

# **ORGANIZATION**

**BENTON F. BAUGH**  
**OC CHURCH GROWTH INSTITUTE**



**CHURCHES OF CHRIST ARE  
UNIQUE AMONG ORGANIZED  
GROUPS IN FOLLOWING THE  
PRINCIPLES IN “SPEAK WHERE  
THE BIBLE SPEAKS AND REMAIN  
SILENT WHERE THE BIBLE IS  
SILENT”.**



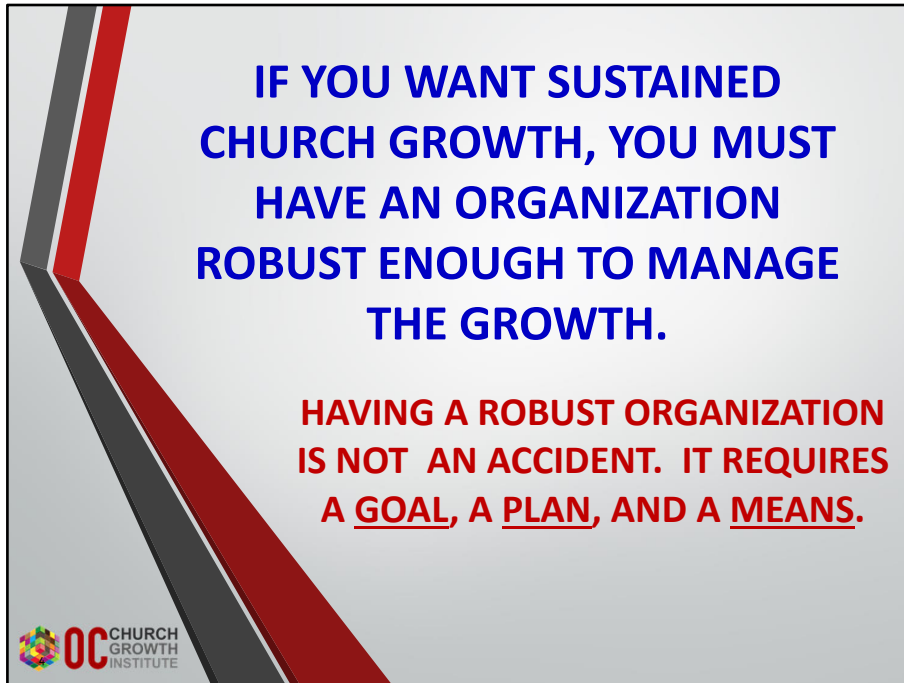
**NT:OA**  
**NEW TESTAMENT ONLY**  
**AND ALL OF IT**

THE PHRASE SAYS “ORGANIZED GROUPS” AS ANYONE WHO PICKS UP A BIBLE AND FOLLOWS WHAT IT SAYS WILL BE CHRIST’S CHURCH. LARGE ORGANIZED GROUPS ARE DISTINGUISHED BY WHERE THEY DEPART FROM THE SCRIPTURES. JUST THE BIBLE IS THE MORE MODERN MOTTO. NT:OA IS SUGGESTED AS A NEWER MOTTO.




TO THIS POINT WE HAVE DISCUSSED THAT IT IS IMPOSSIBLE TO GROW WITHOUT PROSPECT TRAFFIC, GOALS AND MAKING APPROPRAITE CHANGES TO MEET THEM, IF YOUR MEMBERS ARE NOT INVOLVED IN THE WORK OF THE CHURCH, WE MUST USE MODERN LEARNING METHODS TO TEACH RATHER THAN RELYING ON 19<sup>TH</sup> CENTURY VERBAL CLASSES, AND THAT IN ALL BUT THE SMALLEST CONGREGATIONS YOU NEED SYSTEMS TO PROVIDE ADEQUATE MANAGEMENT INFORMATION.

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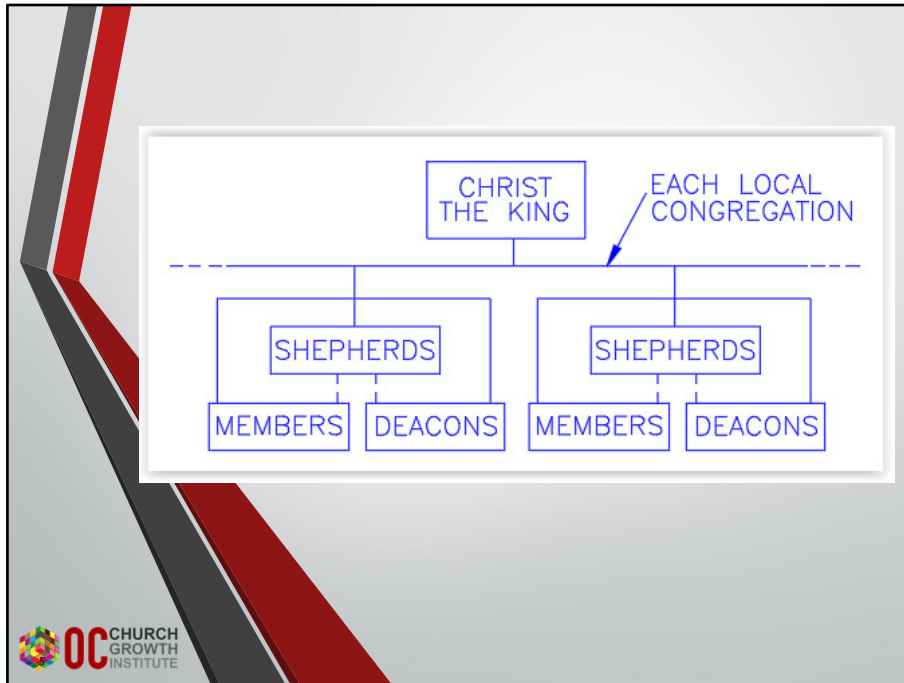
A graphic with a light gray background and a dark gray and red diagonal stripe on the left side. The text is centered and reads: "IF YOU WANT SUSTAINED CHURCH GROWTH, YOU MUST HAVE AN ORGANIZATION ROBUST ENOUGH TO MANAGE THE GROWTH." Below this, in red, it says: "HAVING A ROBUST ORGANIZATION IS NOT AN ACCIDENT. IT REQUIRES A GOAL, A PLAN, AND A MEANS." In the bottom left corner, there is a logo for "OC CHURCH GROWTH INSTITUTE" featuring a colorful geometric design.

