



MESSIAH LUTHERAN CHURCH

Governance Policy

Purpose

This document explains Messiah Lutheran Church's governance under the five "ministry team" structure adopted in *"Messiah in Your Lifetime: A Strategic Plan for 2020 – 2025."* All ministries of the congregation are grouped into one of four programmatic ministry teams: Faith Formation, Fellowship, Social Action and Worship & Music. A final ministry team, Stewardship, oversees all the various resources at Messiah that God has blessed us with to carry out our four areas of ministry. Other annually elected and appointed committees, as well as temporary task forces, are further outlined in Messiah's "Congregation Leadership" document.

- Faith Formation Ministry Team -

The purpose of the Faith Formation Ministry Team is to cultivate lifelong curiosity about faith (including doubts) through educational programming and practices that promote justice and liberation for all of God's people at each step of life's journey.

Adult Education Committee

Supports the spiritual grow of adults in the congregation and the wider community.

Children's Sunday School

Provides faith formation opportunities for pre-school and elementary school aged children and their families.

Cradle Roll & Nursery

Supports young families in supporting faith formation in the home and to provide a nurturing learning environment in our nursery for infants, toddlers and preschoolers.

Youth

Provides faith formation opportunities for middle and high school aged youth and their families, including confirmation class.

- Fellowship Ministry Team -

The purpose of the Fellowship Ministry Team is to cultivate a sense of trust, acceptance, connection and support amongst members and friends of the congregation while supporting newcomers as they begin to engage with our faith community.

Arts & Culture

Fosters understanding, self-expression and community through the arts.

Care & Concern

Supports members in need of special care while connecting them to the congregation and the wider body of Christ.

Kitchen

Assists the congregation in the use of its kitchen facilities to organize fellowship events.

Lutheran Men in Mission

Fosters a sense of fellowship, discipleship and service amongst the men of our congregation.

Over 55 Gang

Fosters socialization and mutual support amongst members roughly over age fifty-five.

Welcome

Welcomes new potential members, organizes new member classes and supports new members in their first year at Messiah.

Women of the ELCA

As a community of women created in the image of God, called to discipleship in Jesus Christ, and empowered by the Holy Spirit, we commit ourselves to grow in faith, affirm our gifts, support one another in our callings, engage in ministry and action, and promote healing and wholeness in the church, the society, and the world.

Young Adults

Supports the spiritual and social needs of young adults in the congregation and the local community.

- Social Action Ministry Team -

The purpose of the Social Action Ministry Team is to support members and friends of the congregation in serving their neighbors and striving for peace and justice.

Bread of Life Food Pantry

Serves our neighbors in need and builds community.

Community Service

Guides our members in serving Christ in the face of their neighbors.

Creation Care

Fosters eco-justice decisions and events among all activities and offices of the congregation.

Produce Pantry

Provides free and fresh produce to our neighbors in need without appointment or identification.

Schenectady Community Ministries (SiCM)

Connects the work of Messiah Lutheran Church with Schenectady Community Ministries (SiCM).

Social Justice

Supports our members and neighbors in living out their baptismal covenant to “strive for peace and justice in all the earth” in line with ELCA social teachings.

Trinity Community Center

To provide a safe, non-judgmental space for community members of Rotterdam and Schenectady County to learn and grow together. To collaborate with various community agencies to develop programs and activities that meet the needs of our community and church members.

- Worship & Music Ministry Team -

The purpose of the Worship & Music Ministry Team is to oversee all aspects of worship, from Sunday Mass to special services, private prayer and sacred music.

Altar Guild

Readies the sanctuary for all primary worship services and maintains worship supplies & sacred objects.

Choir

Supports the work of the choir and the Minister of Music.

Prayer

Supports the individual prayer life of members through curation of the "Prayer at Messiah" Facebook Group, prayer lists and related initiatives.

Worship & Music

Plans, reviews, and improves all aspects of worship services at Messiah Lutheran Church while also supporting all worship assistants and speaking to the sacred nature of various life passages.

- Stewardship Ministry Team -

The purpose of the Stewardship Ministry Team is to engage members in fulfilling God's purpose for the congregation through gifts of time, talent and treasure and to ensure the best use of all congregation resources.

Archives

Documents and interprets the historical identity of the congregation with orderly records so that heritage will be preserved and can be built on into the future.

Budget & Finance

Crafts the annual budget and then reviews the approved budget vs. spending throughout the year to position the church in a viable financial position.

Communications

Oversees the digital and print communications of the congregation to both members and the wider community that tells the story of how Messiah is nourishing its neighborhood in body, mind and soul.

Grant Writing & Community Funding

Researches and applies for funding opportunities in the wider community beyond the congregation

Health & Safety

Regularly reviews and makes recommendations regarding safety policies and procedures for all Messiah Lutheran Church properties.

Mission Support

Guides the congregation in its understanding of how Christian stewardship fulfills the mission of making disciples of Jesus Christ for the transformation of the world.

Personnel

Supports the work of the pastor and staff in carrying out the mission of the congregation.

Property & Grounds

Organizes the maintenance and continual improvement of all congregation property in a manner consistent with the mission of the congregation.