

# The Role of Ministries and Synergy of Effort

# Objectives

- Understand the difference between Committees and Ministries
- Discuss the Role of Ministries at the Parish Level
- Explain the concept of Council of Ministries
- Learn how to create a Council of Ministries in your Parish

# Types of Committees

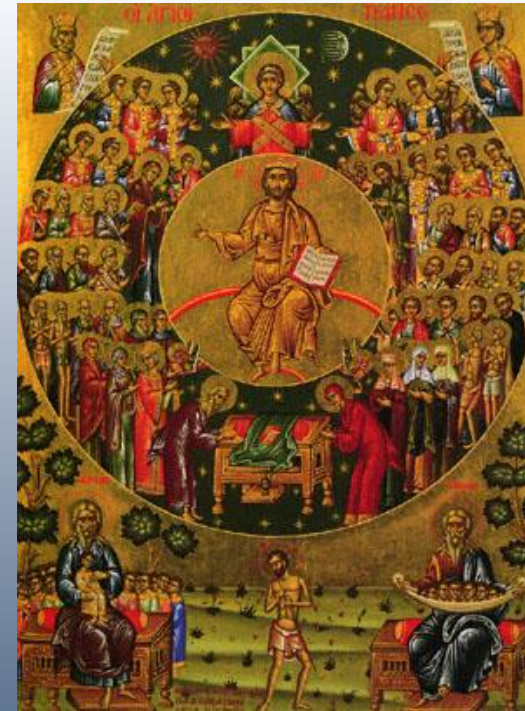
- Standing – Directed by UPR or By-laws
- Ad Hoc – Short term for a particular purpose
- Advisory – Request for information

# Standing Committees

- Permanent Committees
- Administers a continuous responsibility
- Leaders Appointed by Parish Council President
- Reports to Parish Council

# Standing Committees

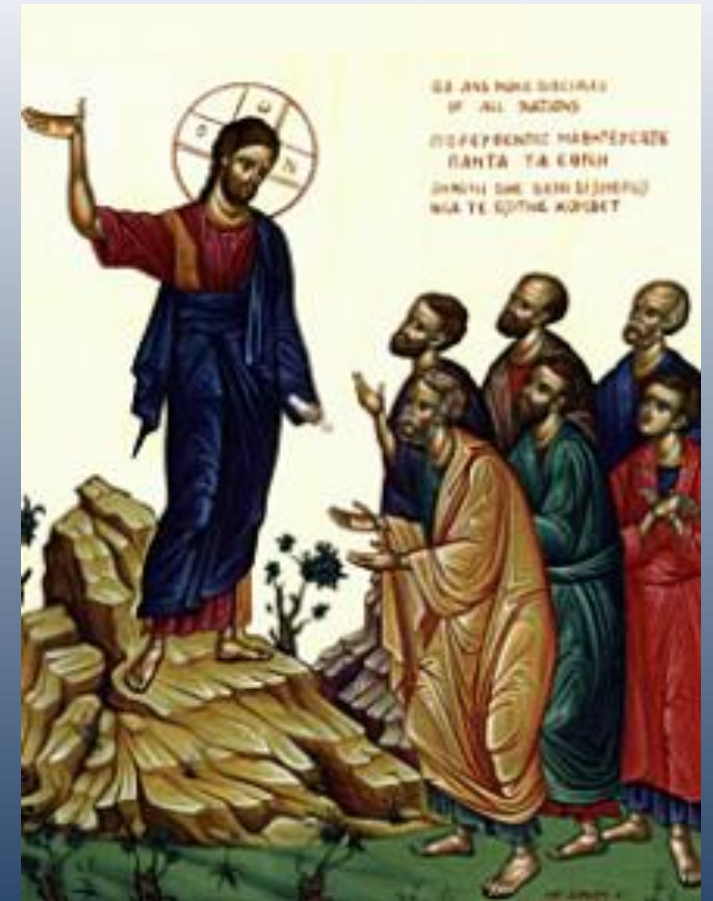
- Stewardship
- Finance
- Fundraising
- Planning
- Real Estate



