

The Crossville First United Methodist Church

Annual Leaders' Assembly

January 20th, 2019

1:00 PM to 3:00 PM

Our Purpose Today

To leave with a clear focus for this New Year that is

- Rooted in our Vision
 - Organized around our Mission
 - And ready for Action!

Key Objectives

1. Each team/committee organized and equipped for its work.
2. Share a theological framework for our work that is rooted in the Good News of Jesus Christ.
3. Streamline our housekeeping and understand the inter/inner workings of church leadership.
4. Define our team/committee work for the new year.

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Agenda

- 1:00 PM Gathering in Prayer and Song
- 1:05 PM Devotion, *Lay Leader Sbarion Mercer*
- 1:10 PM Thoughts About Leadership in the Church, *Council Chairman Bill Oglesby*
- 1:15 PM 2019 at Crossville First United Methodist Church, *The Pastors*
- 1:40 PM Q/A Time Regarding Mission/Vision/Housekeeping
- 1:55 PM Break / Transition
- 2:00 PM Breakout Sessions with Your Teams/Committees
 Organization of Teams/Committees
 Group Questions to Answer
 Meaningful Work for 2019
- 2:45 PM Return to Small Sanctuary for Holy Communion
- 3:00 PM Adjourn

Friends:

As you prepare for this special day, the best thing to do is to simply read through this entire packet. There are several sections that are just for reflection and prayer. There are others which are included for reference and awareness. There will be no test! However, it is important that we all have this body of knowledge under our belts as we prepare for a fruitful meeting and a really wonderful year!

2019 at Crossville First United Methodist Church

Mission: To make disciples of Jesus Christ for the Transformation of Crossville and the World.

Vision: To be a community of hope-filled disciples of Jesus actively helping God love the world back to life one heart at a time.

Thoughts for Your Reflection Ahead of the Leaders' Assembly

Capturing a Vision for 2019

I think it is right to say that both people and staff are hungry for simplicity, clarity, and action as we look forward to 2019. Staff persons and key lay leaders are tired - we feel like we've been pulling and tugging this beautiful sleeping giant from its bed for years!! Those involved but less engaged with day-to-day leadership feel differently. They are excited and energized by the sense of a church finding its way in these uncertain, post-modern times. Those sisters and brothers whose primary engagement with CFUMC is Sunday morning worship *just feel good* about their church! Many are looking for ways to connect to what God is doing. If nothing else, worship feels good, rich - and they feel connected to something important.

The challenge here is to identify and cast a vision which resonates with and inspires all the layers of church life. I think God has given us such a vision for the new year! We've caught glimpses in the 2019 Dreaming and Visioning Sessions, we've heard the hunger in the hearts of our leaders during Council and committee meetings, and we've felt the staff grasping for some sense of order to our wild and woolly work schedules!

This is what we're hearing from leaders, from people, and most of all, from the Spirit of God --

Imagine if you will a church organized into groups of 10-12 people who gather together at least twice a month to grow as disciples. They care for each other, they are engaged in the life of the church, they are true disciples who walk in the way that leads to life, they are serving God and neighbor - and they are taking responsibility for their own life of faith.

Imagine a church nurturing that network of Disciple Groups with worship, shepherding, Bible study, children and youth ministry, and meaningful opportunities to serve God and neighbor in Crossville and the world!

Imagine a church with a clarity of Mission and Vision that both deepens and simplifies the hard work of disciple making.

Imagine a staff so energized by this vision and the call to make disciples that they are not waiting for volunteers and leaders to come to them - they are out there building leaders, growing leaders from the ground up! They are excited about what God is doing - and they know exactly where they fit into this season of growth.

Imagine that same staff standing shoulder to shoulder with a team of gifted lay leaders who work together to create an environment where disciple making happens freely, naturally, and abundantly.

Imagining armies of Disciple Groups taking responsibility for the full mission and ministry of the Church as the Holy Spirit leads them. Whether it's Wyndridge, or Martin, or Clothes Closet, or Hospitality ministries, or something we haven't thought up yet!

Imagine the joy, the celebration, the fun we could have as we all begin to flourish as followers of Jesus at work in God's mission - transforming Crossville and the World while growing as disciples.

Imagine that kind of Church!

It's our hope - our prayer, it's our vision.

And that's next year. A church transformed into a network of at least 25 *Disciple-Making Groups* which become the foundational element of church life.

You see - now that we have a pathway to discipleship, now that we know what disciple making looks like at Crossville First - everything comes back to the Mission. As a church, we can know and rejoice that we are doing what God has called us to do - *making disciples of Jesus Christ for the transformation of Crossville and the World.*

So...how do we get there?

We can see where we are going, we know what we are called to do - how do we live into this Vision which God has placed before us?

Your clergy and staff have spent a considerable amount of time thinking about this. They believe the following key objectives and strategic anchors will be most helpful as we think about 2019.

Strategic Anchors¹: We have a two-part strategy to guide our work for 2019. Anything that doesn't fit within this strategy is probably not something we need to be doing in 2019.

1. Praying our way into the vision *with action*
2. Shaping a church culture which invites people into intentional Disciple Groups as the primary organizational unit of the church

Our Top Six Strategic Objectives²:

Making intentional and focused prayer for the vision part of our culture.

Creating space for our people to respond to God's call on our lives.

Next Level Next Generation Ministries! Engaging both the student and the student's support network with Christian Discipleship.

