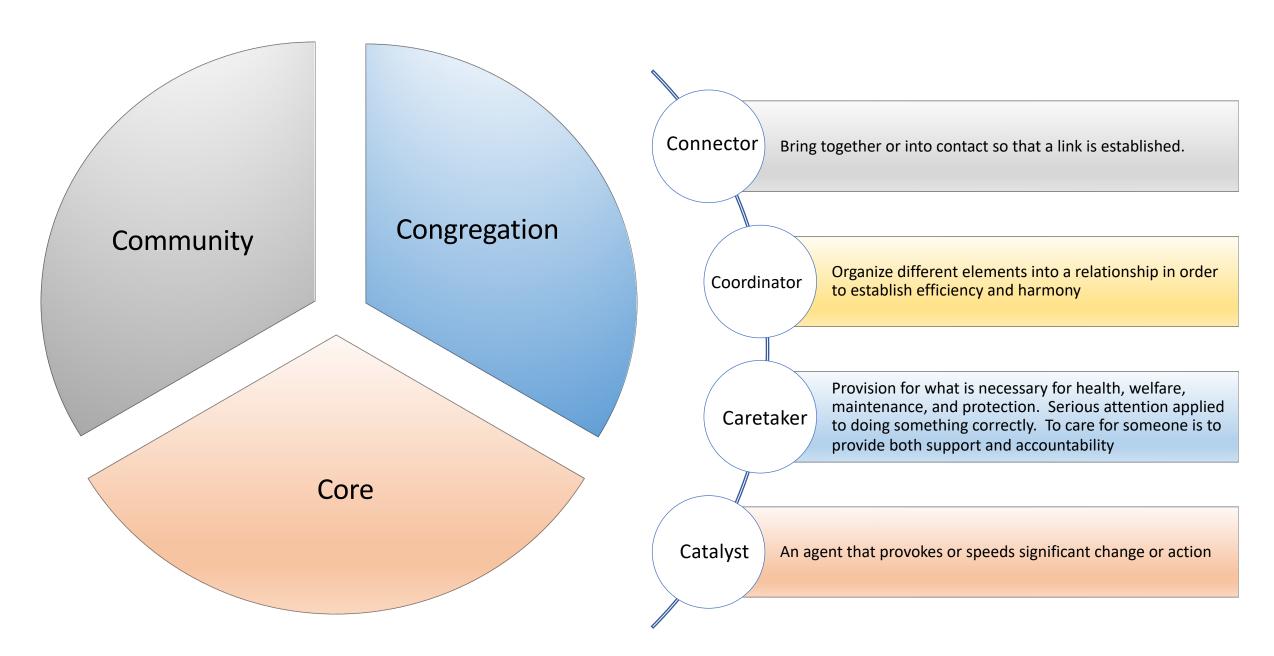
<u>Leadership Model</u>: Trinitarian-Feminist Leadership Structure

• <u>Leadership Model Characteristics</u>:

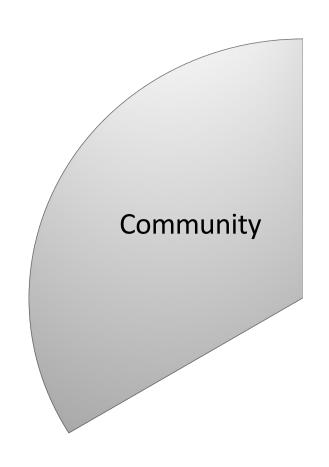
- Collaborative
- Contextualized
- Vulnerable
- Long-term vision
- Aesthetic
- Compassionate
- Constructive Feedback
- Relationships

- Participation
- Sustainability
- Empathy
- Mutuality

Leadership Team Responsibility and Function



Responsibility of the Core Leadership Team towards:



Encourage the development of bridging relationships in the community that create mutual opportunities for Newstory to contribute our gifts to Connector the community and the community to contribute their gifts to the church. Identify and organize opportunities for community partnership Coordinator Ensure that Newstory authentically embodies its mission to be a Caretaker place of refuge, refreshment, transformation, connection, and purpose Look for opportunities to come alongside our neighbors and seek the flourishing of our community, particularly those who are marginalized or Catalyst have been overlooked and forgotten.