**IF YOU WANT SUSTAINED  
CHURCH GROWTH, YOU MUST  
HAVE AN ORGANIZATION  
ROBUST ENOUGH TO MANAGE  
THE GROWTH.**

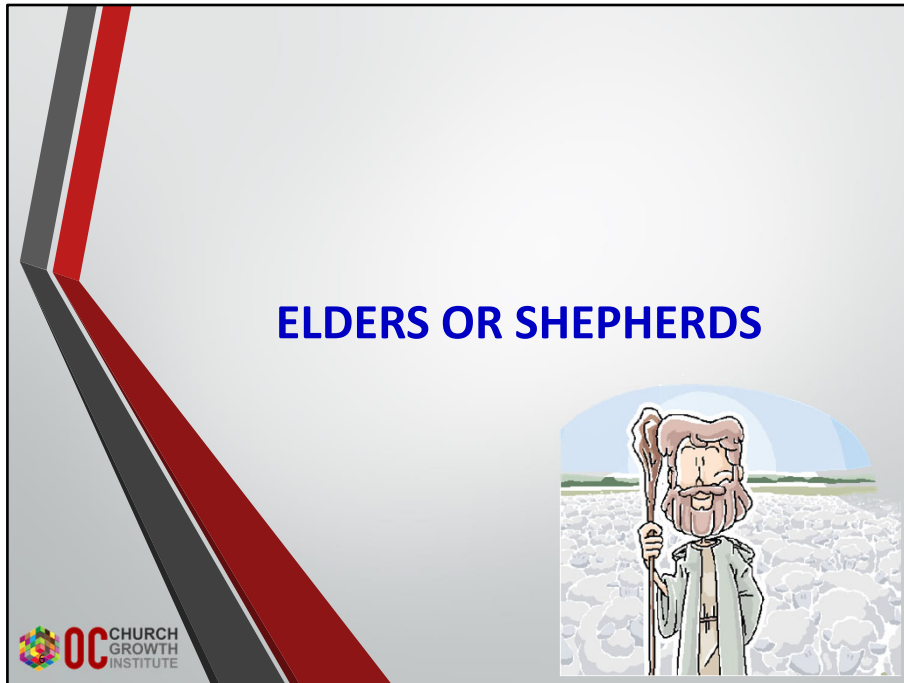
**HAVING A ROBUST ORGANIZATION  
IS NOT AN ACCIDENT. IT REQUIRES  
A GOAL, A PLAN, AND A MEANS.**

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A PRIMARY BLOCKER OF CHURCH GROWTH IS HAVING AN ORGANIZATION WHICH SIMPLY CAN'T ADMINISTER IT.



FIRST THING TO NOTE IS THAT THIS IS THE NORMAL ORGANIZATION OF CHURCHES OF CHRIST, WHICH IS COMPLETELY SCRIPTURAL. WE WILL BE DISCUSSING OPTIONS WHICH WILL ALSO BE COMPLETELY SCRIPTURAL.



A SECOND POINT IS THAT THE TERMS IN THE SCRIPTURES OF ELDERS AND SHEPHERDS MEAN EXACTLY THE SAME THING. HOWEVER, TODAY THE GENERAL CONNOTATION OF ELDERS IS RULERS AND SHEPHERDS IS LEADERS. WE TRY TO USE THE TERM SHEPHERDS WHEN PRACTICAL.



**WHAT THE BIBLE SAYS:**

**THE SHEPHERDS ARE IN CHARGE OF AND RESPONSIBLE FOR EVERYTHING. (1 TIM. 3:4-5) (WHEN A MULTIPLICITY OF SHEPHERDS EXIST). DEVOTED TO PRAYER AND MINISTRY OF THE WORD RATHER THAN SERVING TABLES, APPOINT DEACONS (ACTS 6:2-4 – PROTOTYPE SHEPHERDS AND DEACONS)**

**DEACONS (AND OTHERS) WOULD BE IN CHARGE OF DOING TASKS. (SERVING TABLES, ACTS 6:2-3, 1 TIM 3:8-13)**

**NOTE: PLUS MORAL STATEMENTS**

OTHER THAN MORAL QUALIFICATIONS FOR SHEPHERDS AND DEACONS, THIS IS ALL THE ORGANIZATIONAL INSTRUCTIONS WE CAN FIND IN THE BIBLE. AND THAT IS PRESUMING THAT THE APPOINTMENT OF MEN TO SERVE THE GREEK WIDOWS IN ACTS 6 WAS THE ELDERS ACTING AS PROTOTYPE SHEPHERDS AND THE APPOINTED MEMBERS BEING PROTOTYPE DEACONS.

**SOME KIND OF ORGANIZATION WOULD ALSO EXIST WHEN NO QUALIFIED SHEPHERDS ARE AVAILABLE, BUT IT WOULD ALSO BE SCRIPTURAL.**

**TYPICALLY, BUSINESS IS HANDLED IN BUSINESS MEETINGS.**

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graph TD; CK[CHRIST THE KING] --- Dashed[EACH LOCAL CONGREGATION]; Dashed --- S1[SHEPHERDS]; Dashed --- S2[SHEPHERDS]; S1 --- M1[MEMBERS]; S1 --- D1[DEACONS]; S2 --- M2[MEMBERS]; S2 --- D2[DEACONS];
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WHAT IT SAYS.



