

New Church Staffing Structure

Avon UMC has a wonderful staff! This summer, I passed my one year anniversary of being a part of the Avon UMC church family as your pastor. I have discovered that Avon UMC is a church filled with good people. I have also discovered, the Avon UMC staff is dedicated to our church, its ministry, and they are dedicated to you - the people of Avon UMC. I am thankful for our staff.

Over the past several months we have re-organized our internal staff structure. This was done to help us continue to serve God and God's ministry here. I will try to provide a brief summary here. You are more than welcome to reach out with questions.

We have organized the staff into five ministry branches. The leader of each branch is underlined. These are in no particular order:

- 1) **Worship Branch** consists of the Lead Pastor, Choir Director, Contemporary Music/Band Leader (currently volunteer), Audio/Video Technicians, Organist, and Accompanist.
- 2) **Ministry Branch** consists of Discipleship and New Connections Pastor (formerly Connections Pastor), Director of Children's Ministry, Director of Youth Ministry, Assistant Director of Youth Ministry, Director of Communications, and Nursery Care Provider
- 3) **Administrative Branch** consists of Office Coordinator (formerly Accounts Manager), Office Assistant, Building/Custodial Manager (formerly Custodial Supervisor), Weekend and Evening Custodian(s), and Maintenance Tech (formerly Building Maintenance Manager)
- 4) **Finance Branch** consists of Business Manager/Treasurer plus volunteer positions of Finance Chair, and Financial Secretary
- 5) **Play-N-Share Branch** consists of Play-N-Share Director and Play-N-Share Teachers

All of this is illustrated in a new flow chart. One thing that I personally like about this flow chart is that we flipped it upside down. The job of leaders is to serve and empower those they work with for ministry. The upside down flow chart is a picture of this belief. If you would like to see our new flow chart, we have it posted on our webpage under the "About" tab.

A second important change in our staff structuring is that we have emphasized four areas that have been integrated into staff positions

- 1) **Telling our Story:** It is vital to tell stories of how God is working in people's lives or how God is using our church. These stories help us to continually see an active and loving God. Plus, they also remind us what we are truly about as a church. Therefore, if you have a story about how God is active in your life or how you have seen God's goodness or ministry at work in our church, please share it. Our **Director of Communication** is overseeing this work.
- 2) **Care:** The church is the people of God together and we want to make sure God's care for the body of Christ happens. With our church size, care can sometimes be harder to fulfill. Thus through emphasizing care we want to both help coordinate care between people of the church and with the pastoral staff and the church. Our **Office Coordinator** is overseeing this work.
- 3) **Stewardship:** Offering our lives, gifts, and finances to God is a full time reality. We often see stewardship as a one time a year event where the church tries to get financial support for its budget. We hope to broaden this scope by truly seeking to be stewards of God's ministry year round. The **Business Manager/Treasurer** is overseeing this work.

- 4) **Safe Sanctuary:** This expresses our desire to be diligent about our Child Protection Policy while properly training and doing background checks on volunteers. This has been done consistently at Avon UMC for years. The **Director of Children Ministry** will now both oversee and enhance our practices.

The staff Parish committee has done a great deal of work on these changes with continual input from the staff. We believe these changes will enhance ministry at Avon UMC as our primary job is to be in God's ministry. Plus, we hope that when you as people of our church have questions or you desire to speak with someone about a topic, the above description will help direct you to the right person. Of course, when calling the office, we can also direct you to the appropriate place.

Thank you. We, as a church, are blessed both by our staff and by you, the people of our church.

Pastor Danny