

OPENING INTRODUCTION~

First- the assignment. The sermon this Sunday is *all* of us. I'd like you to reflect on everything we wrestle with today. Take note of what sticks with you, what's important, and how you answer some of the coming questions in your heart of hearts.

On Sunday, during the sermon time, the plan is to have a number of chairs on the stage and hold a discussion/interview with the leaders who have participated today. (Only if you're up for it, of course.) The objective: To speak directly from our hearts on what defines us as a Biblical church.

This morning we'll revisit the infrastructure of our church and give it serious and reflective examination. We will spend time individually or in small groups looking over the appendix and the questions to prepare for group discussion.

The intent of this retreat, and in fact, the coming year is to equip those who have stepped up to church leadership to become equipped in the best possible way. It has been said that consistent integrity is the top benchmark in the coming decade. That those looking to the church will first care about what we *are*, long before what we *profess*. Integrity isn't simply us in God's Word, it's God's Word in us. That's where leadership must build its house.

Matthew 20:25-28

Jesus called them to Himself and said, "You know that the rulers of the Gentiles lord it over them, and those who are great exercise authority over them. ²⁶ Yet it shall not be so among you; but whoever desires to become great among you, let him be your servant. ²⁷ And whoever desires to be first among you, let him be your slave— ²⁸ just as the Son of Man did not come to be served...

People in church offices play down their role in an effort to be humble. But the truth is; even though, leaders are no better than others, Scripture holds them more accountable. They follow Christ as "*servant leaders*." The reward for being a servant *to all*, is that you *become* more like Christ. It will be in ways that wouldn't be possible unless you stepped out to serve. You *experience* Christ. It will be with a closeness that's impossible unless you're obeying His call. Despite the pain, and often, because of it, Christ is the reward.

2 MENTAL PICTURES TO EXPLAIN THIS RETREAT:

The first mental picture is a WALL PEG.



I read a story about a church recently. A deacon placed a peg in the back wall of the church for the pastor to hang his hat. A second deacon was outraged because he hadn't been consulted. The dispute escalated church-wide with everyone taking sides. Ultimately, the church split, and the break-away group referred to themselves as the "no peg church."

In our fallen natures, people are quick to divide over all kinds of things; sometimes trivial, and always heartbreaking. And it's amazing how pious we can sound doing it! The real cause is always some version of the same failing- **disunity**. And disunity is always an indicator that Christ is not there. No matter how noble a face we may put on it.

In the book you received, "*Basic Christian Leadership*", the highly regarded Christian teacher, John Stott points out how Paul wrestled with the same problem in the early church. The Corinthian church was dividing into camps, pledging allegiance to one leader or the other. It was the way of the world for the ancient Greeks; follow the best rhetoric and the most charismatic speaker. The church was defaulting to doing things the world's way.

This is how Paul responds:

1 Corinthians 1:12-17

² Now I say this, that each of you says, "I am of Paul," or "I am of Apollos," or "I am of Cephas," or "I am of Christ." ¹³ Is Christ divided? Was Paul crucified for you? Or were you baptized in the name of Paul?

... ¹⁷ For Christ did not send me to baptize, but to preach the gospel, not with wisdom of words, lest the cross of Christ should be made of no effect.

It is important to have a clear faith statement and a functioning constitution. We are called to do our best as leaders. That the reason we are here right now. And even though we quickly say, "*Of course we follow Christ*", the Spirit of Christ is often the first thing to go in church business. We are **imperfect**- but called to a heavenly standard. We **divide and self-promote**- but we are called to

supernatural unity. Or, for the sake of a **shallow peace**, we compromise or turn a blind eye. That's what church looks like under our own human effort.

The reality is, only the **Cross** can be central. Only the **Holy Spirit** can unite. So even as we reflect on the tools of organizing our fellowship, Christ alone must always be front and center. Or we will quickly divide over "**wall pegs**."

The second mental picture is this glove.



