Ministry Leadership Models

Nurture, Outreach, Witness (N.O.W.)
and
Single Governance Board Structure
John 15: 1-14 (NIV)

2 My command is this: Love each other as I have loved you.

13 Greater love has no one than this: to lay down one’s life for one’s friends. 14 You are my friends if you do what I command.
Thanks to Generous Givers

This webinar is provided as a service of the Discipleship Ministries and is funded through generous World Service apportionment giving by local United Methodist congregations.
Goals for this webinar:

Review Leadership Ministry Models

Steps to take to move forward

Define Ministry Leadership Models

- Nurture Outreach Witness (N.O.W.)
- Single Board Governance
- Church Council and Leadership Positions needed for each Ministry Model
- “Steps to Take” – what is needed to implement the new Ministry Model
- Resources / Prayers
What are some of the Common Questions?

- What’s behind the structure?
- How can we spend less time meeting and more time in ministry?
- When does the leadership structure change?
- So… what is our hope? What does success look like?
What is God calling my congregation to do? How can a “new structure” help us to make disciples for Jesus Christ?
Remember the Reason the Church Exists

... to fulfill the Mission of The United Methodist Church

Make disciples of Jesus Christ for the transformation of the world
What “puzzle pieces” of the world are impacting ministry in your community?

• Purpose: reaching people for Jesus Christ
• Alignment: missional not maintenance
• Cultural relevance and diversity
What is alignment?

• Churches have many ministries on “paper.” Do they help achieve the purpose and mission?

• Activities support the purpose and engage the community

• Invite and equip all leaders to lead effectively

Alignment of ministry with purpose is the only effective use of church resources
Cultural Adaptations

- Has the demographics of the community changed?
- Who are your neighbors?
- How does the community know your church?
- How are ministries making a difference?
- Does the church membership mirror the community of today or the community of the past?
N.O.W. & Resource Ministry Model

Nurture * Outreach * Witness – Para. 252.2

• The nurturing ministries of the congregation shall give attention to but not be limited to education, worship, Christian formation, membership care, small groups, and stewardship. Attention must be given to the needs of individuals and families of all ages.

• The outreach ministries of the church shall give attention to local and larger community ministries of compassion, justice, and advocacy. These ministries include church and society, global ministries, higher education and campus ministry, health and welfare, Christian unity and interreligious concerns, religion and race, and the status and role of women.

• The witness ministries of the church shall give attention to developing and strengthening evangelistic efforts of sharing of personal and congregational stories of Christian experience, faith, and service; communications; Lay Servant Ministries; and other means that give expressions of witness for Jesus Christ.

• The nurture, outreach, and witness ministries and their accompanying responsibilities shall include consideration of (i) the election of a prayer coordinator to promote prayer and mobilize the local church to pray, (ii) establishing a prayer room or designated place for prayer and prayer resources, and (iii) encouraging intentional prayer for the pastoral leadership of the local church.

Resource Ministries

• SPRC
• Trustees
• Finance
• Nominations

The leadership development and resourcing ministries shall give attention to the ongoing preparation and development of lay and clergy leaders for the ministry of the church (¶ 258.1)
What is a Single Board Governance Model?

• It is a streamlined model of leadership that seeks to increase mission and accountability as congregations strive to make disciples for Jesus Christ!

• The Judicial Council has approved this alternative structure, ruling that the Discipline 247.2 provides the options to be creative as long as the duties of the Trustees and SPRC are covered, and in keeping 243.
WHY Change?

N.O.W. Model
• Focus leadership teams to develop and engage in ministry areas that promote critical needs within your community.
• Reaching people is the team focus for ministry development!

Single Board Governance
• Charge Conference action that moves a congregation into a leadership structure that promotes mission and accountable ministry decisions with a smaller leadership team.
• Mission is the focused action!
How can the Ministry Models impact mission, leadership and discipleship?

Nurture / Outreach / Witness

• Groups leadership teams by the focus areas of nurture, outreach and mission

• Uses general structure for Church Council with common groups reporting outcomes as singular groups instead of by separate ministry teams

Single Board Governance

• Smaller leadership team than the standard structures in Para. 249

• Focuses on collective decision-making processes

• Engages leaders spiritually and uses intentional practices of accountability
Positions Needed for Each Model

N.O.W. Model

- Uses standard ministry model but groups them under focus area with a team leader for accountability and implementation

Single Board Governance

- Reduce team to 13 to 16 leaders
- Common decisions made collectively
- SPRC and Trustees operate with a smaller group
- Requires Charge Conference action and ministry plans

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Nurture Outreach Witness Model:

Committees report to one Team Leader

**Nurture**
- Worship Committee
- Ushers / Greeters
- Music Ministry
- Communion
- Faith Formation
  - Adult Sun. School
  - Youth Groups
  - Small Groups

**Outreach**
- Outreach / Compassion / Church & Society
- Higher Education / Health & Welfare / Civic Concerns

**Witness**
- Evangelism
- Lay Servants
- Communications

**Administration**
- SPRC
- Trustees / Finance
- Nominations

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Single Board Governance Model

Council or Board has 13 to 16 voting members at the table

Example is based upon “Leadership and Organization for Fruitful Congregations”
Stephan W. Ross, Director of Vital Church Project for the Oregon-Idaho Conference
steve@umoi.org

