



A Vision-Aligned Structure

As part of our vision implementation, Reveille’s Church Council has endorsed a plan to structure our church so that our ministries, staff, and operations are aligned with our vision. These vision-enabling changes to our structure will prioritize our ministries of welcome, inclusion, worship, discipleship, connection, and service. Continue reading to learn more.

Our Vision

In 2021, Reveille’s Church Council began discerning a new vision for our church. Adopted in 2022, our [vision statements](#) center on welcome and inclusion, discipleship, and serving and engaging with our community. Our Church Council has adopted this statement to summarize our vision:

We welcome all people to follow Jesus Christ and serve together as a hub of faith, hope, and action.

Moving Our Vision Forward

Implementation of the new vision began with the formation of three teams, Welcome and Inclusion, Discipleship, and Hub. These teams began working on strategies and tactics to support our new vision.

It soon became apparent that just as our vision for the church had evolved, our church organization must also evolve if we hoped to bring our new vision to fruition. The Restructuring Team was formed to do the work of ordering our church to better support and align with our vision. This team was also charged with exploring ways our church administrative committees could operate more efficiently, allowing more time to focus on ministries that welcome, disciple, connect, and serve.

After a year of prayer, research, discussion, and discernment, the Restructuring Team presented a plan to the Church Council. After additional discussion, prayer, and discernment, the Council approved the changes to our structure. This plan is outlined in the sections that follow.

As required by The Book of Discipline ¶ 247.2 (see appendix), Lead Pastor Pete Moon sought and received approval for this new structure from District Superintendent Rev. Dr. Hyo Lee. **A Charge Conference for final approval of the structure will take place Tuesday, August 22, at 7:00 pm in the fellowship hall.**

The Plan: Equipping to Fulfill the Vision

The structure changes fall into three principal areas:

1. Aligning ministries and staff with the vision focus areas.
2. Redefining the leadership role of Church Council to focus on long-range strategic planning and accountability to our vision.
3. Increasing operational efficiency by consolidating two administrative committees, Staff-Parish Relations and Finance, into one committee.

These three areas are explored in detail below.

Alignment

Our ministries and staff will be aligned under the three vision areas of Welcome & Inclusion, Discipleship, and Hub, and our fourth core area of Worship as shown below:

	Welcome & Inclusion	Discipleship	Hub	Worship
Ministry Areas	Sunday Hospitality Visitors Membership Reveille Today Congregational Care Senior Adult Ministry Communications	Adult Discipleship Youth Ministries Children’s Ministries Weekday School	Outreach Ministries Community Events United Women in Faith	Worship Music
Associated Staff	Associate Pastor of Care & Welcome; Director of Communications & Engagement	Associate Pastor of Adult Discipleship; Director of Youth Ministries; Director of Children’s Ministries; Weekday School Director and Staff	Director of Community Connection	Director of Music & Worship; Clergy; Music Staff; Audio Visual Staff

These four teams and associated staff will provide day-to-day management of our existing ministries to achieve our vision. They will be empowered to develop new ministries, reorganize or discontinue ministries, recruit and equip members for ministry, and organize smaller action-oriented teams to support the vision. These teams will be accountable to Church Council and the chair of each team will also serve on Church Council. A list of current team members is included in the appendix. Note that the Welcome & Inclusion, Discipleship, and Hub teams currently operate with co-chairs. They will move to a single elected chair under the new structure.

Leadership: Church Council

In the new structure, Church Council will focus on long-range strategic planning and accountability to our vision. Council membership will reflect our vision with 12 lay members:

- Council Chair (also serves as Lay Leader)
- Welcome & Inclusion Chair
- Discipleship Chair
- Hub Chair
- Worship Chair
- Trustees Chair
- Staff Relations and Finance Chair
- Five at-large members

The Lead Pastor will also be a member of the Council.

One (or more) members of the Council will be designated to serve as Secretary. The Director of Administration will attend and participate in Council meetings but will not be a voting member.

The current Church Council has 16 lay members. As one factor in filling the at-large positions, the Nominations and Leadership Development Committee will consider the potential for representation from specific groups as identified for Council membership in The Book of Discipline ¶ 253.5 (see appendix).

The Church Council will meet every other month with additional meetings as needed.

Operating More Efficiently

The Finance and Staff-Parish Relations committees will be combined into a single committee of nine lay members, referred to here as the Staff Relations and Finance Committee (SRFC). The new combined committee will be accountable to the Church Council and the SRFC chair will serve on the Council.

This combined committee and associated staff will focus on effective operations and management of the church for financial and personnel matters. One member of the committee will serve as SRFC Chair, one member as the Church Treasurer, and one member as the committee's Secretary. The Church Council chair will be an ex-officio member of the committee. The Lead Pastor and the Director of Administration will also attend and participate in meetings of SRFC.

This committee will continue to organize subcommittees to lead discrete activities, such as audit, budget, stewardship, hiring, etc. These subcommittees may include church members outside of SRFC as long as requirements for confidentiality are maintained. The committee may also leverage other congregation members and external professional services on an ad hoc basis.