In All Things: Create Clarity, Communicate Clarity, Live Clarity

Build and Sustain 25 Disciple Groups

Nurturing the Pathway to Discipleship

¹ Strategic Anchors form the boundaries for our work. They are 'bumpers' which keep us focused on the right things at the right times. If ideas/plans/objectives don't fit with these strategic anchors, we probably need to put them aside for this season.

² These Strategic Objectives keep us pulling in the direction of our mission and vision. They fit within the Strategic Anchors already defined, and help us move forward.

Agenda for Breakout Sessions

After the initial presentations at the Leaders' Assembly, we will break into our various ministry teams and committees. A handful of you are serving in more than one capacity, so we will need to resolve those conflicts Sunday afternoon.

Once you break into your groups (see page __ for room assignments), you'll be invited to work through the following agenda with your chairperson.

Agenda

Basic Organization

Each team needs a recording secretary for minutes, agenda creation, and general record keeping. Minutes from each meeting (*including this one*) are to be submitted to the Church Secretary by email after they are approved by the Committee/Team. We suggest a quick typing of the minutes which can be approved via email if your committee is agreeable to this. Otherwise, please send the approved minutes after the meeting at which they are approved.

Additionally, work out the best method of communication for information, reminders, and general conversations. Chairpersons should be able to communicate quickly with their committees/teams.

Conversation about Disciple-Making Groups and how this culture shift changes *can/does/does not* change the focus of your work. Reflect on the Mission/Vision as stated on page 4. How will your work lead us deeper into this mission and vision?

Planning for the New Year: *What do we hear God calling us (your committee) to DO this new year?*

- Review of Meeting Times³ / Schedules
- Important Goals/Objectives/Timelines/Actions for 2019
- Research/Assignments that might need to happen between meetings

Some Teams already have action items requiring action TODAY.

At the close of your time, summarize action items, assignments, and deadlines.

³ A list of already-scheduled meetings is included at the back of this packet. Please alert the Church Secretary if there is a change.

Discipleship and Disciple Making Groups

Thus far, much ink has been spilled regarding discipleship and disciple making groups! It is important that we have a common understanding of these topics as we lean into our work for the new year. The next two sections include documents presently being used to ensure a shared understanding among clergy, staff, and the Discipleship Formation Team. Many questions are answered in these pages, but there are others which are yet to have been asked. Please make notes and share your thoughts. It is so important that we get this right!

Before you turn the page and dive into our particular understanding of discipleship and disciple making groups, let's take a moment and do some theological reflection.

Over the last several years, we have worked with some important questions of *identity* - without realizing we were doing it! Some teams and committees have spent hours with these specific questions, while others have just lived with them simmering beneath the surface of their primary work. Whatever the case, take a little time to consider each one - and imagine how you might respond as an individual Christian disciple - and as a member of your particular team/committee.

The Questions of Identity

Who are we as disciples of Jesus claimed by God in our baptism?

Who are we as members of God's household with a place at God's Table?

Who are we as a community of persons forever called to the mission of God in the world?

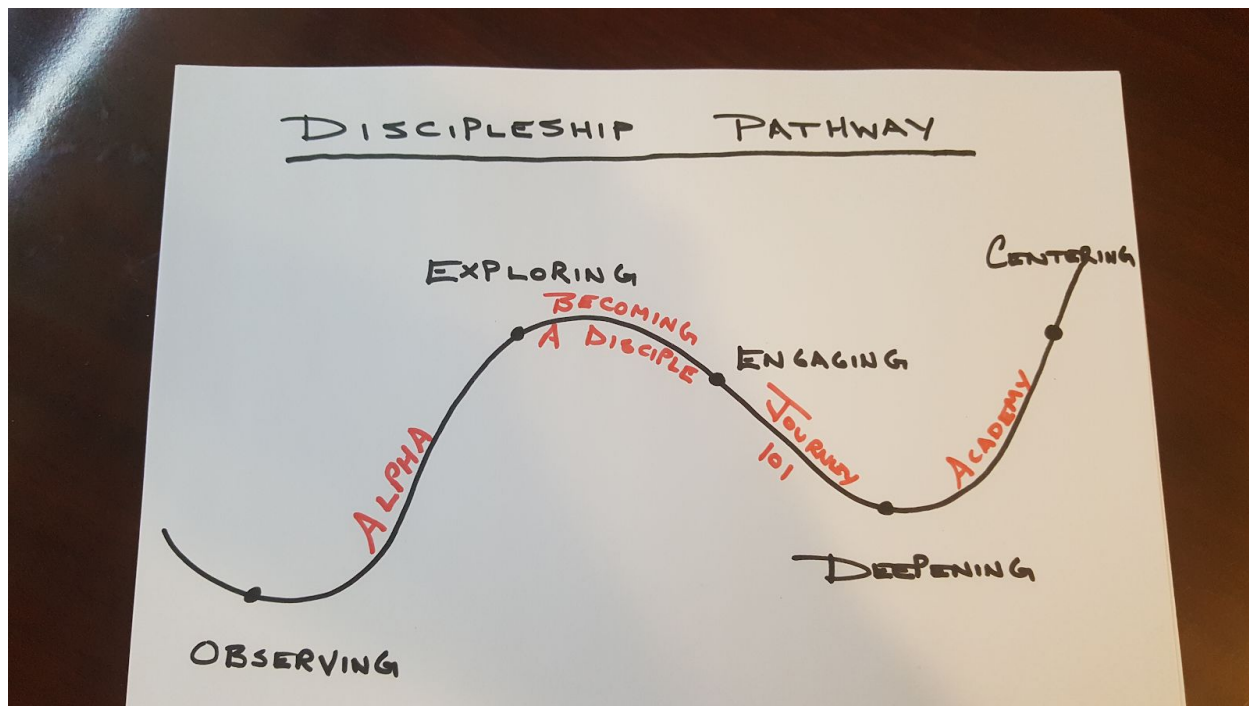
The Discipleship Pathway at Crossville First United Methodist Church

Our mission at Crossville FUMC is to make disciples of Jesus Christ for the transformation of Crossville and the world. Our vision is be a community of hope-filled disciples of Jesus actively helping God love the world back to life one heart at a time.

