**Gifts Discernment Team**

1. **Purpose**The Gifts Discernment Team serves the congregation by identifying those who will be called out by the congregation to serve as leaders for the Stone Church of the Brethren. The Team is the primary instrument through which the Church establishes the personnel for its governance and for fulfilling its mission.
Toward this end the Team will be responsible for working with appropriate staff of the Church to develop a process for recognizing the gifts of all members and for coordinating and facilitating the matching of those gifts with the needs and opportunities of our life together as a congregation.
2. **Tenure and Structure**
	1. The Gifts Discernment Team is made up of five people selected from the membership of Stone Church.
	2. The term of office for the members of the Team is three years, renewable for one additional three year term..
	3. Team Members are called by the Leadership Team.
	4. Terms should be staggered so that no more than two new members will join the group in any year.
	5. The Team should organize itself to best fulfill its responsibilities. Normally there should be a chairperson who has had several years experience on the Team.
	6. The Pastor(s) will serve as ex-officio members of the Team.
3. **Positions**The Team will be responsible for insuring that qualified and able members are called for the following positions:
	1. Church Officers – The Gifts Discernment Team will keep track of the terms for church officers and will help the congregation stagger terms to insure that there is not undue turn over in church officers in any one year. The Team will bring to the fall meeting of the Congregational Forum such names as have agreed to be called out by the congregation for those offices that begin a new term on January 1 of the following year. Complete qualifications and responsibilities of church officers can be found in the Church bylaws.
		1. Moderator – The Moderator serves as the lay leader of the Congregation. He or she takes ultimate responsibility for directing the Church in caring for its members, supervising its staff and fulfilling its mission to the community and to the larger world.
		2. Church Clerk – The Church Clerk takes and keeps accurate records of the Church’s decisions and actions.
		3. Treasurer – The Treasurer receives and distributes all of the Church’s financial assets and is responsible for keeping accurate records of, and making appropriate accounting of the same.
		4. Leadership Team Chair – The Leadership Team Chair coordinates the Team Leaders, presides over meetings of the Leadership Team and serves with the Moderator as the official representative of the Church to outside groups.

v. Leadership Team Vice Chair – The Leadership Team Vice-Chair performs the duties of the chair in the event of the chair’s absence.

* 1. Leadership Team
	The Leadership Team Serves as the executive committee for the Congregation. It is made up of the Church Officers and Team Leaders. The Team Leaders are to be identified by the Gifts Discernment Team and brought to the fall meeting of the Congregational Forum for calling out. Terms for Team leaders should be staggered in the same manner as church officers to ensure orderly turn-over. Qualifications and responsibilities for Team Leaders can be found in the Church bylaws. Team leaders will include but not be limited to the following areas:

i. Hospitality and Fellowship

ii. Christian Education

iii. Worship

iv. Finance

v. Church Property

vi. Witness

vii. Deacons

* 1. Deacons – Deacons serve as the lay spiritual ministers for the church. Their role in caring for individual members of the congregation, giving guidance and support to new members and serving the congregation in celebrating the ordinances is critical to the health of the congregation. The Team should be in consultation with the Pastor(s) and with the chair of the Deacons group to be aware when vacancies might occur. When vacancies occur, the Team is then responsible for bringing candidates for the Deacon body to be confirmed by the congregation.
	2. Delegates – The business of the larger denomination is carried out by delegates to annual meetings at the district and national level. Stone Church sends two delegates to the national meeting and one delegate to the district meeting. The church office coordinates the preparation and support of delegates.
		1. Annual Conference – Each year the Team will bring four names to the fall meeting of the Congregational Forum to be called as delegates to Annual Conference. Two members will be designated as delegates and two as alternates. Qualifications and responsibilities of Annual Conference delegates can be found in the Church bylaws.
		2. District Conference – Each year the Team will bring two names to the spring meeting of the Congregational Forum to be called as delegates to District Conference. One member will be designated as delegate and one as alternate. Qualifications and responsibilities of District Conference delegates can be found in the Church bylaws.