During a walk, I came across a single glove perched on a wood-bridge railing. Left for the owner to reclaim. Even though it was an expensive brand, neither the finder nor any other hiker took it. And for a simple reason... unless you're a Michael Jackson-type; a single glove is **useless**.

Somewhere there's a glove of equal value that is also, completely useless. The gloves are not the same, they are different, but complementary. Mirror images of each other. And it's that very difference that brings value to both... but only when they're united.

As a group, we are different individuals, God has given us different gifts of the spirit. We are wired with different aptitudes. We **need** those differences. But like the gloves, those differences must be united, they must be complementary. In unity, the right hand and the left must be about the same business of the Father... both must be where He is currently working.

There are two major objectives from my standpoint this year:

1. To give you, the leadership, the best **equipping** we can. YOU are the "Protégé Project."
2. To foster **team-spirit** into the leadership. To develop a solid understanding and appreciation for the roles of each other as church leaders. Not to control but to coordinate. That is a product of unity. And unity is the Spirit of Christ.

Quick break to go individually, or in small groups to look over the excerpts in the appendix. The objective is to help develop a proper mindset for the upcoming discussions.

CANAAN, WHO ARE WE?

~What we say we believe.

1. We believe the Bible to be the inspired, the only **infallible, authoritative Word** of God. (II Timothy 3:16)
2. We believe that there is **one God, eternally existent in three persons**: Father, Son and Holy Spirit. (I Timothy 2:5, John 17:22-23, Ephesians 1:13-14)
3. We believe in the **deity of our Lord Jesus Christ** (Luke 2:11), in His virgin birth (Matthew 1:23), in His sinless life (I Corinthians 5:21), in His miracles, in His vicarious and atoning death through His shed blood (I Peter 2:24), in His bodily resurrection (I Corinthians 15:4), in His ascension to the right hand of the Father and in
4. His **personal return** in power and glory (Acts 1:8,11).
5. We believe that the **salvation** of lost and sinful man comes **only by grace** through His shed blood. (Ephesians 2:8-9)
6. We believe in the **present ministry of the Holy Spirit** by whose indwelling the Christian is enabled to live a Godly life. (John 14:26)
7. We believe in the **resurrection of both the saved and the lost**; they that are saved unto the resurrection of life and they that are lost unto the resurrection of damnation. (John 5:28-29)
8. We believe in the **spiritual unity of believers** in our Lord Jesus Christ. (Galatians 6:10)

DISCUSSION POINTS:

- WHAT DOES IT LOOK LIKE WHEN WE ARE LIVING UP TO EACH OF THESE STATEMENTS? (Examples)
- WHAT ARE SOME INSTANCES WHERE WE MAY NOT BE PRACTICING WHAT WE PROCLAIM?
- DO THESE STATEMENTS BUILD ON EACH OTHER, OR IS EACH A STAND-ALONE STATEMENT? (The implications of that.)

- WHAT SHOULD OUR RESPONSE AND/OR REACTION TO THOSE WHO ATTEND OUR CHURCH BUT CONTEST ONE OR MORE OF THE STATEMENTS?
- HOW IMPORTANT IS IT TO UNITE IN OUR STATED ITEMS OF FAITH?
- HOW DO WE FOSTER DEEPER UNDERSTANDING AND AWARENESS OF OUR BIBLICAL BELIEF AS STATED?

Notes~

~HOW WE DEFINE OUR FELLOWSHIP.

God being our witness, we pledge, one to another that:

1. We will strive together to promote a spirit of love, hospitality, humility and forgiveness in our associations together.
2. We will hold to the faith and promote the evangelizing of the lost.
3. We will be faithful in our assembling together on the Lord's Day for worship.
4. We will practice good stewardship by cheerfully giving of our time, abilities, and material possessions, as God has prospered us, for the furtherance of His Kingdom.
5. We will encourage and be supportive of those who lead us.
6. In our daily lives, we will strive for the more perfect way in our dealing with others.
7. We will strive to develop our spiritual life through private and family devotions and through study of the Holy Scriptures.