# Ministry

is an activity carried out by Christians to express or spread their faith, the prototype being the Great Commission

“Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. ” Matthew 28:19-20



# Ministries

- Chanters
- Choir
- Philoptochos
- Outreach and Evangelism
- Interfaith Marriage
- Dance Groups/HDF
- Acolytes
- Sunday/Catechetical School
- Greek Language/ Cultural School
- GOYA
- JOY
- HOPE

# Ministries

## Parish Level

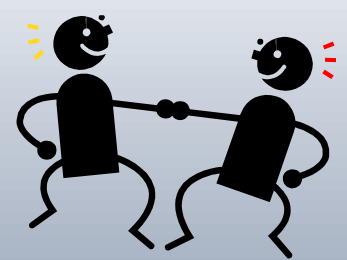
- Are Faith in Action
- Serve the Church
- Spread the teachings of the Faith
- Provide opportunities for Stewards to Witness the Faith



# Ministries at the parish level

# Early 1900's

## Congregational Style Churches



Early Faithful



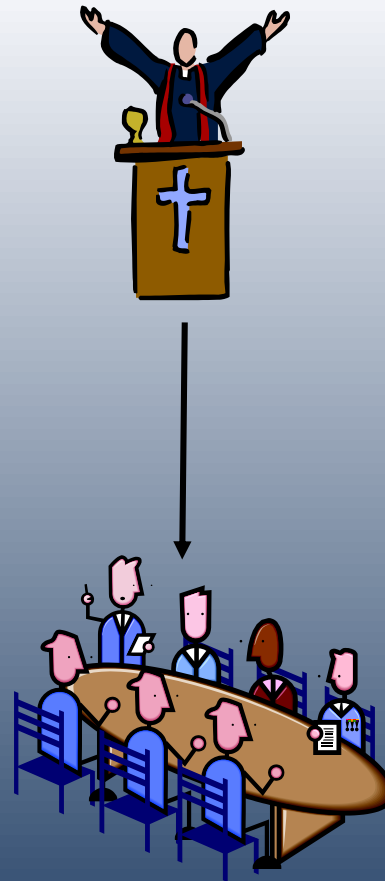
Recruit



Traveling Itinerant  
Priest from abroad

# 1920's – 1940's

## Trustee Style Churches

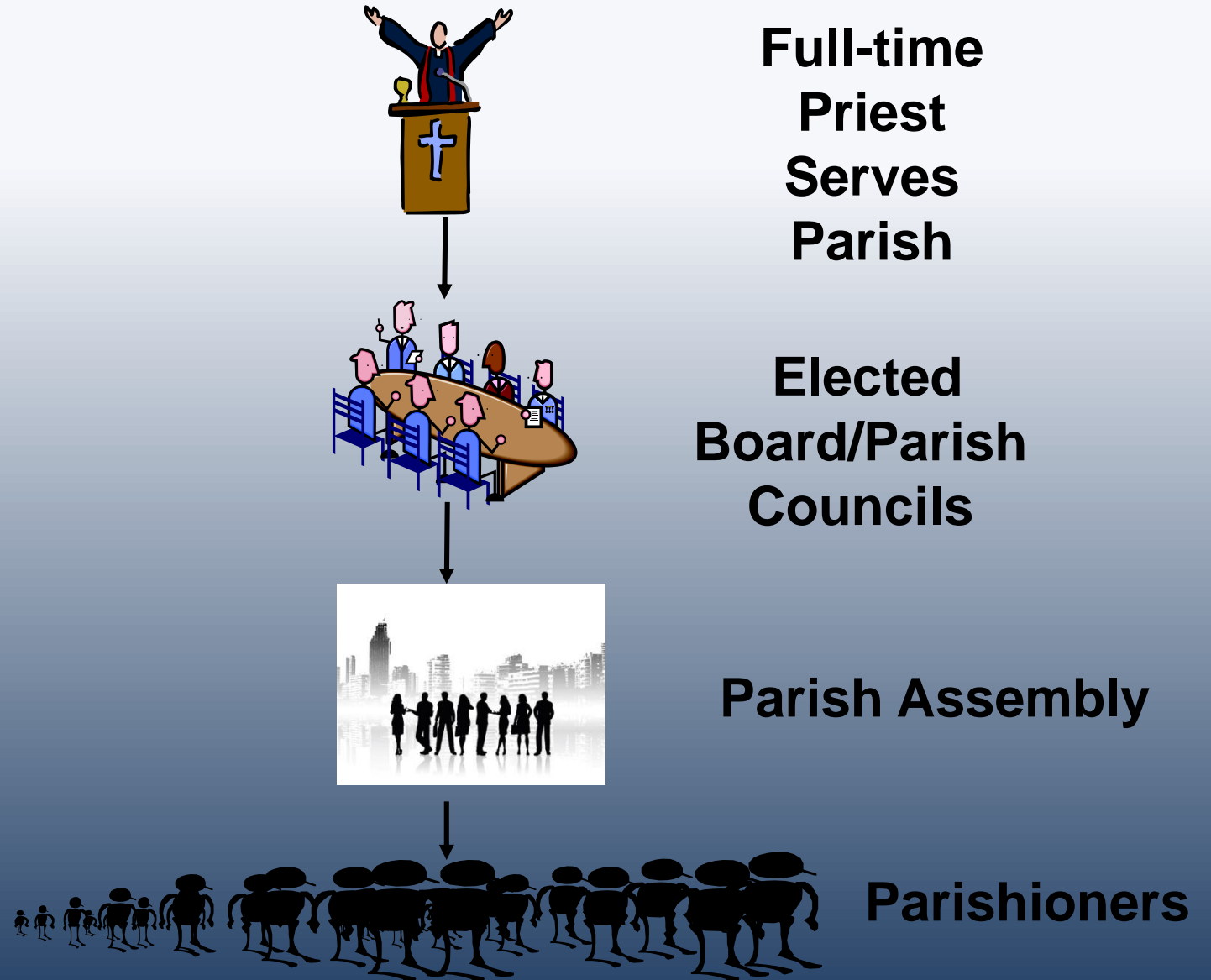


**Full-time  
Priest  
Serves  
Parish**

**Early Parish  
Councils/Boards**

# 1950's – Present

## Trustee and Hierarchical Style



# What have we achieved ?

- Over 500 Parishes
- Between 440K and 2M faithful
- 1 Archdiocese
- 8 Metropolises
- 21 Monasteries
- 1 Seminary

Source Wikipedia: Greek Orthodox Archdiocese of America History

## That Was Then

## This Is Now

	<u>THEN</u> (Yiayia and Papou)	<u>NOW</u> (Us)
Education	Limited / informal	2 <sup>nd</sup> highest in U.S.
Income	Immigrants (laborers/merchants)	3 <sup>rd</sup> highest in U.S.
Average Tray Contribution	\$1	\$1 *
% of Church Budget Paid by Non-Parishioner X Factor	<b>0%</b>	<b>27%+</b>

\* \$1 in 1922 = \$13.70 in 2012 due to inflation

\$1 in 1960 = \$ 7.52 in 2012 due to inflation

# The Bottom Line

- Church membership is declining
- Church sacraments are declining
- Church contributions are declining
- Church member spirituality is declining
- Church relevance is declining
- Church stewardship is declining
- Church disengagement by youth is increasing
- Church member deaths are increasing
- Church dependence on Festivals is increasing

# The Jethro Ministry

J. Dale Roach

- Moses was working alone and was given advice by his father-in-law Jethro.
- “If you continue to do this you will surely wear yourself and these people out.” Exodus 18:18



