



Wesley
UNITED
METHODIST
CHURCH

STRUCTURE FOR FAITHFUL DISCIPLESHIP



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OUR MISSION

Mission of the United Methodist Church

From The Book of Discipline of the United Methodist Church comes the statement of the United Methodist Mission and the process for carrying out that mission. These are foundational statements for any United Methodist congregation working to be faithful in accepting the great commission from Jesus...“Therefore go and make disciples of all nations...” —Matthew 28:18

- **120 - The Book of Discipline — *The Mission***

The mission of the Church is to make disciples of Jesus Christ for the transformation of the world. Local churches provide the most significant arena through which disciple-making occurs.

- **122 – The Book of Discipline — *The Process for Carrying Out Our Mission***

We make disciples as we:

- ♦ proclaim the gospel, seek, welcome, and gather persons into the body of Christ;
- ♦ lead persons to commit their lives to God through baptism by water and the spirit and profession of faith in Jesus Christ;
- ♦ nurture persons in Christian living through worship, the sacraments, spiritual disciplines, and other means of grace, such as Wesley’s Christian conferencing;
- ♦ send persons into the world to live lovingly and justly as servants of Christ by healing the sick, feeding the hungry, caring for the stranger, freeing the oppressed, being and becoming a compassionate, caring presence, and working to develop social structures that are consistent with the gospel; and
- ♦ continue the mission of seeking, welcoming, and gathering persons into the community of the body of Christ.

Mission of Wesley United Methodist Church (Wesley UMC)

The stated mission of Wesley United Methodist Church is:

“To Build a Vibrant, All-Inclusive Christian Community from the Heart of Aurora.”

This mission reflects the desire of Wesley UMC to fulfill the mission of making disciples by building a Christian community that is welcoming to all persons, affirming that “all” really does mean **all**. The “heart of Aurora” affirms the location where God has placed this church for over 158 years. Using the word “from” affirms that it is from this space that mission of making disciples for Jesus Christ moves out from this place into Aurora, the nation, and the world.

CORE PRINCIPLES OF THE WESLEY UNITED METHODIST CHURCH COMMUNITY

The Core Principles speak to the individual members and friends of Wesley UMC that participate in worship and the variety of ministries designed to fulfill the mission of Wesley UMC. These lay out how a disciple of Jesus, in the context of the Wesley UMC community, will live within the community. Living a life based on the Core Principles will lead individuals to a deeper and fuller relationship with God as growing disciples of Jesus. When we strive to live out these Core Principles, we as individuals become the “royal priesthood” (1 Peter 2:9) and do the work of the “chosen,” which is to transform the world. That is best done in a local church as stated in The Book of Discipline. Therefore, the vitality of the Wesley UMC community is enriched and more fully realized when all, as disciples of Jesus, follow him through these Core Principles.

Sees the Image of God in All People

A follower of Jesus replaces the need to blame others or self with an effort to see the sacred worth of each individual. As a result, a follower respects that individuals and families are doing the best they can with what they have and desires to see everyone do better. By attending a Core Principles class, individuals will learn how to live out this core principle.

“God created humanity in God’s own image, in the divine image God created them, male and female God created them.” —Genesis 1:27

“Love is patient.” —1 Corinthians 13:4

Celebrates Diversity and Differences

A follower of Jesus strives to embrace differences and welcomes opportunities to actively listen and learn about different cultures. As a result, a follower develops effectiveness in working with other cultures and is intentional about including individuals who are different with regard to age, economic or social status, disability, employment, language, national origin, race or ethnicity, religious or political views, gender and gender-identity, sexual orientation, or marital status. By attending a Core Principles class and other opportunities that address culture competency and ministries of reconciliation, individuals begin to live out this principle.

“After this I looked, and there was a great crowd that no one could number. They were from every nation, tribe, people, and language. They were standing before the throne and before the Lamb.” —Revelation 7:9

“Rather, you will receive power when the Holy Spirit has come upon you, and you will be my witnesses in Jerusalem, in all Judea and Samaria, and to the end of the earth.” —Acts 1:8

Welcomes all People with Radical Hospitality

A follower of Jesus, in spite of a world view that is suspicious and judgmental of others who are different, welcomes and offers radical hospitality to all people. As a result, a follower takes initiative and intentionally plans to help people feel welcomed, included, and accepted. By attending a Core Principles class and participating in welcoming and hospitality ministries, individuals begin to live out this principle.