Responsibility of the Core Leadership Team towards:

Congregation

Caretaker

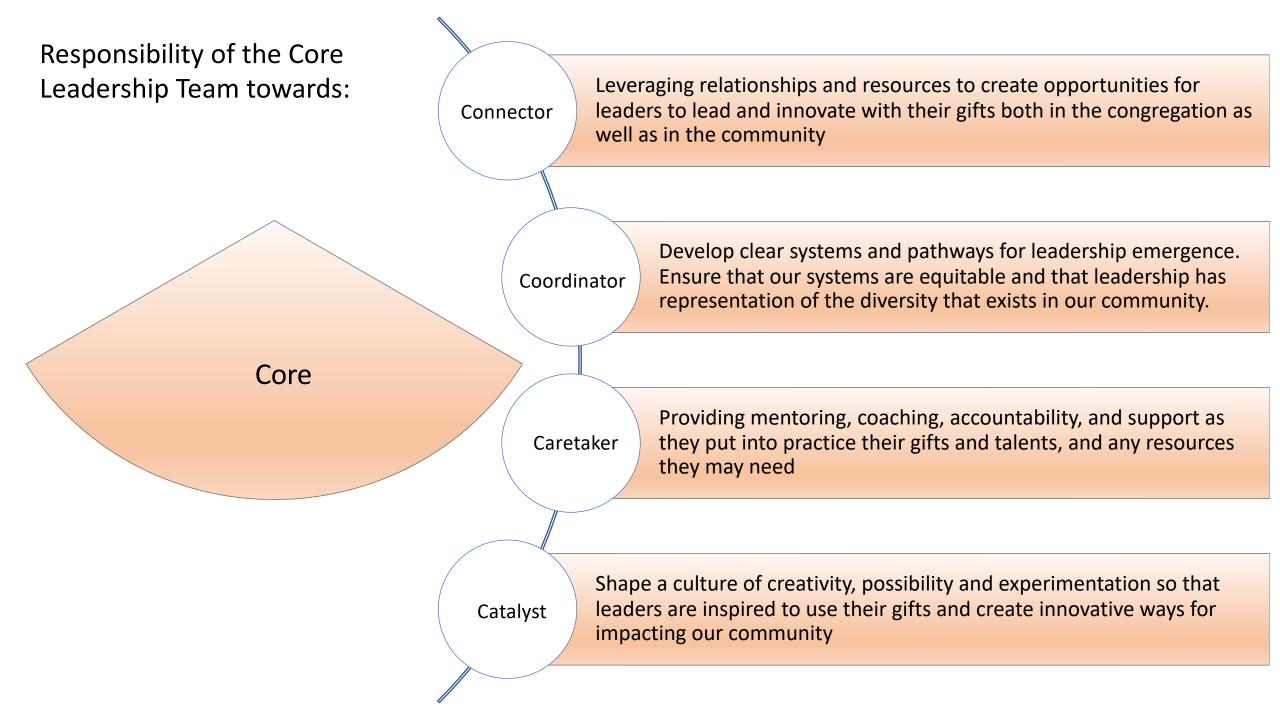
Catalyst

Connector Helping people in the congregation connect with God, one another, and the broader community.

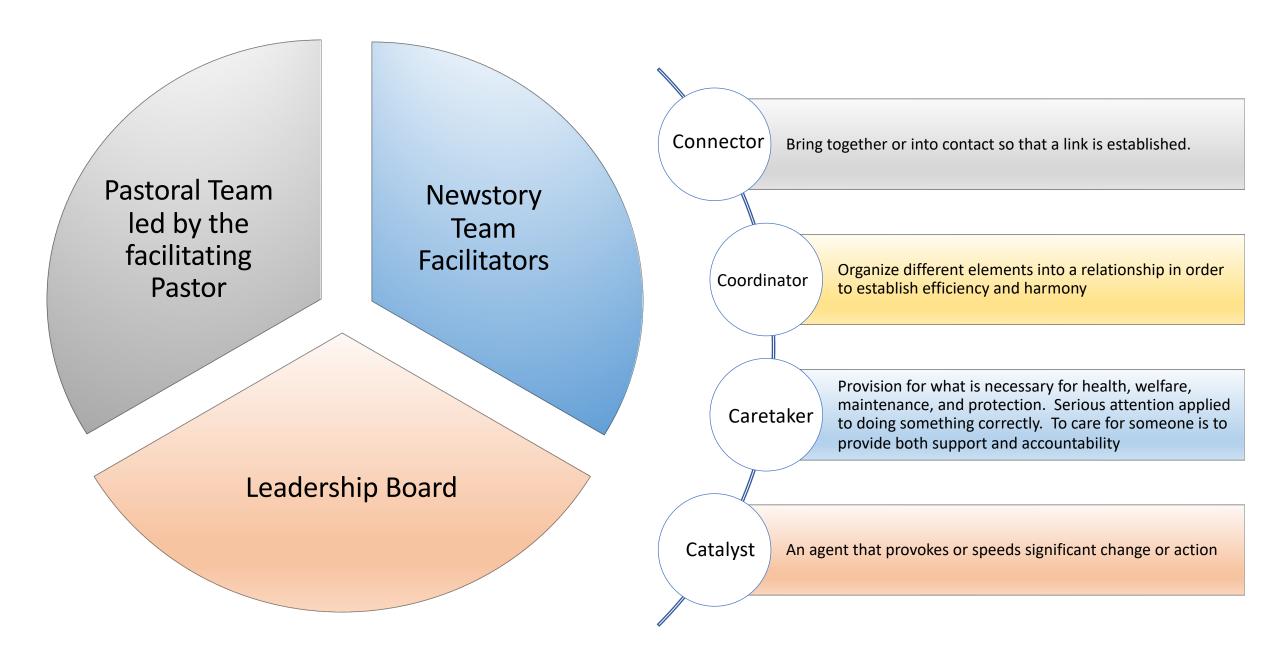
Coordinator Order the life of the congregation to ensure clear process and pathways for care, developing relationships, learning, self-awareness and purpose.