**SOME KIND OF ORGANIZATION WOULD ALSO EXIST WHEN NO QUALIFIED SHEPHERDS ARE AVAILABLE, BUT IT WOULD ALSO BE SCRIPTURAL.**

**TYPICALLY, BUSINESS IS HANDLED IN BUSINESS MEETINGS.**

**WE ARE GOING TO DISCUSS THIS AS THE PRE-ELDER PHASE**


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WHAT IT SAYS.

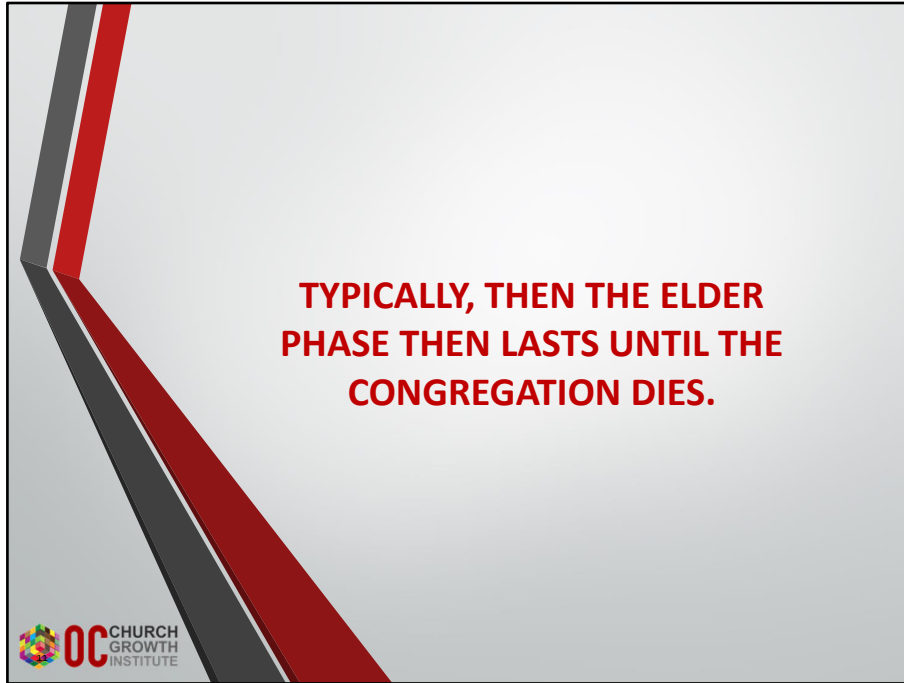
**IN THE PRE-ELDER PHASE THE CHURCH OPERATED WELL ENOUGH TO GET TO THE ELDER PHASE.**

**TYPICALLY, IN THE PRE-ELDER PHASE CONGREGATIONS HAVE THE HIGHEST ANNUAL PERCENTAGE GROWTH RATES.**

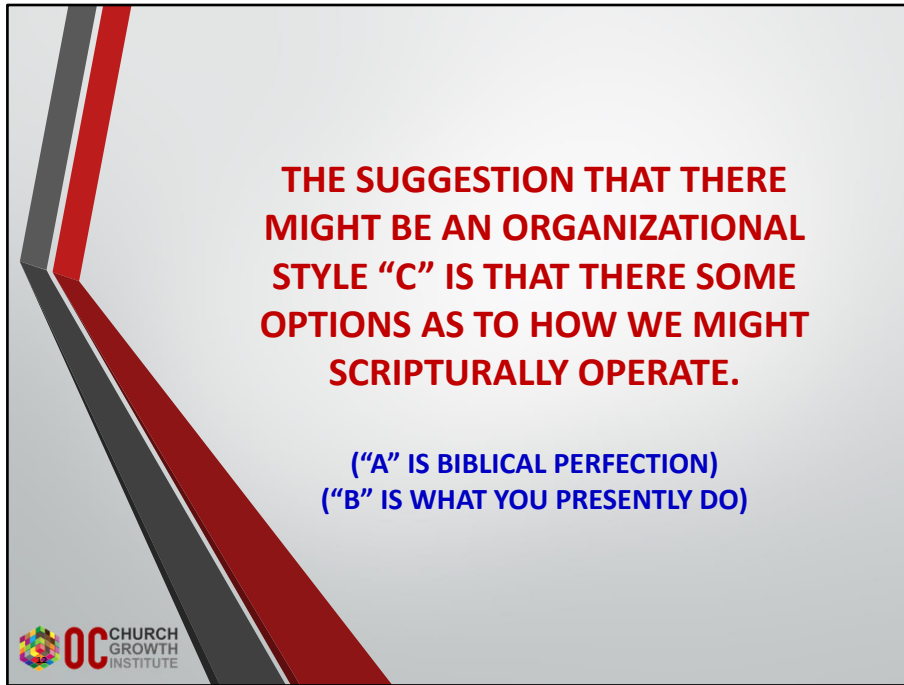
**TYPICALLY, IN THE EARLY ELDER PHASE CONGREGATIONS HAVE THE HIGHEST ANNUAL NUMERICAL GROWTH RATES.**