“He enacts justice for orphans and widows, and he loves immigrants, giving them food and clothing. That means you must also love immigrants because you were immigrants in Egypt.” —Deuteronomy 10:18-19

“Don’t neglect to open up your homes to guests, because by doing this some have been hosts to angels without knowing it.” —Hebrews 13:2

Develops Spiritual Maturity

A follower of Jesus focuses on creating space in his/her daily and weekly life to develop clarity about his/her own core principles and beliefs through a process driven by curiosity and discovery. As a result, a follower experiences ongoing transformation through practicing John Wesley's means of grace, which includes meditating and studying scriptures, prayer, fasting, participating in small groups, regularly attending worship, sharing in the sacraments, being accountable to others, and healthy living. This also includes participating in classes on the Core Principles.

“Don’t be conformed to the patterns of this world, but be transformed by the renewing of your minds so that you can figure out what God’s will is—what is good and pleasing and mature.” —Romans 12:12

Works Toward Excellence

A follower of Jesus moves beyond one’s comfort level in order to give God the best in response to the gift of grace received. As a result, a follower endeavors to work towards a goal of excellence in every way he or she serves. Individuals live out this principle by attending a Core Principles class, having an attitude that strives towards excellence, and by being accountable.

“From now on, brothers and sisters, if anything is excellent and if anything is admirable, focus your thoughts on these things: all that is true, all that is holy, all that is just, all that is pure, all that is lovely, and all that is worthy of praise.” —Philippians 4:8

“So then let’s also run the race that is laid out in front of us, since we have such a great cloud of witnesses surrounding us. Let’s throw off any extra baggage, get rid of the sin that trips us up.” —Hebrews 12:1

“There was a Pharisee named Nicodemus, a Jewish leader. He came to Jesus at night and said to him, ‘Rabbi, we know that you are a teacher who has come from God, for no one could do these miraculous signs that you do unless God is with him.’” —John 3:1-2

Lives a Life of Repentance and Reconciliation

A follower of Jesus turns away from and resists evil, oppression, and injustice in whatever forms they may take and participates in acts of mercy and justice. As a result, a follower refuses to participate in actions that lead to poverty, oppression, harm, or alienation and stands with those who are poor, oppressed, hurting, or lonely in order to create systems and structures that are just. By attending a Core Principles class and by participating in justice ministries through the church, conference, and denomination, individuals will learn how to live out this principle.

“All of these new things are from God, who reconciled us to himself through Christ and who gave us the ministry of reconciliation.” —2 Corinthians 5:18

These Core Principles of the Wesley UMC community are directly attached to the key elements of the Wesley United Methodist Church Mission Statement. Living towards these principles will enhance the fulfillment of the Mission Statement:

“To Build a...

Vibrant	All-Inclusive	Christian Community
Develops Spiritual Maturity	Sees the Image of God in All People Welcomes People with Radical Hospitality Celebrates Diversity and Differences	Lives a Life of Repentance and Reconciliation Works Towards Excellence

...from the Heart of Aurora.”

With these Core Principles for the members and friends of Wesley UMC, the movement towards fulfillment of the Mission will be consistent and constant.

GUIDING PRINCIPLES OF WESLEY UNITED METHODIST CHURCH

While the Core Principles speak to the individual lives of those connected to Wesley UMC, there are Guiding Principles which provide the organizational framework for achieving our mission. This framework is defined in three areas and is reflective of paragraph 122 in The Book of Discipline, cited earlier. As a vibrant, all-inclusive Christian community, Wesley UMC will utilize these principles to strengthen and guide the organization.

Guiding Principle #1 – GATHER

Wesley will **gather** diverse groups of people through vibrant worship and ministries to engage them with one another and with God. While the “heart of Aurora” is our focal point, we will (through our connections) be engaged in gathering persons into the body of Christ here and around the world.

