



How Are You Called to Serve?

*Enlivened by the grace of Jesus Christ and empowered by the Holy Spirit,
Kent UCC does justice, embraces faithful love, and walks humbly with our God
to serve and transform lives, our community and the world.*

You are invited to explore the ministries that guide our congregation in living out Christ's mission. As you read through the descriptions, pay attention to the ministries that interest you. Where is the Holy Spirit nudging you? How could you use your unique lived experience, skills, and gifts to glorify God?

On **Dedication Sunday, November 9**, we will dedicate our financial commitments during worship and then gather for a ministry fair and potluck luncheon after the service. In VanMeter Hall, you will find posters describing our ministries on which you can indicate how you are called to serve. This document provides more information to help you discern where you might dedicate your time and talent.

SPIRITUAL LIFE COUNCIL

○ WORSHIP & ARTS MINISTRY

Our intention at Kent UCC is for every worship experience to be meaningful and memorable. The Worship & Arts Ministry creates the space for this to happen by helping to plan the use of music, visual, spoken and movement arts in the celebration of our faith through weekly worship and special services. The Ministry is both assisted by and provides assistance to the ministerial staff, director of music and other performance directors, and coordinates AV operators, ushers, and liturgists for worship services and special events.

○ CHILDREN & YOUTH FAITH FORMATION MINISTRY

The Children & Youth Faith Formation Ministry is responsible for educational programming for children, youth, and young families. The Ministry coordinates with professional staff a church school program for children, including VBS and our Pray-ground; a program of study, fellowship and service for our youth, including our middle-school and UYF youth groups; our annual Confirmation class; and supports United Christian Ministries (UCM), the ecumenical college-age program at KSU. This ministry helps to select the curriculum, recruit, orient teachers, and manage Christian Education resources and supplies.

○ **ADULT LEARNING MINISTRY**

The Adult Learning Ministry is responsible for all educational and faith formation gatherings for adults, including our Lenten series, book studies, and other classes and programs. The Team shall attempt to balance the offerings in the church for different interests and needs and shall plan and coordinate with the pastor on programs. Team members may offer leadership of various learning experiences or encourage and recruit leadership and teachers for classes and events.

○ **DEACONS' MINISTRY**

The Deacons are responsible for the spiritual life of the church. They assist the pastor(s) in the administration of the sacraments of Holy Communion and Baptism; with funerals and weddings and receptions; follow-up with family members following deaths of loved ones; and visit the sick and shut-ins. The Deacons, in conjunction with the Senior Pastor, administer the Congregational and Community Assistance Fund (CCAF) for the express care of sick and needy individuals/families within the congregation and larger community.

○ **STEPHEN MINISTRY**

The Stephen Ministry Program is a spiritual care program offering one-on-one accompaniment. Stephen Ministry is offered and led by trained volunteers with use of the policies and training of the Stephen Ministries program. Those interested in becoming a Stephen Minister should see the Stephen Leader or Senior Pastor for more information.

○ **MENTAL HEALTH MINISTRY**

The Mental Health Ministry (MHM) provides leadership and support for the congregation to develop an understanding and engage with love and respect those with mental health challenges and their families as children of God. As a community committed to extravagant welcome, the MHM coordinates efforts to welcome, include, engage, support, and advocate for those with mental health and addiction recovery issues in our community. MHM grew out of the Circle of Caring unit, begun in 2007, and has since continued to grow and expand with the adoption of our W.I.S.E. Covenant in January of 2022.

○ **ACCESSIBLE TO ALL MINISTRY**

The Accessible to All (A2A) Ministry studies and encourages accessibility within all programs, spaces, and attitudes of the church. The A2A team members are non-elected and whenever possible shall include in its membership those with personal, professional, or family knowledge or experience with A2A needs and challenges. These volunteers may assist for a single event or indefinite service.

MINISTRY COUNCIL

○ **OUTREACH & BENEVOLENCE MINISTRY**

The Outreach & Benevolence Ministry guides the church in offering our resources for the work of God in our community and the world. The Ministry initiates and develops outreach programs and concerns for congregational support and educates the church membership

on opportunities for ministry locally and globally. Annually, the Ministry designates outreach programs for funding, works with local, global, ecumenical, and denominational partners to meet critical needs, and establishes funding amounts for distribution throughout the year. They also encourage our support of UCC special offerings and our church's wider mission.

