

INTRODUCTION

Leading Illustration: Peas in Peapods Growing on Vines

Application: Sites in Congregations all part of the same Church

ILLUSTRATION: Surveys on what pastors envisioned ministry being vs. what it becomes

I. How Does The Model Function?

A. One Legal and Ecclesiastical Entity

1. Corporation
2. Session
3. Membership Roll
4. Employer ID Number
5. Bank Accounts
6. Insurance Carriers

B. Administration

1. Centralized
 - a. Finances
 - b. Bulletins
 - c. Leases
 - d. Insurances
 - e. Taxes
 - f. Personnel Issues
2. De-Centralized
 - a. Site Directories
 - b. Ministry Teams, Mobilization
 - c. Sunday Operations

C. Ministry

1. Centralized
 - a. Regular Joint Services (Good Friday, Christmas Eve, Vision Nights)
 - b. Wide Variety of Mercy Ministries
 - c. "Big Church Ministries, Small Church Feel"
 - d. Church Planting Fund (10% of General Offerings)
2. De-Centralized
 - a. Ministry Structure (Different Emphases)
 - b. Separate Congregational/Site Budgets

D. Leadership

1. Centralized
 - a. Session fulfills all BCO Requirements
 - b. In addition, Guardian of Vision & Values
 - c. Elders do not Represent Sites (no quotas)
 - d. Officer Training by Pastor
 - e. Saturday Leadership Meetings
2. De-Centralized
 - a. Training of Small Group leaders
 - b. Training of Ministry Team Leaders
 - c. Strategies & Tactics Decided by Church Planter and his teams

II. What are the Benefits?

A. Ability to Extend the Church into Different Communities

B. Team Ministry

1. Able to focus ministry more in areas of giftedness
2. Pulpit Supply
3. Pastoral Sabbaticals
4. Younger Generation places High Value on Team Ministry

C. Training & Mentoring

1. Church Planters
 - a. Monthly Church Planter Meetings
 - 1) Training, Sharing, Prayer in Morning
 - 2) Lunch Together
 - 3) Business in Afternoon--Financial Reports/Joint Projects/Sermon Schedules
 - b. Semi-Annual Retreats
 - 1) Personal Sharing
 - 2) Sermon Planning
 - 3) Long-Range Planning
 - 4) Ministry Discussions
2. Church Planter Spouses
 - a. Monthly Meetings (Church Planter Spouses/Staff Spouses)
 - b. Pastored & Mentored as Needed
 - c. Pastors & Wives Meetings (4/year)

III. What are the Challenges?

A. Keeping Structure on Pace with Growth

1. Don't build structure until you need it.
2. Structure behind growth instead of ahead of it.
3. Change structure when you can no longer deal with complexity

B. Congregational Meetings (logistics)

C. Leadership Decisions

1. The larger the leadership group, the more difficult it is to make decisions and maintain unity.
2. We have found that it is worth the effort to be united.