With all that *disciple* language, you might imagine that we have some idea of what it means to be a disciple of Jesus and how people might become disciples who follow Jesus in God's mission.

We have found that becoming a disciple of Jesus is really a lifelong journey, guided by the Holy Spirit, that gets better with every step! We hope you'll consider joining us on this great adventure.

As with any journey, it is helpful to consider both where we are and where we'd like to go. By God's grace, the journey starts long before we ever realize it and goes far beyond the moment we think we've arrived. Most people find themselves at one of these five milestones along the journey. The following map helps us see those milestones and the opportunities we offer to move from one to the next.



As we mentioned, in relation to discipleship, most people find themselves living around one of these five milestones. A brief description is offered for each one.

1. **Observing:** *People in our community who may or may not have attended our church but are carefully watching those who do.*
2. **Exploring:** *People who have attended our church a few times to see if our lives match our beliefs - and to explore whether they might find a home here.*
3. **Engaging:** *People beginning to grow in their faith and in their connection this community of faith.*
4. **Deepening:** *People who have committed themselves to Christ and to this church as their spiritual home.*
5. **Centering:** *People whose lives are shaped daily by spiritual disciplines, by the presence of God, and by answering God's call on their lives.*

As you can see on the map, we offer several opportunities for movement along your own journey of discipleship.

Alpha: This is an 11-week course for people wishing to explore the basics of the Christian faith in a non-threatening, non-judgemental environment. We eat, laugh, learn, and discuss what we're learning.

Becoming a Disciple: Specially designed for those moving from Exploring to Engaging, this is a 12 week study experienced with a small group. We learn spiritual disciplines, the importance of Bible study, and some really neat stuff about our Christian Faith.

Journey 101: This 18-week experience is a careful look at what it means to live out our faith in Jesus in a community of faith (the Church). It happens in the setting of an intentional Disciple Group - and is the final step before we join with persons new to our family in the covenant of membership.

The Academy: This is an ongoing experience designed for those ready to move from Deepening to Centering. The Bible studies and materials used are deeply theological and carefully curated for maximum spiritual formation. Most Academy experiences happen in the setting of an intentional Disciple Group.

Throughout any given year, there are countless opportunities for Bible study and spiritual formation. Each one fits somewhere along this journey - and is intended to be a help and support in your own journey of discipleship.

The Marks of a Disciple of Jesus

As we work through all this talk about discipleship, we want to define our understanding of what it means to be a disciple of Jesus. The people and leaders of Crossville First United Methodist Church understand disciples of Jesus to be those persons of faith who...

- a. Worship and Pray Daily
- b. Serve Out of Our Giftedness in the Church and in the World
- c. Grow Intentionally as a Disciple of Jesus
- d. Belong to a Disciple-Making Group
- e. Give Generously to the Work of God
- f. Share Jesus Daily in Word and Action

These six marks of a disciple form the basis for our Disciple Group Life - and for our entire spiritual formation enterprise.

They are practices, habits, and behaviors that we expect of each other as disciples of Jesus sharing life together. We firmly believe the Holy Spirit has gifted every believer with these marks. The work of disciple-making is to uncover them and *intentionally grow into* them.

Disciple Groups Defined

As you've likely noticed, intentional Disciple Groups play an important role in this work of disciple-making. We believe this work happens best in smaller groups of people where a sense of belonging, mutual accountability, love, and support can be nurtured. This level of nurturing just can't happen in a full Sanctuary on Sunday morning. The following lists detail the basic expectations of Disciple Group life.

There are two layers of expectation.

1. The group exists as a place to Grow, Belong, and Serve (*still thinking on this phraseology...close to right*)
2. The group cultivates community discipleship as defined by our covenant of discipleship with each other - that we will
 - a. Worship and Pray Daily
 - b. Serve Out of Our Giftedness in the Church and in the World
 - c. Grow as a Disciple of Jesus
 - d. Belong to a Disciple-Making Group
 - e. Give Generously to the Work of God
 - f. Share Jesus Daily in Word and Action

Said another way, the basic expectations of a Disciple Group are that:

These groups will meet together at least twice a month at a time and place that suits the group.

These groups will practice the gifts of love and care for each other.

These groups will find ways to love and serve neighbor both in the church and in the world.

These groups will grow together as disciples through prayer, study, mutual accountability, and a common understanding of what it means to be a disciple.

Group meetings could take the following format (*usually 90 minutes total*):

- A time of gathering/celebration/prayer/praise
- Checking In - the practice of Mutual Accountability...reviewing the 6 Marks of a Disciple.
- A Time to Learn and Grow - could be study, could be sharing around key questions of 'How Is It With Your Soul?'
- Conversations about serving together - what is next on our agenda, details, planning?
- Listening for God's Call - praying together and discerning God's call on the group
- Organized Care for Each Other

Group leaders are actively shepherded by our pastors in their work of leadership. Ideally, a group leader will serve for two years. In the second year, he/she will train his/her replacement before returning to group life as a member of the group.