Guard the trust and the unity of the church through transparency, humility, selflessness, courage and grace while modelling leadership in ministry, pastoral care, and administration always looking to nurture the divine spark in people and create opportunities for others to lead in their gifts and passions.

Develop and cultivate core motivations, mission, and strategy with one ear towards God and one ear towards the congregation and then doing our best to align those two voices into one clear call.



Newstory Core Leadership Teams



Responsibilities: The Pastoral/staff team is responsible for the day-to-day operations of the church

Pastoral Team

Connector

Create opportunities for people to connect, uses their gifts, and serve the community Create spaces for people to connect with God and grow in their Christian spirituality Connect the larger vision of the church to the day-to-day operations

Build bridges between the church and people/organizations in our neighborhood

Coordinator

Build teams, develop leaders, and facilitate gatherings

Order the day-to-day life of the church to implement the vision and values set by the core leadership team for designated areas of responsibility

Ensure the day-to-day systems are effective and efficient to increase the engagement of people and are aligned with the vision

Communicate with Newstory the vision, rhythm, values, etc.

Caretaker

Guard the trust and the unity of the church through transparency, humility, selflessness, courage, and grace while modeling leadership in ministry, pastoral care, and administration always looking to nurture the divine spark in people and create opportunities for others to lead in their gifts and passions to embody the values of Newstory and move together toward our vision.

Catalyst

Inspire and create opportunities for people to engage, discover their gifts, create, and serve in alignment with the values and vision of Newstory

Create feedback loops and multiple opportunities for people to co-create in developing vision

Work with teams and facilitators to develop and align program vision with the overall vision.

Responsibility: Serve as the oversight board of the church around long range vision and aligning the budget and people resources to the vision

Connector

Advocate for Newstory church within the larger community
Support and work with team facilitators in a specific ministry area

Coordinator

Meet with facilitators within your support area individually and as a group to check in, make sure our systems are working, and bridge communication between them and the core leadership team.

Assure the alignment of the budget with the vision

Leadership Board (led by the chair of the Board)

Caretaker

Providing mentoring, coaching, accountability, and support to the team facilitators in the teams connected to your support area

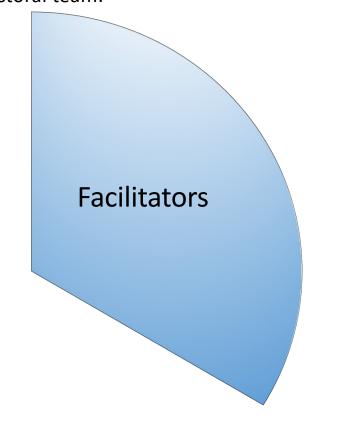
Catalyst

Help set the direction of Newstory through developing the larger annual and long-term vision and goals for the church

Help create a culture of creativity, possibility and experimentation so that leaders are inspired to use their gifts and develop innovative ways for impacting our community

Work with teams and facilitators to develop and align program vision with the overall vision.

Responsibility: Non-paid team member who serves for 14 months (November - December) and commits themselves to facilitate their team to ensure the team is accomplishing its mission and is aligned with the NewStory core values in collaboration with either a member of the D&D team or the Pastoral team.



Connector is

Bring team members together monthly. They communicate overall strategy, ensure that there is strategic alignment, and bring back to the leadership team any concerns. The Team Facilitator is the point person to make sure communication flows both to the team and from the team to the church.

Facilitators will meet one to one with a Pastoral team member and/or one of the D&D members each month. The point of contact will be the same person throughout the entire year.

Coordinator

As coordinators, the Team Facilitators will help their team stay on task and achieve identified objectives.

They will schedule the monthly meeting and ensure each meeting has an agenda and objectives and facilitate the planning and implementation of team objectives.

Caretaker

Each team at NewStory is treated like a small group. The teams gather regularly, and the work they do together is more than simply developing and running a program. As caretakers, Team Facilitators ensure that spiritual formation and relational connection is taking place in their team.

Catalyst

Help organize their team so that together they can develop the vision for their area of focus. There must be vision alignment with the overall direction of the church, but we seek to allow each team to interpret that and create out of its unique strengths.

Newstory Ministry Areas:

*Every ministry area will have a Pastoral Team member connected and a D&D Team member connected

