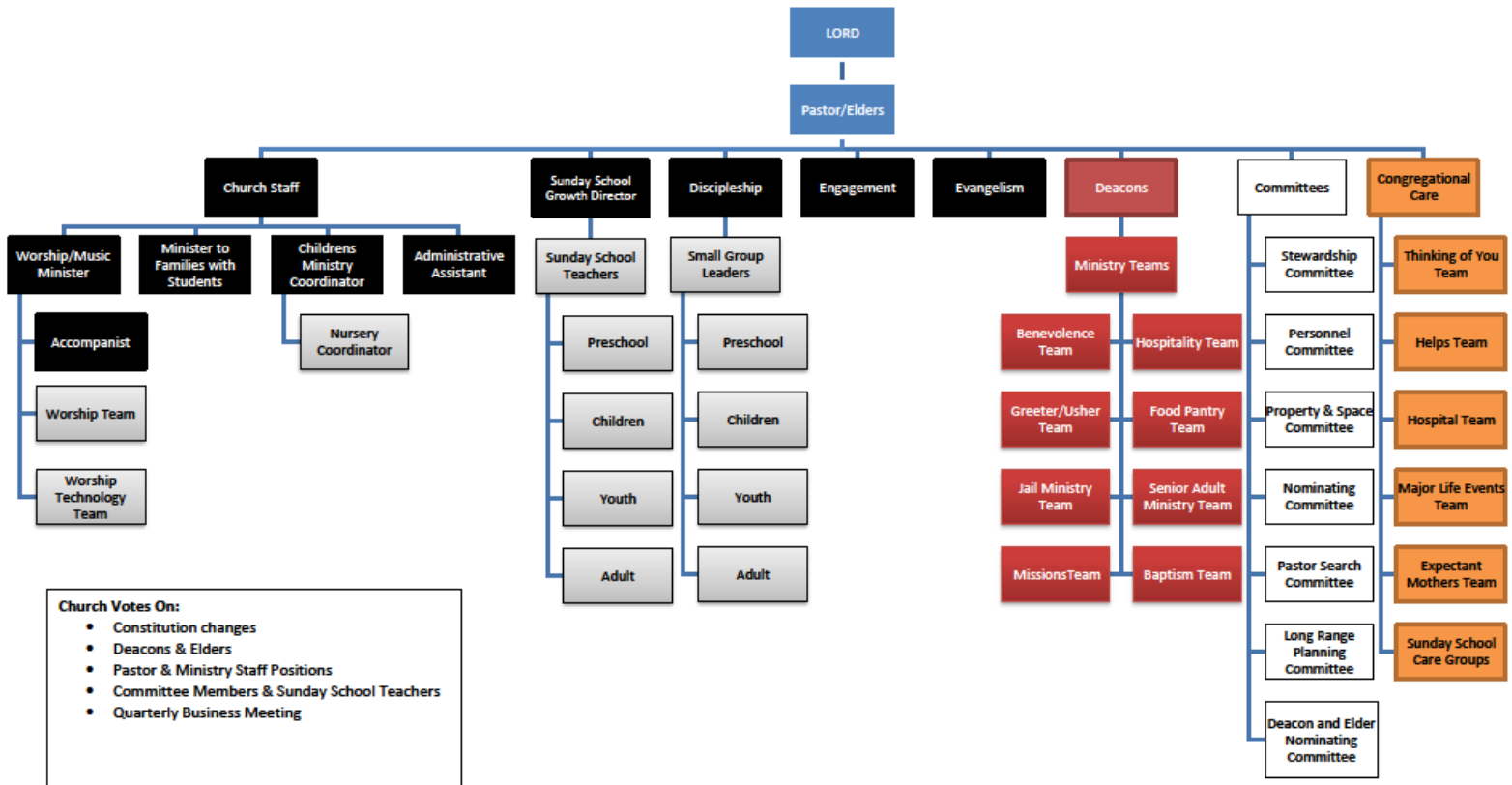


Leadership Structure

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Church Organizational Chart



Pastor

Responsibilities

- Act as overseer of God's Church
- Shepard the Flock
- Teach Biblical Truth
- Model Christ like behavior
- Maintain doctrinal purity
- Discipline unruly believers
- Oversee financial matters
- Pray for those who are ill

Organizational Structure

- There is one Pastor, as selected by the Pastor Search Committee, and voted on by the church.
- The Pastor will perform his assigned duties, organize meetings and delegate the responsibilities to others.

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- Pray, prepare and Preach God's word while living a life worth of the call of God.
- Cast the Lord's vision to carry out the five key passages of Grace Baptist Church.
- Make a commitment and a plan to fully design and implement a leadership strategy that allows every member of Grace Baptist Church to have a ministry in Sunday School, in the Church, and outside in the community.
- Oversee the staff as they carry out their ministries.
- Oversee the Elders as they carry out their ministries.
- Be accountable and hold people accountable.

Accountability

- This position is accountable for these duties to the Lord, other Elders, the Personnel Committee and the Church.

Communication

- The Pastor will communicate with the Church, the Elders, and Ministry Leaders.

Elders

Responsibilities

- Act as overseer of God's Church
- Shepard the Flock
- Teach Biblical Truth
- Model Christ like behavior
- Maintain doctrinal purity
- Discipline unruly believers
- Oversee financial matters
- Pray for those who are ill

Organizational Structure

- The number of Elders serving at one time shall be determined by the Elders with input from the Pastor. The Pastor and the chairman of deacons serve as Elders. Any other are nominated by the Deacon and Elder Nominating Committee and elected by the Church.
- The Elders will have a leader who will organize the meetings and delegate the responsibilities to others while holding themselves and others accountable.

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- Prayerfully lead the Church to faithfully carry out the Mission Statement of the Church. The mission of Grace Baptist Church is to produce Great Commission Christians (Matt. 28:18-20) who are becoming mature and equipped (Eph. 4:11-13) to use their spiritual gifts (I Cor. 12) to bring glory to God through fellowship, discipleship, evangelism, ministry, worship and prayer (Acts 2:42-47) with believers and non-believers alike as the Lord provides opportunities.
- Make a commitment and a plan to work with the Pastor to design and implement a leadership strategy that allows every member of Grace Baptist Church to have a ministry in Sunday School, in the Church and outside in the community. The mission of Grace Baptist Church is to produce Great Commission Christians (Matt. 28:18-20) who are becoming mature and equipped (Eph. 4:11-13) to use their spiritual gifts (I Cor. 12) to bring glory to God through fellowship, discipleship, evangelism, ministry, worship and prayer (Acts 2:42-47) with believers and non-believers alike as the Lord provides opportunities.
- The Biblical functions of an Elder are to teach Biblical truth, Model Christ like behavior, maintain doctrinal purity, discipline unruly believers, oversee financial matters, pray for those who are ill.