Expectation of Church Members

In thinking through the ramifications of this Discipleship Pathway, it is important that we determine basic expectations of new members. Due to the deeply personal nature of Christian discipleship and the ambiguity around the same that afflicts the Church in these post-modern times, it is critical that we have a shared understanding of what Christian discipleship is at Crossville FUMC.

The following basic expectations of new (and existing) members (whether transfers or new Christians) should provide that shared understanding that is needed as we grow into the future that God dreams for us.

1. Attend the Getting Connected Sessions
2. Experience ALPHA, Becoming a Disciple, and has started Journey 101
3. Be part of an intentional Disciple Group
4. Have found a place to serve
5. Proportional Giving

These five expectations reflect a significant commitment that might be overwhelming for some. Persons who are not ready for such a commitment will never be turned away from the fullness of life in this community of faith. However, the covenant of membership which we share is reserved for those ready to make this commitment. At this time, this is a proposal...such a massive change in our thinking will require Church Council action.

Expectations of Current Members

Many of our current members will find themselves ready to move further along the journey of discipleship! As they begin to engage with this discipleship pathway, it is important that they, too, have that shared understanding of Christian discipleship at CFUMC.

The following guidelines help ensure this shared understanding remains at the heart of our church.

Alpha is a prerequisite for Becoming a Disciple.

Becoming a Disciple is a prerequisite for Journey 101.

Journey 101 is a prerequisite for the Academy.

Additionally, those entering the Academy are expected to be part of an intentional Disciple Group.

Special Concerns Related to Disciple Groups

As with any resetting of expectations and culture, there are concerns to be addressed and kept in the fronts of our minds. Disciple Groups can become notoriously cliquish - and people can be hurt. Further, the creation of milestones can look exactly like benchmarks or 'ranks' of Christian Discipleship. This can lead to the perception of an unhealthy hierarchical system which leaves persons feeling 'less than' or 'not good enough.' There are other concerns - such as existing members rejecting these new expectations and new persons feeling unwelcome by the notion that we have expectations of each other.

As we process those concerns (and many others), the following guiding principles will be helpful.

1. What we have named is deeply biblical. We are trying to follow Jesus in the way of the Gospel and in the spirit of the early Church. We acknowledge this can feel very foreign to post-modern church culture.
2. The notion of accountability presents itself in these pages, but not in the way our world teaches. It is, rather, a gracious, mutual accountability to God in the presence of sisters and brothers who hold each other up in love. It is never to be forced or abused.
3. While some Disciple Groups may function as 'closed groups' - they are never free from the biblical call to hospitality and love for neighbor. Each group leader will be charged with ensuring groups don't become obsessed with themselves - and will work to keep groups focused on growing, serving, and loving.
4. Group leaders will be in constant training and shepherding led by the pastors. Groups in trouble will be carefully led back to health or graciously disbanded. Honest conversation will be paramount.
5. We must be careful not to cultivate the sense of spiritual superiority which hurts people. Instead, we must understand this whole process as the gentle shepherding of persons ever closer to Jesus. Said another way, this is not about becoming 'better than' - but about becoming 'closer to.'

Self-Assessment Tool

I propose the creation of a self-assessment tool (see Marion UMC in Iowa) to help people discover where they are on the pathway. The Marion UMC model provides immediate feedback with context specific suggestions for ways to progress along our the journey. The tool is just 5 questions and takes about 60 seconds. It is certainly simplistic, but I think a realistic tool for people to use. It could provide meaningful feedback for church leaders.

Talking About It

I think we begin talking about this on the first Sunday of January. I think a simple card can be created with graphics and brief explanations that people can use in small groups and SS classes (like the 4th-Day Card from Emmaus). It is imperative that we spend all the time from January to Ash Wednesday unpacking, discussing, explaining, and re-explaining what we're trying to do. I think people will understand it in time, but it's going to take a LOT of work.

Crossville First United Methodist Church
2019 Leaders' Assembly Ministry Team and Committee Descriptions
January 20, 2019

The Church Council

Administrative Committees

- Committee on Nominations
- Trustees
- Finance
- Staff-Pastor Parish Relations Committee

Crossover Teams

- Year-Round Stewardship Team
- Nominations

Ministry Teams

- Missions
- Discipleship Formation
- Youth Council
- Children and Family Ministries
- Worship Teams
- Nurture

Name: The Church Council

Current Chairperson: Bill Oglesby

Official Function

From the 2012 Book of Discipline –

The church council shall provide for planning and implementing a program of nurture, outreach, witness, and resources in the local church. It shall also provide for the administration of its organization and temporal life. It shall envision, plan, implement, and annually evaluate the mission and ministry of the church. The church council shall be amenable to and function as the administrative agency of the charge conference.

Crossville First - Specific Notes

For our purposes at Crossville First, the church council is composed of the chairpersons of all administrative and ministry teams. Clergy and staff are non voting members of the church council. The work of the council is to provide governance and oversight to the full scope of our program of ministry here at Crossville first. Our church council typically meets monthly to hear reports from all teams and committees as well as from clergy and staff. Conversations regarding mission, vision, and ministry are held at these meetings.

Essentially, the work of the church council is to ensure that we are fulfilling the mission and vision and established at these Leaders' Assemblies. In layman's terms, this body meets to make sure we are all *pulling in the same direction*.

Growing Edges for 2019

As we shift gears into a culture based on intentional Disciple Groups, the work of the Church Council will be to ensure focus on mission and vision - while maintaining strong communication among ministry leaders and participants. Additionally, we await the news from the Special General Conference 2019 which will be dealing with human sexuality.

