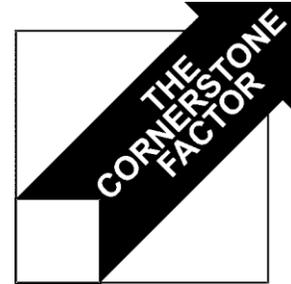


Structure Your Church for Mission

*Supporting Spirit-led Stewards Living Their Mission
as the Body of Christ in this World.*



SATURDAY December 6th, 2014

9:00 a.m. to 3:00 p.m.

Saints Peter and Paul Lutheran Church - Houghton, Michigan

REPORT

GOAL:

The Goal of this workshop was to provide an opportunity to fully consider church structure. This learning experience was to clarify your decisions and empower the leadership and management of your congregation.

CONTENT:

The content of the workshop is reflected in another report entitled Workshop Content.

PARTICIPANT SUMMARY:

The participants were seated in teams and responded to the day's activities with observations and recommendations. They are first recorded by each table's record and then by the consultant's organization into themes.

TABLE TEAMS NEWSPRINT REPORTS

GROUP ONE

All people know Christ and are closer to Him guided by the AIC vision with involved members, Pastors and boards with outcomes aligned to God's direction.

GROUP TWO

1. Vision for the future
2. Establish a leadership
Council to define clear goals & objectives.
3. Place existing boards into four (?) groupings each of which has one person reporting to the senior pastor
4. Sr. Pastor reports to the Council

GROUP THREE

- Clear, communicated goals
- Clear group objectives
- Alignment between groups
- Accountability & follow-through

- Constructive re-evaluation
- Increased Congregation interaction between services

GROUP FOUR

- Clarity in roles of responsibility
- Set focus, define responsibility, enhance communication
- Sr. Pastor accountable for carrying out the mission of the church

GROUP FIVE

1. Go with a plan that allows the pastors to carry-out their pastoral duties most effectively.
2. Boards/groups develop more clearly defined goals and methods to measure the progress toward those goals.
3. Brainstorm ways to more clearly communicate who does what within our church family.

GROUP SIX

1. We need more formal definitions of purpose and accountability. (charter)
2. A clear chain of command.
3. Measure expectations/results.
4. Find a way to get people involved.
5. Follow Up!

