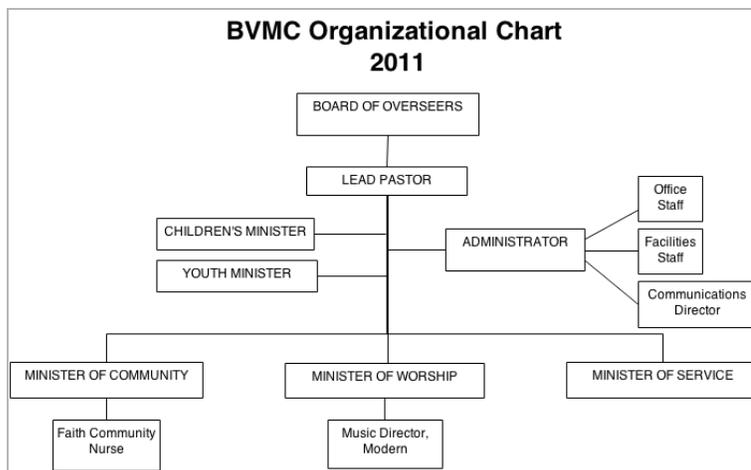


Pastoral Team Update

July 6th, 2014

In most teams, each member contributes in ways that are not confined to their job description. So, when the makeup of that team changes, it's necessary to evaluate how responsibilities should be redistributed. We have been asking ourselves what changes would help Bahia Vista be at its best in "befriending all with the love of Christ through community, worship, and service." I'm excited to explain what I've recommended to the overseers, as mentioned in my most recent pastor's reports.

For the past few years, we have operated by the organizational chart to the right. Our pastoral team has consisted of two full-time ministers (Lead Pastor, Minister of Worship), and five part-time ministers (Minister of Community, Minister of Service, Minister to Children, Minister to Youth, Church Administrator). Each has reported directly to the Lead Pastor, with a few directing part-time support staff.



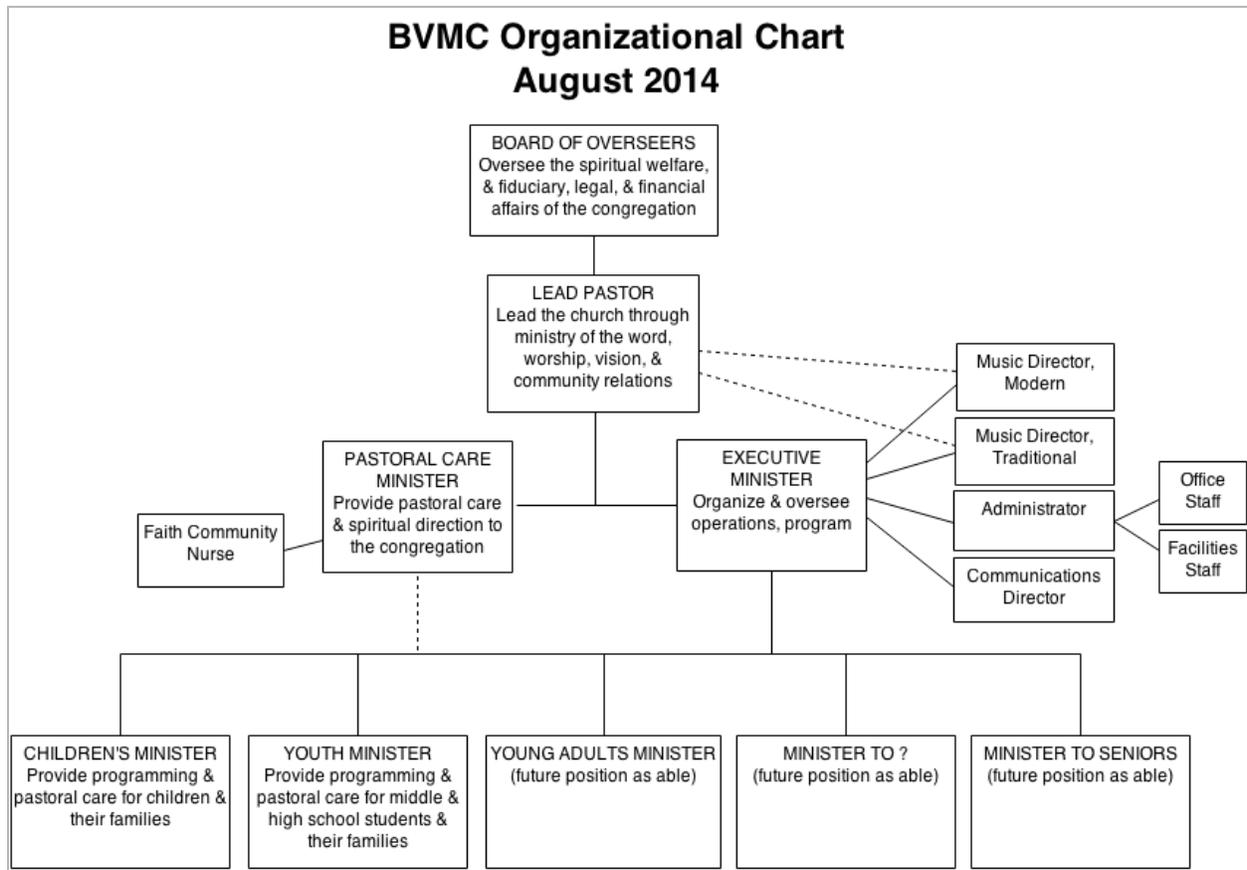
This has served us well, but we have entered a new season, and I believe we can improve our mission effectiveness with the following changes to our pastoral team (new chart on page 2). These changes do not increase our 2014 budget.