We further covenant that in the event we move from this community and this church, we will unite with another body of Christians of like faith so that we can continue to promote the building of the Kingdom of God.

DISCUSSION POINTS:

- WHICH OF THESE STATEMENTS ARE PRACTICED MOST?
- WHICH ARE NOT PRACTICED AS FAITHFULLY?
- WHAT MIGHT THE LEADERSHIP DO TO ENCOURAGE THE CONGREGATION IN THESE PRACTICES?
- WHAT DOES IT MEAN TO BE A "SERVANT-LEADER"? (Matt. 20:25-28)
- NONE OF US ARE PERFECT, SO WHAT'S THE STANDARD THAT WE MUST KEEP- AS MEMBERS, AS LEADERS?

(James 3:1-2 ¹ My brethren, let not many of you become teachers, knowing that we shall receive a stricter judgment. ² For we all stumble in many things. If anyone does not stumble in word, he is a perfect man...)

- THERE'S SO MUCH AVAILABLE ONLINE, WHAT CAN WE DO IN THE CHURCH TO MAKE SHOWING UP PHYSICALLY, THE OBVIOUSLY BETTER OPTION?

Notes~

APPENDIX

What is Christian leadership?

First, a definition: Effective Christian leadership is the process of helping a group embody in its corporate life the practices that shape vital Christian life, community, and witness in ways that are faithful to Jesus Christ and the gospel and appropriate to the particular group's setting, resources, and purpose.

The next definition is more specific to leadership in a congregational setting: Effective Christian leadership is the process of helping a congregation embody in its corporate life the practices that shape vital Christian life, community, and witness in ways that are faithful to Jesus Christ and the gospel and appropriate to the particular congregation's setting, resources, and purpose.

Effective Christian leaders

- are godly in character, manifesting the life of Christ and the fruit of the Spirit
- pray fervently
- are emotionally healthy and able to function effectively in a variety of relationships
- see the world in optimistic and hopeful terms
- listen carefully
- are trustworthy
- are self-sacrificial
- create ownership of ministry vision
- utilize the giftedness of others
- acknowledge that resistance to effective leadership is normal and unavoidable
- are not afraid of conflict
- are persistent in the face of conflict
- are resilient in the face of setbacks
- are respected by all members of a group even if not always liked or agreed with
- bring people together, building consensus across lines of competing viewpoints
- get people talking about their differences in ways that promote learning, listening, and insight
- understand the importance of clear structures and practices of accountability
- stay in close contact with those who are resisting their leadership
- absorb the normal tensions and anxieties present in any community of people without overreacting and thereby escalating tensions
- understand and manage the process of change
- are humble and take little credit for the good things that happen around them

What are the positive things we can expect to see in situations where there is effective, reciprocal leadership?

Four factors (the four "Cs") seem ever-present in situations of effective leadership:

1. **Character** in the leader (which generates trust on the part of followers).
2. **Conviction** in the leader (which helps the congregation discern its purpose and vision).
3. **Competencies** in the leader (which help a congregation function as a healthy system—i.e., deal with the normal anxieties and conflicts of communal life in healthy and productive ways).
4. **Confluence** of leader, congregation, time, place, ministry opportunity, and resources that is a gift of God's Spirit and that enables a leader and congregation to work joyfully together in realizing God's purposes. (**Confluence**: *a coming together to one place, flowing together.*)

Character is foundational for the leader, then the effect leader must have competencies:

SKILLS that can be learned by a wide variety of persons.

