

Moving Toward Simplified Structure

Before you begin – Read *Mission Possible* and commit that any changes in structure will be for missional purposes. Simplified Structure is not about consolidating power, it is about making the congregation’s decision-making nimbler and unleashing lay leadership for more ministry.

Step One – Partner with your District Superintendent (and Circuit Elder)

Step Two – Ensure all key lay leaders (and any staff) have been trained on simplified structure and accountable leadership

Step Three – Build a set of proposed Guiding Principles. Samples are on the Center for Vitality website

Step Four – Communicate, communicate, communicate...and then communicate (the “what” and more importantly, the “Why”) some more!

Step Five – Annual Charge Conference (or a special called CC) votes to move to new structure with election of members. The existing board and the nominating committee will coordinate to build the new slate of officers.

Step Six – Move to new structure with the new year, or as scheduled by your called Charge Conference.

Step Seven – Don’t stop communicating! Keep the work of the leadership Council connected to the larger congregation with two-way communication.

Along the way, acknowledge and address these concerns:

- Some people may experience a feeling of disconnection due to no longer being involved in every little decision of the church.
- The pastor will need to lead very differently going forward than they have in the past. Not all pastors have experience leading strategically or managing a staff and will need help from some trusted mentors and a coach. Also, members may not be used to pastors for lay leaders who lead from a strategic foundation instead of a solely relational foundation.
- There may be a perception of control or power loss. Those in the congregation who are not part of this accountable leadership training may get the impression that there is a loss of control when there is actually more accountability in place.