

SCRIPTURAL CHURCH ORGANIZATION

NUMBER 162

JULY 2021

Our Church of Christ organizations have not been doing well for a while. We have been in decline as a group, and the Covid pandemic has accelerated the problem. In addition to accelerating the problem it will be used as the explanation for bad performance for years to come.

The question of this article is whether exactly what we are doing exactly what we must be doing and so what we are doing is the best which can be expected, or do we have options. The method has been to speed read through the New Testament and list every scripture we could find having to do with church organization.

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THE MYSTERY OF "HELPLESS" CHRISTIANS

Why do we cover
as if helpless and weak
To be mocked by enemies
Of Jesus Christ
Our Savior?
Do we forget?
Do we not believe
that God's power
is made perfect
in our weakness?

Continued on page 2

GREATER HOUSTON CHURCH LEADERSHIP WORKSHOP

SAVE THE DATE
OCT. 9, 2021



SAVE THE DATE
OCTOBER 24, 2021

Plans are underway for an
area wide Sunday evening
Campaign for Christ service.

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THE HUMILITY OF JESUS

"You must have the same attitude that Christ Jesus had." (Philippians 2:5 NLT)

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THE MYSTERY OF "HELPLESS" CHRISTIANS, P. 2

God's Perfect Power gifts:

His love – our love

His joy – our joy

His peace – our peace

His patience – our patience

His persistence – our persistence

His kindness – our kindness

His gentleness -our gentleness

His goodness -our goodness

His faithfulness - our faithfulness

His control – our self-control

He comforts – we comfort

Reaching out by His commands

He does not judge – we do not judge

He forgives - we forgive

His Truth – our truth

His teaching – our teaching

His Baptism and death– our baptism

His resurrection – our transformation

His Authority – our obedience

His abounding love – our
gratitude

His victory – our victory

His glory – our praise

Are we truly helpless?

He hears our pleas,

His whispers roar

in the deaf ears of sinful
man.

His mighty truth forever

stands

"It is written:

'As surely as I live, says the Lord,

Every knee will bow before me,

Every tongue will confess to God"

By the power of love

We come as children

We walk as warriors

We win by grace in service

as daily we run our race

to seek and see His Face,

Who promised 'and surely

I am with you always

To the very end of the age".

"Blessed are the meek,

For they will inherit the earth."

Amen

Leroy Grubbs, Harrison, Ohio

Visitors

As you travel, you can be of assistance in local congregations in helping them to understand how they are seen by potential visitors and prospects.

On the ocginstitute.org website, Project Papers tab is a paper titled:

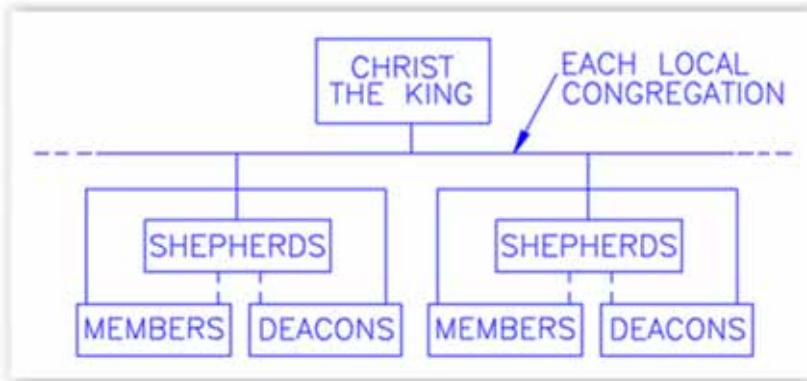
MYSTERY GUEST PROGRAM

This paper and the forms included will help you anonymously communicate with the congregation and improve their "curb appeal".

SCRIPTURAL CHURCH ORGANIZATION, P. 2

We certainly did not find any scriptures which were different than the classic Church of Christ organization which is shown in the figure which says that congregations report to Jesus, Shepherds are in charge of congregations with Deacons and members reporting to them in some way, and everyone being responsible to Jesus.

However, that simple pattern has options on how to implement it. The question is how much flexibility do you have and still remain completely scriptural. If the way you are implementing this is not working, maybe you should consider adjusting.