Guiding Principle #2 – GROW

Utilizing the Core Principles for Wesley UMC disciples as a foundation, we will **grow** by developing strategies and ministries to engage all in the Wesley UMC community, and those who are yet to come, in discovering and growing along their spiritual journey.

Guiding Principle #3 – GO

Because all persons have God-given gifts for ministry, we will **gather** and **grow** in order to help people identify their gifts. From the “heart of Aurora” we will **go** by deploying disciples of Jesus to be in ministry wherever God is leading them.

All ministries will be directed towards the fulfillment of these Guiding Principles. At this point in our history these principles, when used to their fullest in the development and evaluation of ministry, will support Wesley UMC as an organization as it seeks to continue to respond to God’s call “to make disciples of Jesus Christ for the transformation of the world.”

BOUNDARY PRINCIPLES FOR THE PASTOR OF WESLEY UNITED METHODIST CHURCH

The pastor of Wesley United Methodist Church is charged with leading the congregation in living lives as defined in our Core Principles and leading the organization through the Guiding Principles. In order to fulfill the mission of the church there are some boundaries which provide guidance to the pastor as well as those who are engaged in the leadership of ministries at Wesley UMC, whether paid or unpaid servants. For the purposes of this document the boundaries are directed towards the pastor as the overall leader of Wesley UMC.

For the purposes of these principles and the remainder of the document “staff” refers to both paid and unpaid servants in leadership positions.

1. Spiritual Maturity

The pastor will uphold the high standards of spiritual maturity with regards to teaching and leadership in all facets of Wesley UMC’s church life.

2. Financial Planning and Budgeting

The pastor will lead the financial planning and budgeting for all ministries each year. The pastor will ensure that the financial resources of the church are not placed at risk and will lead the various ministries as they plan and budget, to ensure financial resources are directed towards the fulfillment of the mission of the church. This will be done in a collaborative process within the directions established by the Governing Board.

3. On-Going Financial Management

The pastor will work with each ministry area to ensure that all expenditures are within the established budgets of those ministries and that the expenditures reflect the priorities as defined in the Guiding Principles of the organization.

4. Asset Protection

The pastor will ensure that the assets of the church, both financial and the physical plant, will be protected, maintained, and not put at unnecessary risk.

5. Treatment of Constituents

Constituents are defined as members of the congregation, friends of Wesley UMC engaged in ministries of the church regularly, or any individual participating in any ministry. The pastor will ensure that no conditions, procedures, discussions, or decisions that are unsafe, undignified, disrespectful, or unnecessarily intrusive will be allowed. The pastor will ensure that interactions with constituents that fail to provide

appropriate confidentiality or privacy will not be allowed.

6. Compensation and Benefits

The pastor will ensure that there are no exposures to financial loss or injury to the church's legal standing or public image with respect to employment compensation, and benefits to employees, consultants, contract workers, or unpaid servants.

7. Treatment of Staff

The pastor will ensure that there are no conditions that are unfair, undignified, or disrespectful with respect to the treatment of paid or unpaid servants. This extends to relationships within the staff and unpaid servants as well as the relationship between those and the whole of the congregation.

8. Communication and Support to the Governing Board

The pastor will maintain the established communication lines with the board. The pastor will ensure that the board is supported in its work.

9. Loss of Pastoral Services

The pastor will develop, with the Governing Board, processes to be utilized in keeping the Board informed of any circumstances that might inhibit or interfere with fulfilling the pastoral duties.

These Boundary Principles provide the necessary guidance to the pastor, staff, and unpaid servants as they work together to fulfill the mission of the church. When fully utilized, the principles will ensure that no practice, activity, decision, or organizational circumstance that is unlawful, unethical, or imprudent can occur.

THE GOVERNING BOARD OF WESLEY UNITED METHODIST CHURCH

The Governing Board of Wesley United Methodist Church has the responsibility to govern the life of the organizational church and to provide both support and accountability to the pastor as the pastor leads the congregation in fulfilling the mission of the church in “making disciples of Jesus Christ for the transformation of the world.”