Accountability

- Be accountable and hold people accountable. This position is accountable for these duties to the Lord, the other Elders, and the Church.

Communication

- The Elders will communicate with the Church, the Pastor and Ministry Leaders.

Deacons

Responsibilities

- Minister to and allow our Church to minister to others by meeting needs through Baptism Team, Benevolence Team, Food Pantry Team, Greeter/Usher Team, Hospitality Team, Jail Ministry Team, Lantern Team, Local Mission Team, Senior Adult Ministry Team, and World Mission Team.

Organizational Structure

- Deacons are nominated by the Deacon and Elder Nominating Committee and elected by the Church.
- The Deacons will lead their Ministry Teams by organizing the team meetings and delegate the responsibilities to others while holding the Ministry Teams members accountable.

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- Understand that it is necessary for each member to do their share of the work so that the body of Christ at Grace Baptist can grow according to Ephesians 4.16. The easiest way for this to happen is through Ministry Teams.
- Understand that this is a great spiritual battle. Pray with your teams!
- Be proactive rather than reactive to the needs of the church and community by having the Church send out a card to our members once a quarter to allow them to tell the Church of any needs they have or know of in the community. Work with the Missions Team to meet as many of these needs as possible.
- Meet monthly with your team's leader in person or by phone, text or email.
- Follow the guidelines in the Grace Ministry Team Administration Guidelines.
- Meet with your teams quarterly and pray with them about how God can use their Ministry Teams.

Accountability

- Deacons will be accountable to the Lord, the Chairman of the Deacons, The Elders, and The Team Leaders, and the Church.

Communication

- The Deacons will receive monthly reports from the Team Leaders and will report to the Chairman of the Deacons.

Chairman of the Deacons

Responsibilities

- The Chairman of the Deacons will lead the Deacons as they minister to and allow our Church to minister to others by meeting needs through Baptism Team, Benevolence Team, Food Pantry Team, Greeter/Usher Team, Hospitality Team, Jail Ministry Team, Lantern Team, Local Mission Team, Senior Adult Ministry Team, and World Mission Team.

Organizational Structure

- The Chairman of Deacons is selected by the body of deacons to serve a one year term. He also serves as an Elder.
- The Chairman of the Deacons will lead the Deacon Ministry by organizing the Deacons meetings and delegate the responsibilities to others while holding the Deacons accountable.

Duties

- Prayerfully lay out a God sized vision for our Deacons.
- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- The chairman will not lead any ministry team but will focus his efforts on helping the other deacons serve effectively.
- Oversee that the guidelines in the Grace Ministry Team Administration Guidelines are followed.
- Help the deacons see that the reason this is so difficult is because this is a spiritual battle.
- The leader of this team is on the Engagement Team.

Accountability

- This position is accountable to the Lord, the Deacons, the Pastor, the Elders and the Church.

Communication

- The Chairman of Deacons will receive a monthly report from the deacons and will communicate this to the Elders and to the Church.

Accompanist

Responsibilities

- Serve as a member of the Worship Team by playing the piano in worship services and music rehearsals.

Organizational Structure

- The Accompanist is selected by the Worship/Music Minister and approved by the Personnel Committee.

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- Play piano in worship services and music rehearsals.
- Accompany the choir during weekly rehearsals.
- Prepares/practices to play the selected music for rehearsals and services.

Accountability

- This position is accountable for these duties to the Lord, the Worship/Music Minister, the Pastor, the Personnel Committee and the Church.

Communication

- The Accompanist will communicate with the Worship/Music Minister regarding assigned duties.

Church Administrative Assistant

Responsibilities

- To assist the Pastor, Staff, and congregation in carrying out various administrative, publication, and management tasks to effectively operate the Grace Baptist Church office in support of the congregation's ministry.

Organizational Structure

- The Church Administrative Assistant is selected by the Staff and approved by the Personnel Committee.

Duties

- Duties will be assigned on an as needed basis.

Accountability

- This position is accountable for these duties to the Lord, the Pastor, the Personnel Committee, and the Church.

Communication

- The Administrative Assistant will communicate with church staff regarding assigned duties.

Minister to Families with Students

Responsibilities

- Develop a comprehensive program of youth education based on ministry, prayer, discipleship, worship, evangelism and fellowship.

Organizational Structure

- There is one Minister to Families with Students, as selected by the Pastor and the Personnel Committee and approved by the Church.

Duties

- Counsel with church program organization leaders in planning, conducting, and evaluating an education ministry to families with students and in enlisting appropriate youth workers.
- Conduct special discipleship training events designed to encourage both the youth and their families.
- Advise in the use of program materials, equipment, supplies, and space by youth groups in all church program organizations.
- Plan and conduct special projects (such as camps and retreats) for youth and their families (when appropriate).
- Work with the evangelism leaders to coordinate visitation for the youth and lead the teachers to visit the prospects and absentees. This should be coordinated with the adult teachers to reach the families as well as the youth.
- Conduct at least one fundraiser quarterly with the goal of securing funds for major expenditures two months before the actual date.
- Plan a quarterly calendar of the youth events. Send out monthly calendar of the youth events.
- Provide opportunities for youth and their families which address specific topics that are appropriate and relevant for youth and their families.
- Perform other duties as assigned by the Pastor.

Accountability

- This position is accountable for these duties to the Lord, the Pastor, Personnel Committee and the Church. Student Ministry teachers report to The Minister to Families with Students.

Communication

- The Minister to Families with Students will communicate with the Pastor, the Staff, the Elders, the Students and their Parents.

Preschool and Children Ministry Coordinator

Responsibilities

- Lead in planning and administering the total work of the children's and nursery department to provide an effective discipleship program for the children who are saved and an inviting, loving, safe atmosphere for all children who are brought to Grace Baptist Church.