These skills include:

- listening and encouraging skills
- communication skills
- understanding authority, including the differences between formal and informal authority
- understanding the importance of clear structures and practices of accountability
- understanding dynamics and processes of change

- understanding the dynamics of conflict and how to lead through conflict
- motivating people to perform at their full potential
- building support for and ownership of a process of change
- using win/win problem solving techniques
- understanding the congregation as a system
- understanding the critical nature of pace when it comes to change
- understanding the difference between courage and the temptation to martyrdom
- understanding the pitfalls of charisma
- knowing the difference between solving problems and creating opportunities for learning

THE HEALTHY CHURCH

Some of the features of healthy congregations include:

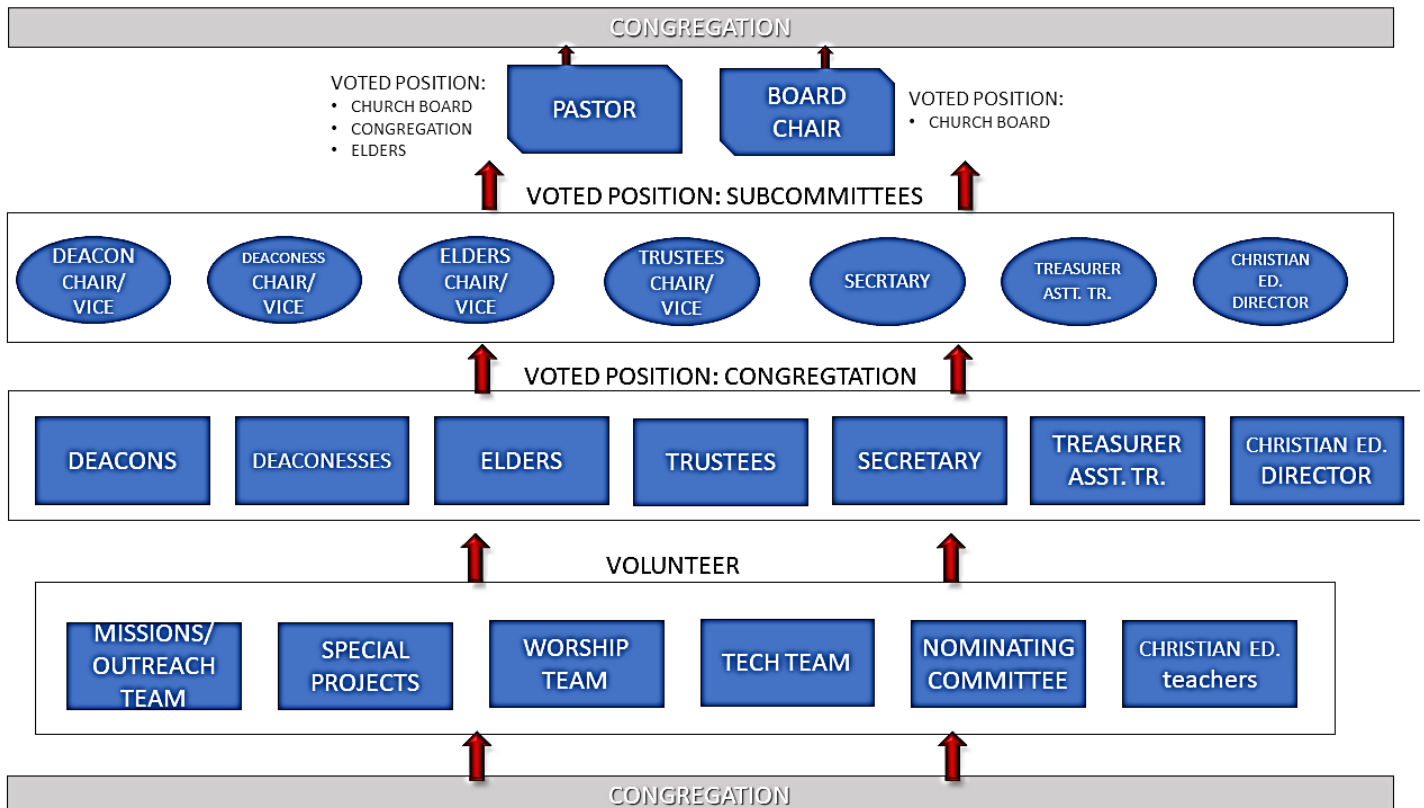
- strong commitment to the church’s purpose
- healthy practices of communication within the congregation and between congregation and leaders (*communication that keeps truth and love, accountability and support together in creative tension*)
- deep congregational practices of prayer for leaders and the congregation as a whole
- a congregational culture that takes responsibility for its problems and doesn’t blame or scapegoat the pastor or other leaders
- the ability to constructively deal with conflict
- leadership decisions guided first of all by the church’s purpose, not by a desire to keep peace at all costs

