



WFMC Nomination Overview

Overview of the Leadership Structure At Westland Free Methodist Church

LEADERSHIP STRUCTURE

At WFMC we have several layers to our leadership. Our Lead Pastor is appointed to the church and surrounding community by the Southern Michigan Conference (SMC) of the Free Methodist Church. Other staff members are hired by our Lead Pastor and in conjunction with the Conference office. All of our Delegates and Board of Ministry are nominated by the members of the congregation, recommended for various roles by the Interview Team, and then elected into those roles by the members of the congregation.

LEADERSHIP SELECTION PROCESS

The process begins with members from the congregation prayerfully nominating church members to serve in positions of leadership. Once the nominations are in, the Interview Team will review them and contact perspective members who they feel God may be calling to certain positions. Then they will ask them to fill out an application. Once the applications are received, reviewed, and prayed over, the Interview Team will submit names to the congregation for affirmation at a Society Meeting that will take place on **Sunday December 8th**.

DELEGATES & PASTOR'S CABINET

Each church in the SMC (Southern MI Conference) is able to elect one or more delegates. These folks represent WFMC at a conference and potentially general conference level. Those elected to delegate positions are expected to attend conference meetings such as Annual Conference in June. Our delegates and reserve delegates also serve on the Pastor's Cabinet and the BOM. **Delegates serve a two year term and reserve delegates serve a one year term.**

The Pastor's Cabinet functions in an advisory role to the Staff. They meet monthly with the Lead Pastor and function as the pastor's sounding board and accountability partner. They help the church strive for spiritual and relational health. The Pastor's Cabinet also functions as the Human Resources board of the church. They are responsible for leading the processes for hiring, benefits, etc., for all staff members. The Book of Discipline also give the Lead Pastor the opportunity to appoint up to 1/3 of the Cabinet Members.

Current Members: Gloria Girgis (Lead Delegate, Term Expires), Jeff Luke (Delegate, 1 More Year), Rick Koppberger (Reserve, Term Expires), Steve Holbrook (Reserve, Term Expires)

BOARD OF MINISTRY

The Board of Ministry (BOM) members functions in a governance role. The BOM helps Westland Free Methodist in fulfilling its Vision and Mission. They continually evaluate the ministry of our Church and review major ministry decisions and strategic initiatives. The BOM members put together a yearly ministry plan (initiatives & budget). The budget then goes to the Finance Committee for input and collaboration, upon which it is presented to the congregation at a meeting in November/December. The Directors then manage their ministry budgets with oversight from the BOM, Director of Finances, and Finance Team. The BOM votes on any proposed expense that is in excess of \$500. **BOM members serve a two year term.**

Current Members: Director of Congregational Care: Shari Doktor (1 More Year), **Director of First Impressions/Next Steps:** Bill Ortell (Term Expires), **Director of Finances:** Don Jarrett (Term Expires), **Director of Facilities:** Alan Clark (1 More Year) **Delegates & Reserve Delegates:** As listed Above, **Lead Pastor:** Tyson Nofzinger (chair, non-voting member), **Associate Pastor of Spiritual Formation:** Eric Rose (non-voting member), **Secretary:** Beth Koppberger (non-voting member)

INTERVIEW TEAM (NEXT STEPS TEAM)

The Interview Team (IT) works through the details of the Leadership Nomination Process. They start the process each year by providing the nomination packets to the congregation. Once nominations are received from the congregation, the IT reviews each candidate and works to discern who may be the best fit for each open position. After prayer, counsel, and talking with candidates, they present names back to the congregation for affirmation at a Society Meeting in mid-summer. They also function as the Next Steps team, serving multiple weeks per month to help people in the congregation move forward in their spiritual journeys. **IT members serve a two year term.**

Current Members: Bill Ortell (Director of Next Steps, Term Expires), Ethel Orr (Term Expires), Lisa Stover (Term Expires), Carole Cole (Term Expires), Pastor Eric Rose, Pastor Tyson Nofzinger

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BOM MINISTRY POSITION DESCRIPTIONS

Director of First Impressions/Next Steps: This position aids the congregation in finding and taking Next Steps in their faith journey. This includes baptism, membership, and connecting them to the various ministry and discipleship opportunities. The Next Steps team also heads up the assimilation process, provides coaching, support, and leadership to leaders of our various groups. Advises and encourages 1st Impression's coordinators (Ushers, Greeters, and Hospitality Table).

Gifts of administration, encouragement, discernment, and shepherding are keys to this position.

Director of Congregational Care: This position extends love and care to the congregation through a team of people who pray for the church family, make home and hospital visits, and provide overall encouragement.

Gifts in mercy, shepherding, and discernment are keys to this position.

Director of Facilities: This position develops and leads a team of people who are responsible to provide a safe, clean, and welcoming environment for the congregation and visitors of WFMC. The team also maintains the church buildings, vehicles, and equipment to keep them in good working condition. This team is responsible for the coordination of repairs to the facility. This director also chairs the Operations Team Meetings.

Gifts of help and administration are keys to this position.

Director of Finances: This position works with others to care for the financial resources of WFMC. Accurately accounts for, records the tithes and offerings to the church, and disperses these funds according to the church budget as approved by the Board of Ministry. Includes overseeing a counting team and a finance team. This director is responsible for regular reporting to the Board of Ministry and the congregation.

Gifts in administration and a heart for giving are keys to this position.

Delegates and Reserve Delegates: These folks represent WFMC at a conference and potentially general conference level. Those elected to delegate positions are expected to attend conference meetings such as Annual Conference in June where they will vote on, and give direction to, conference wide initiatives. They serve on the Pastor's Cabinet in an advisory role to the Staff. They meet monthly with the Lead Pastor and function as the pastor's sounding board and accountability partner. They help the church strive for spiritual and relational health. The Pastor's Cabinet also functions as the Human Resources board of the church. They are responsible for leading the processes for hiring, benefits, etc., for all staff members.

Gifts in administration, leadership, shepherding, and discernment are keys to this position.