Organizational Structure

- The Preschool and Children Ministry Coordinator is selected by the Pastor and Personnel Committee and approved by the Church.

Process / Procedures / Operations

- Assist the Pastor to establish ministry goals and objectives that align with the church's mission and strategy.
- Coordinate with church leaders to enlist teachers and workers for Sundays, Wednesdays and special events. Work with the Church staff to educate and evaluate all volunteers, paid workers.
- Meet with the teachers for prayer and provide training to insure that the Safe Place policies are followed.
- Prepare a monthly schedule for nursery childcare during worship services.
- Lead the teachers to participate in outreach.
- Coordinate special events for children and families.
- All other duties assigned by the Pastor.
- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- Give the kids a project that they cannot accomplish without the Lord's help.
- Make a commitment and a plan to fully implementing your job description.
- Conduct teachers meetings that inform the teachers and demonstrate their role in carrying out the Mission of the Church.

Accountability

- This position is accountable for these duties to the Lord, the Pastor, the Personnel Committee, and the Church. Preschool and Children Teachers/Workers answer to the Ministry Coordinator.

Communication

- The Preschool and Children Ministry Coordinator will communicate with the Pastor, the Staff, the Elders, the Children and their Parents.

Worship/Music Minister

Responsibilities

- The Worship/Music Minister is responsible for all aspects of the worship service concerning music, arts, and technology.
- Direct the planning, organization, and evaluation of a comprehensive music program including choirs, vocal and/or instrumental ensembles.

Organizational Structure

- The Worship/Music Minister is selected by the Pastor and the Personnel Committee and voted on by the church.

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the church.
- Teach the church the value of corporate worship. Lead the church to participate in corporate worship through age graded choirs, vocal ensembles, instrumental groups, and being part of the technology team.
- Define private worship and teach the people the importance of worshipping God daily.
- Develop a ministry that teaches believers how to pray and the value of prayer and Bible reading in private worship.
- Be accountable and hold people accountable.
- Meet with the pastor to plan all services of worship.
- Develop choirs, groups, bands, etc. of all ages.
- Cooperate with the church process to train leaders for the church music ministry, including graded choir workers, song leaders, and accompanists for the church education organizations.
- Coordinate the music program with the organizational calendar and emphases of the church.
- Arrange and provide music for weddings, funerals, special projects, ministries, and other church-related activities upon request.
- Plan, organize, and promote choir tours, drama, camps, festivals, workshops, clinics, and programs for the various choirs.
- Supervise the maintenance of the music library, materials, supplies, musical instruments, and other equipment.
- Prepare an estimated annual music budget and administer the approved budget.
- Perform other duties as assigned by the pastor.

Accountability

- This position is accountable for these duties to the Lord, the Pastor, the Elders, the Personnel Committee, and the church.

Communication

- The Worship/Music Minister will communicate with the Pastor, the Staff, the Elders, the Worship Team, the Worship Technology Team, and the church.

Baptism Team

Responsibilities

- The Responsibility of the Baptism Team is to confirm the candidate's understanding of salvation and tell them the truth about the responsibilities Christ gave each believer.

Organizational Structure

- The Baptism Team is a deacon led ministry team consisting of members of the congregation, with a Team Leader appointed by the deacons.
- The team will be led by a Deacon who will work with the appointed Team Leader to organize the meetings and delegate the responsibilities to others, while holding the members accountable.

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- This team will meet with our candidates for baptism to hear their salvation testimony, clarifying that baptism is not part of salvation.
- Review the Key Biblical teachings about Salvation document with the candidate.
- Inform the Pastor of your findings. If the candidate is ready for Christian Baptism, work with the Pastor and Minister of Worship to schedule the Baptism. If the candidate is not ready for any reason, please inform the Pastor or Minister of Worship.
- Work with each candidate to invite as many of their friends and family as possible to their Baptism service.

Accountability

- The Baptism Team will be accountable to the Lord, the Deacons, The Elders, and the Church.

Communication

- The Baptism Team Leader will give a report to the assigned deacon on a monthly basis showing recent activities completed and upcoming and in progress activities.

Benevolence Team

Responsibilities

- The Benevolence Team will work to help those who are in need. The goal is to share the gospel of Jesus Christ with the lost and meet peoples' needs when possible.

Organizational Structure

- The Benevolence Team is a deacon led ministry team consisting of members of the congregation, with a Team Leader appointed by the deacons.
- The Deacon will who will work with the appointed Team Leader to organize the meetings and delegate the responsibilities to others, while holding the members accountable.

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- Benevolent needs will be met for church members and nonmembers according to the policy established by the Stewardship Committee.
- Requests for assistance by members and nonmembers will be considered by The Benevolence Team
- The Application for Assistance Form should be submitted to the Church Secretary along with acceptable proof of need (i.e., current billing statement). Approved disbursements will be mailed directly to the vendor.
- Persons requiring assistance that cannot be met by the church will be referred to an appropriate community agency.
- Grace Baptist Church will not give cash donations under any circumstances.
- Grace Baptist does not loan money nor pay phone bills, cable bills, car payments, or buy groceries for members or nonmembers.
- Grace Baptist requires positive identification for nonmembers. We do not provide lodging to unmarried couples. We reserve the right to check police records, and we will cooperate with the authorities in any ongoing criminal investigations.
- Our policy allows for up to \$500 for members and up to \$200 for nonmembers per household per year. Grace Baptist Church reserves the right to make exceptions on a case by case basis.
- The team (and the assigned deacon) will meet quarterly to plan and carry out activities to fulfill goals.

Accountability

- The Benevolence Team will be accountable to the Lord, the Deacons, The Elders, and the Church.

Communication

- The Benevolence Team Leader will give a report to the assigned deacon on a monthly basis showing recent activities completed, upcoming and in progress activities, and the number of times the gospel was shared.

Food Pantry Ministry Team

Responsibilities

- The Food Pantry Ministry Team will work to help those who are in need. The goal is to share the gospel of Jesus Christ with the lost and meet peoples' needs when possible.

Organizational Structure

- The Food Pantry Ministry Team is a deacon led ministry team consisting of members of the congregation, with a Team Leader appointed by the deacons.
- The Deacon will who will work with the appointed Team Leader to organize the meetings and delegate the responsibilities to others, while holding the members accountable.

