



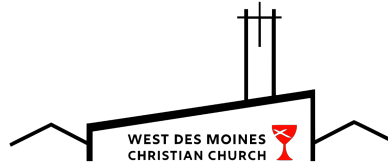
WDMCC Serve Teams Summary

As part of the church's unfolding vision for the future, WDMCC will be introducing "Serve Teams" into the structure and culture of the congregation. **A Serve Team is a small group of people who commit to being the hands and presence of Jesus together in a very specific way.** For example, a Prayer Team might focus their service on praying in worship or one-on-one with others in a more personal setting. A Visitation Team might focus their service on making sure people who can't make it to church still feel connected and loved. A Creation Care Team might focus their service on keeping the grounds looking beautiful. Serve Teams will take the place of the traditional committee structure, offering a more engaging and hands-on way to carry out the work and mission of the church.

Our goal is 100% participation. Meaning, we're hopeful that everyone at WDMCC gets plugged into a Serve Team where they can feel valued and excited to serve. If that means you engage your Serve Team just a few times a year, that's great. If it means you engage your Serve Team once or more a week, that's great too. We're not trying to increase volunteerism at WDMCC; we're trying to create a more hands-on culture of service and connection in Christ, and it begins with having more opportunities to activate our faith. Listed below are a few highlights of WDMCC's vision for the future and the steps we'll be taking to pursue that vision together:

- Implement "Serve Teams" to provide more opportunities for people to put their faith in action
- Formalize list of local mission partners, and contribute not just financially, but with our presence and participation within their organizations
- Organize at-minimum monthly opportunities for hands-on service with one of our local mission partners and stress the importance of frequent and widespread participation
- Continue annual adult and youth mission opportunities, re-initiate planning for ongoing international opportunities, and prioritize growing a service-learning culture built on the understanding we have a lot to learn in relationship with those we serve in love
- Increase opportunities for participation in worship
- Provide ongoing education/spiritual development classes targeted towards specific, practical matters of Christian life (e.g., prayer, grief & loss, mission 101/helping without hurting, etc.)

Together, these practical steps will serve WDMCC's mission to "*Worship, Connect, and Serve in Christ*" by providing congregants more opportunities to be the hands and presence of Jesus alongside one another. While much of the work and relationships we've been building on for years will continue to feel similar, the organizing structure will look different.