The Nominations Committee will seek to identify candidates with relevant professional experience (legal, financial, human resources etc.) when filling SRFC positions.

The Staff Relations and Finance Committee will meet every other month (opposite Church Council) with additional meetings as needed.

Other Administrative Committees

The Board of Trustees and the Nominations Committee would continue to operate as they currently do. The Nominations Committee will have fewer candidates to nominate because the number of elected positions will be reduced (from 16 to 12 on Church Council and from 18 to 9 for SPRC and Finance).

Moving Forward

The goal of these adjustments to our structure is to enable our church to flourish and grow as we live out our vision of welcoming all people to follow Jesus Christ and serve together as a hub of faith, hope, and action. In addition to better aligning our ministries and staff to our vision, it is our hope and prayer that the more focused and efficient administrative committee structure will free members to participate more fully in the ministries that welcome, disciple, connect, and serve.

More Information

You are invited to learn more about the new structure at an informational meeting Sunday, August 20, at 4:00 pm on Zoom: <https://us02web.zoom.us/j/88473219161?pwd=b1krdDdpMXgvdkdWQ0LU2R2SndMQT09>

If you have questions or feedback about the new structure, please use [this form](#) to let us know. A member of the Restructuring Team will respond.

Appendix: The Book of Discipline

¶ 247.2 The charge conference, the district superintendent, and the pastor shall organize and administer the pastoral charge and churches according to the policies and plans herein set forth. When the membership size, program scope, mission resources, or other circumstances so require, the charge conference may, in consultation with and upon the approval of the district superintendent, modify the organizational plans, provided that the provisions of ¶ 243 are observed.

¶ 243. Primary Tasks—The local church shall be organized so that it can pursue its primary task and mission in the context of its own community—reaching out and receiving with joy all who will respond; encouraging people in their relationship with God and inviting them to commitment to God’s love in Jesus Christ; providing opportunities for them to seek strengthening and growth in spiritual formation; and supporting them to live lovingly and justly in the power of the Holy Spirit as faithful disciples. In carrying out its primary task, it shall be organized so that adequate provision is made for these basic responsibilities: (1) planning and implementing a program of nurture, outreach, and witness for persons and families within and without the congregation; (2) providing for effective pastoral and lay leadership; (3) providing for financial support, physical facilities, and the legal obligations of the church; (4) utilizing the appropriate relationships and resources of the district and annual conference; (5) providing for the proper creation, maintenance, and disposition of documentary record material of the local church; and (6) seeking inclusiveness in all aspects of its life.

¶ 253.5 *Membership* - The charge conference will determine the size of the church council. Members of the church council shall be involved in the mission and ministry of the congregation as defined in ¶ 252.2. The membership of the council may consist of as few as eleven persons or as many as the charge conference deems appropriate. The council shall include persons who represent the program ministries of the church as outlined in ¶ 243. The membership shall include but not be limited to the following:

- a) the chairperson of the church council;
- b) the lay leader;
- c) the chairperson and/or a representative of the pastor-parish relations committee;
- d) the chairperson and/or a representative of the committee on finance;
- e) the chairperson and/or a representative of the board of trustees;
- f) the church treasurer;
- g) a lay member to annual conference;
- h) the president and/or a representative of the United Methodist Men;
- i) the president and/or a representative of the United Methodist Women;
- j) a young adult representative
- k) a representative of the United Methodist Youth;
- l) the pastor(s).

Appendix: Current Church Council and Vision Team Membership

Church Council

Chair | Steve Holdych
Lay Leader | Tom Cantone
Secretary | Donna Bowen
Finance | Craig Cronheim
Staff-Parish Relations | Marshall Ross
Trustees | David Simonsen
Hub Co-Chair | Linda White
Hub Co-Chair | Tim Black
Worship Team | Melvin Ely
Children's Council Rep | Claire Kelley
Youth Council | Boyd Bullock
Adult Council | Patsy Buelow
Senior Adult Council | Carol Anne Lea
Treasurer | E. G. Miller
UWF Representative | Ellie Speer
Youth Representative | Sarah Burnett
Lead Pastor | Pete Moon
Associate Pastor | Stephen Coleman

Restructuring Team

Craig Cronheim (chair)
Kevin Bruny
Boyd Bullock
Tom Cantone
Kim Daniel
Steve Holdych
Marshall Ross
Rich Schweiker
Vickey Verwey
Pete Moon (staff)
Terri Edwards (staff)

Welcome and Inclusion Team

Abby Baker (chair)
Clark Williams (chair)
Rob Anderson
Sue Armstrong
Doug Fletcher
Claire Kimberly
Karen Rios
Stephen Coleman (staff)
Rachel Sanders (staff)

Discipleship Team

Stacia Alexander (chair)
Bill Bosta (chair)
Sally Boykin
Dwight Buelow
Scott Rowe
Jane Tucker
Pete Moon (staff)
Bayo Ogungbade (staff)

Hub Team

Tim Black (chair)
Linda White (chair)
Christine Chapman
Angela Cox
Mike Donnell
Bob Downs
Joe Hill
Claire Kaugars
Pete Watson
Lauren Adkins (staff)