# The Jethro Ministry

J. Dale Roach

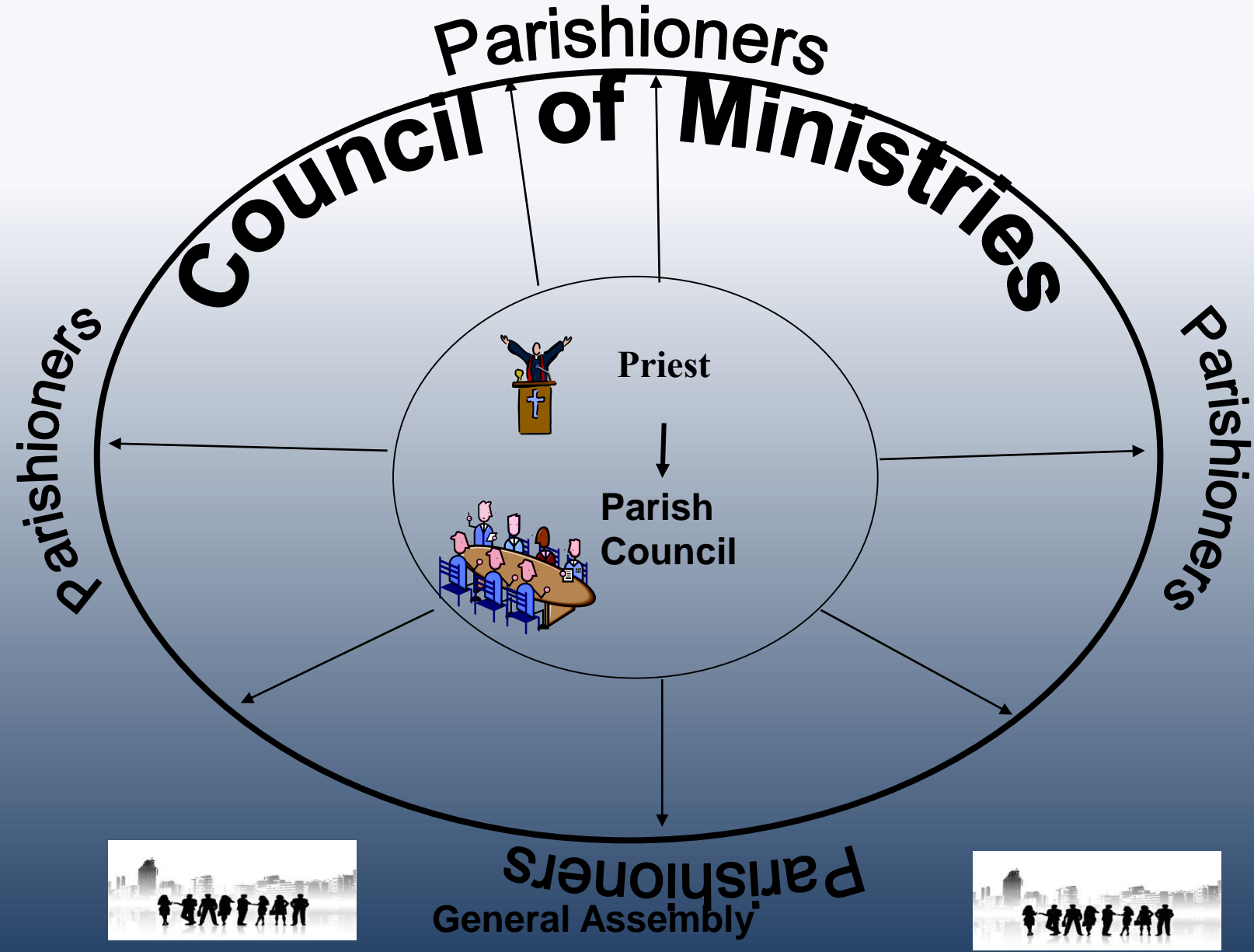
- Are our present ministries working as Moses, alone with no support?
- What could we accomplish if our ministries worked to assist each other?
- What if our ministries worked for a common purpose?

