

Grace Transition Team Minutes
March 29, 2010

What does it mean to call us a Community?

- people caring for people
- saying “hey,” i.e. asking people how they are doing
- harmony: we are different but drawn together, not tolerance but affirmation
- unity: taking delight in our differences
- inviting: we want to be open to anybody
- a place where you can belong

How do we find it challenging to be a community?

- people have to work to get connected to us
- we don’t always do well pulling new people in
- we need to do a better job stepping out of our comfort zone

How can we improve our welcomingness on Sundays?

- get coffee for someone new so they don’t have to run the gauntlet
- move common grounds to the playground for parents
- retrain our eyes to see people we don’t usually see
- challenge introverts to break away from their cliques and welcome new people

Challenges:

- Grace has been doing church for 25 years. This creates a sense of smooth-running equilibrium. We know how to do this church thing. There is a great risk at our age of settling into a rut and dying.
- We are a medium-sized church but think small. We have a tendency to look inward instead of outward, ministering to ourselves rather than the larger community we are part of.
- Our original vision on building this building was to grow to a 600+ congregation. We’ve plateaued at 250. Are we satisfied with that?

What draws people to Grace?

- People make friendships here that carry on outside of church
- People are looking for social connections
- Small groups, and the intimacy of a few very deep relationships

Small group issues:

- Small groups are the engine of growth – both spiritual and in terms of relational connectivity
- We need a champion who moves people into small groups and starts them going
- We need a bulletin board that is constantly updated with info about small groups
- We need a champion to identify small group leaders and encourage new startups
- Set audacious goals: example - Start a new small group every month

Action item: To facilitate better communication, we recommend installing a showcase in the breezeway that will advertise events and have info for new people about small group opportunities, children’s ministry, contact info, etc. Keep it fresh. Make it a place where newcomers can find opportunities to get connected into Grace.

Action item: Doug will put together a training class for small group leaders

Lay driven leadership model:

- Pastor is spiritual leader and keeps the church focused on its vision
- Pastor mentors and disciples key ministry leaders
- Leadership meets together to encourage one other, communicate (cross-pollinate) and troubleshoot ministry issues
- Ministry leadership is given authority to make ministry decisions for their team
- Ministry leadership is held accountable for living within the boundaries of our larger church mission/vision
- Gifted men and women are given freedom to make appropriate decisions that support their ministry goals, while being supported by the larger church financially, spiritually, in prayer, and with warm bodies to do the work
- Ministry leaders should always be mentoring/encouraging new leaders in their own team
- Ministry in this model is less top-down, more grass-roots

Action item: The GTT wants to see Grace church move towards a lay driven leadership model for ministry. The Care Team, Small groups, Children's ministry, and some other ministry areas are already moving in this direction. What is needed now is someone to identify leaders for other ministry teams, equip those leaders for ministry, and begin the work of organizing the church ministries around this model. We believe Jed could serve us well in this way, and it would be a good test of Jed's leadership skills to give him this responsibility. Jed would not primarily make decisions for ministry areas or do the nuts and bolts of ministry. Rather, he would help organize the church into ministry teams, identify and train leaders, and pull church leaders together for opportunities to talk ministry, cross-pollinate, and build each other up. We propose that Jed be relieved of as many of his other responsibilities as possible so that he can focus primarily on helping us implement the lay driven leadership model. Doug Stevens should help Jed with this.

Action item: Related to the item above, we would like to see Sandie Ramm given greater authority as office administrator and the church point person to answer questions/solve problems that come from the church membership. At present, Jed does this. Sandie should be given more decision-making authority. She should be part of the leadership team and part of leadership meetings so that she knows how to support the ministry teams and their work.

Next meeting: Joint Council/GTT meeting on April 20, 7pm.