



THE HEARTH

— MINISTRY TEAM —

VISION, MISSION &
FOUNDATIONAL CONSTITUTION



ONE TRUNK. MANY BRANCHES. ONE MISSION.
Gather. Grow. Serve.



FELLOWSHIP
We belong
together.



FORMATION
We grow
in faith.



PRAYER
We seek
God together.



HOSPITALITY
We welcome
all.



SERVICE
We love
in action.

*"They devoted themselves to the apostles' teaching and fellowship,
to the breaking of bread and the prayers."*

— Acts 2:42

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The Hearth Ministry Team Constitution And Vision Booklet

Vision, Mission, and Foundational Constitution

I. The Hearth

“They devoted themselves to the apostles’ teaching and fellowship, to the breaking of bread and the prayers.” — Acts 2:42

The Hearth is envisioned as the warm and welcoming heart of the parish community. A place where people gather not merely for coffee, but for connection, belonging, fellowship, and spiritual renewal. Like the hearth of a home, it symbolizes warmth, hospitality, conversation, and rest. Inspired by the early Christian community described in *Acts 2:42*, The Hearth serves as a central gathering place where relationships are formed, faith naturally grows through authentic encounters, and people of all ages are invited into deeper participation in the life of the Church through fellowship, prayer, and shared community.

Mission Statement

The Hearth Ministry Team exists to support and strengthen parish life through hospitality, spiritual formation, fellowship, stewardship, and ministry collaboration. Rooted in Christian community and guided by the Holy Spirit, The Hearth seeks to create welcoming spaces where individuals and families can encounter Christ, build authentic relationships, develop leadership gifts, and grow together in faith.

The Hearth Ministry Team is collaborative ministry team based off of distributed and shepard/servant leadership style, where decision are voted on as a group and each member is respected to lead their individual ministry. The head Pastor of the church is to be respected as the authority of the group and may have final says in tied voting or on certain things that may not line up with Church values.

Vision Statement

The Hearth Ministry Team is a collaborative ministry team founded on the principles of distributed leadership and servant/shepherd leadership. Decisions are made collectively through respectful discussion and group voting, while each member is entrusted and empowered to lead within their individual ministry area. The team operates in unity, valuing the gifts, voices, and contributions of all members.

II. Core Values

Hospitality

We believe every person should feel welcomed, valued, and included within parish life.

Faith Formation

We seek to create environments where individuals can encounter Christ and grow spiritually through authentic relationships and ongoing formation.

Fellowship

We believe Christian community flourishes through meaningful relationships, shared experiences, prayer, and conversation.

Stewardship

We are committed to the responsible and transparent stewardship of finances, resources, facilities, and volunteer efforts.

Unity

We strive to work collaboratively alongside parish leadership and ministries in a spirit of humility, respect, and service.

Servant Leadership

We believe leadership is rooted in service, encouragement, accountability, and empowering others.

Prayer

We recognize prayer as foundational to all ministry efforts and seek the guidance of the Holy Spirit in all decisions.

III. Structure of The Hearth

The Hearth serves as a central gathering and relational hub within parish life. Ministries connected to The Hearth operate as collaborative branches that support spiritual growth, fellowship, hospitality, outreach, and community development.

Examples of ministry branches may include:

- Emmaus Formation
- Upper Room Prayer
- Wisdom Circle
- Companion Hearts
- Open Table
- Forge Fellowship
- Wellspring Women
- Rooted Youth

Additional ministries may be developed over time according to the needs of the parish community and current ministries may also be changed.

IV. Ministry Branch Descriptions

Emmaus Formation

“Were not our hearts burning within us while he was talking to us on the road?” — Luke 24:32

Emmaus Formation focuses on spiritual growth through accompaniment, learning, mentorship, and authentic dialogue. Inspired by the Road to Emmaus story, this ministry seeks to help individuals journey together in faith so that hearts may be renewed and lives transformed through Scripture, community, and encounter with Christ.

Upper Room Prayer

“All these were constantly devoting themselves to prayer.” — Acts 1:14

Upper Room Prayer exists to strengthen the spiritual life of the parish through communal prayer, intercession, worship, encouragement, and openness to the Holy Spirit.

Wisdom Circle

“Wisdom is with the aged, and understanding in length of days.” — Job 12:12

Wisdom Circle honors the elders of the parish as treasured bearers of wisdom, mentorship, faith, and lived experience.

Companion Hearts

“Blessed are those who mourn, for they will be comforted.” — Matthew 5:4

Companion Hearts offers friendship, encouragement, and compassionate support for widows and those experiencing grief, loneliness, or significant life transition.

Open Table

“Do not neglect to show hospitality to strangers.” — Hebrews 13:2

Open Table seeks to foster belonging and authentic community through hospitality, meals, gatherings, fellowship, and welcome.

Forge Fellowship

“Iron sharpens iron, and one person sharpens another.” — Proverbs 27:17

Forge Fellowship is a men’s ministry centered on accountability, spiritual growth, brotherhood, mentorship, and servant leadership.

Wellspring Women

“The water that I will give will become in them a spring of water gushing up to eternal life.” — John 4:14

Wellspring Women is a life-giving community where women are encouraged to grow spiritually, support one another, and deepen their faith through fellowship and encouragement.

Rooted Youth

“Rooted and built up in him and established in the faith.” — Colossians 2:7

Rooted Youth seeks to help young people build deep roots of identity, faith, leadership, and purpose in Christ.

