

Galileo Christian Church (Disciples of Christ)

May 2016 • Mansfield, Texas

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Servant-Leadership in the Conspiracy

Galileo Church depends on the service and guidance of generous, wise people who are **gifted and called to lead us on our journey toward God's good future**. Together these are our Church Servant-Leaders; but they function in two distinct teams according to their gifts and tasks.

The following paragraphs are guidelines for our servant-leaders – not rigid rules, but our best discernment of our highest aspirations for these teams.

Missional Logistics Team

The Missional Logistics Team's primary task is to keep Galileo Church true to its mission and missional priorities (see our document "Covenant of Co-Conspiracy").

To do this work, the MLT oversees:

- **the church's staff**, including writing job descriptions, interviewing, hiring, supervising, evaluating, redirecting, setting compensation for, and supporting staff members; and negotiating termination of employment when necessary for the church's good.
- **the church's money**, including preparing an annual budget, making financial recommendations to the church, tracking gifts, expressing thanks to givers, keeping accurate records of income and expenses, compensating staff in accordance with IRS requirements, paying bills and rent, fundraising for long-term health, stewardship education, and operating transparently.
- **the church's calendar**, including the planning, "bossing," and execution of events that support our missional priorities; follow-up about how they've gone, with a special emphasis on the evangelistic (open, outward, inviting) nature of our present life together; and the recruitment of individuals to collaborate in our ongoing work.
- **the church's next steps**, including honest assessments of how well we are living out the work that God has given to us and hope-filled future planning for our long-term life together.
- **the church's resources for the wider church**, including cooperation with the wider church, publicizing what we are doing and learning, and the recruitment and oversight of ministerial candidates.

MLT members make a two-year commitment to this work, with about half of the MLT rotating off each year at Pentecost. The MLT can consist of as many members as the current MLT believes necessary to accomplish its work.

We recommend that MLT members take off at least a year after two terms (four years) before being reconsidered for a new two-year term. We don't recommend that people serve on the MLT and the CFT at the same time. New MLT members are recommended to the whole church by the currently serving MLT, and confirmed by the consensus of the Co-Conspirators. In June the MLT decides who will serve as Co-Presidents, Treasurer, and Secretary for a year at a time.

Candidates for the MLT are those who:

- have met the commitments of Co-Conspirators for at least half a year prior to Pentecost, including financial contributions to the church's mission
- are not committed to another church family (i.e. do not have dual membership with another church)
- are consistently present for Galileo Worship and a weekly small group
- can participate in the leadership of Galileo Worship
- have demonstrated loving concern for the life of Galileo Church by extraordinary gifts of consistent service
- can commit to attending MLT meetings about once a month (about 10 per year), as well as to significant roles in the week-to-week functioning of the church.

Spiritual Care Team

The Spiritual Care Team's primary task is to oversee the health of the church's people. In June of each year, people who have become consistent participants in our life together are assigned to specific SCT members, while the Lead Evangelist retains primary pastoral care of newcomers. As newcomers become more regularly involved in the church's life, they are integrated in the SCT members' caregiving work.

The SCT's work is divided into three primary areas:

1. Pastoral Care

- acknowledge and celebrate or grieve life events and transitions
- listen to people in personal crises with a focus on promoting emotional health
- refrain from giving unsolicited advice or problem-solving
- walk alongside people in their ongoing developmental work
- encourage integration with church family
- attend to individuals' attendance (worship, G-group, etc.)
- pray for assigned individuals and families

2. Discipleship Care

- consult and check in with assigned G-Group conveners and facilitators regarding the group's biblical-theological exploration
- be available to assigned G-Group's conveners and facilitators for pastoral consultation; check in regularly
- be available for pastoral conversation and prayer to an assigned group of Galileo people; communicate pastoral availability to them explicitly
- support individuals' vocational exploration
- help with discernment for individual decision-making
- pray for assigned G-groups and individuals
- use SCT meeting time to send cards to individuals who need encouragement

3. Flourishing of the Flock

- nurture community togetherness
- protect the vulnerable
- advise the Lead Evangelist regarding what we should study/think about/pray about next, and what we should drop
- communicate decision-making process about the church's mission and missional priorities between servant-leaders, lead evangelist, and congregation
- participate in teamwork with other SCT members, and share resources
- pray for the church, for other SCT members, for MFT, for staff

SCT members make a two-year commitment to this work, with those whose terms are complete rotating off or being reconsidered each year at Pentecost. SCT members can serve as many consecutive terms as the church deems sensible. We don't recommend that people serve on the MLT and the SCT at the same time. There can be as many CFT members as the team thinks necessary to accomplish its work.

New members are recommended to the whole church by the currently serving SCT (with the first team being selected by the MLT), and confirmed by the consensus of the Co-Conspirators.

Candidates for the SCT are those who:

- have met the commitments of Co-Conspirators for at least half a year prior to Pentecost, including financial contributions to the church's mission
- are not committed to another church family (i.e. do not have dual membership with another church)
- are consistently present for Galileo Worship and a weekly small group
- can participate in the leadership of Galileo Worship

- have demonstrated wise, compassionate concern for the spiritual nourishment of the various demographics in our church – young adults, kids, parents, LGBTQ+, etc.
- have demonstrated personal spiritual maturity and ongoing development in their discipleship of Jesus
- can commit to attending SCT meetings about once a quarter (about 4 per year), as well as to significant roles in the week-to-week functioning of the church.

Ministry Incubator

Galileo Church extends its mission by mentoring and sponsoring Candidates for ordained Christian ministry. Candidates will be considered, received, and supervised by the Missional Logistics Team. To be considered, a Candidate must:

- participate in the life of the church as a dedicated Co-Conspirator for the duration of their ministerial training
- serve a year of internship with Galileo Church in accordance with academic requirements
- fill additional needs of the church in consultation with the Missional Logistics Team
- consistently meet the requirements of the ordination process of the Christian Church (Disciples of Christ). (If the candidate is from another denominational tradition, we will consider the differing requirements of that denomination.)

Covenant-Making

We ask God's blessing as we form commitments to this good work in the name of Jesus, the one who exemplified servant-leadership, emptying himself to take the form of a servant and being exalted for his obedience. Our collective commitment is a covenant – a set of promises we make with God's help.