# Council of Ministries

A paradigm shift in parish management



# Ministry-Based Parish New Paradigm



# Ministry Based Parish

- Parish is organized around its Ministries
- All Parish programs are:

Delivered by individual ministries

Managed and coordinated by the Council of Ministries

# Ministry Responsibilities

- Create their own Vision and Mission Statements
- Financial support separate from Parish Budget, if necessary
- Recruit their own members
- Leaders required to mentor replacements

# Council of Ministries

- A Committee of the leaders of each of the Ministries
- Includes the Clergy and one Chairperson
- Ensures Ministry Vision is aligned with Parish Vision
- Comes together to coordinate their efforts in a unified way

# Council of Ministries

- Decentralizes decision-making
- Ministries responsible for actions
- New Ministries are created from Stewards passions
- Individual Stewards have greater impact on church life
- Creates atmosphere of transparency

# Council of Ministries

- Ministry Leaders meet quarterly
- Discuss plans, goals, achievements
- Create opportunities for interconnection and combined efforts
- Engages more Leaders within Parish
- As number of ministries grow, create departments of similar groups



# Council of Ministries

Synergy- the creation of the whole is greater than the sum of its parts.

“For where two or three are gathered in my Name, there I am with them” Matthew 18:20

# Use Your Gifts

Brethren, grace was given to each of us according to the measure of Christ's gift. Therefore it is said, "When he ascended on high he led a host of captives, and he gave gifts to men."

**And his gifts were that some should be apostles, some prophets, some evangelists, some pastors and teachers,** to equip the saints for the work of the ministry, for the building up of the body of Christ, until we all attain to the unity of the faith and of the knowledge of the Son of God, to mature to manhood, to the measure of the stature of the fullness of Christ

# Role of Ministry Leader

- Establish Vision
- Organize
- Define Roles
- Recruit
- Deliver
- Report
- Prepare Budgets
- Recognize

# Parish Council Liaison Role

- Assist
- Recruit and Develop
- Monitor
- Support
- Assist Budget Preparation
- Acknowledge

# Benefits of Council of Ministries

- Interrelates all Ministries into the core mission of the Parish
- Effectively uses time and talents offered by parishioners
- Effectively develops leadership through mentoring and succession
- Fosters a loving, peaceful, and supportive parish culture

# How to Become a Ministry Based Organization

1. Create an Organizational Chart
2. Define Ministry Groupings, include them in Parish By-laws, and add as needed
3. Assign Parish Council members as Liaisons
4. Create Council of Ministries
5. Quarterly Meetings to Review

# Create Organizational Chart

- Use Blackboard or flip chart
- Start with Priest and Parish Council
- List Existing Ministries
- Ask Parishioners for input on Ministries to be considered
- Brainstorm List of future Ministries

# Define Ministry Groupings

- Take all Ministries and Group into Main Categories i.e.:  
Religious Ed, Liturgical, Outreach
- Some may have none or few Subcategories
- Place future Ministries in categories



# Organizational Chart Example



# Assign PC Liaisons

- Liaisons recruit Ministry Leaders
- Choose from existing Ministry Leaders
- Recruit Stewards with expertise or passion for specific Ministry
- Recruitment must be done one on one

# Create Council of Ministries

## Initial Meeting of New Council of Ministries

- Establish Council Goals and Budgets
- Create a culture of Ministry Accountability
- Focus on coordination of efforts towards Parish Mission and Vision
- Reiterate Role of Parish Council and Liaisons

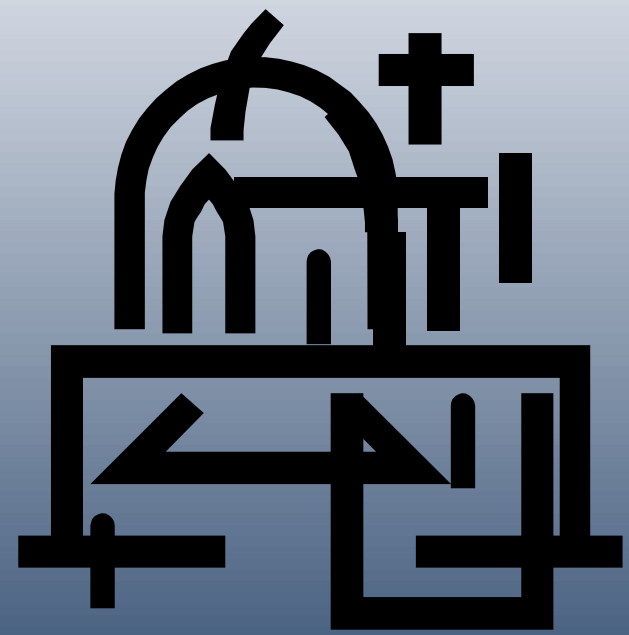
# Quarterly Meetings

## Review

- Individual Ministry Goals and Achievements
- Ministries requiring additional support and ways to help
- Opportunities for Coordination of Efforts
- Budget requirements and avenues of Charitable Giving