1. **Create new "Executive Minister" position:** This is a common senior-level leadership position in multiple-staff churches. We will benefit from having one person who is specifically responsible to organize and oversee all functional aspects of Bahia Vista's mission, including operations, program ministries (community, worship, service) and staff, under the direction of the Lead Pastor. This will allow the Lead Pastor to focus more specifically on ministry of the word, worship, vision, and community relations. This will be a full-time position.
2. **Reassign "Minister of Community" to "Pastoral Care Minister":** Shirley will focus on providing pastoral care, through spiritual direction and visitation, and by advising the pastoral team in serving the spiritual and emotional needs of those they minister to. She will no longer be responsible for leading the "community" ministries, such as small groups, hospitality, social events, etc. She welcomes this change. This remains a part-time position.
3. **Reassign "Church Administrator" to "Administrator":** Gene will continue to administer the business, facilities, and finances of the church, under the Executive Minister's oversight. This position is slated to be rolled into the Executive Minister's responsibilities at a later date, but the overlap will initially allow the Executive Minister to focus on program solutions and relationships. This remains a part-time position.
4. **Discontinue "Minister of Worship" position; create "Traditional Music Director" position:** The Minister of Worship was responsible to design and facilitate Bahia Vista's overall worship ministries. Responsibility for the modern service was delegated to the Modern Music

Director, a part-time position that will continue. Similarly, responsibility for the traditional service will now be filled by a part-time Traditional Music Director. Both will work closely with the Lead Pastor, reporting to the Executive Minister. As directors, they are not on the pastoral team.

5. **Discontinue “Minister of Service” position:** The service ministries, including the coordination of service teams and compassion projects, will fall to the Executive Minister. Dennis gives his blessing to this change. I am in conversation with him about other exciting options, and hope to see him remain active in Bahia Vista’s ministries.
6. **Prepare to create new Minister positions for different life stages, as needed and able:** This new structure allows for future creation of ministry positions as necessary (through appropriate processes), to meet pastoral and programming needs specific to various life stages, such as young adults, seniors, etc.

The new lines of responsibility are reflected in the following organizational chart.



On July 13th we will announce who I have recommended for this Executive Minister position. Then, on July 20th, members will be asked to cast their vote of approval. This is a key ministry position, and the congregation’s vote is part of our discernment process. So, please review the above prayerfully as we have, so that together we may respond with confidence in the Spirit’s leading.

Prayerfully,