

WHAT CHANGES ARE NEEDED?



THE VISION PROJECT **BELONG
BECOME
BEYOND**

WHAT CHANGES ARE NEEDED TO IMPLEMENT THE STRATEGIES?

- As Session thought about **what needs to happen** for our ministry and support teams **to implement our two strategies**, we realized changes were required. We need a supportive environment and engaged members to implement the strategies and transform Erin church.
- The **exciting, positive changes** outlined here affect both **how we operate** and **how we view ourselves and our purpose**.

WHAT CHANGES ARE NEEDED TO IMPLEMENT THE STRATEGIES?

Changes to Session: Why?

- Session is the church's Leadership Team. The PCUSA Book of Order says elders should be wise, mature of faith, skilled in leadership, and compassionate in spirit. Elders are chosen by the congregation **to discern and measure its fidelity to the Word** of God, and to **strengthen and nurture its faith and life**.
- **Ruling elders**, together with **ministers**, exercise **leadership, government, spiritual discernment, and discipline and have responsibilities for the life of a congregation** as well as the whole church, including ecumenical relationships.

(Book of Order, Section G-2.0301 *Ruling Elder Defined*)

WHAT CHANGES ARE NEEDED TO IMPLEMENT THE STRATEGIES?

Changes to Session: How?

- In short, Session is responsible for **leading the church** – looking after its **current and future** spiritual, cultural, operational, and denominational well-being.
- To better fulfill this strategic leadership role, Session will now be a smaller, big-picture and long-term focused, 12-member team without the responsibility to lead ministry or support teams.

WHAT CHANGES ARE NEEDED TO IMPLEMENT THE STRATEGIES?

Changes to the Church Organization Structure: Why?

- For Erin and its ministries to function well, other changes are needed. In our current structure, standing ministry and support teams such as Fellowship, Discipleship, Outreach, and Stewardship handle much of the work of the church. **Some teams are well staffed, but others struggle to accomplish their work with too few people.**
- Other **tasks critical to how we function don't fall under an existing team.** Information technology, audio-visual, communications, marketing, and visitor follow-up are handled informally by individuals with little or no help.

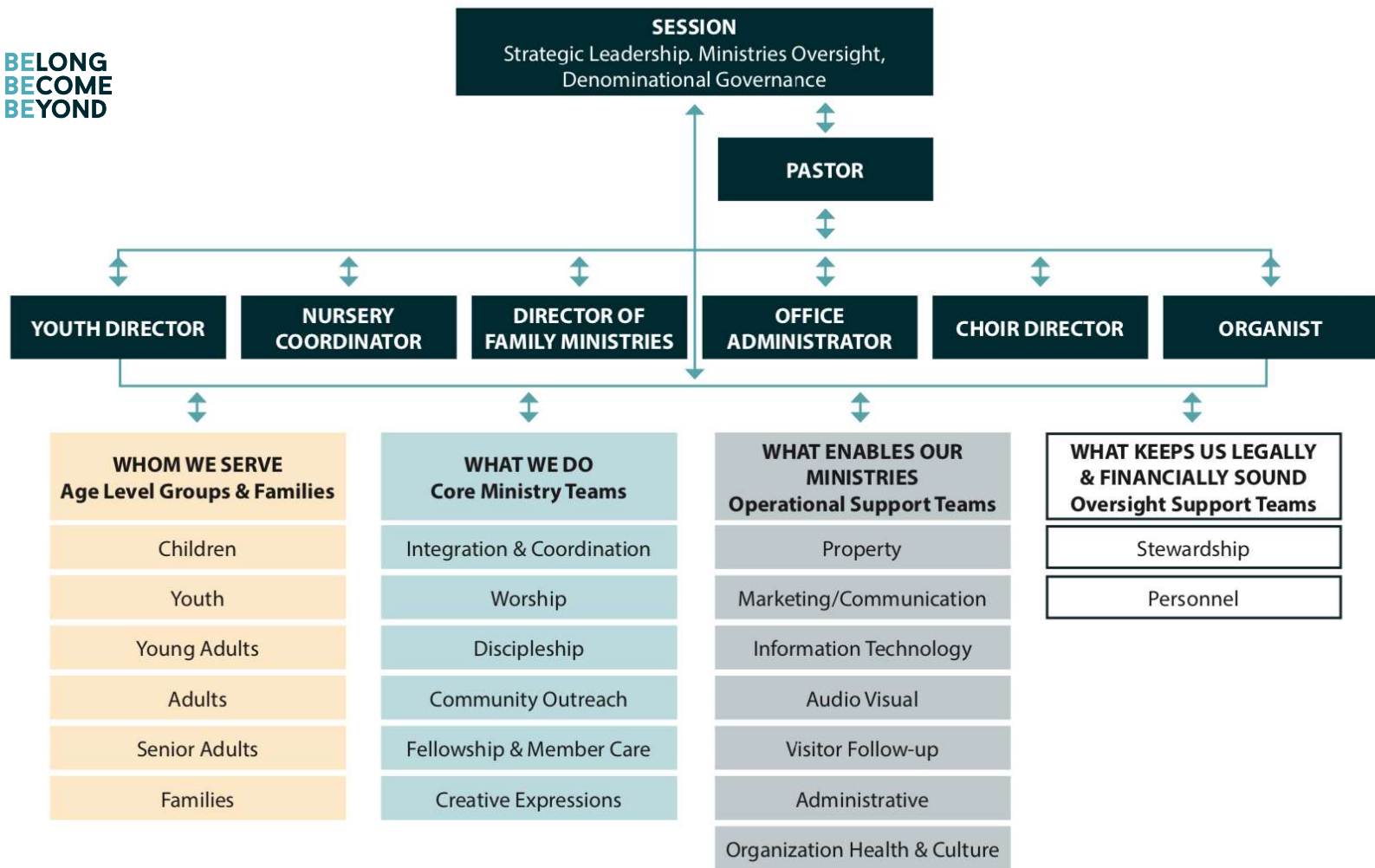
WHAT CHANGES ARE NEEDED TO IMPLEMENT THE STRATEGIES?

