



Restructuring MCC's Committees

Proposal

April 2021

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Memorial Congregational Church

Mission Statement



Inviting all on a journey of **acceptance**, **connection**, **meaning**, and **purpose** through the worship of God and the service of humanity.

Ministries (formerly termed Committees)

- Permanent, **standing ministries** of the church defined in the Bylaws;
- Each has a specific mission that is achieved through discussion, planning, and collaboration;
- A defined number of members holding church membership;
- A defined tenure of those members (2 year terms);
- An agreed upon set of responsibilities to accomplish in coordination and cooperation with staff, officers, other Ministries, Ad Hoc Committees, and Task Teams.



Ad Hoc Committees

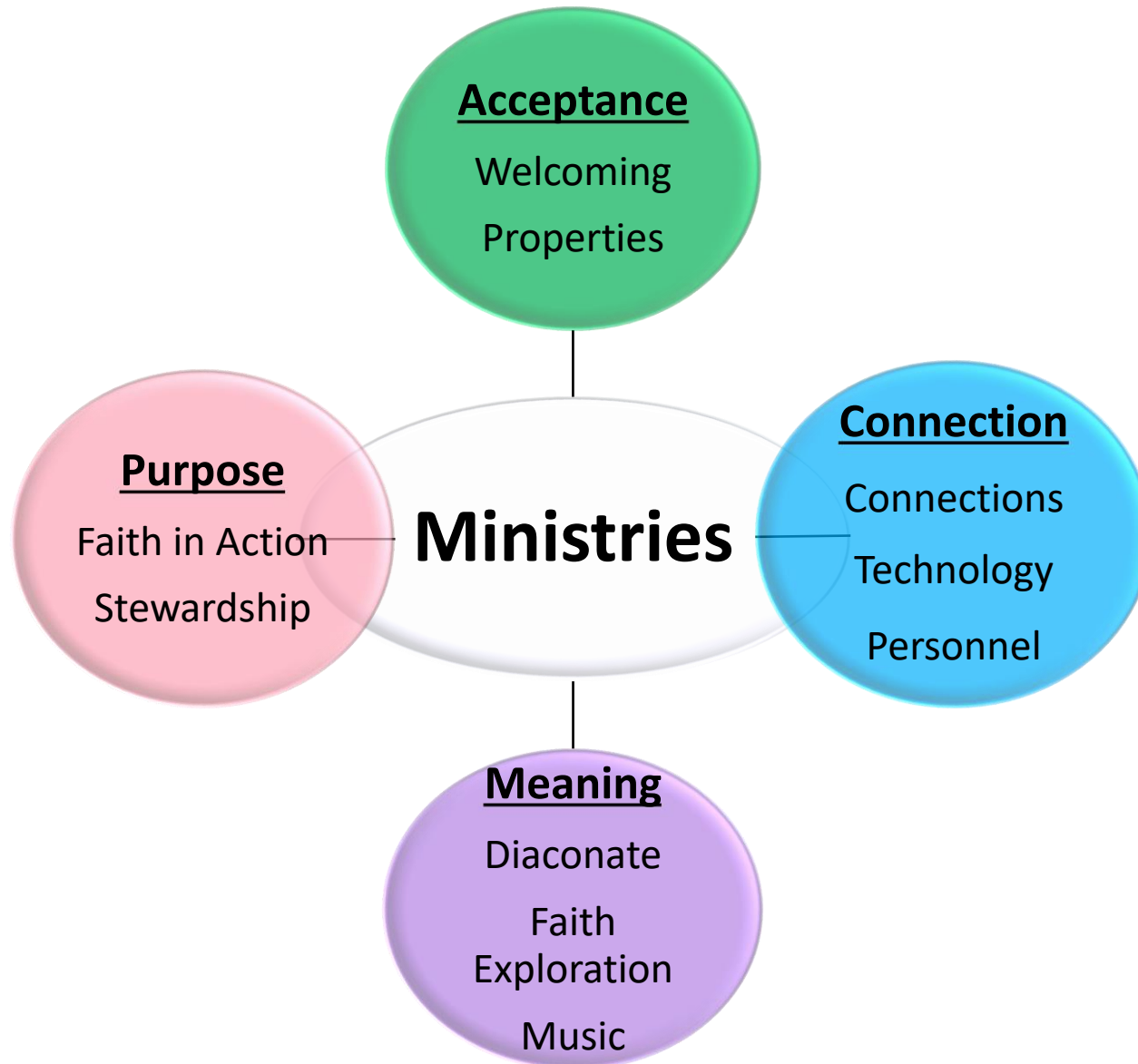
- Temporary groups appointed and reviewed by the Church Council for the **completion of a specific purpose**;
- Examples: Sabbatical Planning Committee, Restructuring and Re-opening Committees, Staff Search Committee, etc.;
- Upon completion of the purpose the Ad Hoc Committee will be disbanded.



