

## Proposed Changes to First Friends Church Leadership Structure

<b>Existing Structure</b>	<b>Proposed Structure</b>
<b>Clerk of the Meeting</b> (leads Elder Board)	<b>Clerk of the Meeting</b> (leads elder board)
<b>Stewardship Elder</b> <ul style="list-style-type: none"> <li>• Finance Coordinator</li> <li>• Trustees Coordinator</li> <li>• Stewardship Promotion Coordinator</li> </ul>	<b>Stewardship Elder</b> <ul style="list-style-type: none"> <li>• Finance Coordinator</li> <li>• Trustees Coordinator</li> <li>• Stewardship Promotion Coordinator</li> </ul>
<b>Outreach Elder</b> <ul style="list-style-type: none"> <li>• Foreign Missions Coordinator</li> <li>• Service Programs Coordinator</li> <li>• Social Action Coordinator</li> <li>• Evangelism &amp; Church Growth Coordinator</li> </ul>	<b>Missional Engagement Elder</b> <ul style="list-style-type: none"> <li>• Foreign Missions Coordinator</li> <li>• Local Missions Coordinator</li> <li>• Social Action Coordinator</li> <li>• Sports Ministry Coordinator</li> <li>• Youth Basketball Team Leader</li> </ul>
<b>Spiritual Life Elder</b> <ul style="list-style-type: none"> <li>• Music Coordinator</li> <li>• Overseers Coordinator</li> <li>• Worship Support Coordinator</li> <li>• Spiritual Renewal Coordinator</li> </ul>	<b>Community Life Elder</b> <ul style="list-style-type: none"> <li>• Music &amp; Worship Coordinator</li> <li>• Hospitality Coordinator</li> <li>• Overseer and Integration Coordinator</li> <li>• Worship Support Coordinator</li> <li>• Shut-In Visitation Team Leader</li> <li>• Library Team Leader</li> <li>• Tech Team Leader</li> </ul>
<b>Christian Education Elder</b> <ul style="list-style-type: none"> <li>• Adult Education Coordinator</li> <li>• Youth Education Coordinator</li> <li>• Children’s Education Coordinator</li> <li>• Preschool Education Coordinator</li> <li>• Weekday Activities Coordinator</li> <li>• Library Coordinator</li> </ul>	<b>Spiritual Formation Elder</b> <ul style="list-style-type: none"> <li>• Adult Discipleship Coordinator</li> <li>• Youth Discipleship Coordinator</li> <li>• Children’s Discipleship Coordinator</li> <li>• Men’s Ministry Team Leader</li> <li>• Women’s Ministry Team Leader</li> <li>• Senior Ministry Team Leader</li> <li>• Young Adult Ministry Team Leader</li> <li>• Nursery Team Leader</li> </ul>

**\*\*\* All Commissions, Elders and Team Leaders will continue to ultimately serve under the authority of the Congregational Meeting.**

## **Additional Information and Changes:**

- Commissions will continue to meet monthly.
- Elders will continue to meet monthly.
- Congregational Meeting will continue to be held twice each year (May and Dec).
- Administrative Council will now meet bimonthly (Feb, Apr, Jun, Aug, Oct, Dec).
- Team Leaders may attend their commission meetings, or submit monthly reports, as directed by their commission's elder. They will not attend Administrative Council.
- At the discretion of each commission, and in coordination with the Pastoral Staff, a commission may identify a need for a new Team in a particular area. The commission would then draft a proposal for the creation of that Team, which would be brought to Administrative Council. Upon approval, the commission would appoint a Team Leader.

## **Rationale for these Changes:**

As our denomination (EFC-ER) has been examining its own structures and policies in the past few years, proposing changes as needed, we decided to do the same thing at a local church level. What we found is a leadership structure that no longer correlates well with who we are, what we do, or the value we want to place on discipleship. Additionally, nearly all our Role Descriptions had been lacking updates for 20 years. It was time for a reevaluation.

It is our hope that our new structure and updated role descriptions will have several positive outcomes. Our updated role descriptions will better explain the expectations of each role and describe the support available for each position. Our ministries will be more nimble and adaptable to changing circumstances. Our leaders will be better empowered for the ministries God lays upon their hearts. And, our focus on spiritual formation and discipleship—for the youngest to the oldest person in our church family—will be even more clear.

Ultimately, this new structure will help us better live out our stated mission: Gathering for Worship, Growing in Christ, and Going into the World. Our Community Life Commission will oversee our weekly worship and needs within our church family. Our Spiritual Formation Commission will ensure that a passion for discipleship is never lost. And, our Missional Engagement Commission will keep us engaged with ways we can be "on mission" for God both locally and globally.

If you have any questions about any of these changes, please contact the church office to speak with Pastor Pete, or email him at [petefowler@salemfirstfriends.org](mailto:petefowler@salemfirstfriends.org). If you would like to review the full details of any of the new/updated Role Descriptions, you can find those documents at <http://salemfirstfriends.org/2017changes/> or call the church office to request a printed copy.