At the end of this lesson are the verses we found, somewhat simplified. It is given that a Shepherd, Deacon or Minister must have personal characteristics like above reproach, the husband of one wife, temperate, prudent, respectable, hospitable, able to teach, not addicted to wine or pugnacious, but gentle, peaceable, free from the love of money. These are primarily moral characteristics rather than organizational characteristics, and they are repeated in different places. This repetitive moral information is simply left out in the verses to save space. This means that some of the verses normally associated with church organization such as the qualification of elders are blank as they only address moral issues.

SUMMARY OF ACTUAL ORGANIZATIONAL INSTRUCTIONS AND EXAMPLES GIVEN IN THE NEW TESTAMENT:

Be evangelistic

Apostles acting as prototype Shepherds appointed prototype Deacons.

Shepherds must shepherd the church.

OK to pay the preacher.

Christ is the head of the church.

Elders appointed by the minister.

Elders who preach and teach worthy of double honor (probably means OK to be paid).

Do not receive an accusation against an elder except on the basis of two or three witnesses.

A widow is to be put on the list only if she is not less than sixty years old.

Obey your leaders and submit to them.

Is anyone among you sick? Then he must call for the elders of the church and they are to pray over him.

Shepherd the flock of God among you, exercising oversight not under compulsion, but voluntarily, according to the will of God; and not for sordid gain, but with eagerness; nor yet as lording it over those allotted to your charge, but proving to be examples to the flock.

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SCRIPTURAL CHURCH ORGANIZATION, P. 3

If your brother sins, go and show him his fault in private; if he listens to you, you have won your brother. But if he does not listen to you, take one or two more with you, so that by the mouth of two or three witnesses every fact may be confirmed. If he refuses to listen to them, tell it to the church; and if he refuses to listen even to the church, let him be to you as a Gentile and a tax collector.”

There are some additional scriptures such as 1 Corinthians 14:40 “But all things must be done **properly and in an orderly manner**” which would offer some organizational restrictions.

These instructions come from the verses listed under Organizational Instructions at the end of this article, and are all we could find. If you know of more, let us know and we will add them. That being said if those are all the instructions we should have some flexibility in what we can do. If your church is in decline and you don't think you have any flexibility in what you can do, you need to realize a lot of our restrictions are in our traditions. You have some flexibility, use it.

TO SUMMARIZE THE ORGANIZATIONAL INSTRUCTIONS EVEN MORE CONCISELY:

Christ is the head of the church.

The Elders are in charge and are at least a part of the leadership. We are to submit to and obey our leaders. The Elders are to shepherd the church by example and not lord over it. An Elder is not to be accused without at least 2 witnesses. The sick are to call the Elders for prayers.

Also, there are restrictions on the widow's list, it is OK to pay a preacher or an Elder, the Elders are appointed by the minister and/or apostles as prototype Elders, Apostles (prototype Elders) appoint the deacons, there are cases for withdrawing after appropriate

reconciliation attempts, and everything is to be done decently and in order.

SOME RESTRICTIONS NOT GIVEN IN THE NEW TESTAMENT:

You have to do it the way you did it last year or 20 years ago.

You have to do it the way your grandfather did it.

You have to do it the way it was done in the first century.

AND SO

The culture we are working in is very different from the first century and from the early 19th century beginning of the Restoration movement. Even when some of the older of us were in school daily prayer to God came over the school public address system. Today you will get in trouble in most places for even saying a prayer in school. Society was supportive of Christianity in general, now society is antagonistic towards religion.

Satan adapts to and takes advantage of the changing situation. Wouldn't we need to be adapting to and take advantage of the changing situation at the very least just to keep up?

There is no cookie cutter formula for what you need to do at your congregation. Every congregation, area, situation, set of leaders, and set of members are a unique situation. How you change your congregation into a growing congregation will be unique to you. There are, however, some basic principles to consider.

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SCRIPTURAL CHURCH ORGANIZATION, P. 4

1. Leadership cannot do it alone. If your leadership style has disenfranchised the members to the point they are not motivated to do anything, you are discouraging rather than leading. Have you had leadership creep where the Elders become progressively more authoritarian and separated from the members?
2. 100 years ago when most people around were functionally Christian, the biggest challenge was to get people to follow the Bible more closely. If you knew where Acts 2:38 was, you had a good starting point. Today when you need to convince a majority of people that the Bible is God's word it is a much more complicated process. Is your educational program actually preparing members for evangelism?
3. Congregations are characteristically larger than they were 100 years in the past, has your scriptural organization kept up with the requirements of administer a larger congregation?

