

# **Roles and Responsibilities at the Mennonite Church of Normal**

## **The Role of the Congregation**

The congregation is the embodiment of the Kingdom of God. As such, the congregation discerns God's vision for the congregation and carries it out by

1. doing lay ministry through teams which implement that vision
  - a. constitutionally mandated standing committees
  - b. appointed committees and subcommittees
  - c. ad hoc ministry teams
2. discerning by providing feedback on topics selected by the Church Board
3. deciding on congregational matters, such as
  - a. call of pastor(s)
  - b. annual spending plan
  - c. affirmation of members of Church Board and standing committees

## **The Role of the Church Board**

The congregation calls the Church Board to function as its governing body, which focuses on the long-term mission and well-being of the congregation.

The Board carries out this call by

1. hearing, understanding and articulating God's vision and ministry for the congregation
2. setting goals and making strategic choices
3. creating written policies to guide the congregation's ministry
4. overseeing staff as they manage ministry tasks, including administration of the congregation
5. seeking feedback from the congregation on matters that need discernment
6. delegating authority to leaders, committees, and work groups in proportion to their responsibilities
7. ensuring accountability through mechanisms of regular feedback and reflection on the congregation's ministries

## **The Role of the Staff**

The staff are called to oversee ministry through

1. leading each believer to greater discipleship by
  - a. preaching and teaching
  - b. counseling
  - c. administering church ordinances
  - d. assisting members to identify and utilize the spiritual gifts God has given each believer to be used in the life of the congregation and beyond
2. equipping ministry teams through resource and support
3. inspiring believers to spiritual growth through modeling and mentoring
4. administering the day-to-day operations of the congregation