

SHENANDOAH DISTRICT CHURCH OF THE BRETHREN

Guiding Principles & Vision for the Work of the Gifts Discernment Team

The governance structure of the Shenandoah District seeks to serve her churches in a manner that upholds the principles of our Savior Jesus Christ. As such we desire to provide the most responsible and accountable leadership possible. This responsibility includes providing you with leadership that represents cross-sections of all our people.

As such we affirm that we will endeavor to:

- Provide fair and equitable participation by men and women
- Provide fair and equitable participation by various age groups
- Provide fair and equitable participation throughout the five sectional groupings of congregations and;
- Provide fair and equitable participation between the ordained and laity of our churches.

This responsibility also includes providing you with leadership that includes:

- Those who's gifts meet the needs of the tasks to be performed and the people to be served;
- Those who show a deep personal Christian commitment to Jesus Christ and to the principles set forth through the historical beliefs of the Church of the Brethren.
- Those who are willing to give of their time, talents and gifts to the work of the Shenandoah District Leadership Teams.

Finally, we affirm that we will seek the accountability of the delegates of the Shenandoah District Conference and will seek to provide honorable leadership for our District.

An overview of the various governance teams and conference officers follows.

DISTRICT GOVERNANCE TEAMS

Leadership Team

Biblical Vision

“Remember your leaders, who spoke the word of God to you. Consider the outcome of their way of life and imitate their faith.” **Hebrews 13: 7**

Description of Work

The Leadership team shall manage and administer the work of the District (page 5 of By-laws). This includes:

- Conduit for denominational and district communication
- Development of Pastoral leadership
- Resourcing existing congregations and encouraging new church development
- Resourcing congregational leadership
- Facilitate district-wide fellowship and worship opportunities
- Serve as trustee of all district property and of endowment and other funds

Gifts

Administration, apostle and power.

Number of Members

Chair, Ministry team chair and ex-officio members.

Gifts Discernment Team

Biblical Vision

For this reason I remind you to rekindle the gift of God that is within you through the laying on of my hands...” **2 Timothy 1: 6 (NRSV)**

Description of Work

The Gifts discernment team is responsible for initiating and cordoning a process for identification of spiritual gifts among District congregations. Their tasks include:

- Communication with District congregations and sections regarding potential gifted people willing to serve in District roles.
- Development of resources for congregations to assist in identifying and calling gifts
- Preparation of a slate of candidates for District conference.
- Continue to develop a process for the calling of candidates for District offices.

Gifts

Discernment, knowledge and pastor

Number of Members

Five

Conference Program and Arrangements Team

Biblical Vision

“...but all things should be done decently and in order.” **1 Corinthians 14: 40 (NRSV)**

Description of Work

The Program and Arrangements Team plans and implements the Shenandoah District Conference held annually. Their tasks include:

- Determining the date and place of the Shenandoah District Conference.
- Obtaining leadership for the conference.
- Securing the necessary facilities.
- Providing for exhibits at the conference
- Registering attendees at the conference.
- Overseeing other related activities pertaining to the conference.

Gifts

Administration, discernment and musician.

Number of Members

Three

DISTRICT MINISTRY TEAMS

The work of the Leadership Team is implemented by the Ministry Teams. The number, names and focus may change depending on the need of the district. (Page 2 – By-Laws)

Church Development and Evangelism

Biblical Vision

Go therefore and make disciples of all nations, baptizing them...and teaching them to obey everything that I have commanded you.” Matthew 28: 19, 20 (NRSV)

Description of Work

The Church Development and Evangelism team will work with the Leadership team to promote congregational growth through discipleship training and growth strategies. Their tasks include:

- Development of discipleship materials for local congregations that are consistent with Brethren beliefs
- Development of growth strategies for local congregations
- Leading the effort for new church plants

Gifts

Evangelist, administration and deeds of power.

Number of Members

Three to five

Congregational Care Advisory Team

Biblical Vision

“Bear one another’s burdens, and in this way you will fulfill the law of Christ.” Galatians 6:2

Description of Work

The Congregational Care Advisory team will have two representatives from each District Section **with emphasis on building and nurturing healthy relationships within their section.** They will work at duties include:

- Meet with congregational leadership in their section to listen for concerns and encourage the congregation in its mission.
- Listen for issues and areas of struggle and work with appropriate consultants to bring healing and resolution.

Gifts

Caregiver, healing and exhortation

Number of Members

Two from each section of the District.

Development Advisory Team

Biblical Vision

“Moreover, it is required of stewards that they be found trustworthy.” 1 Corinthians 4: 2 (NRSV)

Description of Work

The Development Advisory Team will assist the Leadership team with resource development. This includes:

- Development of policies and procedures for fund-raising.
- Assisting in the education of churches about the District’s ministry and resource needs.
- Familiarizing Leadership team members with fund-raising skills and techniques.
- Cultivating and approaching major donors.
- Providing resources for local congregations for fund raising.

Gifts

Administration, giving and deeds of power

Number of Members

Three to five persons

Leadership Development and Spiritual Formation

Biblical Vision

“...to equip the saints for the work of ministry, for building up the body of Christ...”

Ephesians 4: 12 (NRSV)

Description of Work

The Leadership Development and Spiritual Formation Team is responsible for assisting congregations in calling forth leaders and development of strategies/program for spiritual growth in the congregation. Their tasks include:

- Assisting congregations in developing educational programs including Sunday School and small groups.
- Providing training events for VBS leaders, Christian education leaders and others mandated with the task of fostering spiritual growth in congregations.
- Helping congregations shape processes for calling and training leaders.