The Governing Board will fulfill the requirements outlined in The Book of Discipline for the Staff/Parish Committee, Finance Committee, and Trustees. The Governing Board will act in place of the Church Council. At least one member of the Board will serve as a Lay Member to the Annual Conference. The Chair of the Board or a designated member of the Board will fulfill the functions of the Wesley UMC Lay Leader.

The Governing Board will consist of nine members of the congregation.

The roles and responsibilities of the Governing Board:

- Develop its style of operating.
- Establish the guidelines for communication between the Board and the pastor.
- Work with the pastor in establishing evaluation and accountability structures.
- Set the organizational direction for the church.
- Establish policies for the effective, healthy functioning of the church.
- Hold the pastor accountable for fulfilling established annual goals, keeping the church on course, moving in the direction set by the Board, and fulfilling the mission of the church through paid and unpaid servants and the various Vision Teams.
- Approve the annual budget.
- Approve all facility construction, renovations, and repairs of the existing facility.
- Address any legal obligations and decisions that affect the congregation as a whole.
- Create ad-hoc task forces or subcommittees consisting of members of the Board and qualified members and friends of the congregation of the church for special projects as needed.
- Maintain all records and documentation of the work of the Board.

Selection of the Governing Board

All professing members of Wesley United Methodist Church are eligible to serve on the Governing Board.

Selection of the First Governing Board (2016)

2016 will be the first year for the Governing Board. As such an initial process will be utilized for the formation of the first Board.

- The pastor will invite a professing member of the congregation to serve as the chair of the Governing Board. This will be an invitation to a two-year term.
- Applications, for those wishing to serve on the Governing Board, will be sought from the congregation.
- Applicants will be interviewed by the chair, the pastor and members of the Leadership Team.
- Eight of the applicants will be recommended to the church/charge conference for election to a one-year term.

Selection of the Governing Board

After the initial Board is in place, there will be a process for ensuring continuity in expertise in the composition of the Board.

- Annually, the pastor and the chair will meet with each Board member for a conversation around the experiences of serving on the Board and continued service on the Board.
- Should a vacancy on the Board occur, applications will be sought from the professing members of the congregation.
- An interview process involving the pastor, chair, and other members of the board (as needed) will be conducted with the applicants.
- The Governing Board will nominate those to fill vacancies for election at a church/charge conference.
- In the event of a vacancy of the chair, the pastor will nominate a replacement for the Board.

Expectations of the Governing Board

As leaders within the Wesley UMC congregation members of the Governing Board will be expected to:

- Have a personal relationship with Jesus Christ, which is reflected in one's living.
- Have an understanding of the United Methodist Church, its polity, and connectional expectations and responsibilities.
- Understand clearly and be able to articulate the mission statements, Core Principles, and Guiding Principles of Wesley UMC.
- Demonstrate a lifestyle of progress towards mature discipleship by:
 - Attending worship regularly.
 - Practicing regular prayer for the Wesley UMC congregation and its leadership
 - Practicing a devotional life that includes regular scripture reading and study
 - Participating in learning opportunities that move one forward on his/her spiritual journey
 - Participating in the ministry of Wesley UMC beyond the Governing Board
 - Working towards tithing to Wesley UMC and being on a path to encouraging others to tithe
 - Presenting a witness within Wesley UMC and beyond that reflects a lifestyle anchored in the Core Principles.

Leadership Within the Governing Board

As a member of the Governing Board one must:

- Be a professing member of Wesley United Methodist Church.
- Commit to the strictest level of confidentiality regarding Board matters.
- Maintain a strategic, longer-range focus. Day-to-day functioning of the church is best handled by the pastor and those directly working in the ministries.
- Focus on eliminating barriers to the fulfillment of the mission, whether physical, organizational, or financial.
- Be fully open to change and not seek to protect status quo.
- Actively pursue and participate in continuing learning opportunities that relate to the mission of the church. This may include but is not limited to:
 - Book study within the Governing Board
 - Classes or courses of study offered at Wesley, through the Northern Illinois Conference, or other related organizations.
 - The Board will cover costs for study that relate directly to the work of the Board in moving Wesley UMC to the fulfillment of its mission.
 - The Board will approve conferences and seminars for board members to ensure they are consistent with the direction of the Board and Wesley UMC.