Name: Committee on Nominations

Current Chairperson: Senior Pastor

Official Function

The Committee on Nominations is that body which suggests leaders for each ministry team and committee within the organizational structure of our church. It is the only committee chaired by the senior pastor. The Committee on Nominations makes a recommendation to the charge conference as to who leaders should be for the coming year. The charge conference has final say on the matter,

but often trusts the recommendation of this committee. Non-administrative committees often select additional members to their team as they have need. These team members do not have to be approved by this committee.

Growing Edges for 2019

We are hopeful that the work of this committee might be expanded to include leadership development within our congregation as well as an intentional effort to help new persons find places to belong and serve.

Name: Trustees

2019 Chairperson: David Bell

Official Function

From the 2012 Book of Discipline –

Subjects to the direction of the charge conference, the board of trustees shall have the supervision, oversight, and care of all real property owned by the local church and of all property and equipment acquired directly by the local church or by any society, board, class, commission, or similar organization bear with, provided that the board of trustees shall I violate the rights of any local church organization elsewhere granted in the discipline.

Crossville First - Specific Notes

We depend heavily on our trustees to care for and to maintain our wonderful facilities. They do a great job and have divided their work among themselves in a very effective and fruitful way. Because we do not have a proper Business Administrator on staff at the present time, we lean heavily on the chairperson of the trustees to handle all facility needs on the day to day basis.

Growing Edges for 2019

Developing a plan for general maintenance, replacement of HVAC units (many of which are 20+ years old), and continued solid care for our facilities.

Name: The Finance Committee
2019 Chairperson: Jelene Mercer

Official Function

From the 2012 Book of Discipline –

The committee on finance shall give stewardship of Financial Resources as their priority throughout the year. The committee on finance shall compiled annually a complete budget for the local church and submit it to the church council for review and adoption. The committee on finance shall be charged with responsibility for developing and implementing plans that will raise sufficient income to meet the budget adopted by the church council. It shall administer the funds received according to instructions from the church council. The committee shall carry out the church council's directions in guiding the treasurer and financial secretary.

Crossville First - Specific Notes

Our finance committee has worked diligently to ensure the work of financial stewardship is done well and to the fullest extent here at Crossville First. They have developed a robust Financial Policies and Procedures Manual which governs our handling of money here at the church. This committee accomplishes its mission extremely well and continues to help with the day to day financial health of the church.

Growing Edges for 2019

Bookkeeper transition, heightened focus on stewardship and giving, and the development of new Finance Committee leadership for the coming years.

Name: The Staff-Pastor Parish Relations Committee
2019 Chairperson: Chris Smith

Official Function

From the 2012 Book of Discipline –

In conducting its work, the committee shall identify and clarify its values for ministry. It shall engage in Biblical and theological reflections on the mission of the church, the primary task, and ministries of the local church. The committee shall reflect biblically and theologically on the role and work of the pastors and staff as they carry out their leadership responsibilities. The committee shall assist the pastors and staff in assessing their gifts, maintaining health holistically and work life balance, and setting priorities for leadership and service. It is the responsibility of the committee to communicate with the committee on nominations and leadership development and or the church council when there is a need for other leaders or four employed staff to perform in areas where you live session of the gifts of the pastors and staff proves an inappropriate stewardship of time.

Crossville First - Specific Notes

See above.

Growing Edges for 2019

The work of this committee is always delicate and thoughtful. We will be carefully looking at the addition of paid staff persons in the coming year. Our growth in attendance will likely necessitate a careful expansion of staff which will foster continued lay-staff cooperation.

Name: Missions Team

2019 Chairperson: Tim Vandagriff

Official Function

The basic function of the Missions Team is to provide guidance and oversight to our church's expression of Christian mission here in Crossville and around the world.

Crossville First - Specific Notes

Our Missions Team is tasked with prayerfully discerning new opportunities for mission within our community and around the world. We also are charged with provide support and encouragement for our existing ministries of compassion.

We realize that many of these ministries of compassion come from the hearts and minds of our members. We are not the *red tape* committee determined to make the development of new ministries difficult. We are, however, charged with ensuring that all ministries of compassion of Crossville First meet the church's expectation of witness and fruitfulness in the world. In other words, we are tasked with shepherding ministries of compassion from conception, to fruitfulness, and sometimes to retirement. Our work is to equip, enable, and encourage.

Growing Edges for 2019

Cultivating and nurturing our wonderful ministries of compassion and hope. We need to support our leaders, deploy volunteers, and focus on what we do well. We also sense a call for the Next Generation and Missions Teams to continue our efforts to reach the Children and Families in crisis in this community.

Name: Discipleship Formation

2019 Chairperson: Shannon Shelley

Official Function

See below.

Crossville First - Specific Notes

- Creating, leading, and shaping a dynamic program of ministries designed to foster a healthy, vibrant life of discipleship among the adults of our congregation.
 - The program of ministries should have age-level appropriate components built around the understanding that faith in Jesus is best cultivated in an atmosphere of love and with a focus on
 - § Acts of Piety (such as personal, family, and corporate worship, prayer, spiritual disciplines, and Bible study) and
 - § Acts of Mercy (such as loving our neighbor, serving, mission work, and relational evangelism).
- Creating a culture of hospitality and invitation among teachers, volunteers, group leaders, and all actively engaged adults.
- Providing direction and oversight to the full program of ministries pertaining to Adult Spiritual Formation. This work would include:
 - Resourcing and Supporting Sunday School and Small Group Leaders as needed
 - Choosing and training teachers, leaders, and volunteers for Sunday school, Wednesday night, and any other adult spiritual formation opportunities
 - Creating and implementing Spiritual Formation Events such as special speakers, retreats, trips, etc which are to be offered to the church and community
 - Offering an extensive array of Bible studies at various times during the week
- Creating, maintaining, and effectively communicating the Discipleship Formation Calendar – consistently staying at least 6 months ahead on our planning.
- Coordinating with every other Ministry Team to ensure natural overlap and a holistic understanding of ministry in this place. We will work diligently to avoid a ‘silo-mentality’ when it comes to Spiritual Formation.
- Managing the Spiritual Formation Budget.