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- The ministry will share the available food for all those who need it.
- If there is an urgent need to replenish the food pantry, the Team Leader of the ministry will inform the church.
- The ministry participants shall attempt to perform follow-up visits to all of those who were provided food.
- The team (and the assigned deacon) will meet quarterly to plan and carry out activities to fulfill goals.

Accountability

- The Food Pantry Ministry Team will be accountable to the Lord, the Deacons, The Elders, and the Church.

Communication

- The Food Pantry Ministry Team Leader will give a report to the assigned deacon on a monthly basis showing recent activities completed, upcoming and in progress activities, and the number of times the gospel was shared.

Greeter/Usher Ministry Team

Responsibilities

- The Greeter/Usher Ministry Team will provide a warm and welcoming atmosphere for our guests and members.

Organizational Structure

- The Greeter/Usher Ministry Team is a deacon led ministry team consisting of members of the congregation, with a Team Leader appointed by the deacons.
- The Deacon will who will work with the appointed Team Leader to organize the meetings and delegate the responsibilities to others, while holding the members accountable.

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- Greet worshipers, making every attempt to help them feel welcome and at ease.
- Escort members and guests to their seats.
- Distribute materials related to the service such as bulletins, handouts, etc.
- Provide assistance or information to those attending services.
- Receive offerings, delivering them promptly to the treasury department of the church.
- Maintain an alertness for any emergency that may arise, relieving the need or contacting the person(s) needed to provide the proper assistance
- The team (and the assigned deacon) will meet quarterly to plan and carry out activities to fulfill goals.

Accountability

- The Greeter/Usher Ministry Team will be accountable to the Lord, the Deacons, The Elders, and the Church.

Communication

- The Greeter/Usher Ministry Team Leader will report to the assigned deacon on a monthly basis with report showing recent activities completed and upcoming and in progress activities.

Hospitality Ministry Team

Responsibilities

- The Hospitality Team will glorify God by taking care of the upkeep of the church kitchen areas and to serve graciously during fellowship and special events of the Church.

Organizational Structure

- The Hospitality Team is a deacon led ministry team consisting of members of the congregation, with a Team Leader appointed by the deacons.
- The Deacon will who will work with the appointed Team Leader to organize the meetings and delegate the responsibilities to others, while holding the members accountable.

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- Organize the kitchens to best serve the members of GBC.
- Keep refrigerators and freezers cleaned out regularly.
- Replace needed items in the kitchens as necessary.
- Post guidelines for restoring the kitchen to proper condition to help those members who use the kitchen.
- Inventory consumable supplies and purchase as necessary. Request check from the church office.
- Serve the members during fellowship/special events through setting up, decorating when appropriate, and serving.
- The team (and the assigned deacon) will meet prior to each event with team to plan and carry out activities to fulfill goals.

Accountability

- The Hospitality Team will be accountable to the Lord, the Deacons, The Elders, and the Church.

Communication

- The Hospitality Team Leader will report to the assigned deacon on a monthly basis with a report showing recent activities completed and upcoming and in progress activities.

Jail Ministry Team

Responsibilities

- The Jail Ministry Team will glorify God by sharing the gospel and making disciples as the opportunity presents itself.

Organizational Structure

- The Jail Ministry Team is a deacon led ministry team consisting of members of the congregation, with a Team Leader appointed by the deacons.
- The Deacon will who will work with the appointed Team Leader to organize the meetings and delegate the responsibilities to others, while holding the members accountable.

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- Each person who serves in the jail ministry should remember that they are there as a representative of the Lord and Grace Baptist Church and should faithfully follow all the rules of the jail.
- The team (and the assigned deacon) will meet quarterly to plan and carry out activities to fulfill goals.

Accountability

- The Jail Ministry Team will be accountable to the Lord, the Deacons, The Elders, and the Church.
- During ministry events, the Jail Ministry Team members will be accountable to the administrators of the jail.

Communication

- The Jail Ministry Team Leader will give a report to the assigned deacon on a monthly basis with a report showing recent activities completed, upcoming and in progress activities, and the number of times the gospel was shared.

Missions Team

Responsibilities

- The Missions Team will work to provide opportunities for every member to participate in mission trips, mission projects, and to support missionaries.

Organizational Structure

- The Missions Team is a deacon led ministry team consisting of members of the congregation, with a Team Leader appointed by the deacons.
- The Deacon will who will work with the appointed Team Leader to organize the meetings and delegate the responsibilities to others, while holding the members accountable.

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- Provide opportunities for children, youth and adults to be involved in quarterly mission projects.
- Work with the Sunday School Director to have a Missions leader in each Sunday School class. This will be the contact person for the Missions team in each class.
- It is important that the team work with the children and youth leaders to have special mission projects for the children and youth that demonstrates the power of God and that you do not have to be an adult to be used by the Lord.
- The team (and the assigned deacon) will meet quarterly to plan and carry out activities to fulfill goals.

Accountability

- The Missions Team will be accountable to the Lord, the Deacons, The Elders, and the Church.

Communication

- The Missions Team Leader will give a report to the assigned deacon on a monthly basis with a report of recent activities completed, upcoming and in progress activities.

Senior Adult Fellowship Ministry Team

Responsibilities

- The Senior Adult Fellowship Ministry Team will have regular meetings that center on activities that senior adults enjoy.

Organizational Structure

- The Senior Adult Fellowship Ministry Team is a deacon led ministry team consisting of members of the congregation, with a Team Leader appointed by the deacons.
- The Deacon will who will work with the appointed Team Leader to organize the meetings and delegate the responsibilities to others, while holding the members accountable.

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- Organize monthly meetings to allow senior adults to fellowship together through activities such as lunches, teachings, games and other fellowship ideas.
- The team (and the assigned deacon) will meet quarterly to plan and carry out activities to fulfill goals.

Accountability

- The Senior Adult Fellowship Ministry Team will be accountable to the Lord, the Deacons, The Elders, and the Church.

Communication

- The Local Missions Team Leader will give a report to the assigned deacon on a monthly basis with a report of recent activities completed, upcoming and in progress activities.

Worship Team

Responsibilities

- The Worship Team works with church leaders, members of the music staff, and numerous volunteers, in order to provide meaningful worship experiences.