CLOSER

"To the angel of the church in Laodicea write: I know your deeds, that you are neither cold nor hot; I wish that you were cold or hot. So because you are lukewarm, and neither hot nor cold, I will spit you out of My mouth." Rev. 3:14-17

If you have settled into a comfortable non-evangelistic organizational and operational style it says that the world has impacted your congregation more than your congregation has impacted the world. You might want to read the following:

Jesus said "Indeed the axe is already laid at the

root of the trees; so every tree that does not bear good fruit is cut down and thrown into the fire." Luke 3:9 Jesus said this to Jews before the church was established, but wouldn't it apply to us today as well. Would one of these trees be your congregation?

As this article simply sought to determine what the scriptural limitations are on what a scriptural congregational organization would look like, we would suggest you read also the paper OCCG-029 ORGANIZATIONAL PLAN C which follows at the end this issue and is posted to the website occg.institute. It is a discussion of an option which might give you some ideas.

THE LEADERSHIP WANTED TO DO EVERYTHING THE SAME AS BEFORE, BUT GET A DIFFERENT RESULT

Next month: **WHAT DOES A LUKEWARM CONGREGATION LOOK LIKE?**

THE VERSES MENTIONED ABOVE FOUND ON CHURCH ORGANIZATION:

The following are all the versed found in the New Testament regarding church organization, without the repetitive statements of moral characteristics mentioned above.

Matthew 18:15-17 "If your brother sins, go and show him his fault in private; if he listens to you, you have won your brother. But if he does not listen to you, take one or two more with you, so that by the mouth of two or three witnesses every fact may be confirmed. If he refuses to listen to them, tell it to the church; and if he refuses to listen even to the church, let him be to you as a Gentile and a tax collector."

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SCRIPTURAL CHURCH ORGANIZATION, P. 5

Matthew 28:19-20 GREAT COMMISSION “Go therefore and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit, teaching them to observe all that I commanded you; and lo, I am with you always, even to the end of the age.”

ACTS 6:1-5 Apostles as prototype Elders appointing prototype Deacons: “Therefore, brethren, select from among you seven men of good reputation, full of the Spirit and of wisdom, whom we may put in charge of this task. But we will devote ourselves to prayer and to the ministry of the word. The statement found approval with the whole congregation; and they chose

Acts 14:23 When they had appointed elders for them in every church, having prayed with fasting, they commended them to the Lord in whom they had believed.

Acts 20:28-31 “**Be on guard** for yourselves and for all the flock, among which the Holy Spirit has made you overseers, to shepherd the church of God which He purchased with His own blood. I know that after my departure savage wolves will come in among you, not sparing the flock; and from among your own selves men will arise, speaking perverse things, to draw away the disciples after them. Therefore be on the alert, remembering that night and day for a period of three years I did not cease to admonish each one with tears.”

1 Corinthians 16:2 On the **first day of every week** each one of you is to **put aside** and save, as he may prosper, so that no collections be made when I come.

1 Corinthians 14:34 The **women are to keep silent** in the churches; for they are not permitted to speak, but are to subject themselves, just as the Law also says.

1 Corinthians 14:39 | NASB WORSHIP

39 Therefore, my brethren, desire earnestly to **prophecy**, and do not forbid to speak in tongues.

1 Corinthians 4:2 In this case, moreover, it is required of stewards that one be found **trustworthy**.

1 Corinthians 11:20-22 Do you not have houses in which to **eat and drink**?

1 Corinthians 14:27-28 If anyone **speaks in a tongue**, it should be by two or at the most three, and each in turn, and one must interpret; but if there is no interpreter, he must keep silent in the church; and let him speak to himself and to God.

Romans 16:17 Now I urge you, brethren, keep your eye on those who **cause dissensions and hindrances** contrary to the teaching which you learned, and turn away from them

Galatians 6:6 The one who is taught the word is to share all good things with the one who teaches him. (Pay preacher)

Eph 5:23 For the husband is the head of the wife, as Christ also is the head of the church, He Himself *being* the Savior of the body.