- **SOCIAL JUSTICE AND ADVOCACY MINISTRY**

The Social Justice and Advocacy Ministry educates, inspires, and equips our congregation to meet the needs of those suffering from individual and systemic injustice. As an Open and Affirming (ONA) church, this includes advocacy and support for the LGBTQIA+ community. As people who believe in the social gospel—that Jesus came to liberate the marginalized from injustice and oppression—the Social Justice Ministry helps the congregation build relationships and partnerships with those in our community and around the world who are doing the work of economic, political, and social justice. This ministry is the primary liaison with the Portage County NAACP, whose offices are housed at Kent UCC, and the Kent Interfaith Alliance for Racial Reconciliation and Justice (KIFA).

- **CREATION JUSTICE MINISTRY**

The Creation Justice Ministry is the church's environmental justice and creation care ministry. The Team leads the Creation Justice worship service in April and helps the congregation make sustainable choices—both for the church and in our homes and lives. Understanding that the climate crisis is the most pressing issue of our time, they remind us that we are not only called to do something about it, but that God is counting on us to care for all God has entrusted to us. We became an official Creation Justice Church in January of 2024 with the adoption of our Creation Justice Covenant.

- **WELCOME & MEMBERSHIP MINISTRY**

The Welcome & Membership Ministry attracts, cultivates, integrates, and supports prospective members, welcomes and orients new members, and inspires all attendees and members to engage in the full life of the church. They ensure that everyone experiences extravagant welcome and radical hospitality at Kent UCC. They coordinate greeters, manage the resources available in our pews, and monitor membership trends.

- **FUN & FELLOWSHIP MINISTRY**

The Fun & Fellowship Ministry is responsible for the coordination and planning of fellowship and social opportunities for our congregation. The Ministry coordinates our fellowship coffee hour after Sunday services and other special events and services. They also help to coordinate the launch of our program and school year in the fall, the hanging of the greens for Advent and Christmas, and our Founders' Day celebration. The Ministry creates opportunities for members to get to know one another, the congregation as a whole, and organizes and encourages community-building activities and events.

ADMINISTRATIVE BOARD

○ FINANCE MINISTRY

The Finance Ministry is charged with ensuring that we are using our resources wisely. The Ministry will confirm that financial assets are received, stewarded, and used in a manner that supports the church's stated mission and ministry. They oversee our annual budget and hold the Council and congregation accountable to our ministry resource plan, which we understand to be a theological and moral document just as it is a financial document. A majority of the members of this ministry shall have business, management, or accounting experience and be willing to train remaining members in the skills required of the ministry.

○ HUMAN RESOURCES MINISTRY

The Human Resources Ministry makes recommendations to the Council regarding all staffing concerns and needs of the church. They recommend for hire program, support, and facility staff. Alongside the senior pastor, the Ministry oversees performance reviews for staff and a review of the church's staffing structure, staff needs, salary equity issues, staff salary and benefit packages and recommends any changes to the Administrative Board. They ensure that personnel files are kept confidential and maintained securely and enforce the adherence of our Safe Church policies and background checks.

○ PROPERTY MINISTRY

We are blessed to have an attractive and functional facility, and are proud to be able to share it with other organizations. As a church, we serve the entire community by opening our doors as a community center. The Property Ministry is responsible for overseeing and maintaining the safety and security of our church and our material assets: building and grounds, equipment, and real estate.

○ GENEROSITY MINISTRY

The Generosity Ministry encourages a culture of generosity at Kent UCC. They guide the congregation in exploring what it means to live as children of God by offering ourselves and our resources to fulfill Christ's mission and ministry. In addition to the larger task of helping the congregation to be faithful stewards, the Ministry directs the annual stewardship campaign and seeks funding through grants and fundraising events.

○ LEADERSHIP DEVELOPMENT MINISTRY

The Leadership Development Ministry, with input from staff, members of other ministries, and the congregation, nominates persons for service on ministries. Spiritual gifts as well as life experience and skills, willingness to serve, personal passions and interests, and a desire to be an active part of our community of faith are considered. This team assists with nominations to elected positions of the church, seeks out learning opportunities to encourage leadership development, encourages members to attend UCC wider church (Living Water Association, Heartland Conference, General Synod, etc.) gatherings and recommends to the Administrative Board members to represent the church when voting at the Association or Conference Meetings.