Accountability

Board members are accountable to one another and to the overall accomplishment of the mission.

Annually all Board members will meet with the pastor and the chair to reflect on their experiences with the Board. Together with the pastor and chair, each member will be invited to reflect on God's call for their continued participation on the Governing Board.

ACCOUNTABILITY PRINCIPLES FOR THE GOVERNING BOARD

The following areas of accountability will help the Governing Board focus on the fulfillment of the mission of the church:

1. The Governing Board is always and ultimately responsible to Jesus Christ and those who are affected by the ministries of Wesley UMC. The Governing Board is accountable to lead the congregation as stewards of Christ's Church and this congregation known as Wesley United Methodist Church.
2. The Governing Board is accountable to itself for the quality and integrity of its work, always working towards true excellence.
3. The pastor is accountable to the Governing Board for fulfilling the mission and for respecting the boundaries established by the Governing Board.

Accountability Statement

The Governing Board of Wesley United Methodist Church will commit to God and the Wesley community that it will faithfully live out the Core Principles as committed followers of Jesus. The Governing Board, with the leadership of the pastor, will manage the ministries through the Guiding Principles, to transform lives and systems to better serve those in need. The members of the Governing Board will make a personal and corporate commitment to be faithful to Wesley through prayers, presence, the utilization of gifts, service to others, and being a witness for Jesus Christ. All the work of the Governing Board will point to the fulfillment of the Guiding Principles (Gather, Grow, Go) and will be within the established Boundary Principles.

Accountability Principle #1 – Remaining Connected to Christ and the Community

The Governing Board will maintain an active connection with Christ, the Aurora community, and beyond, whom God has called Wesley United Methodist Church to serve.

A. Community Research and Public Relations

The Governing Board will utilize resources each year to enhance its understanding of the needs of the people of the greater Aurora community and the church's reputation within that community.

B. Church Feedback and Assessment

The Governing Board will collect input and feedback from its members, attendees, and visitors to better understand their needs. This will be done by a full church assessment performed by a competent consultant identified and approved by the Governing Board and pastor. Church assessments will be conducted at least every four years.

C. Devotion to Prayer and the Word of God

Under the guidance and leadership of the pastor, the Governing Board will continually seek the wisdom and leading of the Holy Spirit in all things through devotion to group prayer and Bible study at each gathering.

D. Personal Spiritual Commitment

As identified in the Expectations of a Governing Board Member, each member will be personally committed to spiritual growth through lifelong learning, spiritual disciplines including prayer and corporate worship, and connection to accountable relationships whether in small groups, one-on-one accountability, or in a micro-community of spiritual friends.

Accountability Principle #2 – Working with Discipline and Integrity

The Governing Board will conduct itself and all its work within the Wesley UMC community and within itself with the highest regard for discipline and integrity in its process of governance.

A. Process

The Governing Board will govern and lead the congregation with an emphasis on:

- Outward vision rather than inward preoccupation.
- Being proactive rather than reactive.
- Focusing on the future of Wesley UMC rather than the past or present.
- Working with strategic, visionary leadership rather than administrative detail.
- Making clear distinctions between the role of the Board and the roles of the staff.
- Embracing a diversity of viewpoints.
- Collectively discerned agreement rather than individual decision or group consensus.

B. Job Description

The essential responsibilities of the Governing Board are to establish policy; develop, maintain, and adhere to the Guiding Principles; and hold the pastor accountable for results.

C. Code of Conduct

The Governing Board commits itself and its members to the following Code of Conduct:

1. Board members must first exhibit their loyalty to the interests of Christ and those whom God has called Wesley UMC to serve. This loyalty must supersede any personal interest or the interest of any individual or group among those who are in the membership and regular attendance of Wesley United Methodist Church.
2. Board members must disclose any fiduciary conflict of interest and withdraw from any decision-making affected by it.

3. Board members must honor the principles and decisions of the Board as a whole. No one may foster dissent or attempt to exercise individual authority over the staff or the organization except as explicitly stated in the Guiding Principles.

4. Board members must respect the confidentiality of sensitive Board issues and must avoid facilitating gossip or other triangulation which is against the Biblical practice of direct resolution.

