**DRAFT**

Renovating the Internal House

STAFF

DEACONS

ELDERS

*“Getting Every Leader in the House”*

**Foundation: Psalms 127:1**

Encourage:

Equipping:

Enabling:

Evangelize:

Exaltation:

STANDING COMMITTEES – ADVISORY COMMITTEES – PASTORAL COUNCILS

**DRAFT**

**Introduction**

In past sessions we have discussed what excellence looks like, the importance of Seeing God, Self, and Others through the lens of Diligence, Discipline, and Disposition. The stage has been established as we move from concept to practice. So how does one move from knowledge to action. It starts with making sure everyone has a clear understanding of how to achieve excellence within and between ministry groups. Breakthrough performance is possible when organizations look beyond their traditional paradigms and compare themselves to standards as identified to best. Today’s session will enables us to look into our basic processes and procedures to determine how well current practices address the needs of the people we serve. Before we delve into the subject here are our objectives:

**Training Objective:**

* Leaders understand how they fit in the church
* Leaders will examine the quality of their outcomes
* Leaders will identify steps to improve performance

**Training Concept:**

Building the Foundation – Unless the Lord builds the house, the builders labor in vain. Unless the Lord watches over the city, the guards stand watch in vain. It is impossible for ministry groups to Exalt God, Equip Believers, Evangelize the Lost, Enable the Body, and Encourage Opportunities without having its “Leadership House” committed and capable of producing Godly inspired results. If the design and model of the “house” mirrors God’s standards everyone stands to prosper. Biblical Foundation – Psalms 127:1

**Biblical Foundation:**

[Insert Sarah Thomas’ “Biblical House” section]

**Renovating the Internal House – “Getting Everyone in the House”**

Our aim is to move thoughts to the execution level across all ministry groups. The concept of “getting everyone in the house” describes the notion of how well we deliver smooth, effective, and excellence in execution as seen through the people we serve. The organizational structure provides the framework to accomplish God-inspire outcomes, but we provide the effort to carry it out.

* Organization Structure – Organizational Structure defines how activities are directed to accomplish pre-established goals. With the level of transitions within the leadership ranks of Mount Zion, it is important that we examine how well each leader understands interdependent functions of each ministry group. Pastor Pierce continues to challenge ministry teams to make certain that what we do addresses the needs of people we serve. The “internal house” is a symbolic depiction of the current organizational design of our church. Today’s training purpose is to challenge each ministry to examine areas that need to be updated given the current realities.
* Maintaining the Kingdom Structure –Training activities will be aimed in ways to promote accountability and consistency

Intra-Building (same room) – getting each ministry group to examine how well they execute common procedures within ministry groups.

*Speaker will give examples (showing visuals on the screen)* -

* Pre-work – Each ministry needs to create a list primary ministry processes prior to the Quarterly Leadership Meeting (see the attached Ministry Processes Form)
* Create a list of critical processes/practices that need to be updated or improved within ministry groups. Each ministry group will be given an opportunity to explore opportunities for enhancements.
	+ Example – the set-up ministry stations in preparation of worship service (collection baskets – Ushers, Stewards)
* Create at least three steps to improve the quality of performance and outcomes within each ministry team.
	+ Example – assign a member of the ministry team to evaluate best practice.

**Pre-work for Next Quarterly Meeting**

Inter-Building (same house) – getting each ministry group to examine how well they execute critical processes/procedures that affect execution between groups. For example, the revised procedure for Child Dedications requires Staff Pastors, Deacons, and Ushers to synchronize efforts to enhance the quality of the worship experiences for families. Seats are now reserved which gives families an opportunity to be seated together that leads to smoother transitions during service. During this portion of training we are seeking to take a critical look into the things we have done for years that may be outdated or simply ineffective.

* Discuss church policies that affect multiple ministry groups or procedures that need to be better understood, modified and/or followed.

*Speaker will give examples (showing visuals on the screen)*

* + Example – For years we have asked for volunteers and multiple ministries to help out with cooking food for certain Church-Wide events. Given food safety concerns and logistics issues, utilizing a caterer could serve as a more cost effective approach.
* Report out the most compelling improvement opportunities *(actual groupings to be determined at a later date)*
	+ E-Teams
	+ Standing Committees
	+ Advisory Committees
	+ Pastoral Councils
	+ Ministers/Deacons
	+ Staff
	+ Elders