



SAUMC Vision:

May God's light so shine through our Passionate Worship, Radical Hospitality, Transformational Spiritual Growth, Risk Taking Mission and Service, Extravagant Generosity, that all may come to know God.

SAUMC Mission:

To invite, receive, nurture, challenge, and send forth committed Christian disciples.

Organization (Ministry Team): Servant Ministries

Creating and equipping a community where people grow spiritually through serving and being served.

Purpose Statement:

To support the vision & mission of St. Andrew United Methodist Church by engaging, encouraging, energizing, empowering and equipping Christian Disciples for gift-based service and ministry both within St. Andrew ministries and the community at large.

Accountable For:

Developing, coordinating, and implementing an effective and comprehensive process to identify, recruit, and train every person in the St. Andrew United Methodist Church congregation to discover their spiritual gifts and passions so each person may become more fully engaged in groups & ministry and apply their gifts in the service to others.

Activities:

- 1) **Build** an Equipping (Servant) Ministry Vision and Culture
 - **Core Implementation Team** –Define and implement new Servant Ministry 2010-2013. This team assesses current culture, provides visioning, identify obstacles and steps toward culture change, assist in below System team selection and adhere to the accompanying Biblical imperatives for guidance and direction.
- 2) **Build** an Equipping (Servant) Ministry System of teams
 - **Assimilation Team**-Track the integration of constituents & members into St. Andrew programs & activities, which will include outreach, spiritual gifts assessment, visitor follow up, new member process, ongoing involvement. Develop 1-3 year on boarding plan for every first time attendee. Integrate with Welcoming Ministries.
 - **Computer Team**- Manage data into Shelby Servant Module. Provide tracking, and reporting of congregations' spiritual gifts, talents, skills,

passions, occupations, personal style and availability. Provide tracking, and reporting of Ministry positions. Integrate information flow and data between teams.

- **Discovery Team**-Conduct one on one conversations with members and constituents to identify gifts and passions. Develop plan for individuals and direction to ministry.
- **Ministry Connectors**-At least one ministry connector chosen for each ministry @ St. Andrew. They will have extensive knowledge of each ministry and program area. They will catalogue each ministry position for the Shelby Servant Module. They will work closely with Ministry Directors to understand individual needs. They will “embrace” and connect new people to the ministry. They will followup with individuals to ensure that the participant is active, and to determine the status of their search for fit in service.
- **Growth Team**-Conduct exit interviews across the congregation, particularly individuals leaving a leadership or ministry position OR leaving the church. Capture learnings, re-engage leaders and congregants. Ensure that serving the church is a meaningful experience and prevent burn-out.
- **Recognition Team**-Plan recognition events and activities for all servant groups across the congregation. Integrate with 2012 Team activities.
- **2012 Team**-Plan year-long events and activities, utilizing “Here I am Lord” theme across the church, including, but not limited to, Pathways classes, sermon series on Spiritual Gifts, worship experience, build visual experience of members & constituents gifts & passions, servant testimony in worship.

3) **Define** specifically for St. Andrew Church:

- 2009 Organizational Improvement Team recommendations for a “Staff-directed, Lay-empowered church”
- 2010 Servant Ministries culture of “Equipping the laity to do the ministry of the church based on Gifts, Skills, Passions”
- 2011 Doug Anderson, consultant, recommendations for “developing ministry teams to do ministry, as opposed to trying to do ministry primarily through committees and boards.”
- 2012 Here I am Lord themes with Servant Ministries classes, worship and servant testimony