



NEWSLETTER OF FPC:ENDICOTT

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MESSAGE SERIES

COMMUNITY. MISSION. PROMISE.

LIFE AT THE TABLE

GRACE. HOPE. SALVATION. JESUS.

FEB. 26 // APR. 26

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LEAD

JAN & TIM DEVINE

Although the New Testament often speaks about different positions of authority, it does not spell out how a congregation should be structured. Over the centuries, churches and denominations have organized in different ways, each believing that theirs is the biblical model for leadership.

A weakness of Presbyterian polity (the way we are organized and governed) is our dependence upon committees. Groups do not lead well, because groups cannot be held accountable. How often have you heard of a church committee getting fired for not doing its job? Leadership works best when individuals – not groups – take responsibility, because ultimately, “the buck stops here.”

THE MOST IMPORTANT QUESTION WE CAN ASK ABOUT OUR CHURCH'S ORGANIZATIONAL STRUCTURE IS THIS: DOES IT HELP OUR CONGREGATION IMPLEMENT ITS MISSION EFFECTIVELY AND ACHIEVE ITS VISION?



specific tasks that need to be carried out well for the mission to happen. These tasks are assigned to specific individuals who are then responsible for their implementation.

Authority: There is agreement about the boundaries that have been established that allow individuals to carry out their responsibilities with great freedom within those boundaries.

Accountability: There is agreement as to what will happen – both positively and negatively – when areas of responsibility are carried out well or poorly.

What will this new structure look like?

The Session will govern.

The number of elders serving on Session will be reduced. Their job will be to represent Christ as the head of the congregation, develop a set of Guiding Principles (boundaries), and create accountability (ensure performance).

The Pastors will lead.

They will be responsible for the Mission and Vision. The pastors will be accountable to the Session for their own work, as well as the effectiveness of staff/ministry leaders.

Staff/Ministry Leaders will equip.

Each ministry leader (paid or volunteer, full or part-time) will be responsible for fulfilling his/her goals (evangelism, leadership development, and growth)

During 2020, the Session and program staff will study and implement a crisper organizational structure where responsibility, authority, and accountability are united and given to those individuals who are assigned to lead the congregation in our mission and vision.

Responsibility: The leadership reflects agreement on the mission and determines the



THE CHURCH
EXISTS FOR
MISSION, NOT
STRUCTURE.
NEVERTHELESS,
STRUCTURE IS
CRITICAL FOR
LONG-TERM
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BECAUSE IT HELPS
OR HINDERS
EFFECTIVE
LEADERSHIP.

- WINNING ON PURPOSE
JOHN E. KAISER





in his/her area of ministry. Staff/Ministry Leaders will be accountable to the pastors.

The Congregation will do the ministry.

Members of the congregation, equipped and launched by ministry leaders, will fulfill their callings by using their gifts to do ministry and mission.

“During WWII, nearly everyone in the United States was mobilized in one way or another. Some served in military units. Others served in civilian support roles. From collecting scrap metal, to fighting on the front lines, to gathering intelligence, to working in factories, men, women, and children served in an enormous variety of capacities. There was a place for every kind of contribution. . . In the spiritual war over the eternal destinies of men and women, there is an even greater cause for mobilization and an even wider range of abilities needed. Christ has distributed gifts to every member of his body, and all of us are called to use them in obedience to his purpose on the front line and in support of one another behind the lines.” (Kaiser, *Winning on Purpose*, pg. 87)

Where will YOU join in to be part of actively fulfilling our mission and vision?



CHURCH TRANSFORMATION COHORT PRESCRIPTION TO CORRECT AN INEFFECTIVE STRUCTURE

— JUNE, 2019

“The pastors will lead the Session through the book *Winning on Purpose*, by John Kaiser, in the spring of 2020. Beginning in the fall of 2020, the Session and staff will move to a staff-led model of ministry where the board governs, the pastors lead, the staff equips, and the congregation does ministry. The pastors will develop a staff to cover worship, preaching, children, youth, connection, technology, groups, buildings and grounds, finances, and nursery school. Staff members, whether paid full-time, part-time or volunteers, will work for the pastors and set measurable goals in their ministry areas for which they will be held accountable. All staff members will be held accountable for evangelism, leadership development, and growth goals. The staff will answer to the pastors. The collections of these goals will then be the pastors’ goals, for which they will be held accountable to the Session. Most, if not all, of the committees will then disappear.** ... This structure is the way ECO national leadership (The Synod) is organized, and this is the structure ECO is recommending all congregations follow.”