<table>
<thead>
<tr>
<th>Finance (3)</th>
<th>Trustees (3)</th>
<th>SPRC (3)</th>
<th>Lead Pastor (1)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lay Leader / (1)</td>
<td>Lay Member to Annual Conference (1)</td>
<td>Context (3) [Worship, Mission, Care Team]</td>
<td>Nominations (1)</td>
</tr>
</tbody>
</table>
Simplified, Accountable Leadership Structure

Vital and fruitful churches must be governed and led in new ways today so that Christ’s mission for us can be fulfilled! The disciple-making mission which Christ has given us is too important to let bureaucratic redundancies distract us from our work. For the sake of Christ’s mission and our mission fields, many churches are discovering that there are simpler ways to provide governance and strategic direction, so that the congregation can be unleashed for ministry.

A simplified single board structure makes it possible for your church to better focus on leadership, mission, missional alignment, and your next steps in the...
SUMMARY OF THE SINGLE BOARD LEADERSHIP TEAM MODEL

What is the single board?
Single Board is a term to describe a different structure of your church’s leadership team/committee that currently goes by the name Administrative Board, Church Council, Administrative Council or any other name.

Who sits on this new structure of the leadership team/committee?
In alignment with The Discipline of the UMC, the following positions must be represented on a church’s administrative leadership team/committee:
- Chairperson
- Chair of Finance
- Treasurer (if unpaid)
- Lay Rep to Annual Conference
- UMW & UMM Rep (if it is functioning at the local church)

Additional persons can be added that serve in “at large” positions or other ministry leadership positions. These positions would be described in the by-laws for the leadership team. The Discipline requirements cannot be less than those positions listed above but a local church can determine additional leadership roles as members. It is strongly recommend that the team not be larger than 12 persons.

What is different about this structure than current leadership structures?
Two primarily differences: First, this structure eliminates the need for separate standing committees for Finance, SPRC, and Trustees. Each person serving in this structure wears 3 hats as they are all members of all three committees. Therefore, this team can work together to immediately make

Mission

Four Areas of Focus

1. Engaging in Ministry with the Poor
2. Improving Global Health
3. Developing Principled Christian Leaders
4. Creating New and Renewed Congregations

The mission of The United Methodist Church is to “Make Disciples of Jesus Christ for the transformation of the world” (Matt. 28:18-20; Matt. 22:36-40). This mission is achieved through vital congregations that equip and empower people to be disciples of Jesus Christ in their homes and communities around the world.

www.umc.org
Leadership

Who are you reaching?  Who are you hoping to reach?
Discipleship

What AM I doing now? What IS a Disciple?
“love God with all your heart, mind, soul and love your neighbor as yourself” Luke 10: 27

Time with God

Accountability
And Community

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**Taking Steps Forward: N.O.W**

<table>
<thead>
<tr>
<th>Actions in 60 days</th>
<th>Actions in 120 days</th>
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<tr>
<td>Pray and meet in small groups to understand key needs to help church to connect mission in your community.</td>
<td>Pastoral and leadership work together to strengthen process to identify goals, leaders and timelines.</td>
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<td>Commit to implement change!</td>
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# Taking Steps Forward: Single Board

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<tr>
<th>Actions in 60 days</th>
<th>Action in 90 Days</th>
<th>Actions in 120 days</th>
</tr>
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<tbody>
<tr>
<td>Pray and meet in small groups to understand key needs to help church to connect mission in your community.</td>
<td>Roundtable discussions and / town hall meetings with Pastoral Leaders and District Superintendent</td>
<td>Pastoral and leadership work together to strengthen process to identify goals, leaders and timelines.</td>
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<tr>
<td>What does alignment look like?</td>
<td>Charge Conference</td>
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Resources & Tools

Books

- Leadership and Organization For Small Congregations
- Grow Your Church by Building New Relationships
- Small Membership Church

Websites & Articles

- Online Guideline – Small Membership Church

- Article on Worship – Small Membership Church
  http://www.umcdiscipleship.org/resources/how-to-worship-in-small-membership-congregations

- Annual Conference Resources
  http://www.greatplainsumc.org/smallmembershipchurchresources

- Discipleship Ministries
  http://www.umcdiscipleship.org/leadership-resources/church-leaders?group=28&limit=10&cat=756&sortBy=resource_date|date&sortDirection=desc

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Breath Prayers
A helpful way to become centered and focused
Breathe out doubt; breathe in assurance
Breathe out worry; breathe in peace of mind
Breathe out hatred; breathe in love
Breathe out war; breathe in peace
Breathe out turmoil; breathe in harmony
Breathe out insecurity; breathe in God’s presence
Breathe out emptiness; breathe in fulfillment
Breathe out selfishness; breathe in generosity
Breathe out darkness; breathe in God’s everlasting light

[Website Link]
www.umcdiscipleship.org/resources/breath-prayer-personal-and-community-prayers

Prayer Changes Things!
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GO IN PEACE

Blessings in your leadership.
Colossians 3:12 (NIV)
Therefore, as God’s chosen people, holy and dearly loved, clothe yourselves with compassion, kindness, humility, gentleness and patience
Thank You