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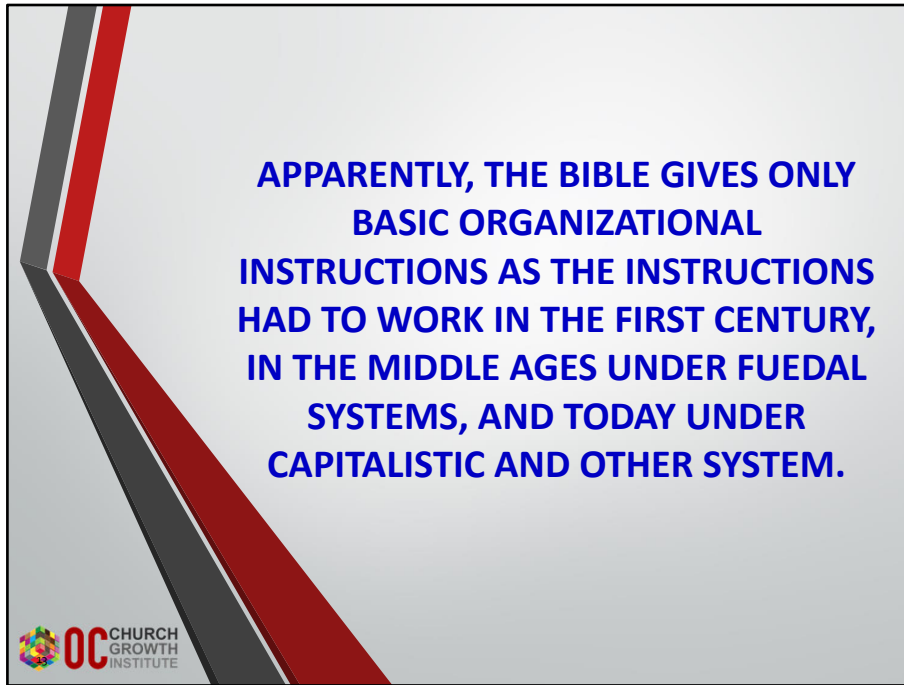
WHAT IT SAYS.



WHAT IT SAYS.



WHAT IT SAYS.



THOSE ARE SUBSTANTIAL DIFFERENT SOCIAL SITUATIONS.



A VERY RESTRICTED CUSTOMARY OPERATING STYLE IS NOT BAD, UNLESS ALL THE CHURCHES ARE DYING. IF THEY ARE YOU NEED TO LOOK AT OPTIONS.



WHAT IT SAYS.

**OVER TIME ELDERS ARE  
GIVEN/TAKE PROGRESSIVELY  
MORE CONTROL**

**OVER TIME PERSONAL EVANGELISM  
TENDS TO DIE**

**OVER TIME CONGREGATION GROWTH  
TENDS TO FLATLINE AND THEN DECLINE**

**THESE ARE NATURAL PROCESSES  
WHICH YOU ALLOW TO HAPPEN OR  
INTENTIONALLY PREVENT.**

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WHAT IT SAYS.

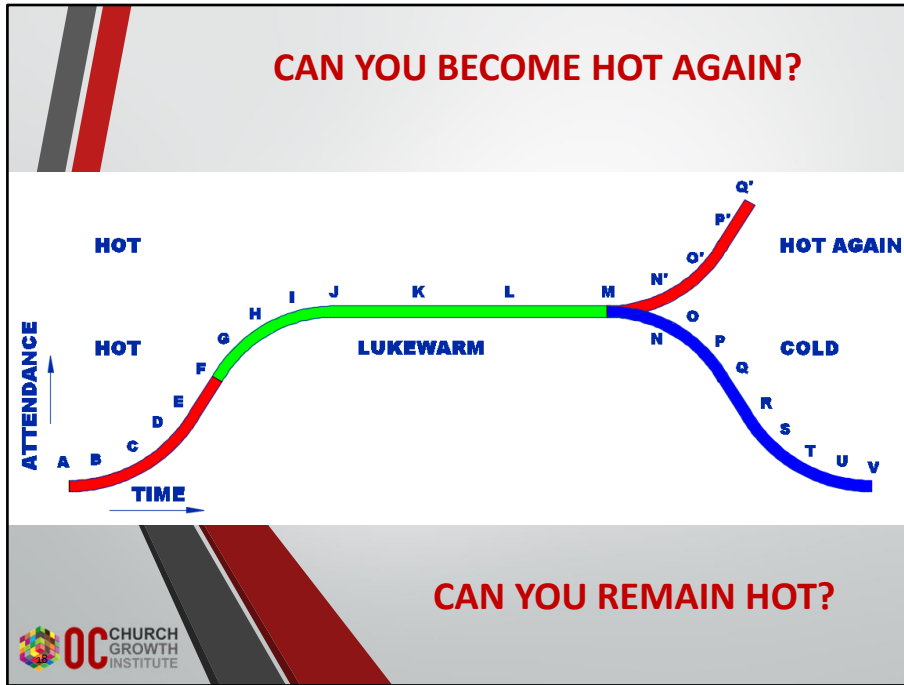


**THESE ARE NATURAL PROCESSES  
WHICH YOU ALLOW TO HAPPEN OR  
INTENTIONALLY PREVENT.**

**THAT IS THE SUBJECT OF THIS  
PRESENTATION, CAN YOU REMAIN  
SCRIPTURAL AND INTENTIONALLY  
PREVENT THE CLASSIC  
GROWTH/DECLINE PATTERN?**




WHAT IT SAYS.