Hebrews 10:25 not **forsaking our own assembling** together, as is the habit of some, but encouraging one another; and all the more as you see the day drawing near.

Thessalonians 5:12 But we request of you, brethren, that you **appreciate** those who diligently labor among you, and have charge over you in the Lord and give you instruction,

Continued on page 5

SCRIPTURAL CHURCH ORGANIZATION, P. 6

1 TIM 3:1-7: Overseer or Shepherd: Only personal characteristics given.

1 Tim 3:8-13 Deacons: Only personal characteristics given.

Titus 1:5: Elders: For this reason I left you in Crete, that you would set in order what remains and appoint elders in every city as I directed you, (elders appointed by the minister)

Titus 5:6-10 Elders: Only personal characteristics given.

Titus 5:11 Elders: “who must be silenced because they are upsetting whole families, teaching things they should not *teach* for the sake of sordid gain. (Silence trouble makers)

1 TIM 5:17 The elders who rule well are to be considered worthy of **double honor**, especially those who work hard at preaching and teaching.

1 TIM 5:18 For the Scripture says, “YOU SHALL NOT MUZZLE THE OX WHILE HE IS THRESHING,” and “The laborer is **worthy of his wages.**”

1 TIM 5:19 Do not receive an **accusation against an elder** except on the basis of two or three witnesses.

1 Timothy 5:9 A **widow is to be put on the list** only if she is not less than sixty years old, having been the wife of one man,

Hebrews 13:17 **Obey your leaders and submit to them**, for they keep watch over your souls as those who will give an account. Let them do this with joy and not with grief, for this would be unprofitable for you.

James 5:14-16 Is anyone among you sick? Then he must **call for the elders of the church and they are to pray over him**, anointing him with oil in the name of the Lord;

and the prayer offered in faith will restore the one who is sick, and the Lord will raise him up, and if he has committed sins, they will be forgiven him. Therefore, **confess your sins to one another**, and pray for one another so that you may be healed. The effective prayer of a righteous man can accomplish much.

1 Peter 5:1-5 Therefore, I exhort the elders among you, as your fellow elder and witness of the sufferings of Christ, and a partaker also of the glory that is to be revealed, **shepherd the flock** of God among you, exercising oversight not under compulsion, but voluntarily, according to the will of God; and not for sordid gain, but with eagerness; nor yet as **lording** it over those allotted to your charge, but proving to be **examples** to the flock. And when the Chief Shepherd appears, you will receive the unfading crown of glory. You younger men, likewise, be subject to your elders; and all of you, clothe yourselves with humility toward one another”

OPERATIONAL INSTRUCTIONS:

Verses included also include the following information, but they tend to be operational instructions rather than organizational instructions. The line is not always clear between the two things.

OK to speak in tongues as long as there is an interpreter

Keep an eye on those who cause dissensions

Silence troublemakers

Collections made on the first day of the week (example rather than command)

Continued on page 5

SCRIPTURAL CHURCH ORGANIZATION, P. 7

THE HUMILITY OF JESUS P. 2

Appreciate those who diligently labor among you, and have charge over you

Women are to keep silent in churches

Forsake not the assembly


Confess your sins to one another .

If you agree with what this article is saying and do not consider yourself a leader, consider giving this article to the ones you think are leaders.

IF YOU DON'T SET GOALS YOU ARE PROBABLY NOT GOING TO ACHIEVE THEM!