D. Responsibility of the Board Chairperson for Integrity of Process

The chairperson ensures the integrity and fulfillment of the Board's process including the monitoring of the pastor's performance. The chairperson acts within the Accountability Principles in order to ensure the integrity of the Board's process.

E. Responsibility of the Pastor for Visionary Leadership

The pastor has the responsibility and authority to serve as the primary leader of the church at every level: board, staff, and congregation. It is the pastor's responsibility to cast the vision for the Board and congregation and to enable resources to move towards that vision. If a question of process arises with regard to the Core Principles of the church, the pastor will defer to the judgement of the chairperson of the Board.

F. Responsibility of the Board Chairperson as Officer of Process

The chairperson of the Board is responsible for the operating processes of the Board. The chairperson will ensure that the Board operates within the various principles, boundaries, and guidelines in order to lead the Board towards the mission of the church and the vision cast by the pastor.

G. Secretary as the Officer of Documentation

There are two options open for the Board to ensure proceedings are recorded and fully documented:

1. The Board may select from the congregation a secretary who will be a part of all board meetings with no voice or vote. The functions will be outlined in a description for the Officer of Documentation.
2. The Board may select from one of its members one who will act as Secretary in keeping all records and documentation

The chair, in consultation with the Board and pastor, will determine the best way for ensuring complete and accurate documentation of the Board work.

H. Use of Board Sub-Teams and Ad-Hoc Committees

The Board has the authority to name sub-teams or ad-hoc committees to perform particular functions to support the ministries of Wesley UMC. The Board is responsible for outlining the specific tasks to be performed, the time table for those tasks, and any boundaries to the work to be done. The sub-teams or ad-hoc committees will conduct their work in a manner that will reinforce the wholeness of the Board's job and will not interfere with the appropriate relationship between the Board and the pastor or between the Board and the staff.

I. Capacity to Govern

The Board will invest in its own governance capacity through training, use of outside resources, and respected research mechanisms.

J. Cost of Governance

The Board will annually prepare a budget to cover the necessary work of the Board. The needs are outlined in several areas of the document, including surveys, training, use of consultants or other resources designed to facilitate the Board in its work to support success of the Guiding Principles.

Accountability Principle #3 – Monitoring the Performance of the Pastor

The Governing Board's sole connection with the operation of the organization of the church, its achievements, and conduct will be through the pastor.

A. Binding Decisions

Only decisions of the Governing Board acting as a whole and documented in either the work of the Guiding Principles or the minutes of the Board meetings are binding on the pastor. Individual Board members acting on their own have no authority apart from the whole of the Governing Board.

B. Accountability of the Pastor

The pastor is the only link between the Governing Board and the operational execution and achievement of staff and staff conduct. Authority over and accountability for the staff rests solely with the pastor.

C. Delegation to the Pastor

Delegation of responsibilities from the Governing Board to the pastor will be done through written guidelines that prescribe the tasks to be achieved and establish the boundaries to be avoided.

D. Performance of the Pastor

The Board will conduct objective monitoring of the pastor's performance based solely on the accomplishment of the Guiding Principles and in compliance with the Boundary Principles.

1. The pastor will be required to write measureable goals each year that correspond with the Guiding Principles.
2. The Board will annually review the results achieved by the pastor in regards to each of the Guiding Principles.
3. Milestones for success will be developed between the Board and the pastor and reviewed throughout the year.
4. The pastor will be required to report to the Board on compliance with the Boundary Principles at the annual review. The pastor may be required to give evidence of compliance or non-compliance upon request of the Governing Board at any time.
5. Compensation increases or corrective action will be based on the pastor's achievements in regard to the Guiding Principles and Boundary Principles.

Accountability Principle #4 – Faithfully Supporting the United Methodist Connection

As a member of the United Methodist connectional system, Wesley UMC will meet or exceed the expectations and obligations that come within that connection. The pastor will lead the congregation in the understanding and interpretation of the United Methodist connection.

A. Annual Conference Connection

The pastor will work with Wesley's Lay Members of the Annual Conference to ensure reporting and interpretation to the congregation of the ministries of the Annual Conference.