Name: The Children and Family Ministry Team

2019 Chairperson: Donna King

Official Function

See below.

Crossville First - Specific Notes

- Creating, leading, and shaping a dynamic program of ministries designed to foster a healthy, vibrant life of discipleship in children and young families.
 - The program of ministries should have age-level appropriate components built around the understanding that faith in Jesus is best cultivated in an atmosphere of love and with a focus on
 - § Acts of Piety (such as personal, family, and corporate worship, prayer, spiritual disciplines, and Bible study) and
 - § Acts of Mercy (such as loving our neighbor, serving, mission work, and relational evangelism).
- Creating a culture of hospitality and invitation among teachers, volunteers, families, and children.
- Providing direction and oversight to the full program of ministries pertaining to Children (up through 6th grade) and ministries pertaining to Young Families. This work would include:
 - Selecting curriculum
 - Choosing, training, and supporting teachers, leaders, and volunteers for Sunday school, Wednesday night, Vacation Bible School, and any other children's spiritual formation opportunities
 - Confirmation Experience
- Creating, maintaining, and effectively communicating the Children and Family Ministry Calendar – consistently staying at least 6 months ahead on our planning.
- Coordinating with every other Ministry Team to ensure natural overlap, hand-off (particularly with youth), and a holistic understanding of ministry in this place. We will work diligently to avoid a 'silo-mentality' when it comes to Children and Family Ministry.
- Managing the Children and Family Ministry Budget.

Name: The Youth Council

2019 Chairperson: Doug Hensley / Scott Looney

Official Function

See below.

Crossville First - Specific Notes

Our Calling: *To make disciples of Jesus Christ for the Transformation of the World*

Our Mission:

To reach out to 7th-12th grade students who are looking to connect with other students who are

1. *Exploring Their Faith*
2. *Growing as Disciples of Jesus Christ*
3. *Walking as believers as Jesus changes their own lives and the lives of others around them.*

We aim to create a grace-filled environment with each other, working together to help people in need and our church, where Jesus Christ transforms lives.

According to youth ministry professionals, fruitful youth ministry has four key elements:

1. Fellowship
2. Service
3. Worship
4. Formation

These key elements are to be offered in a grace-filled, encouraging, joyful space where kids have room to question, push the envelope, grow, and embrace the gifts God has given them – particularly the gifts of leading and loving. It is also essential that youth experience the love and acceptance of their church family.

Name: The Nurture Team

2019 Chairperson: Pam Edwards

Official Function

See below.

Crossville First - Specific Notes

The Nurture Team exists to ensure our church lives out our Biblical mandate to be a Caring Community of Christ-Followers. We provide guidance and oversight to the full scope of caring ministries of our church. We do our best to make sure that no one falls through the cracks and that our ministries of care and concern are extended beyond the walls of our church.

Our associate pastor provides important guidance to our work.

Important Processes

Guest Follow-Up:

1. 1st Time: Each first time visitor who signs in to any church event (with proper address) receives a quick, 5 minute doorstep visit including a bag of goodies with information about the church. A note from the Senior Pastor follows.
2. 2nd Time: A note from a church member (usually Lisa Harrison).
3. 3rd Time: A note or call from the Associate Pastor.
4. 4th Time: A note or call from the Dir. of Connectional Ministries, Kimberly White.

Along the way, efforts are made to connect these persons with small groups or Sunday school classes and opportunities to serve.

Pastoral/Congregational Care:

Pastoral care needs emerge from many places within the church. The Pastor of Congregational Care (Rev. Dr. Louis Davis) and the church staff work diligently to receive, process, and share information as is appropriate depending upon the case or situation. We have a very strong congregational care team which shares in this work. Pam Edwards provides leadership for this group and helps ensure that information is shared, that follow-up happens, and that clergy are kept in the loop as care is transferred from the urgent to the ongoing. Information is carefully tracked to ensure proper follow-up and care. The pastors meet together weekly to discuss care needs and make sure we are responding appropriately.

Worship Planning:

Each worship service has its own unique worship planning team which meets periodically to plan worship six to eight weeks in advance. These plans are governed by worship themes submitted by the clergy. The teams work to select music, acts of worship, prayers, and other elements to ensure that our people are able to have consistently meaningful, deep experiences of worship. All are welcome to share thoughts and ideas to enrich our experiences of worship! Presently, Kimberly White is working to strengthen our Altar Guild so that our worship space is consistently well-cared-for.

Staff Supervision:

Staff supervision is handled by the Senior Pastor and his designees. While the SPPRC has an important role to play in nurturing, equipping, and building the staff of the church, this committee is not responsible for supervision. This clear delineation of work helps avoid problems experienced in other churches. The SPPRC does have responsibility for mission/vision setting, clergy supervision and support, and Annual Conference reporting. They do set the salaries of all staff persons, including clergy. They also set staff-related policies. Additionally, the Senior Pastor, except in

extreme cases requiring immediate action, may not terminate the employment of a staff member without SPPRC authorization. Finally, the current Senior Pastor lives within a covenant of supervision with staff persons which requires that they be made aware of any staff issues specific to them being shared with SPPRC by the pastor(s).