Gifts

Pastor, teacher and tongues

Number of Members

Three to five

Ministerial Leadership

Biblical Vision

How can they hear without someone preaching to them? And how can they preach unless they are sent? As it is written, ‘How beautiful are the feet of those who bring good news!’”

Romans 10: 14, 15 (NIV)

Description of Work

The ministry team is responsible for credentialing potential pastoral candidates in the Shenandoah District. Their tasks include:

- Interviewing candidates for licensing and ordination. The interviews should uphold existing educational guidelines and examine the candidate’s beliefs in relationship to Anabaptist/Pietist understandings of faith and practice.
- Updating existing pastoral lists through periodic reviews
- Promote educational and growth opportunities to District pastors.

Gifts

Discernment, apostle and wisdom

Number of Members

Three to Five

Service Ministries

Biblical Vision

“Truly I tell you, just as you did it to one of the least of these who are members of my family, you did it to me.”

Matthew 25: 40 (NRSV)

Description of Work

Members of this team will coordinate disaster response, mission partnerships, and other Brethren service related ministries in and beyond the District. (Janet’s language) Their tasks include:

- Coordination of the Disaster Response Auction
- Coordination to Disaster Response teams to places of need
- Development of educational resources for congregations to use in service responses.

Gifts

Service, mercy and hospitality

Number of Members

Three to five

Outdoor Ministries

Biblical Vision

“In the beginning God created the heavens and the earth...And God saw all that he had made, and it was very good.”
Genesis 1:1 & 31

Description of Work

Members of this team are specifically charged with oversight and development of the ministry of Camp Brethren Woods. Their tasks include:

- Identifying growth and capital needs for the Camp and work at raising necessary funds in conjunction with the Development Advisory team.
- Resourcing camp staff and providing growth opportunities for staff
- Functioning as liaison between the camp and congregations
- Developing vision for long term stability and growth.

Gifts

Craftsmanship, Administration and faith

Number of Members

Three to five

Property Development/Facility Management

Biblical Vision

“Let the favor of the Lord our God be upon us, and prosper for us the work of our hands...”
Psalm 90: 17 (NRSV)

Description of Work

Members of this Team oversee the management and maintenance of District property. Their tasks include:

- Maintenance of the District Office property.
- Work with The Outdoor Ministries team to provide help in upkeep and repair of Camp Brethren Woods.
- Other properties as acquired.

Gifts

Craftsmanship, giving and service

Number of Members

Three to Five

CONFERENCE OFFICERS & STANDING COMMITTEE DELEGATES

Moderator-Elect

Biblical Vision

O send out your light and your truth; let them lead me...”
Psalm 43: 3a (NRSV)

Description of Work

The Moderator presides at the business session of the District Conference. To prepare for the role the moderator’s duties include:

- Serve as ex-officio on Leadership team (Moderator-Elect and Moderator year)
- Serve on Gifts Discernment Team (Moderator-Elect and Moderator year)
- Serve as Chair of Program and Arrangements Team (Moderator year)
- Study the needs and work of the District and provide interpretation and counsel to the Leadership Team, District Conference and other appropriate District agencies (Moderator-Elect and Moderator year)

Gifts

Apostle, administration, prophet

Number of Members

One

District Clerk

Biblical Vision

“...but all things should be done decently and in order.” 1 Corinthians 14: 40 (NRSV)

Description of Work

The District Clerk:

- Records minutes of the district conference and shall, in cooperation with the district executive, prepare them for publication and distribution to the churches.
- Serve as a member of the Planning and Arrangements team.

Gifts

Administration, service and tongues.

Number of Members

One

Standing Committee

Biblical Vision

“...Paul and Barnabas and some of the others were appointed to go up to Jerusalem to discuss this question with the apostles and the elders.” Acts 15: 2 (NRSV)

Description of Work

Standing Committee delegates represent the Shenandoah District to the Standing Committee of Annual Conference of the Church of the Brethren. They fulfill their tasks in relationship to the written descriptions of Church of the Brethren standards for Standing Committee delegates.

Gifts

Wisdom, discernment, and faith.

Number of Members

According to the guidelines of Annual Conference.

Bridgewater College Trustee

Description of Work

Bridgewater College’s mission as a small, liberal arts institution is to educate and develop the whole person, providing graduates with the ability to become leaders, living ethical, healthy, useful and fulfilling lives with a strong sense of personal accountability and civic responsibility and committed to life long learning.

This mission is carried out in an academic community, with Christian values and high standards of integrity and excellence governing every aspect of the College life.

This mission statement is not merely aspirational, but a blueprint that guides every decision made on campus, whether it be academic, athletic, social, civil or cultural.

We are looking for men and women to serve on the Board of Trustees who believe passionately in this mission and who are willing to provide unselfishly their time, talents and resources to ensure that Bridgewater College is able successfully to fulfill its mission.

Gifts - Board members are expected to:

- maintain regular attendance at Board and Committee meetings
- participate actively in the affairs of the Board and any Committees to which they may be assigned
- make Bridgewater College a primary charitable beneficiary
- participate meaningfully in the life of the College
- serve as goodwill ambassadors for Bridgewater College, modeling for the world