HEALING AMERICA

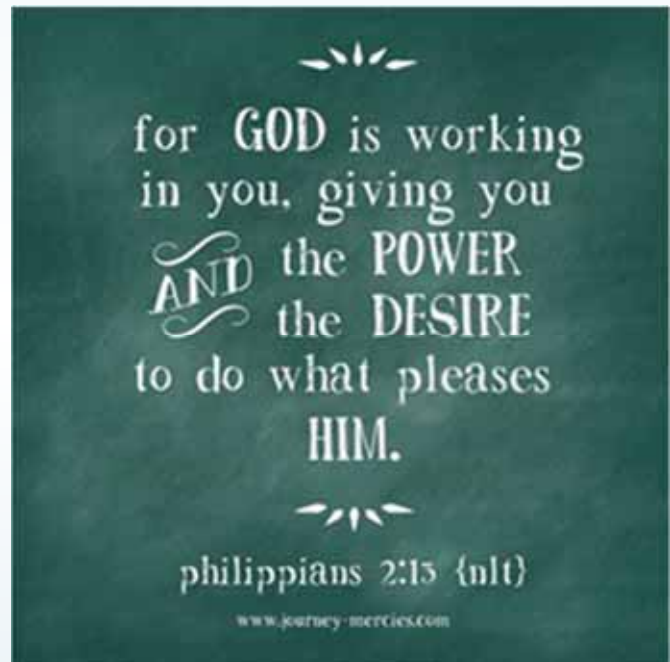
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Have you ever really considered the humility of Jesus? Think of the power, glory and majesty of the Son of God. "Though he was God, he did not think of equality with God as something to cling to. Instead, he gave up his divine privileges; he took the humble position of a slave and was born as a human being. When he appeared in human form, he humbled himself in obedience to God and died a criminal's death on a cross." (Phil. 2:6-8 NLT)



In his humility, Jesus became a servant. How does the creator of the universe become a servant? He chose to. We want to be like Jesus, but we are naturally concerned with our own interests. It takes the mind of Christ to be concerned with serving the interests of others. We need help. How do we develop the attitude of Jesus? We do our part and "... God is working in you, giving you the desire and the power to do what pleases him. " (Phil. 2:13 NLT)

Elizabeth Brown, Texarkana

IMPOSSIBLE FOR EVOLUTION #118 - HONEYPOT ANTS

Joseph convinced the Pharaoh that there were going to be 7 good years and then lean years, so the Egyptians stored up in the good years to feed themselves in the lean years.

Many insects, such as honey bees and some wasps, collect and store liquid for use at a later date. However, these insects store their food within their nest or in combs. They do pretty much like what the Egyptians did. Squirrels do this, but they put theirs in the ground or sometimes in a tree hole.

Honey pot ants have unique way of accomplishing this. They use their own bodies as living storage. They have specialized workers that are gorged with food to the point that their abdomens swell enormously. You can see this in the photos.

When they are fully engorged, they become immobile and hang from the ceilings of the underground nests, for months at a time.

They are used later by their fellow ants when food is otherwise scarce. When the liquid stored inside a honey pot ant is needed, the worker ants stroke the antennae of the honey pot ant, causing the honey pot ant to regurgitate the stored liquid from its crop.

Their nests are found in a variety of arid or semiarid environments. Some species live in extremely hot deserts, others reside in transitional habitats, and still other species can be found in woodlands which are somewhat cool but still very dry for a large part of the year.

The unique ability to do this demonstrates the design capability of an intelligent designer. More simply put, this is a personal message from God to you that He exists. We have to take that on faith, but there is surely supporting evidence for this faith.

