

# Team Organizational Model

*In keeping with the expressed wishes of the team, an organizational model which shuns hierarchy in favor of symbiosis is preferred. Any pictorial way of representing these relationships will take that wish into account.*

## **Family Investment:**

These are the facts of our team, that it is made up of the Guilds, Millers, Baileys, and Lindermans, all of whom share equally in the entire work.

## **Administrators:**

*These are servant positions on our team who strive to build cohesion among the ministries by fulfilling or delegating the roles below. The administrators will serve in this capacity for a period of 1 year, sharing and co-administrating the various roles as needed.*

Currently the responsibilities under the oversight of the administrators are as follows:

- Facilitator of team meetings (rotated among administrators)
- Secretary of team meetings (rotated among everyone or by volunteer)
- Agenda Setting for Team Meetings (set in the admin meeting)
- Accounting (Emily)
- Calendar (Aaron and Emily)
- Librarian/Historian (Aaron)
- Vision (whole team)
  - Eric will organize a yearly meeting to discuss vision
- Technical aspects (Aaron)
- Internship (TBD)
- Team Activities (Emily)
- Team Media (Aaron)
- Team Newsletter
  - Delegated to Jason as current editor with possibilities to outsource
  - would like to do twice a year spring/fall
- Worship (Jason)

## **Ministries:**

*These are divisions within the team where it is a virtue to have singularity of focus. Specifically, the enactment, assessment, and revamping of team strategy concerning its specific area.*

### **Team Life:**

- Members of this ministry are: Emily, Charity, Susan, and Marisa. They meet at the beginning of the ladies bible study. This is the one ministry which may fall outside the requirements of quarterly reports and the like. Rejoice.

### **Church Life:**

- Members are all fieldworkers, which may involve a revolving roster.

### **Women's Ministry:**

- Emily and Marisa for the time being, possibly inclusive of others in the future.

## **Protocol:**

### **Meetings:**

- First Monday of each month is a Ministry Meeting
- On weeks where there is not a Ministry Meeting there will be a Scheduling and Planning Meetings
- On the last Monday of each month is an Administrator's Meeting to be planned at their discretion
- The first week of September will be designated as a yearly planning retreat.
- In months coinciding with the beginning of the 2<sup>nd</sup> and 3<sup>rd</sup> term (January, May) one Monday will be chosen as a Term Strategy Meeting.
- Task Meetings will be generated out of any previous meetings with only those pertinent to the specific task in attendance.

### **Ministry:**

- There are three terms every year starting in September.
- In September at the beginning of the first term there will be a week long work retreat for the purpose of planning the year.
- There will be a 2 more term strategy meetings to evaluate the work of the previous term and set the short-term agenda for the upcoming term at the beginning of the 2<sup>nd</sup> and 3<sup>rd</sup> terms (January and May)
- Each team member is required to submit an evaluation and projection report prior to each term meeting
- Each team member is assigned certain tasks each quarter based on their own reflections of the work and the advice of the team.

- Work is conducted inter-Kanda and intra-Kanda as warranted and needed.
- Both needs of the churches/Kandas and abilities/desires of the individual missionaries are evaluated in the assignment of work tasks.
- All efforts are moving towards the missionaries spending more time in Leadership Training and Maturation than in direct church planting.
- All efforts are carried out and evaluated in light of eventual transition around 2012.

**Consensus:**

Our preferred method for decision making is consensus. For the purpose of effectiveness, however, it is necessary to differentiate between active consensus--where everyone is present for consensus to be built; and inactive consensus--where we agree by our trust in a point person whom we have appointed.