Financial Matters:

See the CFUMC Financial Policies and Procedures document.

Facility Maintenance:

We do employ a part-time maintenance person who works as an agent of the Trustees. Any maintenance needed beyond his scope of ability, is managed by the Trustees. Current protocol provides a simple list of maintenance needs kept in the front office. This list is reviewed by the maintenance person and the Trustee chairman weekly. The church secretary facilitates the flow of information in most cases.

Room Reservations:

Our church is made available to our community as a ministry. Because of this, it is important that our church calendar be carefully managed by the church secretary. Room reservations may be made via the facility use form found on the Church website. www.Crossvillefumc.Com. this same form may be completed in the church office. Depending upon the event, needs for child care, publicity, technology, extra staffing, food, etc are to be recorded on this form at the time of reservation. Rooms should be reserved at least two weeks ahead of the event. If significant support is required for an event, rooms should be reserved at least six weeks ahead of the event.

Executive Committee:

The E.C. is the administrative arm of church leadership. It is comprised of the leaders of the administrative committees, the Senior Pastor, and the Church Secretary. This is a small group allowing for proper oversight of administrative between Council meeting. While they do hold some decision making power, their work is primarily to steward good administrative practices. Most churches our size have a Business Administrator. We do not, so this group functions in that capacity, making sure information is shared, bills are paid, and decisions are made properly.

Decision Making Processes:

As with any United Methodist Church, decision making is guided by the current Book of Discipline.

⁴ Processes are robust to ensure the health and well-being of the whole church. Few (if any) decisions are made by congregational vote. Instead, decision making is held in trust by those lay

⁴ 2016 edition.

teams and committees which have been duly elected to represent the people. The Executive Committee works to ensure we are following proper protocols - and that, when there is ambiguity, we err on the side of transparency and extra steps. Many times, ideas, issues, and concerns needing attention are brought to Church Council for discussion in the light of our mission and vision - and then handed back to whichever team/committee needs to handle the actual work or decision. Sometimes, decisions are proposed by those teams/committees and then returned to Church Council for final decision. Other times, the teams/committees are empowered to decide and move forward without further conversation.

One of the foundational elements of our church life is prayerful decision making which is carefully shared among lay persons, staff persons, and clergy persons.

Ministry Leadership Team:

The Ministry Leadership Team works to provide oversight, coaching, and direction to the breadth of ministries here at Crossville FUMC. Each member of the MLT provides coaching, supervision, and direction to other staff and ministry teams. Their primary work is to ensure sound execution of strategies and plans affirmed by the Church Council. This is the first year for our church to have this particular structure.

Facility Changes/Remodels/Repurposing:

From time to time, a need emerges for rooms to be renovated, space to be reallocated, and other such facility changes to be required. Ideas for such changes may come from any person or team - but they must ultimately be approved, funded, and managed by the Trustees. They must also fit within our mission and vision. Minor changes can often happen quickly, but major changes require months to years of planning, fundraising, and deliberation.

Altar Flowers:

We have enjoyed beautiful altar flowers for many years! In 2019, a slight adjustment to our policy has been made. Persons securing altar flowers are responsible to pay Hatler's Florist directly. In former times, these persons paid the church and the church paid the florist. We discovered this process didn't always work well, thus the change to a more direct, simple process. It may mean that we are missing our Altar Flowers occasionally (should persons forget to pay). This has been deemed an acceptable risk.

Lay Leadership of Crossville First United Methodist Church for 2019

Approved at Charge Conference, November 5, 2018, at 5:30 PM

To the Charge Conference of Crossville FUMC:

On behalf of the Committee of Nominations, I submit the following slate of leaders for our congregation to be in effect during the coming year. We believe the following to be Christians of good character who are deeply committed to God's mission.

The Administrative Committees are fully staffed as required by Discipline. The other committees will be fully staffed by the beginning of the year. Addition/deletion of their members does not require Charge Conference action.

Note that TBD indicates 'to be determined.' And TBA indicates 'to be asked.'

Drew Shelley, Chairman of CFUMC Nominating Committee

Administrative: ** each of these includes Clergy, Lay Leader, Council Chair.

SPPRC

Class of 2019

1. **Chris Smith, Chair**
2. Sharon Kington, Secty
3. Jeanne Stevens

Class of 2020

1. Liz Simpson
2. Chase Finley
3. Terry Edwards

Class of 2021

1. Steven Farley
2. Debbie Evenson
3. Brian or Jillian Guy

Trustees

Class of 2019

1. Dan Kington
2. Vacant
3. Ferrell Odom

Class of 2020

1. Jeff Cooper
2. Don Moore
3. **David Bell, Chair**

Class of 2021

1. Larry Hartman
2. Gene Evenson
3. Rick Houston, pending
*Julia McManus – as ex officio rep
from Garden Club*

Finance

Class of 2019

1. Danny Plumlee -
2. Will Dickerson
3. Pat Roper

Class of 2020

1. Grant Thurman
2. **Jelene Mercer, Chair**
3. David Brenner

Class of 2021

1. Howard Mercer, Jr
2. Chuck Burgess
3. Randy Bond
*Also Tom Hintz, Asst. Treas.,
Cathy Camera, Treas., And Ed
Camera, Stewardship Chair.*

Church Council

(this body includes the chairpersons of each committee and constitutes the Charge Conference):