Changes to the Church Organization Structure: How?

A more **comprehensive ministry and support team structure** will make the service needs of the church more obvious and encourage every member to:

- Find a place to serve
- Truly belong to the church
- Use their gifts and talents
- Engage in the work of the church.

The new organization structure on the following page begins in August.



WHAT CHANGES ARE NEEDED TO IMPLEMENT THE STRATEGIES?

Changes to the Ministry Teams

Until recently the worship ministry was handled by the pastor and staff. We reinstated a **Worship Team** including the pastor, staff who volunteer, and church members to reflect its important role in the life of the church.

A **Ministry Integration and Coordination Team**, with one member from each of the five Ministry Teams, will be added to:

- Ensure the ministry teams work together.
- Improve synergy and creativity.
- Increase coordination of shared resources and space.
- Ensure ministry teams focus on our two strategies and our Vision.
- Reduce competition for funding and members' time.

WHAT CHANGES ARE NEEDED TO IMPLEMENT THE STRATEGIES?

Changes to the Ministry Teams

Ministry teams will focus on:

- **Meeting the needs** of each of the **age level and specialty groups** they serve, both **inside and outside Erin's walls**.
- **Creating ministry plans to implement the two strategies** developed by Session and staff.
- **Growing team members into mature disciples** through team relationships, interactions, activities, prayer, and devotionals.

WHAT CHANGES ARE NEEDED TO IMPLEMENT THE STRATEGIES?

Changes to the Support Teams

New Support Teams will take on **critical tasks** required to keep Erin functioning that are **now handled unofficially** by one or two people:

- Marketing and Communication
- Information Technology
- Audio-Visual
- Visitor Follow-up
- Administrative
- Organization Health and Culture

WHAT CHANGES ARE NEEDED TO IMPLEMENT THE STRATEGIES?

Changes to the Support Teams

- Assigning **critical tasks** to named teams **highlights the need** and makes it easier for members to **get involved** in areas that interest them.
- Our five core **ministries can't happen without these important support tasks.** More effective integration between the ministry teams and support teams will be essential as we go forward.

WHAT CHANGES ARE NEEDED TO IMPLEMENT THE STRATEGIES?

Changes to Team Leadership

Ministry and support teams will be **led by team members** rather than Session members, freeing Session members to focus on strategic concerns and Vision Project oversight.

- Each team will **choose its own leader** and determine how long the leader will serve.
- The team leader or a designated team member will **serve on the Ministry Integration & Coordination Team**, which will meet quarterly.

WHAT CHANGES ARE NEEDED TO IMPLEMENT THE STRATEGIES?

Changes to Team Reporting

- A **new on-line form** is being developed to streamline and simplify team reporting and enable Session to oversee many more teams.
- It will require **only the information Session needs** to conduct general oversight of the teams, make informed strategic decisions, and ensure we're on the path to **implement our strategies and achieve our Vision**.

WHAT CHANGES ARE NEEDED TO IMPLEMENT THE STRATEGIES?

New Training and Development

- **Members often hesitate to say “yes” to a new role** because they don’t feel capable or comfortable, especially if the group or the leadership role is new.
- **Training and development will be offered** for Session members, team leaders, and team members as needed to help them understand and succeed in both newly defined and established roles.
- Providing Erin members with the **knowledge, skills, and abilities** they need to be successful in the new structure and to effectively **implement the strategies** is **critical to Erin’s future**.

WHAT CHANGES ARE NEEDED TO IMPLEMENT THE STRATEGIES?

New Advisory Teams

- Adding members to each ministry team will bring new voices and new points of view, helping the teams serve ALL members (and potential members) more effectively.
- To further encourage this, we're adding **advisory teams** for groups that our ministry teams serve such as **youth, young adults, families with young children, and seniors**.
- The advisory teams will work with the ministry teams to highlight needs and propose ideas to **ensure our ministries serve current members and reach out effectively to people of all ages and stages of life** in our community.

WHAT CHANGES ARE NEEDED TO IMPLEMENT THE STRATEGIES?

Improving Erin's Effectiveness

We believe these changes will make us more effective by:

- Creating **a more vibrant church** for visitors, especially young families.
- Creating **a more engaged church** by informing members of opportunities to serve and helping them succeed.
- Offering more and varied **opportunities for spiritual growth**.
- Helping members build **deeper and stronger relationships**.
- Increasing our **impact on our surrounding community**.

All of this will enable us to *Belong, Become, and Go Beyond* and move us closer to **realizing our Vision!**



Also check out:

**WHAT IS THE VISION PROJECT?
WHY IS THE VISION PROJECT NECESSARY?
WHAT DO OUR STRATEGIES MEAN?**

erinpres.org/thevisionproject

Coming in July:

WHAT IS YOUR ROLE IN THE VISION PROJECT?

Be informed!

**Read all about the Vision Project on Erin's website, and
join us for muffins and coffee at two live presentations on Sunday
mornings, June 9 or June 30 & July 21 or August 4 from 9:30 to 10:45.**