



# 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.

Each of the five ministry teams will also appoint a Convener who will complete the following three tasks:

- Sends out reminders about upcoming meetings and minutes from past meetings.
- Chairs ministry team meetings.
- Informs the President and Secretary if any action is needed from the Congregation Council.

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**

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.

## **Produce Pantry**

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

## **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.

## **- 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.*

## **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.

## **Creation Care**

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

**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.