Information collected from the Super Bug Encyclopedia and Wikipedia

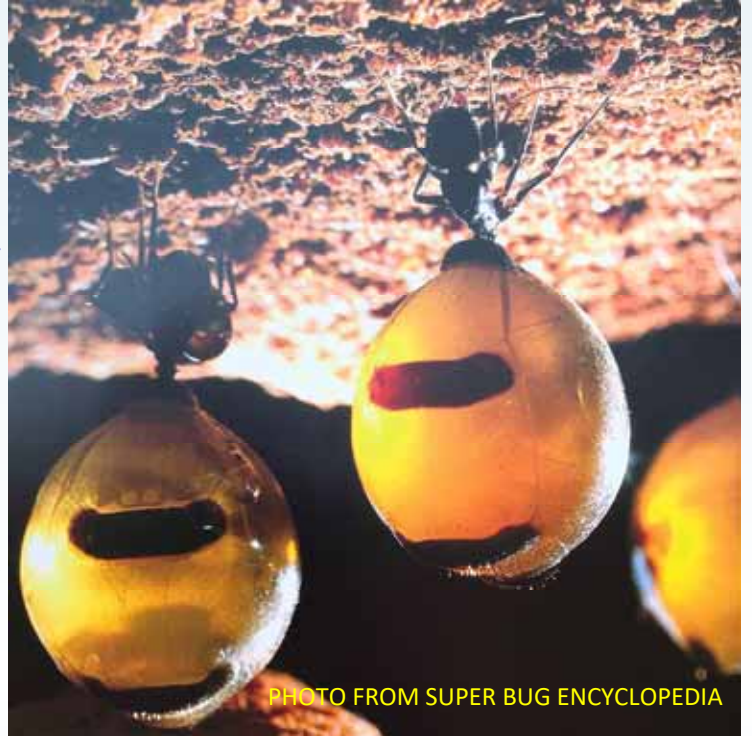


PHOTO FROM SUPER BUG ENCYCLOPEDIA



PHOTO BY GREG HUME



"THE POWER WITHIN" PHILLIPIANS 2:13

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AUG. 14, 2021

12p - 3p (CENTRAL TIME)

#CWYL



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- (3) **WHICH GROUP?** A brief history of the world and of Christianity leading to a discussion of how to find Christ's church.

Located at occg.institute, TOPICAL LESSONS , 02 WINGS OF EAGLES

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If we provide a **REFOCUS WEEKEND**, we will guarantee that if your congregation does not grow 5% in 2 years we will donate \$5,000 to the Church of Christ related children's home of your choice in your name.

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- (5) Sunday morning worship: A church growth sermon

See <https://occg.institute/services/refocus/> for more specific information.

For more information, contact:
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8 - All those who believe in psycho kinesis, raise my hand.

9 - The early bird may get the worm, but the second mouse gets the cheese.

Steven Wright

LET THE BIBLE SPEAK TV PROGRAM NOW AIRS ON KUBE AT 6:30 A.M. ON THE LORD'S DAY

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Organizational Plan C
Paper No. OCCG-029

Benton F. Baugh, Ph.D., P.E.
OC Church Growth Institute

EXECUTIVE SUMMARY: Our traditional implementation of scriptural congregational organization typically leads to a board of director style operation which typically leads to disenfranchisement of members. A plan is offered which matches the scriptural requirements but should give some ideas on to keep more members engaged in the growth of the congregation.

KEY WORDS:

Church organization, Elder, Shepherd, DelCon

GLOSSARY:

Elder: A scriptural name for a congregational leader with the general connotation today of being a ruler.

Shepherd: A scriptural name for a congregational leader with the general connotation today of being a shepherd.

DelCon: A church operational software package specifically designed for Churches of Christ.

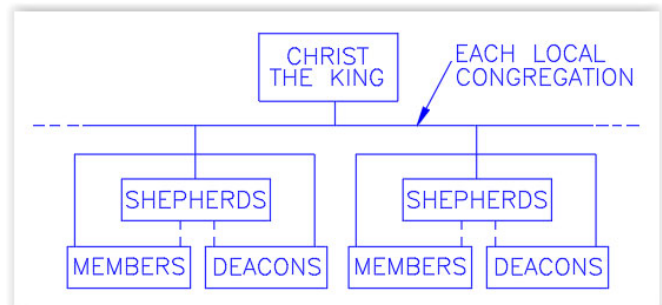
Ministry Active: A member who spends at least 30 minutes per month in a church role, committee, or ministry.

Thumb Printing: Making small unnecessary changes to a proposal.

REPORT:

According to the scriptures, Elders or Shepherds are in charge of the congregations and Deacons are assigned to do tasks. Review the lesson CHURCH ORGANIZATION¹ for information regarding

this. There is sparse information given on this in the New Testament, as one might expect when the organization is expected to last for thousands of years. The scriptures remain the same, but the physical implementation of the scriptures will change from time to time. After a while,



the organizational tradition we are accustomed to take on the air of being scriptural. However, sometimes scripturally acceptable traditions can interfere with actually doing what is scriptural.

What we are going to investigate at this time is our traditional implementation of the scriptural instructions which characteristically leads Churches of Christ to functional a board of directors operation. Is a board of directors style mandated, or is it simply an optional implementation?

We are going to suggest here that a “board of directors” implementation is when the physical decisions of the congregation are characteristically made behind closed doors by Elders and members are informed of the decision. We are not suggesting that this is unscriptural, we are suggesting that when it gets to this point the congregation

is in the process of dying.

