DESTINY C3 INDIA

LEADERSHIP & VOLUNTEER STRUCTURE

YEAR 7 • THE YEAR OF FINDING

As Destiny C3 India enters its seventh year, this structure aims to clarify leadership, strengthen teamwork, and help every person find a meaningful place to serve.

1. Overall Structure

LEAD PASTORS | Spiritual leadership and overall vision
OFFICE TEAM | Administration, finance and operations
MINISTRY TEAM | People, worship, community and Sunday experience

2. Team Leaders & Volunteers Model

Every team will be made up of Team Leaders and Volunteers. Team Leaders will work together to plan, coordinate and support the team. Volunteers will serve in agreed roles and contribute their gifts, ideas and energy.

TEAM LEADERS	VOLUNTEERS
Plan together, coordinate activities, communicate with the team, share responsibility, encourage growth and review what is working.	Serve in assigned roles, share ideas, communicate availability, participate in preparation and training, and grow in their gifts.

3. A Multigenerational Leadership Approach

Where possible, each team's leadership should include people from different generations and stages of experience. The aim is not to assign value based on age, but to bring complementary strengths together.

- Experience and wisdom: people who understand the church's journey, values, people and practical realities.
- Current perspective and energy: people who understand emerging needs, current culture, new ideas and how people connect today.
- Shared leadership: leaders listen to one another, make plans together and share ownership instead of working in silos.
- Mutual learning: experienced leaders mentor and make room for new leaders; newer leaders contribute ideas and learn from those who have served before.
- Unity and alignment: every team serves the same church vision and works in partnership with other teams.

Guiding principle: Wisdom and fresh perspective belong at the same table. We lead better when generations work together.

4. Office Team

Purpose: To ensure the church is organised, financially accountable and operationally ready to support the vision.

1. Administration

- Maintain church records, member database, attendance and volunteer records.
- Coordinate the church calendar, meetings, schedules and official communication.
- Manage documentation and support coordination between team leaders.

2. Finance

- Maintain records of tithes, offerings, income and expenditure.
- Coordinate budgeting, bills, payments and reimbursements.
- Provide clear financial reports and maintain appropriate accountability.

3. Maintenance & Facilities

- Oversee cleanliness, building maintenance, repairs and facility inspections.
- Care for church equipment, furniture, storage and supplies.
- Support safety and ensure premises are ready for services and events.

5. Ministry Team

Purpose: To help people encounter God, enjoy community, grow in faith and serve with their gifts.

1. Pastoral Care & Ministry Team

Focus: Spiritual care, discipleship and member support

- Coordinate prayer, visitation and pastoral care.
- Follow up with newcomers and help people connect to church life.
- Support baptism, next steps, discipleship and appropriate counselling referrals.

2. Kids Church

Focus: Faith formation and safe, engaging experiences for children

- Prepare Bible lessons and age-appropriate activities.
- Coordinate teachers, classroom volunteers and parent communication.
- Maintain child-safety, check-in and collection procedures.

3. Connect Groups

Focus: Relationships, belonging and spiritual growth beyond Sundays

- Coordinate small-group gatherings and Bible discussions.
- Support group leaders, hosts and member connection.
- Help people build community and grow spiritually.

4. Worship Crew

Focus: Leading the congregation in worship

- Coordinate worship leaders, vocalists and musicians.
- Prepare song lists, service plans and rehearsals.
- Develop team members and nurture a healthy worship culture.

5. Hospitality Team — Ushering & Coffee Corner

Focus: A welcoming and excellent Sunday experience

- Ushering: welcome people, assist with seating and support service flow.
- Coffee Corner: prepare refreshments and create space for fellowship.
- Welcome newcomers, answer questions and coordinate guest assistance.

6. Creative Team

Focus: Visual communication, creativity and church environment

- Creatives & Social Media: graphics, photography, videos and social content.
- Publications: announcements, printed materials and church resources.

- Church Setup & Décor: stage aesthetics, seasonal decorations and visual environment.
- Maintain consistent visual identity across church communication.

7. Production Team

Focus: Technical excellence and service delivery

- Lighting: stage lighting and atmosphere.
- Sound: audio mixing, microphones and instruments.
- Projection: lyrics, sermon slides and announcements.
- Livestream & Media: broadcast, cameras and recordings.
- Test, set up and maintain production equipment.

6. Coordination Between Teams

RESPONSIBILITY	PRIMARY TEAM	WORKS WITH
Church calendar and official records	**Administration**	All team leaders
Budget and expense processes	**Finance**	Office Team and ministry leaders
Building repairs and facilities	**Maintenance & Facilities**	Production and Hospitality
Prayer and pastoral follow-up	**Pastoral Care**	Connect Groups and Hospitality
Newcomer welcome	**Hospitality**	Pastoral Care
Sunday stage design and décor	**Creative Team**	Production Team
Sermon slides and lyrics projection	**Production Team**	Creative Team and Worship Crew
Social media and event graphics	**Creative Team**	All ministry leaders
Sunday worship and music	**Worship Crew**	Production Team

7. Implementation Plan for Year 7

1. **Confirm team leaders —** Identify leaders for each team and aim for a healthy mix of generations, experience and perspectives where possible.
2. **Agree on shared responsibilities —** Have leaders plan together, clarify roles and agree how decisions and communication will work.
3. **Build volunteer teams —** Identify current volunteers, invite new people to serve and provide role-specific training.
4. **Create a regular rhythm —** Hold monthly team-leader check-ins and quarterly reviews of team health, participation and ministry effectiveness.

8. One-Year Commitment

Team Leaders and Volunteers are asked to make a one-year commitment to their team, serving from the start of the ministry year through its completion. This commitment helps teams plan ahead, build trust, grow together and serve consistently.

- Commit to the team's agreed responsibilities, schedules and communication.
- Participate in team planning, preparation and relevant training.
- Communicate early with the team leaders if availability or circumstances change.
- At the end of the year, review the experience together and confirm whether to continue, transition or take a break for the next ministry year.

Commitment with care: We recognise that personal, family, work or health circumstances can change. If someone needs to step back before the year ends, they should communicate with their team leaders so the team can plan a considerate handover.