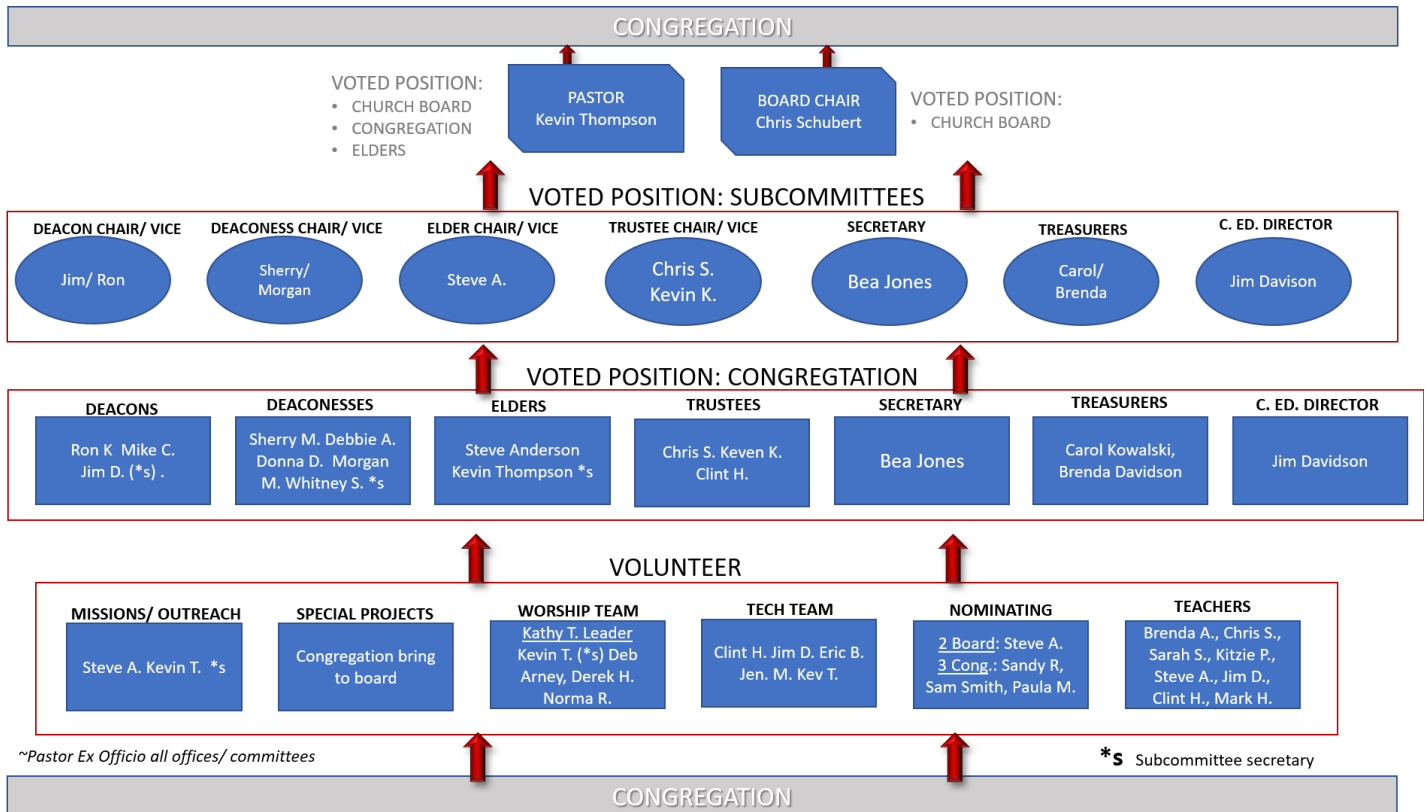
Canaan Administration Website has good reading material for equipping our church leaders.