B. United Methodist Connection

The pastor will lead in securing resources from the General Church that will benefit the accomplishment of the Guiding Principles.

C. Support for the Connection

An essential part of the ministry of Christ's church is the apportioning of financial obligations. The Governing Board, in collaboration with the pastor, will ensure that apportionments and other financial requirements from the larger church are met.

CASTING A VISION FOR WESLEY UNITED METHODIST CHURCH

Wesley United Methodist Church is called by God:

“To make disciples of Jesus Christ for the transformation of the world.”

Wesley United Methodist Church is called by God:

“To build an all-inclusive, Christian community from the heart of Aurora.”

We affirm the rich history of Wesley United Methodist Church and its diversity, its worship, its ministries, missions, hospitality, and care for members. Understanding our history and affirming our call by God, Wesley UMC has discerned through an intentional process that God is calling this church at this time in history to:

Be intentional about building a vibrant, all-inclusive

Discipleship Program

from the Heart of Aurora

- We believe long-term disciples connect with people new to the journey.
- We believe all people are gifted and called to be in ministry and that the role of the church is to help people understand and respond to that call.
- We want all people to engage in small groups for study, worship, education, playing, praying, and service.
- We are called to be a place where people can develop their spiritual, emotional, and physical health.
- Leaders at Wesley are developed to model and guide others to service and action.

Be intentional about building a vibrant, all inclusive

Program for Financial Health

from the Heart of Aurora

- We desire that individuals and families experience abundance through programs designed to teach financial health and planning.
- We believe Wesley can experience abundance through a year-round stewardship program and planned giving opportunities.

Be intentional about building a vibrant, all-inclusive

Youth Ministry

from the Heart of Aurora

- We will raise up youth leaders who are trained and equipped to lead youth ministry.
- We believe all youth should engage in small groups for study, worship, education, playing, praying, and service.
- We believe Wesley should be a place where all youth can develop their spiritual, emotional, and physical health.

Be intentional about building a vibrant, all-inclusive

Young Adult Ministry

from the Heart of Aurora

- Wesley UMC should be a place where young adults feel welcomed, nurtured, and empowered.
- Young adults should have opportunities to grow in their faith and become a vital part of the missions and ministries of Wesley UMC.