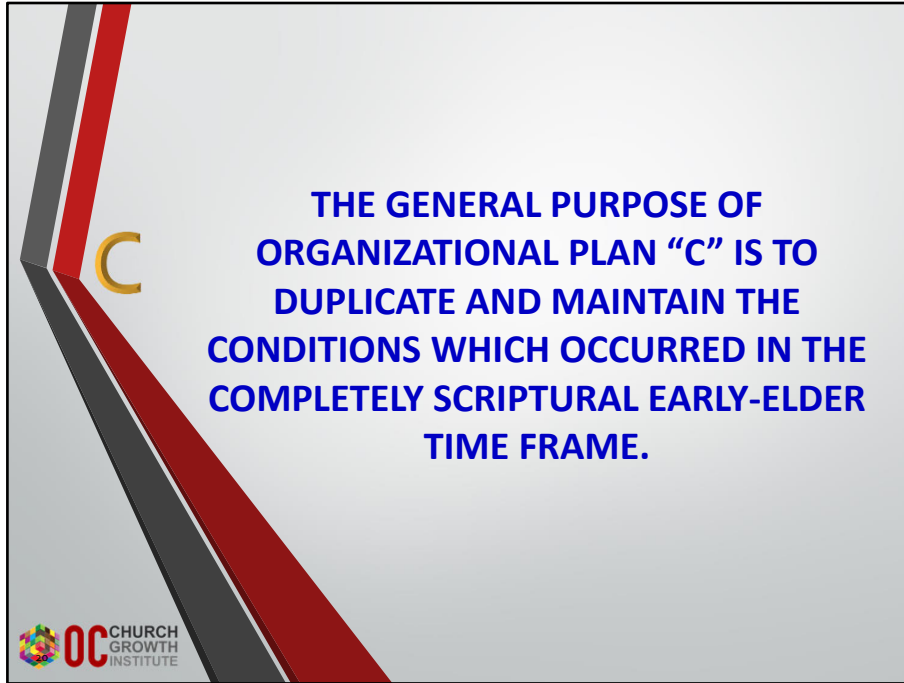
WHAT IT SAYS.

**A** FOR PURPOSE OF THIS DISCUSSION,  
WE ARE GOING TO SUGGEST THAT  
ORGANIZATIONAL PLAN “A” IS EXACTLY  
WHAT JESUS AND THE APOSTLES  
MEANT.

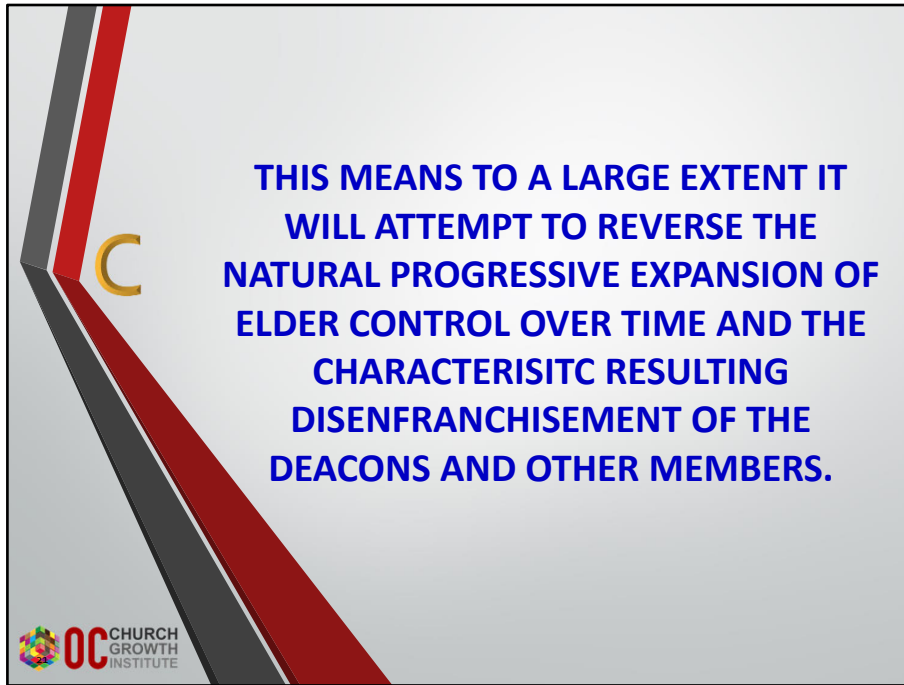
**B** ORGANIZATIONAL PLAN “B” IS  
WHAT IS CUSTOMARILY DONE IN  
CHURCHES OF CHRIST WHICH IS  
CHARACTERISTICALLY VERY  
SCRIPTURAL.

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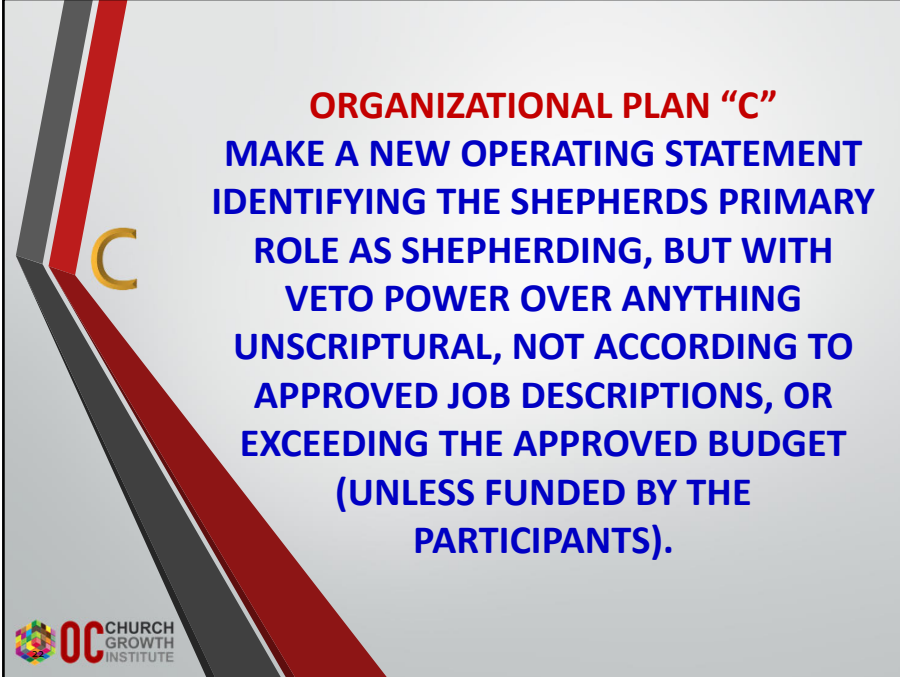
WHAT IT SAYS.