Task Teams

- Groups of volunteers who temporarily support the work of Ministries by **carrying out specific tasks**;
- Commitment is flexible and often short term (e.g., seasonal projects, activities and events);
- Examples: Teams of people to plan & execute Christmas Pageant, Shrove Tuesday Pancake Dinner, Rummage Sale, Fall Fair, Electronic Recycling, CROP Walk, Sundae Sunday, teaching Sunday School, writing notes and cards, etc.;
- Teams are assembled by one or more Ministries and do not require direct Council oversight except through the chair of the Ministry to which they are assigned;
- Task Teams provide varied opportunities to share your talents and interests and get involved without long term commitments.





Acceptance

Welcoming: to provide and advocate for a friendly, safe, accessible and inviting welcome for all members and visitors to MCC.

Properties: to maintain the interior and exterior of all owned properties, ensure physical accessibility, facilitate rentals and maintain relationships with tenants, oversee vendors and contractors, and maintain a priority list of capital improvements for all properties.

Connection

Connections: to build and support meaningful relationships among diverse ages, abilities, genders, and family structures to foster a strong sense of community, within and outside of MCC.

Technology: to enhance and optimize the functions of MCC and its various ministries by supporting communication through social media and the church website, institutional memory, learning, welcoming, and the worship experience.

Personnel: to care for MCC's human resources (i.e., its staff and contractors).

Meaning

Diaconate: To coordinate all aspects of Sunday worship and oversee the ongoing spiritual needs of the congregation.

Faith Exploration: To enable continuing faith-based learning for all ages.

Music: To provide a variety of worship-centered music opportunities for all ages both within and outside of the MCC community.

Purpose

Faith in Action: to serve humanity.

Stewardship: To provide faithful stewardship of financial resources so that the ministries of the church are appropriately funded.



What has changed?

- Committees are now termed Ministries.
- Many Ministries have retained their former committee title while others have not.
- *Growth and Development* is now separated into two Ministries: Welcoming, Connections.
- *Memorials and Gifts* is now included in the Stewardship Ministry.
- *Flowers* → Diaconate Ministry.
- *Library* → Faith Exploration Ministry.
- Technology Ministry is new.
- Intentional creation of Task Teams responding to Ministries' needs

What are the benefits?

This proposal addresses the areas of our current committee structure that needed the most attention:

- Reorganizes some tasks to better fit under their appropriate Ministries;
- Provides many points of entry for involvement in and service to the MCC community;
- Recognizes and respects people's time limitations by creating volunteer opportunities through Task Teams and reduced terms for each Ministry;
- Encourages collaboration across all Ministries to support MCC's mission.



The Restructuring Task Force recognizes that there may be unanswered questions that will need to be addressed in future meetings. We feel that this is a workable and intentional plan that will meet MCC's needs beginning July 1 and into the foreseeable future.

Where do we go from here?

- Recruit volunteers to fill Ministry positions.
- The Task Force is committed to continuing to meet during the first year to implement, oversee, receive feedback about, and reassess the plan.
- Begin a review of the bylaws specific to Ministries (e.g., defining term limits, changing terminology, etc.). New bylaws will be voted on in a future congregational meeting.



Celebrate!

The Restructuring Task Force celebrates YOU!



- **ACCEPTANCE** Your ideas are valuable and all have gifts to share!
- **CONNECTION** Which Ministry interests you? We guarantee you'll make new friends!
- **MEANING** Working together feels great!
- **PURPOSE** It takes many hearts and hands to do God's work.

MCC is blessed to have so many members and friends who contribute to fulfilling its mission. Let's celebrate this new structure that embraces our talents and time. We can't wait to get started!