Organizational Structure

- The Worship team is made up of volunteers who are organized for service by the Worship/Music Minister.

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the church.
- Assist in leading congregational singing and encourage others to participate.
- Commit to attending regular rehearsals as well as singing/playing in weekly worship services.
- Offer a unique sacrifice of praise to God by preparing both in rehearsals and at home for weekly worship services and special performances.
- Regularly spend time in prayer for the ministry.

Accountability

- The Worship Team will be accountable to the Lord, the Worship/Music Minister, the Elders, and the church.

Communication

- The Worship Team will communicate with the Worship/Music Minister regarding ministry activities.

Worship Technology Team

Responsibilities

- The Worship Technology Team will oversee the sound, video, lighting, and projection technologies for worship services and special events.

Organizational Structure

- Team members will be given a rotating schedule of service each month.

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- Be available to set up the sound equipment and/or video system for worship services and special engagements, as needed, and monitor such venues.
- Assist in the attendance counting. The count should include the Pastor, instrumentalists, choir, sound booth personnel, nursery personnel, infants, and ushers.
- Commit to being at Sunday morning rehearsals to rehearse video, sound, and lighting cues.
- Learn to work equipment for services, as well as help keep equipment in good running condition.
- Continually look for new or existing technologies to enhance the church's overall ministry.
- Work with Worship/Music Minister in coordinating team activities.
- Be responsible for the use of the sound/video/lighting equipment for all church services and recording of the weekly worship service.
- Regularly spend time in prayer for the ministry.

Accountability

- The Worship Team will be accountable to the Lord, the Worship/Music Minister, the Elders, and the church.

Communication

- The Worship Technology Team will communicate with the Worship/Music Minister regarding ministry activities.

Expectant Mothers Ministry Team

Responsibilities

- The Expectant Mothers Team will work to minister to expectant mothers and their babies within the church.

Organizational Structure

- The Expectant Mothers Team is an elder led ministry team consisting of members of the congregation, with a Team Leader appointed by the Elders.
- The Elder or his representative will work with the appointed Team Leader to organize the meetings and delegate the responsibilities to others, while holding the members accountable.

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- Regularly pray for expectant mothers and their babies.
- Inform the church of any specific prayer or family needs.
- Work with the church to provide a baby shower for each expectant mother.
- The team (and the assigned elder) will meet quarterly to plan and carry out activities to fulfill goals.

Accountability

- The Expectant Mothers Team will be accountable to the Lord, The Elders, and the Church.

Communication

- The Expectant Mothers Team Leader will give a report to the assigned elder on a monthly basis with a report of recent activities completed, upcoming and in progress activities.

Helps Ministry Team

Responsibilities

- The Helps Team will work to organize the church to meet the needs of people inside and outside the church.

Organizational Structure

- The Helps Team is an elder led ministry team consisting of members of the congregation, with a Team Leader appointed by the Elders.
- The Elder or his representative will work with the appointed Team Leader to organize the meetings and delegate the responsibilities to others, while holding the members accountable.

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- Make the church aware of the needs of people inside and outside the church.
- Discover the skills and abilities of the members and match them to the needs.
- The team (and the assigned elder) will meet quarterly to plan and carry out activities to fulfill goals.

Accountability

- The Helps Team will be accountable to the Lord, The Elders, and the Church.

Communication

- The Helps Team Leader will give a report to the assigned elder on a monthly basis with a report of recent activities completed, upcoming and in progress activities.

Hospital Ministry Team

Responsibilities

- The Hospital Team will share the love of Christ with people who are in the hospital.

Organizational Structure

- The Hospital Team is an elder led ministry team consisting of members of the congregation, with a Team Leader appointed by the Elders.
- The Elder or his representative will work with the appointed Team Leader to organize the meetings and delegate the responsibilities to others, while holding the members accountable.

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- The Hospital team will minister to people in the hospital through visits and phone calls.
- The team (and the assigned elder) will meet quarterly to plan and carry out activities to fulfill goals.

Accountability

- The Hospital Team will be accountable to the Lord, The Elders, and the Church.

Communication

- The Hospital Team Leader will give a report to the assigned elder on a monthly basis with a report of recent activities completed, upcoming and in progress activities.

Major Life Events Ministry Team

Responsibilities

- The Major Life Events Ministry Team will demonstrate the love of God to people who are experiencing unexpected major life events.

Organizational Structure

- The Major Life Events Team is an elder led ministry team consisting of members of the congregation, with a Team Leader appointed by the Elders.
- The Elder or his representative will work with the appointed Team Leader to organize the meetings and delegate the responsibilities to others, while holding the members accountable.

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- The team will minister to people who are experiencing unexpected major life events such as the death of a loved one, news of a major sickness or any other major life event.
- The team (and the assigned elder) will meet quarterly to plan and carry out activities to fulfill goals.

Accountability

- The Major Life Events Team will be accountable to the Lord, The Elders, and the Church.

Communication

- The Major Life Events Team Leader will give a report to the assigned elder on a monthly basis with a report of recent activities completed, upcoming and in progress activities.

Sunday School Care Groups

Responsibilities

- The Sunday School Care Groups will demonstrate the love of God by caring for people in their Sunday School class.

Organizational Structure

- The Sunday School Care Groups are an elder led ministry team consisting of members of each Sunday School class.
- The Sunday School Care Groups will be organized by the Ministry Coordinator/Administrator.

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- Sunday School Care Group leaders will contact the members of their care group to discover any needs.
- Care Group Leaders will report these needs to the Ministry Coordinator.
- Ministry Coordinator will bring any needs that are beyond the scope of the Sunday School class to the Elder.

Accountability

- The Sunday School Care Group Leaders will be accountable to the Lord, The Sunday School Ministry Coordinator/ Administrator, The Sunday School Growth Director, The Elders, and the Church.

Communication

- Each Sunday School Ministry Coordinator will give a report to the assigned elder on a monthly basis with a report of recent activities completed, upcoming and in progress activities.

Thinking of You Ministry Team

Responsibilities

- The Thinking of You Ministry Team will demonstrate the love of God to people who are unable to attend church due to health reasons.

Organizational Structure

- Team is an elder led ministry team consisting of members of the congregation, with a Team Leader appointed by the Elders.
- The Elder or his representative will work with the appointed Team Leader to organize the meetings and delegate the responsibilities to others, while holding the members accountable.