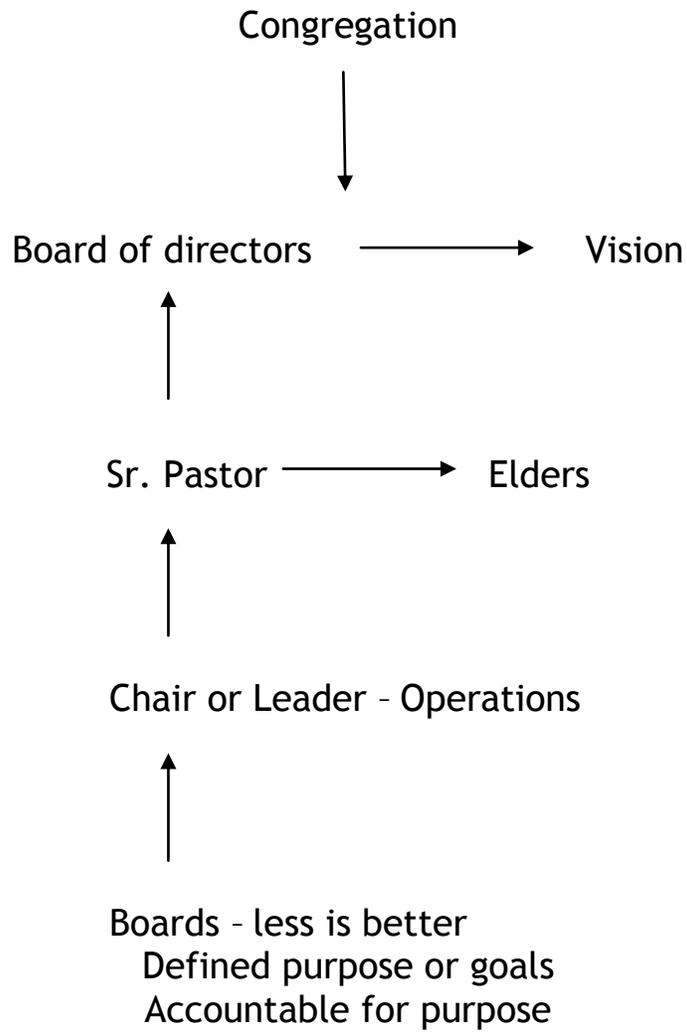
GROUP SEVEN

1. Generally feel there is need for the Boards to change.
2. Adopt recommended structure model for governance and operations.
 - a. Need B.O.D. for setting policy and vision
 - b. Utilize liaison/sub-group from boards to Pastor
 - c. Boards held accountable to their goals & charter by Pastor and sup-group leaders
 - d. Staff/volunteers have goal/charter established to clarify roles & responsibility

GROUP EIGHT

Recommendations:

- Highest board focused on strategy, vision & governance.
- Pastor reports to highest board.
- Separate board for operations & accountability
- Clearly defined policies at each level.
- Clear lines of communication.
- Nobody over-loaded.



Board of Directors

Sr. Pastor

Board of Operations
10-12

Board of Directors

Sr. Pastor

Board of Operations
3 - 4

Chair

Chair

CONSULTANT'S THEMES OF TABLE TEAM'S OBSERVATIONS AND RECOMMENDATIONS

(The HEADINGS are the Consultant's the statements are reorganized from above)

- OUTCOME
 - All people know Christ and are closer to Him guided by the AIC vision with involved members, Pastors and boards with outcomes aligned to God's direction.
- CHANGE NEEDED
 - Generally feel there is need for the Boards to change.
- ACCOUNTABILITY
 - Boards held accountable to their goals & charter by Pastor and sup-group leaders
 - Staff/volunteers have goal/charter established to clarify roles & responsibility
 - We need more formal definitions of purpose and accountability. (charter)
 - Measure expectations/results.
 - Follow Up!
 - Boards/groups develop more clearly defined goals and methods to measure the progress toward those goals.
 - Accountability & follow-through
 - Constructive re-evaluation
 - Accountable for purpose
- LEADERSHIP BOARD
 - Highest board focused on strategy, vision & governance.
 - Separate board for operations & accountability
 - Adopt recommended structure model for governance and operations.
 - Establish a leadership council to define clear goals & objectives.
- PASTOR
 - Pastor reports to highest board.
 - Utilize liaison/sub-group from boards to Pastor
 - Go with a plan that allows the pastors to carry-out their pastoral duties most effectively.
 - Sr. Pastor accountable for carrying out the mission of the church
 - Place existing boards into four (?) groupings each of which has one person reporting to the senior pastor
 - Sr. Pastor reports to the Council
- POLICY
 - Clearly defined policies at each level.
- EFFICIENT
 - Nobody over-loaded.
 - A clear chain of command.
 - Clarity in roles of responsibility
 - Clear, communicated goals
 - Boards – less is better
 - One time task vs. long term commitment
- EFFECTIVE
 - Find a way to get people involved.
 - Clear group objectives
 - Defined purpose or goals
- COMMUNICATION

- Clear lines of communication.
- Brainstorm ways to more clearly communicate who does what within our church family.
- Set focus, define responsibility, enhance communication
- Alignment between groups
- Increased Congregation interaction between services
- Vision for the future
- RECOMMENDATION
 - Need B.O.D. for setting policy and vision
 - Task Force for projects instead of Board

CONSULTANT OBSERVATIONS

Saints Peter and Paul Lutheran Church has been blessed with Spirit-led leadership. The growth and vitality within this congregation seems to be the result of competent and passionate pastoral leadership and a team of lay leaders who are empowered to engage in the vision of the congregation.

The congregation appears to be ready to successfully move toward an aligned structure. There is an intentional management of the transitions in Pastoral leadership and a re-visioning process. The next steps toward renewed structure will require a significant amount of change in the culture of involvement. The shift from an operational focus to a governance focus will require serious change in behavior. The core leadership will need to act consistently, dramatically and repetitively in line with the philosophy and reality of an aligned congregation.

Therefore we also, since we are surrounded by so great a cloud of witnesses, let us lay aside every weight, and the sin which so easily ensnares us, and let us run with endurance the race that is set before us, looking unto Jesus, the author and finisher of our faith, who for the joy that was set before Him endured the cross, despising the shame, and has sat down at the right hand of the throne of God.

Hebrews 12:1-2

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