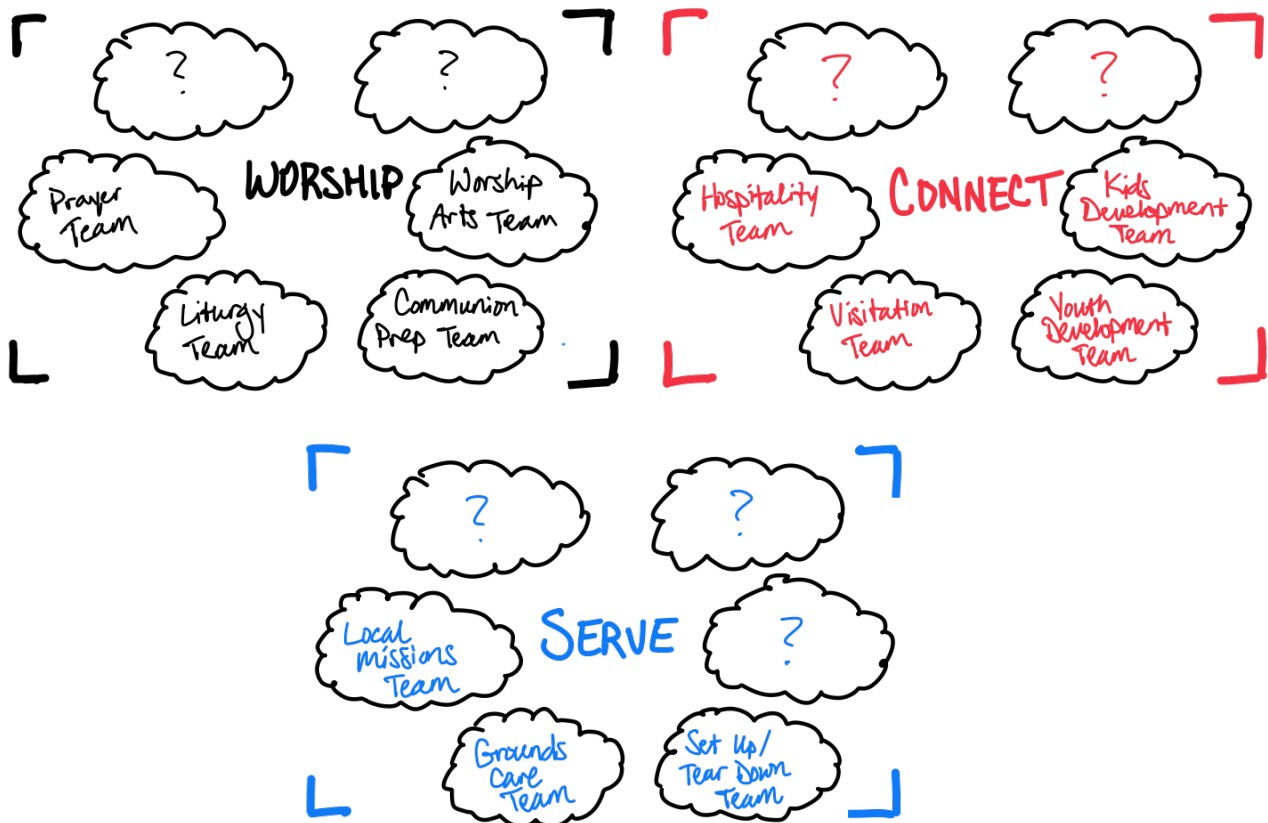


The Structure

As stated above, Serve Teams will take the place of the traditional committee structure, offering a more engaging and hands-on way to carry out the work and mission of the church. By design, Serve Teams are meant to be organic, growing out of the gifts and interests of the people who comprise them. We have several Serve Teams we will be launching based on needs and interests we already know exist, however the number and size of Serve Teams can grow as we grow more familiar as a congregation with how the teams work.

Each Serve Team will have a Team Lead(s) who help communicate direction and organize efforts/gathering. Ideal Team Leads are people who are familiar with the team's area of service and have a passion to help others get involved. To make this structure work, the role of the staff will be to communicate with Team Leads, guide people toward teams, teach spiritual formation classes relevant to the areas of service, and inspire a culture of invitation and intention.

Each team will fall under one of three categories: Worship, Connect, or Serve. Each of these three categories will have representation on the Church Board alongside elected officers, including the President, Vice President (Personnel Chair), Secretary, Stewardship Chair, and Trustees Chair.





What Will It Take?

Making this cultural and structural shift within the life of the congregation is going to require a lot of intentionality, because establishing new habits and routines takes time, persistence, patience, and grace through growing pangs. Engaging this new Serve Team structure *intentionally* might look a number of different ways:

- **Be discerning.** Prayerfully consider an area of church life where you feel God has gifted you with the ability and desire to serve. Then join a Serve Team that lets you share those gifts.
- **Be bold.** Maybe there's an area of church life you don't know much about but you feel God nudging you to lean in and try something new. Pray about it and then join a Serve Team beyond your comfort zone that challenges you to grow.
- **Be invitational.** Ask a family member or friend or someone at church you'd like to serve alongside to join you on your Serve Team, because serving is more fun and more effective *together*! Also, some people might need invited to feel comfortable joining something they're unfamiliar with.
- **Be affirming.** Tell others at church when you recognize spiritual giftings in them and then encourage them to use those gifts in service to God and the community.
- **Be inclusive.** Look for ways to actively include others so people feel any given Serve Team is a place where they can belong. How can we make sure children and elders and newcomers and people who feel led to try something they may not yet excel at all feel accepted and valued for their service in Christ?

Shifting to this hands-on structure of service will also deepen relationships in the church as we do the work of Jesus alongside one another. As we live into this exciting new thing God is doing at WDMCC together, we hope you find a meaningful way to get plugged in that excites you. There's a place for you here at WDMCC to put your hands and feet to the work of Christ, and we'd love to help you find your way!