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- The Thinking of You Ministry Team should visit, send cards, and call shut ins, medical shut ins to let them know they are still vital to the church or to let them know someone cares about them.
- The team should see if there is a need that is not being fulfilled by family or friends and communicate those needs to the Team Leader and Elder.
- The team (and the assigned elder) will meet quarterly to plan and carry out activities to fulfill goals.

Accountability

- The Thinking of You Ministry Team will be accountable to the Lord, The Elders, and the Church.

Communication

- The Thinking of You Ministry Team Leader will give a report to the assigned elder on a monthly basis with a report of recent activities completed, upcoming and in progress activities.

Long Range Planning Committee

Responsibilities

- The primary function of the Long Range Planning Committee is to assist the church by recommending a one (1) to three (3) year plan to ensure that Grace Baptist Church is in a position to carry out the Great Commission.

Organizational Structure

- The Long Range Planning Committee shall consist of six (6) members including the President and Treasurer of the church and the Chairman of the Deacons, as well as three (3) other members. The Nominating Committee can add up to two (2) at large members to this committee to ensure its effectiveness.

Duties

- Set a positive example for others by living as an authentic witness for Christ and being thoroughly involved in the life and discipleship ministry of the church.
- They will also study the need and recommend acquiring property and creating future space for the church.

Accountability

- The Long Range Planning Committee will be accountable to the Lord, The Elders, and the Church.

Communication

- Minutes must be taken at all meetings and turned in to the church office. This committee should make report in the church business meetings.

Nominating Committee

Responsibilities

- The purpose of the Nominating Committee is to fill all volunteer leadership positions from among the members of the church and to help church members and attenders find open opportunities to serve within the ministries of the church.

Organizational Structure

- The committee will consist of five (5) to seven (7) members that are recommended by the Pastor and the Nominating Committee.

Duties

- Set a positive example for others by living as an authentic witness for Christ and being thoroughly involved in the life and discipleship ministry of the church.
- Meet regularly to pray for all the positions that are available and the nominees under consideration to fill the positions.
- Seek to understand how the positions being filled fit into the Mission Statement of the church.
- Ensure that all nominees know the responsibilities of the position and to whom they are accountable before they accept and fill the position.
- Identify possible workers for leadership positions in the church (i.e. Committee members, Sunday School teachers, Ministry Team leaders, Discipleship Ministry leaders, etc.).
- Approach selected workers for possible service on behalf of the church.
- Recommend to the church for election all that accept the invitation to serve in leadership positions.
- Use Spiritual Gift Inventories to help individuals of all ages find their place of service within the ministries of the church.

Accountability

- The committee is accountable to the Lord, the Elders, and the church.

Communication

- Minutes must be taken at all meetings and turned in to the church office. This committee should make report in the church business meetings.

Personnel Committee

Responsibilities

- The primary function of the Personnel Committee shall be to oversee matters relating to the personnel, including review and recommendations regarding staff, personnel benefits, the creation of job titles and descriptions and personnel policy and procedures.

Organizational Structure

- The personnel committee shall be comprised of three (3) to five (5) members who have been recommended by the Pastor and the Nominating Committee.

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- Work with the staff to ensure each employee is fulfilling their job description, duties and goals.
- Work with the staff to determine things that can be reasonably done to maximize the staff's effectiveness.
- Oversee matters relating to the personnel, including review and recommendations regarding staff, personnel benefits, the creation of job titles and descriptions of personnel policy and procedures.

Accountability

- The Personnel Committee is accountable to the Lord, the Elders, and the church.

Communication

- Minutes from all meetings must be taken at all meetings and turned in to the church office. This committee should make report in the church business meetings.

Property and Space Committee

Responsibilities

- The primary function of the Property and Space Committee is to assist the Church in the care of all properties and buildings.

Organizational Structure

- The Property and Space Committee shall have three (3) to five (5) members recommended by the Pastor and the Nominating Committee

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- This committee is to study and recommend the use of space and furnishings as they relate to all programs and activities of the Church.
- This committee will work with the Stewardship Committee to determine the financial resources needed by the Property and Space Committee to carry out the assigned task.
- Work to ensure that the buildings are clean and welcoming.
- Work with the staff to provide the necessary furnishings, updated policies and procedures and determine which outside groups can use buildings.
- Immediately deal with all safety issues.

Accountability

- The Property and Space Committee is accountable for these duties to the Lord, the Elders and the Church.

Communication

- Minutes from all meetings must be taken at all meetings and turned in to the church office. This committee should make report in the church business meetings.

Pastor Search Committee

Responsibilities

- When a vacancy occurs in the pastorate, the Nominating Committee shall nominate and present to the Church for election a Pastor Search Committee for the special purpose of seeking a Pastor.

Organizational Structure

- The Committee will have Nine (9) members elected by the Church, with two acting as alternates.

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- Each church member has the right to recommend a nominee to the Nominating Committee.
- The Committee shall bring on for consideration by the Church only one person at a time.
- Prior to the Church's consideration, the Pastor Search Committee shall present its nominee to the Church Staff and Deacon Body on an informal basis.
- The prospective Pastor shall be presented in person to the Church in the Morning Service, and voted on in a future Sunday Morning Service.
- Election shall be by secret ballot, and an affirmative vote on seventy-five percent (75%) will be necessary to call a Pastor.
- Ballots are to be counted by the Pastor Search Committee.

Accountability

- The Pastor Search Committee is accountable for these duties to the Lord, the Elders and the Church.

Communication

- Minutes from all meetings must be taken at all meetings and turned in to the church office. This committee should make report in the church business meetings.

Stewardship Committee

Responsibilities

- The primary function of the Stewardship Committee shall be to recommend to the congregation the annual Church budget.

Organizational Structure

- The Stewardship Committee shall have five (5) members, one of whom shall be the Church Treasurer and the other four (4) recommended by the Pastor and the Nominating Committee.

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- Work to set financial objectives and goals, to review and coordinate all stewardship programs
- Act upon financial and stewardship plans recommended by other Church officers, organizations and committees,
- Prepare for presentation to the congregation the annual Church budget.
- Work to ensure the success of the capital campaign.
- Work to ensure every member of the Church understands the Biblical teachings on stewardship.

