

## *From the desk of the GMM:*

As a General Manager overseeing different facets of ministry at The Journey, I was recently reminded by our Lead Pastor that the “why” of ministry is more important than the how and what. Management should not be an end unto itself but a means to an end – moving the mission of the church forward. I am so blessed to serve with people who understand why they serve in the church and what is at stake. Our management systems are improving and getting stronger, not because we solely value policies, procedures and systems but because we believe if we manage well what God has entrusted us with, the mission of the church will be move ahead. Good job team. Let us never forget why we manage well!!

Let’s take a peek at the upcoming 2013-2014 ministry year:

The *Finance Team* is optimistic about the new giving trend and hopeful there will be continued growth in giving. The team has a desire to help people grow in their generosity and they are planning to provide a financial management course in the fall, a seminar on legacy giving, and research new and innovative ways to give.

The *HR Team* has worked with the GMM and Lead Pastor to achieve two outcomes in this upcoming ministry year as it relates to staffing. The first outcome was to assess and restructure the existing staff as deemed necessary for accomplishing its mission. The upcoming year will be a transitional year in Worship Arts leadership as we experiment with a Worship and Media/Tech Minister position. There were also additional hours given to 2 positions as well to cover essential services. (Please refer to the list of paid staff hand-out). The second outcome was to assess the current compensation rates. Over the past 5 years, compensation levels had not changed (except this past year, a one-time merit increase was given). With the minimum wage increasing over the same time period, it became clear that the pay rates needed to be examined. Positions were reviewed and it was determined 6 positions were in need of pay rate adjustment to be “minimally fair”. Please note that the Lead Pastor’s compensation did not increase this year as his priority was to adjust the compensation of employees.

The *Facility team* worked hard last summer to ensure the new flooring for Allison Campus Worship and Welcome center was completed. One of the larger projects the Facility team will be working on next ministry year is addressing the roof insulation concern at Brentwood Campus. To be good stewards, this needs to be addressed as heating costs continue to increase. There is also a desire to repair the parking lot entrance at Brentwood Campus, among other special projects (Please review Special Projects handout).

Last but not least, we are still building systems so that the mission can move ahead more intentionally and effectively. Now that we have a new church management system called *Church Community Builder (CCB)* we can build better processes and communications for ministry. We will continue to focus on developing *Equipping ministries* as well. In the upcoming year, there will be more opportunities for people to attend *Discover Your Design Seminars*. As we continue to connect people to serve in their sweet spot, God’s work will move forward in leaps and bounds. Our Equipping coaches, Vernon and Charlene Armitage, will be visiting us again in the fall to check in to see how we are developing and keep us accountable with our plan to have people serve and grow.

God has been so good to us this past ministry year. Let’s be thankful for all he has done and all he will do next ministry year as we humbly seek his guidance and direction.

*Linda Hisey*

General Manager of Ministries