



Management
Team and Staff

Visionary
Board

Congregation

Jesus Christ

The four pillars of the new structure.

1. The church lives and operates within established boundaries. Anything can be done by anyone as long as it's within the boundaries.
2. The Visionary Board is all about boundary protection (and establishment), looking long term to set a course, and mentoring leaders.
3. The Pastor, Management Team and staff coordinate, organize and guide the day-to-day operations of the church.
4. Every team has real power to act without permission and without a report.

The reasons we're moving in this direction:

1. To be more effective, nimble and responsive to the missional needs of the communities and people we serve. Basic ministries still happen.
2. To support, rather than burn out, our volunteers.
3. To maximize the use of individual people's time and resources (a.k.a. time spent doing ministry rather than meeting about doing ministry).
4. Encourage ministry so that we can grow in all areas further, deeper and faster
5. Our present structure had two main concerns: 1) Too rapid turn-over of leaders which led to a lack of information and ministries that fell through the cracks, and 2) A lot of time in meetings was spent discussing what already had happened, rather than looking forward into the future. This is meant to address both concerns.

The new structure is grounded Biblically in the story of the earliest church given in the book of Acts. It is also grounded in society in both the non-profit and business world. It is the model used by new congregations that are successful, as well as the growing churches. In fact, this system is even being used by, of all organizations, the US Army.

A business person who uses and writes extensively about this model is John Carver.

In the end, we'll grow missionally, spiritually and numerically.

Questions?