

Team Charter

Team Name:	Community of Christ African American Ministries Team	Date:	11/13/09
Submitted By:	Derrick Williams		
Last Edited:			

Situation Analysis. *Describe the current environment and the justification for this new team. How did it come about? Why are we undertaking it? What is the problem or opportunity? How will this team benefit the church? What unique value is being added by this team?*

African American Ministries Team (AAMT) will serve as support and counsel to the African American ministries specialist for Community of Christ. Specifically, the team will serve as organizers and leaders of African American members and friends within the U.S. Community of Christ. AAMT will also serve as cultural interpreters within the Community of Christ by sharing our witness in support of the worth and acceptance of all persons in the body of Christ. The AAMT will focus on celebrating our heritage and diversity in the United States by promoting strategies and ministries that build greater understanding of how the church is strengthened by sharing in worship, ministry, sacraments, training, outreach and community with one another.

Strategic Fit. *Describe how this team addresses or fits into the organization's overall strategy.*

The AAMT fits within the church's core beliefs and Enduring Principles and specifically helps us put into action our principles of worth of all persons, unity in diversity, and celebrating community.

Objectives. *What are some of the objectives or goals of this team? Be sure to use goal language that is specific, measurable, attainable, results-oriented, and time-based*

Education and Training - Develop, implement and promote training and educational experiences that are designed to support individuals, priesthood, leadership development, ministry and congregational enrichment.

Networking and Communications - Share information of missionary stories, international church events, testimonies, ministry development, worship resources and current congregational highlights from around the country that exemplifies or impacts cultural diversity.

Congregational Development - Create, share and promote models of ministry that support diverse worship, preaching, cultural inclusiveness and reconciliation of communities.

Deliverables. *List tangible things that will be produced by the team, e.g. electronic newsletter, event agendas, etc.*

- Annual African American Ministries Retreat/Conference
- African American Ministry and Leadership Development through scholarships to various IHQ events
- Coordination of volunteer efforts to accomplish various projects such as Website and Newsletter creation and distribution

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- Member and Ministry Directory to include Shelby updates

Key Priorities. *List those factors that are most critical for making progress on the objectives and deliverables.*

- Open communication with Council of Twelve and other church leaders
- Regular team meetings
- Budget to support AAM activities and services
- Access to field jurisdictions to provide education, consultation and advocacy

Key Stakeholders. *List individuals, teams, and/or organizations most impacted by the outcome of the team, e.g. key customers. Those listed should be sought out as a resource and communicated with on a regular basis.*

- African American and other Inclusive Ministries and Congregations
- Church membership at-large
- Field jurisdiction leaders
- Church leadership

Linkages. *List those teams that your team will rely upon and why they are important. Include any individuals and/or organizations in the field. If you are planning on producing or distributing any kind of content, e.g. books, brochures, mailings, etc., please include a linkage to the Production & Distribution team. If the results of this team impact the physical spaces of public areas and worship areas in the Temple and Auditorium, please include a linkage to the Temple Ministries team.*

- Council of Twelve
- Diversity Team
- Jurisdictional Field Leaders (for consultation, training and support)
- IHQ (for support and resources)

Considerations. *List those things that must be accepted (assumptions). List those things that may limit your team's choices (constraints). List those things that might impede progress (obstacles). List anything that must first be resolved in order to improve the chance of success (barriers).*

- The church needs to embrace diversity and make the sacrifices necessary to be inclusive and just in all its activities.

Key Milestones. *List key events or milestones (and their delivery dates) that need to be met so that the team can achieve its objectives. Include key review dates for the WMCT.*

- Develop and implement annual goals based on needs and funding
- Develop and support “sub-teams” as needed to accomplish goals and deliverables as needed
- Goals for 2010: MEADS Scholarships and Fall 2010 Retreat at the Temple

Equipment Needs. *List any special equipment needs not typically used by similarly chartered teams, e.g. web conferencing equipment.*

- Tele-conferencing capability for team and sub-team meetings
- Support of specific events when identified, scheduled and approved by IHQ

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Space Requirements. *Identify any space requirements that your team may need.*

- Support of specific events when identified, scheduled and approved by IHQ

Budget. *List any non-staff expenses for the team.*

- Budget support (Provided through field block grants in FY 2010)
- Consideration of including African American Ministries as a line item in future World Ministries budgets beyond FY 2010

Notes/Comments.

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Initial Team Roster

Complete the following initial team roster below. If you are unsure of who to name to a role, please consult with the appropriate Enrichment Group Leader or designate as “TBD.” After the charter is approved, you will be given an opportunity to complete your team roster. Changes to the team roster after the team is chartered do not have to be updated here, they are updated in the team plan.

Role	Name	Responsibilities
Team Leader(s)	Derrick Williams	<ul style="list-style-type: none"> Organizes and coordinates the council’s work to fulfill its charter Oversees the day-to-day functioning of the sub-teams or advisory team Advocates for “getting the job done”
Advocate	Stassi Cramm - Apostle	<ul style="list-style-type: none"> Maintains the overall authority and accountability for the effort Determines the scope and limitations of the project Advocates the project to the customer or management
Team Sponsor	Council of Twelve	<ul style="list-style-type: none"> For sub-teams, specify the person on the team having stewardship for the success of the sub-team
Stakeholder Representatives	Church-at-Large	<ul style="list-style-type: none"> Represents individually or a group of stakeholders impacted by the outcome of the team Is sought after for input regarding the activities, ministries or services provided by the AAMT
Team Members	Derrick J Williams Lynette Brady Marketer Ash Otis Hardy Katherine Owens Leonard Dantzer	<ul style="list-style-type: none"> Contributes fully to the council, shares knowledge and expertise, and participate in meetings and discussions. Carries out assignments. Communicates effectively with colleagues for input and to create buy-in.

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Role	Name	Responsibilities
Consultants	Stassi Cramm	<ul style="list-style-type: none">• Participates in giving support and guidance to planning and/or design activities.