** This does not mean that staff/ministry leaders will do all the work, and members will no longer use their gifts to serve. A big part of each ministry leader’s annual goals will involve recruiting and equipping others to carry out the mission.

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LIFE AT THE TABLE

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FEB. 26 // APR. 26

No other creatures eat their food at a table; this is a distinctly human activity. Around a meal, stories are told, relationships are forged, sins are confessed, tears and laughter are shared, problems and solutions are discussed, decisions are made, memories and dreams are shared, and milestones are celebrated. The table is a place of connection. God shows up at tables. He did in Scripture . . . and He continues to show up there today.

During Lent, the sanctuary will be set with round tables and chairs for the 9:30 service. In this way, we too can experience table fellowship, as we study how Jesus used this everyday practice

to pour into people's lives. It is the natural intimacy of the 11:10 service in the chapel, rather than tables and chairs, that sets the tone for fellowship during the second service. Join us, as we discover together how Jesus used the simple ritual of eating together to give people food for their bodies and their souls.

DATE	SCRIPTURE
February 26	Luke 5:27-32
March 1	Luke 7:36-50
March 8	Luke 10:38-42
March 15	Luke 11:37-54
March 22	Luke 14:1-24
March 29	Luke 19:1-10
April 5 Palm Sunday	Matthew 21:1-17
April 9 Maundy Thursday	Luke 22:7-23
April 12 Easter	Luke 24:13 - 35 (Resurrection - Luke 24:1-12)
April 19	Luke 24:36-49
April 26	John 21:1-19



AN INVITATION TO THE TABLE OF GOD

AGAPE SUPPER

WEDNESDAY

FEB. 26

6:00 PM

Sign up for the potluck at fpcendicott.org/agape-supper-2020

ALPHA

STEVE AND CAROL SWEENEY

This spring, FPC:E will host our first full Alpha series, starting on Monday, March 2. As we saw in the fall, Alpha is an opportunity to explore life and the Christian faith in a friendly, open, and informal environment. Meeting on Mondays this spring, with a break around Easter, Alpha will run each week at 6:00 PM in the sanctuary. It will begin with a free meal, followed by a video and table discussion, and will end at about 8:00 PM. Childcare

will be provided, along with a child-friendly meal. Please consider whom God is calling you to invite to experience Alpha. Printed invitations are available at the church. If you have any questions, please contact anyone on the Alpha planning team: Steve and Carol Sweeney, David and Jean Jenkins, Tim and Jan Devine, and Sharon Early. Rather than ask people to make a multi-week commitment to

something they know nothing about, simply invite them to the first gathering on March 2, which introduces the opportunity to explore some of life's big questions. On that evening, we will extend an invitation for them to come again the following week, and you will have an opportunity to follow up with those you invited in a no-pressure way. Pray for the Holy Spirit to be at work in and through us and in those whom we invite.

STAY CONNECTED

OUR WEBSITE IS A ONE-STOP SHOP FOR ALL THINGS FPC:E RELATED:

- LIVESTREAMED SERVICES
- PAST SERMONS
- MUSIC
- UPCOMING EVENTS
- VIDEO TESTIMONIES
- DIGITAL GIVING
- MINISTRY INFORMATION
- NEWS AND MORE!



FPCENDICOTT.ORG

CONNECT

SHARON EARLY

WELCOME
— you belong here —

One of our Church Transformation Cohort prescriptions addresses our Assimilation Process – the way we help move guests from merely visiting our church to becoming fully engaged, responsible, and participating members of this local body of Christ – FPC:Endicott! We know God is ultimately responsible for His Spirit moving in a person's life, but don't we want to be

*WELL DONE, GOOD AND FAITHFUL SERVANT! YOU HAVE BEEN FAITHFUL WITH A FEW THINGS. I WILL PUT YOU IN CHARGE OF MANY THINGS.”
– JESUS (MATT. 25:21)*

partners with Him in this incredible journey?!? Are we willing to be faithful to God when He blesses us with someone in our lives who is spiritually thirsty by inviting them to join our community of faith? Are we willing to honor God when He blesses our church with guests? I truly hope so, but sometimes we may need some practical ideas on how to invite and welcome. Below are

some thoughts on how individually and as a church we can actively participate in this process.