SUGGEST YOU MIGHT CONSIDER AN ALTERNATE PLAN C, WHICH HAS TO BE COMPLETELY SCRIPTURAL.



WHAT IT SAYS.

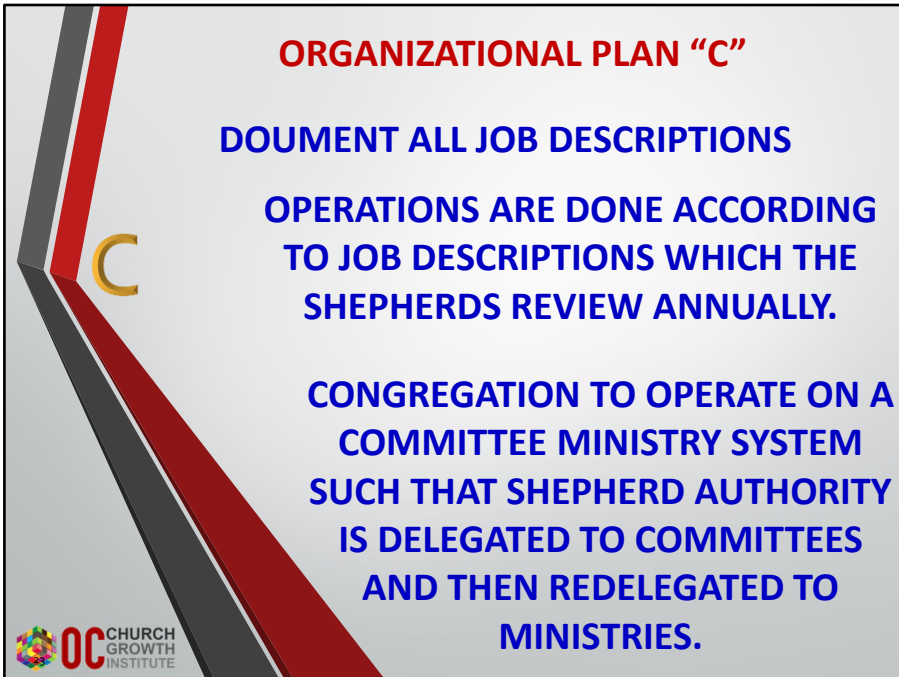
A graphic featuring a grey background with diagonal stripes in red and dark grey. A yellow letter 'C' is positioned on the left side. The text is centered on the right side.

**ORGANIZATIONAL PLAN "C"**  
**MAKE A NEW OPERATING STATEMENT  
IDENTIFYING THE SHEPHERDS PRIMARY  
ROLE AS SHEPHERDING, BUT WITH  
VETO POWER OVER ANYTHING  
UNSCRIPTURAL, NOT ACCORDING TO  
APPROVED JOB DESCRIPTIONS, OR  
EXCEEDING THE APPROVED BUDGET  
(UNLESS FUNDED BY THE  
PARTICIPANTS).**

The logo for OC Church Growth Institute, featuring a colorful circular icon to the left of the text "OC CHURCH GROWTH INSTITUTE".

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WHAT IT SAYS.




**ORGANIZATIONAL PLAN "C"**

**DOCUMENT ALL JOB DESCRIPTIONS**

**OPERATIONS ARE DONE ACCORDING TO JOB DESCRIPTIONS WHICH THE SHEPHERDS REVIEW ANNUALLY.**

**CONGREGATION TO OPERATE ON A COMMITTEE MINISTRY SYSTEM SUCH THAT SHEPHERD AUTHORITY IS DELEGATED TO COMMITTEES AND THEN REDELEGATED TO MINISTRIES.**

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WHAT IT SAYS.

The graphic features a light gray background with a large, stylized letter 'C' on the left side. The 'C' is composed of several overlapping, diagonal bands in shades of red, gray, and white. The text is centered and written in a bold, blue, sans-serif font. In the bottom left corner, there is a small logo for the Church Growth Institute, which includes a colorful circular icon and the text 'OC CHURCH GROWTH INSTITUTE'.

**ORGANIZATIONAL PLAN "C"**

**TERM OF COMMITTEE CHAIRS WILL BE FOR 2 OR 3 YEARS AND THEN ROTATE OUT**

**C THE COMMITTEE CHAIR WILL OPERATE PRIMARILY AS A MANAGER AND SUBMIT A MONTHLY REPORT TO A FACILATOR ON KEY POINTS (5 MINUTES MAX.)**

**THE FACILATOR WILL SUMMARIZE KEY POINTS FROM EACH COMMITTEE AND FORWARD THE REPORT TO THE SHEPHERDS**

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2 – 3 YEAR ROTATION IS TO ALLOW OTHERS TO LEAD AND PROVIDE CROSS TRAINING. IF YOU HAVE A COMMITTEE CHAIR WHICH WILL NOT SPEND 5 MINUTES A MONTH ON REPORTING, YOU NEED TO MENTOR HIM INTO ANOTHER ROLE AND GET A NEW CHAIRMAN.