Be intentional about building a vibrant, all-inclusive

Outreach Ministry

from the Heart of Aurora

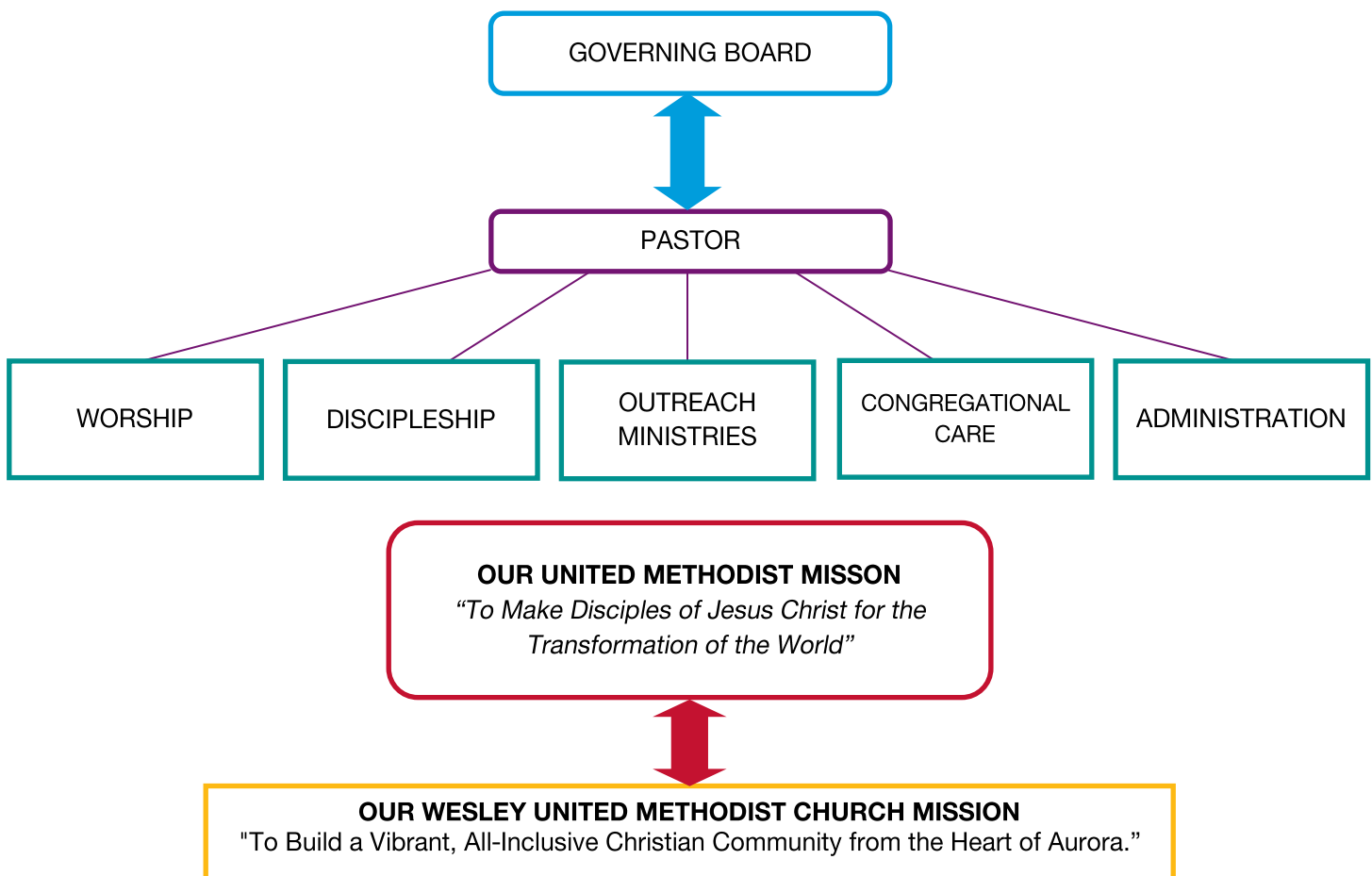
- Wesley United Methodist Church will be known as a reliable and integral resource for those in need, particularly children.
- Wesley will collaborate and create synergy with schools and existing service organizations.
- Wesley will continue to care for the children in our congregation and reach out to our immediate neighborhood. Wesley will be known as an advocate for the rights of and care for children here and around the world.
- Wesley will strive to serve the needs of the community so well that we would be missed if we were no longer in the community.
- Our outreach is and will be focused in order to go far enough, deep enough, and long enough.

All of these vision statements will be supported through a

Communications and Marketing Plan

that informs and engages internally and externally through several media formats
to serve a diverse community.

STRUCTURE FOR MINISTRY MANAGEMENT & IMPLEMENTATION



Core Principles of the Wesley United Methodist Church Community

Members and Friends of Wesley UMC as fully committed followers of Jesus:

- See the image of God in all people
- Celebrate the diversity and differences of all people
- Develop spiritual maturity
- Welcome all people with radical hospitality
- Work towards excellence
- Live a life of repentance and reconciliation

Guiding Principles to Achieve our Mission

As a vibrant, all-inclusive Christian community, Wesley UMC will actively:

Gather — Diverse groups of people through vibrant worship and ministries to engage them with one another and with God.

Grow — Through engaging all in the Core Principles of the Wesley community.

Go — Because all persons have God-given gifts for ministry, our gathering and growing are designed to help people identify their gifts. From the heart of Aurora we will deploy disciples of Jesus to be in ministry wherever God is leading them.

Wesley will fulfill its mission with the guidance and leadership of the pastor, supported by staff and unpaid servants. There are boundaries in which the pastor will lead the Wesley UMC community:

- Spiritual Maturity
- Financial Planning and Budgeting
- Ongoing Financial Conditions and Activities
- Asset Protection
- Treatment of Constituents
- Compensation and Benefits
- Treatment of Staff (Paid and Volunteer Servants)
- Communications and Support to the Board
- Loss of Pastoral Services