# Which Parish Do You Want to Be?

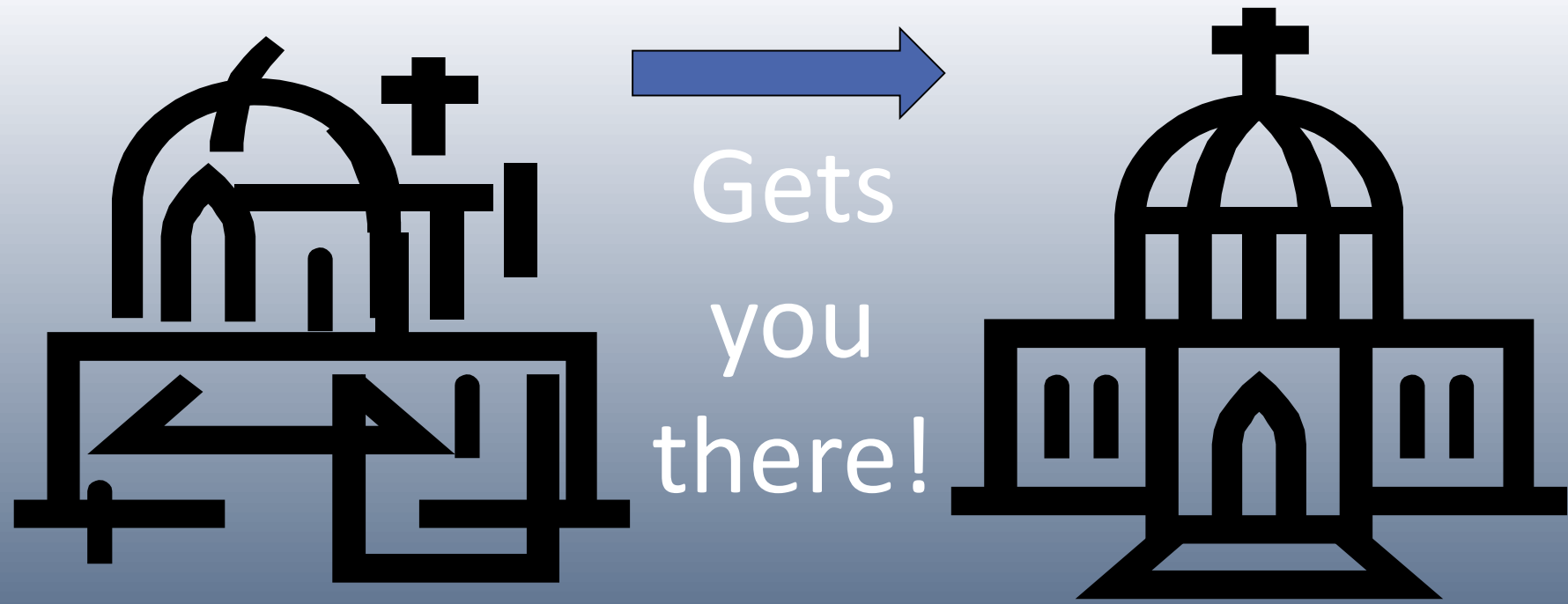


OR





# Ministry Based Parish



# Sources

- Regulations Greek Orthodox Archdiocese Amended 2014
- [www.mycommittee.com/BestPractice/Committees/AboutCommittees/TypesofCommittees/tabid/137/Default.aspx](http://www.mycommittee.com/BestPractice/Committees/AboutCommittees/TypesofCommittees/tabid/137/Default.aspx)
- “The Jethro Ministry A Biblical Strategy for Strong Teamwork”. Roach, JD, 2015.