Accountability

- This position is accountable for these duties to the Lord, the Pastor, the Elders and the Church.

Communication

- Minutes from all meetings must be taken at all meetings and turned in to the church office. This committee should make report in the church business meetings.

Discipleship Leader

Responsibilities

- Build a Discipleship team that teaches children, youth and adults by working with the Spiritual Gifts Team to discover people with the passion and ability to teach others.

Organizational Structure

- The Discipleship Leader is recommended by the Nominating Committee and elected by the Church to serve for one year.

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- Make sure that every Discipleship teacher knows how their ministry fits into the disciple making process at Grace.
- Work with the Pastor and Elders to implement the Lord's plan for making disciples at Grace on Sunday and Wednesday's by offering an ongoing ministry that seeks Biblical transformation by meeting people at their greatest need and encouraging them to trust Christ with their issue. This ministry will be successful when our members are able to take what they have learned in these classes and teach people away from Church.
- Work with the Sunday School Growth Director to establish a discipleship class during Sunday school.
- Work with the Minister of Worship to highlight the Churches daily prayer and Bible study.
- Work with the Pastor and Elders to develop a Men's and Women's ministry by finding and equipping leaders in both ministries.

Accountability

- This position is accountable to the Lord, the Pastor, the Elders and the Church.

Communication

- The Discipleship Leader should make their report in the Elders meeting and church business meetings.

Adult Discipleship Leader

Responsibilities

- The primary function of the Adult Discipleship Leader is to see lives transformed through Bible Study as lives are conformed to the image of Christ.

Organizational Structure

- The Discipleship Leaders are recommended by the Nominating Committee and elected by the Church to teach specific classes.

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- The Adult Discipleship Leader should know how their ministry fits into the disciple making process at Grace.
- Work with the Discipleship Leader to implement the Lord's plan for making disciples at Grace on Sunday and Wednesday's by offering an ongoing ministry that seeks Biblical transformation by meeting people at their greatest need and encouraging them to trust Christ with their issue.
- This ministry will be successful when our members are able to take what they have learned in these classes and teach people away from Church.

Accountability

- This position is accountable to the Lord, the Pastor, the Elders, the Discipleship Leader and the Church.

Communication

- The Adult Discipleship Leader should make their report to the Discipleship Leader.

Children's Discipleship Leader

Responsibilities

- The primary function of the Children's Discipleship Leader is to see lives transformed through Bible Study as lives are conformed to the image of Christ.

Organizational Structure

- The Children's Discipleship Leaders are recommended by the Preschool and Children's Ministry Coordinator to the Nominating Committee and elected by the Church to teach specific classes.

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- The Children's Discipleship Leader should know how their ministry fits into the disciple making process at Grace.
- Work with the Preschool and Children's Ministry Coordinator to implement the Lord's plan for making disciples at Grace on Sunday and Wednesday's by offering an ongoing ministry that seeks Biblical transformation by meeting children at their greatest need and encouraging them to trust Christ with their issue.

Accountability

- This position is accountable to the Lord, the Pastor, the Elders, the Preschool and Children's Ministry Coordinator and the Church.

Communication

- The Children's Discipleship Leader should make their report to the Preschool and Children's Ministry Coordinator.

Youth Discipleship Leader

Responsibilities

- The primary function of the Youth Discipleship Leader is to see lives transformed through Bible Study as lives are conformed to the image of Christ.

Organizational Structure

- The Youth Discipleship Leaders are recommended by the Minister to Families with Students to the Nominating Committee and elected by the Church to teach specific classes.

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- The Youth Discipleship Leader should know how their ministry fits into the disciple making process at Grace.
- Work with the Minister to Families with Students to implement the Lord's plan for making disciples at Grace on Sunday and Wednesday's by offering an ongoing ministry that seeks Biblical transformation by meeting youth at their greatest need and encouraging them to trust Christ with their issue.

Accountability

- This position is accountable to the Lord, the Pastor, the Elders, the Minister to Families with Students and the Church.

Communication

- The Youth Discipleship Leader should make their report to the Minister to Families with Students.

Engagement Team

Responsibilities

- The primary purpose of the Engagement Team is to involve our membership in the work of Sunday School, the Church and the Community.

Organizational Structure

- The Engagement Team will consist of the Elders and the Sunday School Growth Director.

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- Meet at least once a quarter to review the Church's efforts to involve the members in the work of Sunday School, the Church and the Community.
- Determine ways to measure the involvement of the members in the work of Sunday School, the Church and the Community.
- Work with the appropriate leaders to discovery ways to strengthen involvement in the work of Sunday School, the Church and the Community.

Accountability

- This position is accountable to the Lord, the Pastor, the Elders and the Church.

Communication

- The Engagement Team Leader should make their report in the Elders meeting and church business meetings.

Evangelism Leader

Responsibilities

- The primary purpose of the Evangelism Leader is to involve our membership in the work of Evangelism.

Organizational Structure

- The Evangelism Leader is recommended by the Nominating Committee and elected by the Church to serve for one year.

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- Oversee our prospect visitation
- Oversee prospect Visitation outreach efforts such as 3-1-5-1 through Sunday School
- Work with the teachers to establish lists that contain the names of three people that through pray the class believes the Lord wants to use them to reach. Also work with the teachers to establish a list that contains three names that the class will commit to pray into the Kingdom. **This is God's plan for outreach. I have prayed many times that the Lord would allow an evangelist to hold a revival at Grace. The Lord has answered the pray the same way every time with the words I want you to do it! Through prayer I believe this is God's plan and we need to get started now.**
- Hold the Sunday school teachers accountable for having an evangelistic Sunday school class.
- Build a Discipleship team that teaches children, youth and adults by working with the Spiritual Gifts Team to discover people with the passion and ability to evangelize others.
- Oversee our Evangelism Visitation
- Oversee an Evangelistic effort that encourages Children, Youth and Adults to share their faith using tracts.
- Work with the Sunday School Growth Director to encourage our Sunday School to become Evangelistic

Accountability

- This position is accountable to the Lord, the Pastor, the Elders and the Church.

Communication

- The Evangelism Leader should make their report in the Elders meeting and church business meetings

Sunday School Growth Director

Responsibilities

- The primary purpose of the Sunday School Growth Director is to work to position our Sunday School to grow Spiritually and numerically.

