As Hope continues to grow, effective ministry requires clarity and protection of our mission and vision and smaller, more nimble decision-making groups. Spans of Care and Leadership Communities must be layered to maintain relational intimacy and quality.

**Session** **–** Focuses on the overall spiritual health of the church through prayer, shepherding, and protecting themission and vision. Invests in personal growth and maturity as an essential element of the growth and maturity of the church. Primary holders of mission, vision, and values (*What* the church is called to do).

**Personnel Commission** – Commission that oversees care of church staff and HR policies on behalf of the Session and in conjunction with the Strategic Leadership Team.

**Strategic Leadership Team (SLT)** – Small group of senior staff and leadership who focus on the strategic implementation of the mission, vision, and values. Primary holders of the philosophy of ministry (*How* the church is called to do it).

**Pastors and Directors (P&D)** – Pastors and Ministry Directors collaborate to provide input and feedback to the SLT on strategic decisions, maintain staff unity, coordinate the church calendar, and reinforce Hope’s philosophy of ministry and Gospel culture. P&D also regularly evaluates and oversees the implementation of the ministry strategy. This team provides ministry-specific expertise as well as cross-congregation insights. Primary overseers of the implementation of the ministry.

**Congregational Care Commissions (CCC)** – Congregation-specific ministry leaders (Staff, Elders, Deacons, WST) focused on the frontline health and needs of a particular congregation. Provides smaller, relational span of care for shepherding, ministry, and contextualization of the church’s mission and vision. Commission of the Session with authority for relational shepherding functions (membership, baptism, etc.). Primary implementers of the ministry at a congregation level.

**Ministry Departments** – Ministry-specific staff and/or key lay leaders focused on mutual encouragement and development, creative collaboration, and problem solving. Primary source of ministry innovation, quality control, and equipping of lay leaders.

**Diaconate** – Focused on caring for internal mercy needs of the congregation and engaging with mercy needs of the city. Oversees Mercy Teams at each site. Primary group fostering a culture of mercy and generosity within the congregation.

**WST** – Focuses on caring for women, coming alongside the Session in praying for and shepherding people at Hope. Participants in, and advocates for, Hope’s vision of shared co-laboring between men and women as articulated in our Generous Complementarianism paper.