Hit “**GoodReads**” in the site menu, go directly to <https://bulletin77.wixsite.com/admin/goodreads> or, QR



~Our Church Structure





SUMMARY OF DUTIES AND ACCOUNTABILITY FOR EACH OFFICE

GOVERNING BOARD-

- Arrange paid support.
- Oversight of church ministries.
- Hear any member on church interests.
- Weigh inability/unfaithfulness of elected/ appointed officers.
- Implement constitution.
- Meet at regular times for prayer & consideration of church work.
- Post reports financial, pertinent action, newly elected officers.

DEACONS

- Arrange ushers, greeters, provide information.
- Leading role in prayer ministry.
- In charge of charities, visit sick, needy, at elders' request.
- Use relief funds.
- Assist trustees in physical maintenance.

DEACONESS

- Prepare communion elements.
- Send flowers/cards for members/regular attendees.
- Arrange/prepare funeral dinners as needed.
- Arrange food to homes as needed.
- Secure necessary kitchen supplies.
- Arrange seasonal decorations.
- Schedule/ oversee fellowship dinners.

ELDERS-

- Senior pastor,
- Other active members candidates selected by nominating committee. (Each year)
- Duties-care of membership, maintain membership.
- Meet prospective new members.
- Serve communion.
- Leading role in prayer ministry
- Counsel needy, visit the sick.
- Deal with spiritual issues.
- Report to the governing board.

TRUSTEES

- Oversight of church property.
- Provide adequate routine of cleaning.
- Supervision of purchases, changes, repairs of church property.
- Provide annual audit.

MISSIONS/ OUTREACH

- Keep congregation informed of missions/ missionaries.
- Arrange administration of promise/pledges.
- Communicate with our missionaries.
- Coordinate Missions conferences/ emphasis.
- Arrange/promote short term missions.

SENIOR PASTOR

- Is recognized as an elder.
- Qualified Biblically, ordained.
- By majority of active membership.
- Example to the church.
- Prayerful/ general/ spiritual oversight of Church.
- Watching as accountable for souls.
- Seek salvation of the lost, edification of believers- approved of God.
- Recognized spiritual leadership.
- Responsible for public services/ general promotion of church activities.
- Not eligible for elected positions.
- Member of elder board, ex-officio of all boards/ committees.
- May call a special meeting of any with advance notice.

C. EDUCATION COMMITTEE

- Seek and understand specific needs in each area of educational ministry.
- Evaluate, determine, supervise education curriculum.
- Discover, encourage, train, appoint educational workers.
- Organize classes- add/ combine.
- Schedule/ coordinate educational activities on the church calendar.
- Determine use assignment of rooms for classes.
- In charge of nursery, morning activities, arrange staffing and equipment.

BOARD POSITIONS

- Chairman- preside over governing board/ congregational meetings.
- Secretary- keep minutes cong./ board meetings. Directed correspondence. Custody of church records, annual report.
- Treasurer (asst. treasurer)- Receive all monies, pay bills, keep record of transactions, present financial report, annual report.