**ORGANIZATIONAL PLAN "C"**

**CONGREGATIONAL BUSINESS MEETINGS  
WILL BE HELD AT LEAST QUARTERLY**

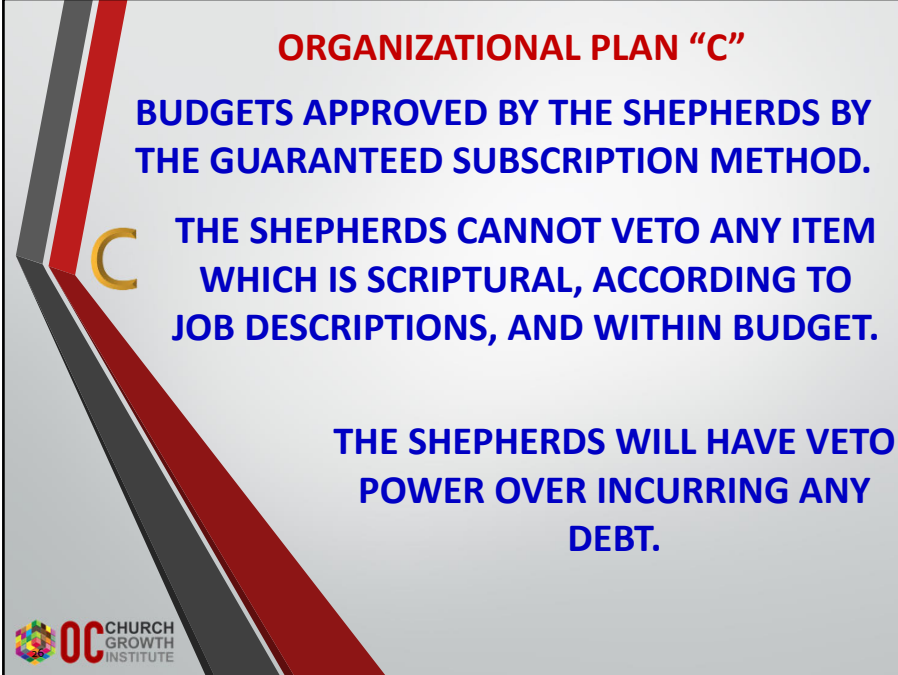
**BUSINESS MEETINGS RUN BY ROBERT'S  
RULES OF ORDER**

**ALL SHEPHERDS, DEACONS, AND ACTIVE  
MEMBERS\* WILL HAVE ONE VOTE**

**THE BUSINESS MEETING WILL  
ALTERNATELY BE CHAIRED BY A  
SHEPHERD AND A COMMITTEE  
CHAIR WHO IS UP TO DATE ON  
REPORTING.**

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ACTIVE MEMBERS DEFINED BY THE CONGREGATION, 30 MINUTES PER MONTH IS THE STARTING SUGGESTION. THE GOOD FLOW OF INFORMATION WILL MAKE IT EASIER TO CHAIR A MEETING, BUT ROTATING CHAIRS IN AND OUT WILL ALWAYS BE A DIFFICULT TASK.




**ORGANIZATIONAL PLAN "C"**

**BUDGETS APPROVED BY THE SHEPHERDS BY THE GUARANTEED SUBSCRIPTION METHOD.**

**C THE SHEPHERDS CANNOT VETO ANY ITEM WHICH IS SCRIPTURAL, ACCORDING TO JOB DESCRIPTIONS, AND WITHIN BUDGET.**

**THE SHEPHERDS WILL HAVE VETO POWER OVER INCURRING ANY DEBT.**

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THE GUARANTEED SUBSCRIPTION METHOD WILL PREVENT OVERBLOW BUDGETS WHICH WILL NOT BE SUPPORTED. IT IS DESCRIBED IN A PROJECT PAPER OF THE SAME TITLE.

The graphic features a grey background with a large, stylized letter 'C' on the left side. The 'C' is composed of several overlapping, diagonal bands in shades of red, grey, and white. In the top right corner, the text 'ORGANIZATIONAL PLAN "C"' is written in red. In the center, the text 'ALL CONGREGATION SPONSORED ACTIVITIES WILL BE EVALUATED ON THEIR ABILITY TO ATTRACT PROSPECTS (A KEY COMMITTEE REPORTING ITEM).' is written in blue. In the bottom left corner, there is a logo for 'OC CHURCH GROWTH INSTITUTE' which includes a colorful circular icon and the letters 'OC' in red.

**ORGANIZATIONAL PLAN "C"**

**ALL CONGREGATION SPONSORED  
ACTIVITIES WILL BE EVALUATED ON THEIR  
ABILITY TO ATTRACT PROSPECTS (A KEY  
COMMITTEE REPORTING ITEM).**

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A REALLY KEY POINT. THERE NEEDS TO BE A BALANCE BETWEEN CONGREGATIONAL ACTIVITIES FOR YOU MEMBERS AND TO ATTRACT VISITORS, BUT YOU NEED TO KNOW WHAT THAT BALANCE IS AND MONITOR IT.

**Delcon**

**LUTHER STREET CHURCH OF CHRIST**

*A CHURCH OF CHRIST DATABASE  
PROPERTY OF CC CHURCH GROWTH INSTITUTE*

**SHEPHERD JOB DESCRIPTION:**

1. Be scriptural in all things.
2. Promote quality in all things.
3. Support the congregation's annual personal evangelism goal of: **6%**
4. Be the lead of the Shepherds on a rotational basis per the SHEPHERD LEAD LISTING.
5. Be the primary shepherd for a group of members as indicated on your Shepherdee list
6. Have at least a 5 minute conversation with each of your Shepherdees each quarter.
7. Monitor your shepherdees for having at least one role and one church friend.
8. Keep any personal information on shepherdees in a secure location.
9. Be familiar with HEPA regulations.
10. Maximize your ability to Shepherd by written delegation to Deacons, Committees, and staff.
11. Be the liaison/mentor for the Committees as listed on the SHEPHERD'S LIAISON LISTING.
12. Be liaison/mentor for the Deacons as listed on the DEACON'S LIAISON LISTING
13. Monitor/mentor your liaison committees for achieving their goals and staying on budget.

MONTHLY SHEPHERD'S MEETING: 1st. Wed., 7:00-9:00 p.m.

MONTHLY LIAISON NIGHT: 2nd. Wed. 7:00-8:00 p.m.



WORDS MEAN TO SHEPERDS ARE TO INVOLVE THE CONGREGATION. DELEGATION, LIAISON, MENTOR, AND MONITOR ARE EMPHASIZED. BASICALLY IF A SHEPHERD WANTS TO DO DEACON WORK RATHER THAN SHEPHERD, HE SHOULD RESIGN AND BECOME A DEACON.