Additionally, we are going to distinguish the use of the word Shepherds from Elders, as shepherding characteristically has a different connotation than eldering. The words mean the same in the Bible. In usage today they give a different impression. The typical connotation of Shepherding today is to shepherd whereas to Elder is to rule.

Take two decisions as discussion examples: (1) Bob is being taken in a sin and (2) we need to re-carpet the auditorium. Bob's sinning is a shepherding problem, and the carpet implementation is a task. It is not hard to imagine that Bob's sinning should be within the domain of the Shepherds to address so that is not a problem in this context.

Re-carpeting is more complex in this context. Characteristically the Elders approve considering new carpet, approve the budgeting, and approve the color. The task may be "delegated" to a committee, but the Elders have veto power at every step, and are usually inclined to thumb-print the decisions to get their "2 cents" into the process.

The net result of the typical process (even though a completely scriptural implementation) is that the Deacons and other members become discouraged and tend towards doing nothing. The Elders grow tired of the lazy Deacons and have to do most of the work themselves, or hire paid staff to do it. A good paid staff member can do the work of 20 volunteer members or said in the opposite, a "good" paid staff member puts 20 members out of an involvement role. (The role of staff should be to involve members, not to replace them.) Hopefully that is a fair and reasonably unbiased appraisal of the

situation the church today, and it results in congregations dying disappearing within 50-100 years, similarly as most businesses do.

A benefit to the present system is that once implemented it is very stable and will serve the congregation until it dies. Would it be unreasonable to say it serves the congregation until it kills it?

WHAT ORGANIZATIONAL INSTRUCTIONS ARE ACTUALLY GIVEN:

Beyond the qualifications of Shepherds and Deacons, what does the New Testament say about how to organize a congregation:

1. The Shepherds are in charge of everything. (I Tim. 3:4-5) This would be when a multiplicity of qualified Shepherds exist. Some kind of scriptural organization would also need to exist when no qualified Shepherds are available, but it would be scriptural.
2. Deacons (and others) would be in charge of doing tasks. (Acts 6:2-3)

As you can note in the lesson titled CHURCH ORGANIZATION there are more details to this, but this pretty much summarizes it.

It is probably reasonable to say that any organization you have beyond this is your implementation or tradition. Implementations / traditions are important, but they are not scriptural requirements.

IS THERE AN ALTERNATE SCRIPTURAL IMPLEMENTATION OF CHURCH ORGANIZATION?

Again, for purpose of discussion we are going to say that the perfect implementation of what the scripture says is Organizational Plan A, which would of course be scriptural. We are going to refer

to the contemporary implementation of organization to be **Organizational Plan B**, which again is completely scriptural.

Whatever organizational implementations you may consider, the Shepherds cannot shirk from the fact that they are to manage or be in charge of and responsible for everything. On the other hand if they control so tightly that they impede the motivation of other congregational members to do anything, it is not good.

Consider that the day before Shepherds were selected the congregation operated and grew well enough to get to the point of needing Shepherds. In conventional wisdom the next day (or after a brief time) the congregation is no longer capable of deciding business decisions without the approval of the Shepherds. Did those remaining suddenly become incapable of making a decision or at least a competent decision?

Let's presume for the sake of discussion there are 70 members and 2 become Shepherds, leaving 68 non-Shepherd members. The day before the leaders of the 70 members including new Shepherds ran the organizational business of the congregation in a business meeting in a completely scriptural way. Why couldn't that same organizational business be run in the same way after the change, with the Shepherds voting exactly as they did before? Would doing the exact same thing suddenly become unscriptural upon having Shepherds? It would not be a scriptural problem, it would just be a plan which conflicts with our customs.

Acts 6:4-6 says regarding the physical situation of the Grecian widows "So the twelve summoned the congregation of the disciples and said, "It is not desirable for us to neglect the word of God in order to serve

tables. "Therefore, brethren, select from among you seven men of good reputation, full of the Spirit and of wisdom, whom we may put in charge of this task. "But we will devote ourselves to prayer and to the ministry of the word."

This is our classic scripture on the role of Deacons with these men as prototype deacons. The roles of Shepherds and Deacons was not defined at this time. Is it not also a description of the role of Shepherds with the Apostles as prototype Shepherds? Does this not mean that while Shepherds have oversight, that their primary role is shepherding and not being the head Deacons.