Organizational Structure

- The Sunday School Growth Director is recommended by the Nominating Committee and elected by the Church to serve for one year.

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- Implement a plan that will allow our Sunday School to average 150 in attendance.
- Ensure that all Youth and Adult Sunday School classes are implementing and following the TEAMS ministry.
- Prayerfully expand our Adult Sunday School to have 10 classes that follow the TEAM's ministry.
- Work with the Pastor to ensure that Teachers understand what is expected of them
- Work with the Evangelism Elder to ensure every class participates in the Church's evangelism efforts.
- Work to ensure the Adult and Youth classes have an Administrator who leads the class to follow the TEAM'S ministry.
- Work with the Congregational Care Elder to ensure every class demonstrates love by ministering to others through Care Groups.
- Make sure that every teacher knows his or her job description.
- Discover and develop new Sunday School leaders.
- Work with the GROW team to increase the average attendance to 55% of the enrollment.

Accountability

- This position is accountable to the Lord, the Pastor, the Elders and the Church.

Communication

- The Sunday School Growth Director should make their report in the Elders meeting and church business meetings.

Sunday School Teachers

Responsibilities

- The primary function of the Sunday School Teacher is to see lives transformed through the Word as lives are conformed to the image of Christ.

Organizational Structure

- The Sunday School Teachers are recommended by the Nominating Committee and elected by the Church to serve for one year.

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- Make the Bible reading and Scripture memorization part of each lesson.
- Commit to work with Sunday School Director to fully implement TEAMS.
- Lead your class to support GROW.
- Help develop the gifts of your class members by recognizing, developing, and utilizing potential leaders in your class.

Accountability

- This position is accountable to the Lord, the Pastor, the Elders, the Sunday School Growth Director and the Church.

Communication

- The Sunday School Teachers should make their report to the Sunday School Growth Director.

Children's Sunday School Teachers

Responsibilities

- The primary function of the Sunday School Teacher is to see lives transformed through the Word as lives are conformed to the image of Christ.

Organizational Structure

- The Sunday School Teachers are recommended by the Nominating Committee and elected by the Church to serve for one year.

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- Make the Bible reading and Scripture memorization part of each lesson.
- Commit to work with the Children's Director to see that your class allows the children to fully participate in the work and ministry of the Church.
- Commit to work with the missions team to give the children a project they can't do without the Lord's help.
- Lead the children to support the GROW ministry by allowing the children to write cards to any child who has missed two weeks.
- Help develop the gifts of your class members by recognizing, developing, and utilizing potential leaders in your class based on their age and Spiritual Maturity. If a child is old enough to be saved then they are old enough to serve the Lord.
- Do age appropriate fun stuff with the Children.

Accountability

- This position is accountable to the Lord, the Pastor, the Elders, the Sunday School Growth Director and the Church.

Communication

- The Sunday School Teachers should make their report to the Sunday School Growth Director.

Youth Sunday School Teachers

Responsibilities

- The primary function of the Sunday School Teacher is to see lives transformed through the Word as lives are conformed to the image of Christ.

Organizational Structure

- The Sunday School Teachers are recommended by the Nominating Committee and elected by the Church to serve for one year.

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- Make the Bible reading and Scripture memorization part of each lesson.
- Commit to work with Sunday School Director to fully implement TEAMS.
- Lead your class to support GROW.
- Help develop the gifts of your class members by recognizing, developing, and utilizing potential leaders in your class.
- Commit to work with the missions team to give the Youth a project they can't do without the Lord's help.
- Help develop the gifts of your class members by recognizing, developing, and utilizing potential leaders in your class based on their age and Spiritual Maturity. If a Student is old enough to be saved then they are old enough to serve the Lord.
- Do age appropriate fun stuff with the Children.

Accountability

- This position is accountable to the Lord, the Pastor, the Elders, the Sunday School Growth Director and the Church.

Communication

- The Sunday School Teachers should make their report to the Sunday School Growth Director.

Grow

Responsibilities

- The GROW Ministry serves Grace by acting as the in reach and outreach arm of the Church.

Organizational Structure

- The Sunday School Growth Director and Evangelism Director organize and lead the Grow Ministry.

Duties

- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and discipleship ministry of the Church.
- The team will work at the Information Table to assist the Ushers in welcoming visitors and seeing that the visitors receive a Welcome to Grace Folder.
- The GROW team will lead the Sunday School classes to send cards to absentees.
- The GROW team will have a representative in each youth and adult class. The representative will lead the class to participate in the GROW ministry.
- The GROW team will work with the Sunday School and the Evangelism Director to lead our Sunday School to be evangelistic.

Accountability

- This position is accountable for these duties to the Lord, the Pastor, Elders, and the Church.

Communication

- The Grow Leader should make their report in the Elders meeting and church business meetings.

Church Members

Responsibilities

- **Matthew 22:37-39 (NKJV)** ³⁷Jesus said to him, "*You shall love the LORD your God with all your heart, with all your soul, and with all your mind.*" ³⁸This is the first and great commandment. ³⁹And the second is like it: *'You shall love your neighbor as yourself.'*

Organizational Structure

- The Members of the Church are baptized members who have been called out of the world to serve Jesus Christ who is the Head of the Church.

Duties

- Attend Membership Matters and learn the Biblical purpose of the Church.
- Be faithful in your Church participation. Make Church participation a priority for you and your family, not only on Sunday for Worship but for Sunday School and Wednesday nights.
- Be actively involved in Sunday School by participating in the TEAM ministry.
- Grow in your relationship with Christ. The Christian life is not meant to be lived only on Sundays. A relationship with Christ is a lifestyle of devotion and service. We encourage you to spend time daily in prayer and personal Bible study so that you may experience the transforming power of God in your life!
- Find your place of service, in Sunday School, the Church and the Community. We believe that all Christians are gifted and uniquely equipped to serve God at Grace and in the world.
- Support God's work. As children of God, we are called to support God's work financially. The Bible instructs us to give our tithe to God. We also encourage you to give above and beyond your tithe to support the ministries of the Church.
- Pray for our Church. Commit to praying for the ministries of Grace and its leadership. The Church is powerless without prayer.

Accountability

- The Members are accountable to Jesus Christ, the Elders and each other.

Communication

- The members communicate through the Leaders of the Ministries in which they serve and Church Business Meetings.