V. The Hearth Ministry Team

Purpose

The Hearth Ministry Team exists to:

- Support and strengthen parish community life
- Coordinate hospitality and fellowship initiatives
- Support ministry branch leaders
- Oversee shared fundraising and stewardship initiatives
- Assist with planning and vision development
- Encourage leadership growth and volunteer development
- Foster collaboration between ministries
- Promote unity within the parish community

Relationship to Parish Leadership

The Hearth Ministry Team operates in collaboration with The Pastor who will oversee the group and The Hearth Ministry Team recognizes the pastoral authority of the parish priest and seeks to work in unity with the broader mission and direction of the parish.

Leadership Structure

The Hearth Ministry Team may include:

- A Chair or Coordinator
- A Vice-Chair or Assistant Coordinator
- A Treasurer
- A Secretary
- Ministry Branch Leaders

- Volunteer Coordinators
- Hospitality Coordinators
- Ministry Leaders

Leadership roles may evolve according to the needs of the ministry.

Leadership Expectations

Leaders serving within The Hearth Ministry Team are expected to:

- Demonstrate Christian character and integrity
- Support the mission and values of The Hearth
- Foster unity and collaboration
- Practice servant leadership
- Respect Distributed Leadership of individual ministries by allowing them the autonomy to lead and grow their group
- Maintain transparency and accountability
- Respect the teachings and mission of the Catholic Church
- Support and encourage volunteers and ministry participants
- Participate in prayer and discernment

VI. Decision-Making and Voting

The Hearth Ministry Team seeks to make decisions prayerfully, collaboratively, and with humility.

Voting may be used for matters including:

- Financial decisions
- Fundraising allocation
- Major expenditures
- Operational planning
- Event approval
- Budget development
- Constitutional amendments
- Approval of new ministry branches

Whenever possible, consensus and respectful dialogue are encouraged before formal voting occurs. Spiritual direction, ministry teaching content, and internal ministry programming remain primarily under the leadership of each ministry branch leader while remaining consistent with parish and diocesan expectations.

******The Head Pastor of the church is recognized and respected as the spiritual authority and shepherd over the ministry. The Pastor may provide final discernment in situations involving tied votes or matters that may not align with the teachings, mission, or values of the Church.******

VII. Financial Stewardship

The Hearth Ministry Team is committed to transparent and responsible stewardship of all financial resources.

The Hearth Ministry Team shall work collaboratively and transparently with the parish Finance Committee in a spirit of unity and mutual respect. At the same time, the Ministry Team retains the right to organize and conduct its own fundraising initiatives in support of its mission, ministries, events, and outreach activities.

Funds raised specifically by The Hearth Ministry Team shall remain under the stewardship of the team and may be allocated according to decisions made collectively by the Ministry Team, provided such decisions remain consistent with the teachings, mission, and values of the Church. The Finance Committee may offer guidance and support regarding financial accountability and parish procedures, but the Ministry Team retains reasonable independence in discerning how its designated funds are used for ministry purposes.

Financial practices should include:

- Clear budgeting
- Expense tracking
- Fundraising accountability
- Regular financial reporting
- Collaborative decision-making
- Alignment with parish financial procedures

Any funds raised under The Hearth should be used to support:

- Building of the space
- Furnishings
- Equipment & Supplies for the coffee shop
- Hospitality initiatives
- Community gatherings
- Formation programs
- Outreach efforts
- Ministry development
- Facility improvements
- Volunteer support
- Parish community life
- Maintenance

VIII. Meetings

The Hearth Ministry Team should meet regularly to:

The Hearth Ministry Team is encouraged to foster authentic Christian community by beginning gatherings with a shared meal whenever possible, recognizing the importance of fellowship, hospitality, and “breaking bread” together in the life of the Church. Meetings should also include time for communal prayer, spiritual reflection, and discernment, inviting the guidance of the Holy Spirit into all discussions and decisions.

The purpose of the Ministry Team includes:

- Discerning the direction and mission of ministries and outreach initiatives
- Coordinating parish events, programs, and collaborative initiatives
- Discussing stewardship, budgeting, fundraising, and responsible use of resources
- Encouraging unity and collaboration between ministries within the parish community
- Addressing operational needs and practical challenges related to ministry growth and function
- Supporting ministry leaders through shared brainstorming, mentorship, encouragement, and mutual assistance
- Creating opportunities for ministry leaders to work together while respecting the individuality and leadership of each ministry branch

While each leader maintains responsibility and oversight for their individual ministry area, the team recognizes that healthy collaboration strengthens the overall mission of the Church. The Hearth Ministry Team exists not as isolated ministries working independently, but as a united community of servant leaders working together toward a shared vision of spiritual growth, hospitality, evangelization, and service.

***Meeting frequency may be adjusted according to ministry needs.

IX. Conflict Resolution

The Hearth Ministry Team seeks to resolve disagreements and conflicts with humility, honesty, charity, prayer, and respectful communication.

Whenever possible:

- Concerns should be addressed directly and respectfully
- Reconciliation should be pursued in a spirit of unity
- The dignity of all individuals should be upheld
- The Pastor may be consulted for guidance when necessary

Amendments

This constitution may be amended through:

- Prayerful discussion
- Leadership discernment
- Formal voting approval
- Consultation with the Pastor when appropriate

Amendments should remain faithful to the mission, values, and spirit of The Hearth.

X. Closing Reflection

The Hearth exists to create spaces where people encounter Christ through authentic community, hospitality, prayer, and relationship. Inspired by the warmth of a family hearth and the fellowship of the early Church, The Hearth seeks to cultivate a parish culture where individuals feel welcomed, supported, spiritually nourished, and empowered to share their gifts in service to others.

May The Hearth become a place where faith is rekindled, friendships are formed, leaders are raised up, and the love of Christ is experienced through community.