

FIVE C's of CLARITY: COLLABORATION • CONSTANTS • CHURCHES • (C)SITE PASTOR • CENTRAL

GRACE CHURCH MINISTRY CONSTANTS

CONSTANT = guideline/principle for influence and decision making among sites

Central Services:

Grace Church will provide the following (**BOLD**) to keep unity and add energy to the organization:

PREACHING TEAM:

1. Sermons will be gospel-focused, and equally intentional about exposition and application.
2. Speakers will hold authenticity as one of the driving values. I bring myself to the table as well as the scriptures.
3. Sermon topics will include a rotation of L.I.V.E. themes through the year.

LOGISTICS:

- Series topics and detailed sermon outlines are generated by the Senior Pastor and the Preaching Team
- The typical weekend message will include a video from Grace McKean.
- Site pastors will speak live as determined by the Preaching Team.
- Site pastors may recommend their own sermon series occasionally if it appears that a certain series is not going to connect at a certain site.

MISSION: "To make and to be fully committed followers of Jesus Christ."

VALUES:

1. **Accessible Biblical Truth:** We value the Bible and won't pull punches or water it down. At the same time, we strive to make the Scriptures clear and applicable for real life.
2. **Authentic Relationships:** We won't just put on our "Sunday best" and pretend everything is okay. We create environments where it's safe to share stories of struggle, triumph, sadness, doubt, and hope.
3. **Spiritual Vitality:** Our gatherings are marked by spiritual energy and passion. We're fueled by our desire to continually take next steps in our relationship with Jesus.
4. **All In:** God created us with unique skills to do ministry. We strongly believe that everyone at Grace is here for a reason. The church doesn't function well unless we're all involved.
5. **Outward Focus:** The stakes are high. Our hearts will beat fast, our hands will be busy, and our wallets will be open for those who are far from God.

LEADERSHIP STRUCTURE:

- Every ministry of the church at each site will operate under one leadership structure that ultimately comes under the authority of the Elders and the Senior Pastor.
- Leadership authority flows through the Site Pastors and influence flows through the ministry champions.

CURRICULUM & CONTENT: Every ministry environment including GraceKids, GraceYouth and Sunday services will offer the same teaching at every site.

FINANCES:

1. We are one church with one budget.
2. We will do regular teaching on the principles of tithing, generosity and personal financial health.
3. We handle funds and financial knowledge with the utmost security and discretion.

COMMUNICATIONS

1. Use communication strategies that cut THROUGH without cutting IN because bombarding people with our message doesn't make them listen any better.
2. Customize communication methods on an individual level whenever possible because it shows that we care about each person.
3. Use the same language to refer to those areas most often referenced as church-wide next steps so we communicate as clearly and efficiently as possible (i.e. GraceKids, ServErie, Second Date, etc.).
4. Use a business-casual voice because it makes faith accessible to most people.

EVENTS & INITIATIVES: There will be certain strategic events and initiatives that all locations will participate in because they advance our mission and they bring unity.

CENTRAL SUPPORT

- Phone
- Copy machines/printing
- Bulletin assembly
- Fellowship One database
- Processes and systems
- Supply ordering
- Personnel/HR
- Payroll
- Care & Support

Next Steps:

1. We will promote forward motion because it's one of the keys to spiritual health.
2. There are four components to a fully devoted follower of Jesus Christ (L.I.V.E.):
 - a. **LIVE** in community
 - It is vitally important for every Christian to be in community with other believers.
 - GraceGroups will be the main way we connect together on a regular basis, but it isn't the only way.
 - *The goal of a GraceGroup is to provide a safe, friendly environment to grow closer to God and connect with others.*
 - We encourage everyone to develop meaningful and growing relationships by participating in GraceGroups and/or regular Mid-Sized Groups (i.e. MOPS, Bible Studies, etc.); and by having an accountability partner.
 - b. **INVEST** in others
 - Every believer is called to be a missionary right where they are and in their own way.
 - We will provide regular opportunities for the church to look outside the walls to the needs of others.
 - c. **VOLUNTEER** your time:
 - Grace staff will equip and empower the people of Grace to do ministry.
 - Every person has a place to serve, regardless of where they are on their spiritual journey, because God knows how to design churches, and each person has a purpose in that.
 - d. **EQUIP** yourself:
 - Each person is responsible for his/her own relationship with God and the church is here to support the journey.
 - Equip learning environments will provide short-term opportunities to facilitate vigorous conversations about the intersection of faith and life.
3. We will provide individual coaching because sometimes people need help figuring out their Next Step.

Weekend Experience:

1. Every service should create an environment that encourages people to connect to God and actively participate by supporting the preaching of the Word with creative arts.
2. We will pursue excellence and continually improve in our worship services because excellence honors God and inspires people.
3. Our goal is not to be creative, but to leverage creativity for the sake of the Gospel.
 - a. Music: Lyrical content for corporate singing will be biblically based and conform to Grace's statement of faith—style will be culturally informed.
 - b. Visual Media: Create media that inspires with a team of people who are passionate about visual arts.
 - c. Production: Be invisible. It is our goal to support and enhance the worship experience, not to be the main attraction.

Guest Experience:

1. Provide a welcoming atmosphere in a safe environment to remove distractions for our guests.
2. Create environments that make people want to stick around and talk.
3. Allow guests to experience the church from a safe distance and at their own pace.

GraceKids:

1. We want to encourage kids to know and love Jesus through a creative, enjoyable and stimulating church experience.
2. Our goal is to provide a loving and caring environment where volunteers, children and parents work together to foster an environment of growth and authenticity – at church and at home.
3. We will resource families to take the lead role in spiritually guiding their children.

GraceYouth:

1. GraceYouth is a student-led ministry, in which students are fully invested in the planning, creative concepts and leadership of the ministry.
2. Gatherings are always full of energy and emphasize inclusive community while continually pointing to Jesus, through music, drama and messages.

-
-
3. We will place significance in serving others and looking outward. We believe serving others is a stepping stone to knowing Jesus and becoming more like Him.