**ORGANIZATIONAL PLAN "C"**

**IT WILL BE ANNOUNCED IN THE NEW MEMBERS CLASS THAT IS SO FAR AS IT PRACTICAL OUR SHEPHERDS EXPECT MEMBERS TO:**

**ATTEND BIBLE CLASS, SUNDAY A.M. AND P.M. WORSHIP, AND WEDNESDAY SERVICE NIGHT**

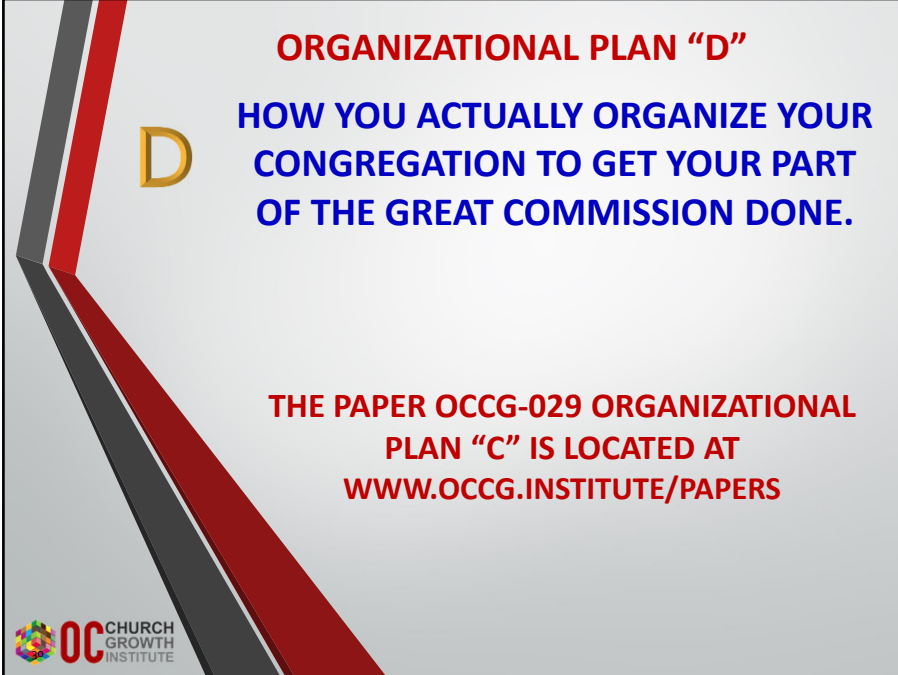
**FINANCIALLY SUPPORT THE WORK OF THE CHURCH**

**BE INVOLVED IN SERVICE AT LEAST 2 HOURS /WK.**

**(ONE SERVICE PROJECT WILL BE TO DEVELOP SERVICE PROJECTS)**

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EXPECTATIONS OF THE NEW MEMBERS NEED TO BE STATED. GROWING CONGREGATIONS EXPECT THEIR MEMBERS TO BE INVOLVED TO HELP THEIR GROWTH. MEMBERS WHO AREN'T EXPECTED TO DO ANYTHING AND DON'T DO ANYTHING DO NOT SUPPORT JESUS' GOAL OF THE GREAT COMMISSION.



**ORGANIZATIONAL PLAN “D”**

**D** **HOW YOU ACTUALLY ORGANIZE YOUR CONGREGATION TO GET YOUR PART OF THE GREAT COMMISSION DONE.**

**THE PAPER OCCG-029 ORGANIZATIONAL PLAN “C” IS LOCATED AT [WWW.OCCG.INSTITUTE/PAPERS](http://WWW.OCCG.INSTITUTE/PAPERS)**

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ORGANIZATIONAL PLAN D IS HOW YOU CHOOSE TO IMPROVE YOUR OPERATING STRUCTURE TO MEET GOALS. YOU ARE A UNIQUE CONGREGATION WITH UNIQUE MEMBERS, UNIQUE SHEPHERDS, UNIQUE DEACONS, AND UNIQUE MINISTERS. YOU NEED TO MAKE A PLAN WHICH WORKS FOR YOU. THE MEASURE OF YOUR PLAN’S SUCCESS IS WHETHER YOUR CONGREGATIONS GROWS IN THE KINGDOM.

**ALL THAT IS AT STAKE IS WHETHER YOU  
WILL SLOWLY LET YOUR CONGREGATION  
DIE OR TAKE THE STEPS NECESSARY FOR  
IT TO REMAIN EVANGELISTIC.**

**AND WHAT YOU WILL TELL JESUS ON  
JUDGMENT DAY.**





WHAT IT SAYS.



# YOUR WORKSHOP

YOUR AREA OR CONGREGATION  
CHURCH LEADER'S WORKSHOP

Your date and time  
Hosted at: \_\_\_\_\_

PURPOSE: To discuss the Great Commission growth pattern by providing information, discussions, analysis and systems relating to the scriptural growth of your congregation.

THE #1 CRITICAL COMPONENT OF CHURCH GROWTH

Status of the Church  
Steps of Sustained Church Growth  
What you need to know  
How to get it    How to repeat it

One or more of the following OC Church Growth Institute members will make the presentations:

Kent Allen  
V.P. Advancement  
Oklahoma Christian U.

Dr. David Duncan  
Pulpit Minister  
Memorial Church of Christ

Gary Smith  
Pulpit Minister  
Fifth Ward Church of Christ

Philip Bailey  
Shepherd  
Memorial Church of Christ

Benton F. Raugh, Ph.D.  
Director, OC Church  
Growth Institute

A SHORT COMMERCIAL THAT IF YOU LIKE THE KIND OF THINGS BEING SAID TODAY, YOU MANY WANT TO SCHEDULE A WORKSHOP IN YOUR AREA OR YOUR CONGREGATION. WE ARE READY TO HELP AT ANY TIME.



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