Individually— here are some practical ideas on how to invite/ encourage someone to check out our community of faith:

Think about something going on in the church that would connect with someone you know- and invite!

— “Our children’s ministry just had their grand reopening. I think your kids would really enjoy it. . .”

— “I think you and your teenage kids would really like the music and the informality of the first service . . .”

— “I think you would really like the second service we just started. The music is different than anything most churches in the area are doing . . .”

When you invite people, offer to pick them up, or meet them at church and sit with them. Since our building can be confusing for first time visitors, if you are meeting them at church, **be clear about which door they will come in to find you.** As you walk with them through the building, highlight the different areas of the church and various ministries the building is used for (Preschool, AA, Samaritan Supper, etc.). And most importantly, let them know where the restrooms are!

Strategically introduce them to just a couple other people they might connect with, so they leave knowing the names and faces of someone besides you.

When you invite or bring a guest, be responsible for encouraging them to fill out and turn in a Connect Card. Walk them to the Welcome Center in the Gathering Area to receive a gift we have for them there.



*“GOD WANTS US TO SHOW HIM, THROUGH OUR ACTIONS, THAT WE CAN BE TRUSTED. IF WE PROVE FAITHFUL IN PREPARING THE WAY FOR THE GUESTS HE HAS GIVEN US AND FOR THE GUESTS WE HOPE TO RECEIVE, HE WILL POUR OUT HIS BLESSINGS BY SENDING NEW PEOPLE IN OUR DIRECTION.”
(FROM “FUSION” BY NELSON SEARCY)*



Sunday Morning— You may have noticed the rollout of our Connections Ministry Team at the end of January. Along with team shirts, we are focusing on being a visible presence Sunday mornings. We are always looking for new people who desire to make others feel truly welcomed in God’s house of worship to join the team! But

that doesn’t mean if you aren’t on the team that you don’t have a vital role in welcoming guests! It is critical that guests feel welcomed and not just by someone who is “doing their job.” Here are some ideas on how you, individually, can help out:

Look around on Sunday morning and find someone you don’t know:

— Intentionally sit near them.

This is twofold – it makes guests not feel isolated (who wants to sit alone?), and it makes you available to interact with them as soon as the service is over.

— Greet them with, “I’m not sure we’ve met before. I’m (Name).” and go from there. (Challenge yourself to try this 1- 2- 3x a month). Watch for them the following weeks, and greet them again if they return.

— It’s great if you can greet them by name. It’s also ok if you need to say, “Welcome! We met a couple weeks ago. I’m (Name), and I need help to remember your name also.”

When you initiate a conversation with a guest, do more than exchange greetings. They should leave knowing that you cared about getting to know them, not just saying “hi” and rushing off to be with the people you already know.

Let us be a church that honors God with the blessings He sends our way and welcome all in such a way that they truly feel *They Belong Here!*

TEACH

RONNE SISCO & DEREK WADDELL



The 8th Annual Janet Cook Scholarship Golf Tournament will tee off on Thursday, June 4 at Traditions at the Glen in Johnson City. Sign up your Captain & Crew for this 12:00pm shotgun start.

All proceeds earned are dedicated to our scholarship fund that helps offset tuition costs; our goal being to provide an excellent early childhood experience for as many pre-schoolers as possible. We welcome any contributions for door prizes and Silent Auction

items to add to the evening that will include a delicious buffet style dinner. Contact Derek Waddell at 607.748.1744 with any questions and/or to sign up your crew! More info to follow.

Caregivers, join our next session on "Conscious Discipline" to learn more strategies for developing social and emotional intelligence in our children. Dr. Becky Bailey will zoom in on "Encouragement" & "Assertiveness." Sign up on one of the pink sheets in the preschool hallways for this Thursday, Feb. 20 workshop. We will meet in the downstairs' Lounge at 6:30 p.m. with free childcare available!





FROG STUDENT &
SUPER ARTIST KEVIN
FORD PREPARES HIS
CREATION FOR THIS
YEAR'S ART SHOW(!)
HAPPENING FRIDAY
EVENING FEB. 28,
FROM 6:00-7:30PM,
COME ENJOY THE
HOMEMADE PIECES
FROM OUR
PRESCHOOL AND
COMMUNITY.

A SILENT AUCTION
AND REFRESHMENTS
WILL ENHANCE THIS
"NIGHT AT THE FIRST
PRES. MUSEUM!"





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