The following is a plan which is in summary that the Shepherds are in charge of everything, delegate authority by means of written regularly reviewed job descriptions, and then have a veto power anything unscriptural, not in accordance with the written job descriptions, or is out of the budget which they have approved. It is called Organizational Plan C as any plan will become unique to the situation of a congregation. There could be some part of the following plan which you would want to adjust to fit your situation.

ORGANIZATIONAL PLAN C:

AUTHORITY

1. 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).

OPERATING SYSTEM

1. Congregation operates on Delcon²

software which functionally operates like the CEO of the congregation. (Shepherd's authority is put into job descriptions within Delcon and fans out to committees and members.) DelCon will be operated by a Facilitator.

2. Operations are done according to Delcon job descriptions, which are approved by the Shepherds, and updated annually.
3. The congregation will operate on a Committee/Ministry system such that Shepherd's authority is delegated to Committees and then subdivided to Ministries as appropriate.
4. The Chair of each Committee will operate primarily as a manager and send short monthly reports including 5 agreed upon reporting points to the Facilitator.
5. The role of Committee Chair will be for a term of one or two years only and the Chair must rotate out of the position for at least a year.
6. The Facilitator will post the information to DelCon and send a monthly summary report on Committee activities to the leadership.
7. Jobs descriptions will be suggested by the Committees according to how they can best achieve their part of the Shepherd approved congregational goals. Shepherds will approve all job descriptions and to the greatest extent practical will refrain from "thumb printing" them. Committee Chairs and liaison Shepherds will review and update all job descriptions annually..

CHURCH BUSINESS MEETINGS:

1. Business meetings will be held

quarterly and at other times when required.

2. Business decisions to be made by majority rule in open business meetings run by Robert's rules of order. All ministry active³ members, Deacons and Shepherds to have an equal vote (see item #1 under AUTHORITY).
3. The Chair for the will be alternately a Shepherd and a Deacon Committee Chair who is current on this monthly reporting.
4. The current summary report from Committee Chairs will be provided so all will be aware of the committee status on the 5 key reporting points. Verbal committee reporting will be beyond those 5 points.
5. Budgets will be done for and approved by the Shepherds by the guaranteed subscription method.⁴
6. The Shepherds cannot veto any activity which is scriptural and is in the current budget but can veto any item which is either unscriptural or not in the current budget.
7. The Shepherds have veto power on incurring any debt.

ANNUAL MEETING OF MEMBERS:

1. There will be an annual business meeting of all adults in the congregation in which all ministry active³ member's point of view will be given 3 minutes to speak on any topic.
2. Someone who can run a meeting like this should run it. It is a talent which everyone does not have.

MISCELLANEOUS:

1. The Shepherds will receive the Delcon

Visitor Summary Report monthly along with a graph of the congregational attendance and visitor traffic since the DelCon program was started.

2. All congregationally sponsored activities will be evaluated at least annually on their potential to attract prospects. Available resources (time and money) will be focused on attracting and engaging prospects. Shepherds will be kept aware of prospect status.
3. All members will view the 3 – 20 Wings of Eagles⁵ videos or something equivalent.

**THE LEADERSHIP WANTED TO DO
EVERYTHING THE SAME AS BEFORE,
BUT GET A DIFFERENT RESULT**

ORGANIZATIONAL PLAN D:

As commented before, no plan is going to be good for all congregations. If we continue with business as usual with our current implementation of the scriptural plan B, the Churches of Christ as we know them are likely to disappear in 50-70 years.

We simply cannot let this happen. You need to make a plan for your congregation which will get members effectively engaged in the Great Commission again; and will keep them engaged for the long haul.

Hopefully, this paper will give you some ideas as to what you might do.

References:

1. <https://occg.institute/christian-array-topical-lessons/4-church-of-christ/>
2. <https://occg.institute/delcon/>
3. Ministry active is defined here as spending 30 minutes per month on any role, committee, or ministry of the congregation, a term used to promote the congregational goal of member involvement.
4. <https://occg.institute/papers/organization/guaranteed-budget-subscription>
5. <https://occg.institute/2-wings-of-eagles/>

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