DISCUSSION POINTS

**Point- physical duties were moved into the By-laws, allowing the governing board to redefine the duties without involving the congregation.*

- IF WE WERE TO DEFINE EACH OFFICE IN ONE SENTENCE- WHAT IS THE CORE ROLE (ACCOUNTABILITY) OF THE; CHURCH BOARD, DEACON, DEACONESS, TRUSTEE, MISSIONS TEAM, CHRISTIAN ED., ELDERS, PASTOR?
- HOW WELL DO YOU FEEL YOU UNDERSTAND YOUR CURRENT OFFICE?
- HOW DO WE UNDERSTAND EACH OF THE ROLES? *(In your own words, what do the other offices do?)*
- WHAT SPIRITUAL GIFTS WOULD YOU ASSOCIATE WITH EACH OFFICE?
- WHAT IS THE MOST IMPORTANT QUALIFICATION FOR ANY CHURCH OFFICE; WHAT YOU ARE, OR WHAT YOU CAN DO?
- ANY QUESTIONS ON THE ROLES?

Notes~

WHAT DO WE WANT TO BECOME AND HOW DO WE DO IT?

Proposal of church guidance and coaching over the year- Pastor Chet Berry.

Decision Mentoring, Inc.
 Proposed Itemized List of Services
 Canaan Community Church

Total Monthly Flat Fee: \$795
 Total fee for 12 months of service: \$9540
 Additional Hours: \$25 per hour

In-person Board Meeting

Time: 4 Hours, Once per month (Includes travel)

Pastoral Coaching/Accountability

Time: 3 Hours, Once per month (in person)

Time: 30 minutes, remaining weeks of the month (On-line)

Leadership Training

Time: Once per month. 2 hours prep, Videos on-line

Research, Strategic Development, Plan of Change, Communication

Time: 16 hours per month.

Total Monthly Investment of Time: 26.5 hours per month

Rate per hour: \$30

Center for Congregations Resource Fund

Churches in Indiana may benefit from a grant fund from the Center for Congregations. Consulting services are a recognized need. The fund is non-competitive and grants are distributed monthly. The Center for Congregations will match, dollar for dollar, funds needed for consultation up to \$15,000. In the case of this proposal, the church contribution would be \$4770 for the year. Decision Mentoring can assist in the application process for the Resource grant. The Center for Congregations will not fund any work presently in progress. If application is desirable, this must be done before Decision Mentoring contributes any of the above proposed services.

Other Services:

- Grant preparation
- Communications
- Generational Development
- Board Training
- Community Study

Q & A with Chet / Notes~

WHAT DO WE WANT TO BECOME AND HOW DO WE DO IT?

Church guidance and coaching over the year- Marshall Mullinax,

The Alliance Church Advance Office, in partnership with C&MA districts and associations, exists to advance community-transforming churches by:

- Equipping ministry leaders
- Assessing the level of church vibrancy and vitality
- Providing consulting services for churches desiring a new ministry direction
- Assisting churches in transitioning well between pastoral changes

In partnership with districts and associations, we seek to establish and promote:

- Comprehensive leadership development strategies
- Church Advance coaches/specialists/point people
- Individualized Church Advance engagement processes
- Results-based accountability
- A national disciple-making conference
- Regional Church Advance networks



MARSHALL MULLINAX
Associate Superintendent for Church Advance & Missions

Why you want to talk to him:

- **Church Advance** | You know you're ready to try something new in your church, but you're not sure what to do.
- **Missions Mobilization** | You have a call to missions or want to create meaningful and relevant engagement with missions in your church.
- **Organizational Leadership** | Strategy and team development doesn't sound all that exciting, but you know you need it.
- **Alliance Peacemaking** | You need a Level 1 training or you would like some coaching in Biblical conflict resolution.

Help and Hope are Nearby

If you're concerned that your church may be caught in relentless decline, you're not alone—but help may be right around the corner. All across America there are healthy congregations that would love to come alongside struggling churches with tangible help toward restoration. They have the financial stability and people resources that small churches often lack to reverse the downward spiral.

For more information about these programs, contact the Church Advance Office at churchadvance@cmalliance.org or (380) 208-6029

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