GRACESPRING

ORGANIZATION STRUCTURE

[THREE CORE LANES WITH A HEAD/HEART/HANDS BASE MODEL]

SPIRITUAL OVERSIGHT
SHEPHERDING AND CARE AT HIGH LEVEL
GOVERNANCE AND ACCOUNTABILITY
PRAYERFUL DISCERNMENT AND DIRECTION
CONSTITUTIONAL RESPONSIBILITIES

ELDER BOARD

SPIRITUAL LEADER/TEACHING TEAM
VISION CASTING
LEADER OF LEADERS
CULTURE CHAMPION

LEAD PASTOR

ADMINISTRATION AND OPERATIONS

OWNS INFRASTRUCTURE, SYSTEMS, STEWARDSHIP

OPERATIONS AND SYSTEMS
PROJECT MANAGEMENT
INTERNAL PROCESSES

FINANCE AND STEWARDSHIP
BUDGETING
FINANCIAL REPORTING
GIVING SYSTEMS
CAPITAL PLANNING

FACILITIES AND PROPERTY
BUILDING MAINTENANCE
LAND DEVELOPMENT OVERSIGHT
LOGISTICS

HR SYSTEMS
POLICIES
HIRING SYSTEMS
COMPLIANCE
HR TOOLS

DATA AND MEASUREMENT
METRICS TRACKING
DASHBOARDS

GOVERNANCE
COMPLIANCE
LEGAL WORK
APPRISE AND ADVISE LEAD PASTOR AND ELDERS
POLICIES

LIFE STAGE AND PEOPLE DEVELOPMENT

OWNS HEAD AND DEEP HEART FORMATION

SPIRITUAL FORMATION
DISCIPLESHIP PATHWAY/SPIRITUAL DISCIPLINES
THEOLOGY/DOCTRINAL ALIGNMENT
BAPTISM AND SALVATION PROCESSES
CURRICULUM (ALL AGES)
ENGAGEMENT OF MEMBERSHIP PROCESS

LIFE STAGE MINISTRIES
KIDS, YOUTH, ADULTS
SENIOR ADULTS
MARRIAGE/PARENTING

GROUPS
LIFE GROUPS AS DISCIPLESHIP ENVIRONMENTS
GROUP LEADER DEVELOPMENT
SPIRITUAL GROWTH IN COMMUNITY

CARE AND PASTORAL SUPPORT
CARE SYSTEMS/DEACONS
COUNSELING PATHWAYS
PRAYER MINISTRY
EMOTIONAL/SPIRITUAL HEALTH

INCLUSION AND FAMILY CARE
VISION/STRATEGY FOR INCLUSION
FAMILY CARE AND SUPPORT SYSTEMS
INTEGRATION INTO KIDS, YOUTH, ADULTS
TRAINING FOR LEADERS

LEADERSHIP DEVELOPMENT
STAFF/VOLUNTEER LEADERSHIP DEVELOPMENT
LEADER TRAINING SYSTEMS
INTERNSHIPS/RESIDENCIES

ENGAGEMENT AND MINISTRY EXECUTION

OWNS FRONT-DOOR HEART, HANDS, AND EXECUTION

WORSHIP, CREATIVE, AND EXPERIENCE
WEEKEND SERVICES
WORSHIP AND PRODUCTION
SERVICE DESIGN
VISUAL ARTS & DESIGN
STORYTELLING

COMMUNICATIONS
MESSAGING AND CAMPAIGNS
BRAND AND VOICE
CONTENT STRATEGY
SOCIAL AND DIGITAL PRESENCE

VOLUNTEER ENGAGEMENT
SERVING PATHWAYS
VOLUNTEER RECRUITMENT/ONBOARDING
PLACEMENT SYSTEMS
VOLUNTEER CARE AND RETENTION
LEADERSHIP PIPELINE (TEAM LEADERS)

OUTREACH AND MISSIONS
LOCAL OUTREACH
GLOBAL MISSIONS
PARTNERSHIP DEVELOPMENT
TRIP SYSTEMS
EVANGELISM CULTURE

GUEST EXPERIENCE/INTEGRATION
FIRST IMPRESSIONS
GUEST FOLLOW-UP
ON-RAMP SYSTEMS
MOVEMENT INTO GROUPS/SERVING