- **Chairman: Bill Oglesby**
- Lay Leader: Sharion Mercer
- At Large Member: Ed Camera
- At Large Member: Pam Kenner
- Historians: Rev. Ron and Joan Pulley
- Lay Delegate to Annual Conference 1: Perk Thornton
- Lay Delegate to Annual Conference 2: Sharion Mercer
- Alternate Lay Delegates: Bill Oglesby and Patty Hooie, Tom and Lynn Hintz

Stewardship Committee (appointed by Finance – *to be added to at chair's discretion*)

- Ed Camera, chair
- Cathy Camera
- Sharion Mercer
- Drew Shelley
- Bill Oglesby, ex officio

Ministry Teams

Missions Team

Class of 2018

1. **Tim Vandagriff, Chair**
2. Fran Gospadarek
3. Perk Thornton

Class of 2019

1. Barb Duncan
2. Frances Carson
3. Lynn Carson
4. Carolyn Boyle

Class of 2020

1. Sharon Phillips
2. Cathy Simpson
3. Gloria Daughterman

Also Frank and Robin Piacini from Veterans' Ministry,

Barb Duncan from Martin Elementary

Anna Davis and Kaitlyn Carpenter as Youth Representatives

Discipleship Formation

Class of 2019

1. Jean Bell
2. Emily Hinds
3. Angie Lewis
4. Perk Thornton

Class of 2020

1. **Shannon Shelley, Chair**
2. Kelly Thurman
3. Verna Shadden
4. Emma Dickerson

Class of 2021

1. Jane Burnett
2. Debra Graham
3. Lynn McClelland

Drew Shelley is clergy support person.

Nurture

- **Pam Edwards, Chairperson (Barnabas TL, CMC Visitations)**
- Donna Dilts (prayer)
- Bill Dorstewitz (Stephen Min)
- Jane Heischman (4-C's Card)
- Nancy McClanahan (Silent Servers)
- Ron Pulley (Door Step)
- Louis Davis, Clergy

Next Generation Ministry Team (children, youth, and family)

Children's Ministry Team

- Leader: Donna King
- Cathy Robertello
- Susan Robinson
- Alice Hawes
- Lisa Harrison
- Janice Woods
- Kimberly White
- Emma Dickerson

Youth Ministry Team

- Doug/Scott Leaders
- Youth
 - Abigail Davis
 - Isabella Mangano
- Adults
 - Chase Finley
 - Ed Camera
 - Patty Qualls
 - Liz Simpson
 - Laura Stone

Worship Team

Altar Guild

Donna Plumlee

Laura Looper

Nancy Lockett

Lynne Looney

Kathryn Stephens

Alana Hicks

Kimberly White, Convener

10:45 Worship Planning Team

Scott Looney, Convener

Janice Woods

Jeannine Schley

Drew Shelley

Louis Davis

Jill Kemmer

8:30 Worship Planning Team

Kimberly White, Convener

Ann Looney

Georgiana Upshaw

Brenda Hinch

Ron Pulley

Drew Shelley

Louis Davis

Jill Kemmer

Committee on Nominations

Drew Shelley, Chair

Louis Davis, Vice Chair

Class of 2019

1. Kris Burk -
2. Renee Smith
3. Shana Mason

Class of 2020

1. Pat Elmore
2. Lisa Harrison
3. Jeff White

Class of 2021

1. Kimberly White
2. TBD
3. TBD

Others Known Ad-Hoc Teams:

Kitchen Committee

Perk Thornton

Carolyn Boyle

Susan Tupper

Frances and Lynn Carson

Larry Hartman

Chairperson In Flux

Executive Committee

By Position:

Chairpersons of Council, SPPRC, Finance, and Trustees.

Senior Pastor

Church Secretary and Executive Assistant

By Name:

Bill Oglesby, Chris Smith, Jelene Mercer, David Bell, Drew Shelley, Rhonda Phillips, and Carol Bond

Ministry Leadership Team

Kimberly White

Donna King

Louis Davis

Drew Shelley

Board of Directors of the After School / Summer School Programs

Chairperson for 2019 _____

Donna Dilts

Marcia Everitt

Minnie Shadden

Ann Barnett

Other Members

Drew Shelley (pastor)

John Worley (director)

Kirsten Teeple (staff)

Donna King (Next Gen, Children)

Currently Scheduled Meeting Times, 2019

Church Council (5:30-7PM, 226)

Feb. 4th

Mar. 4th

Apr. 1st

May 6th

Jul. 8th

Aug. 5th

Sept. 9th

Oct. 14th

Nov. 4th

SPPRC (6-7PM, 204s)

Feb. 5th

Apr. 2nd

Jul. 9th

Sept. 3rd

Nov. 5th

Finance (5:45-6:45, 226)

Feb. 26th

Apr. 23rd

Jul. 30th

Sept. 24th

Nov. 26th

Trustees (5:30-6:30PM, 226)

Varies. Typically 2nd Tuesday.

Discipleship Formation (5:30-6:30PM, 226)

Mar. 12th

May 14th

Aug. 13th

Oct. 15th

Others as needed.

Committee on Nominations, Stewardship are Called as Needed. Should expect 6 or more meetings this year.

Worship Plannings Teams meet on their own schedules.

Nurture Team determines its own schedule.

Children and Youth Ministry Teams determine their own schedule.

Missions Team is typically 4th Tuesday of the Odd months, but this is subject to adjustment by the Team.

ASCP Board (6-7:30 PM, Parlor)

Feb. 19th

Mar. 19th

Apr. 23rd

May 21st

Jun 18th

Jul. 16th

Aug. 20th

Sept. 17th

Oct. 15th

Nov. 19th

Dec. 17th