

PLANNING EFFECTIVE STRUCTURES

”Form follows function”

“The Rules”

1. Focus on function and outcomes
2. Focus on effectiveness.

Functions of the Church

Worship (praise)
Witness (proclamation, outreach)
Discipleship (education)
Ministry (missions, service)
Fellowship (community)

The Church as Congregation



Organizational Functions of the Congregation

Vision
Communication
Planning
Administration
Budgeting
Supervision
Evaluation

Principles of Organization

- Provide clear objectives
- Coordinate actions, tasks, and goals
- Consolidate specializations (avoid duplication of efforts and resources when appropriate)
- Facilitate focus of leadership (who is in charge? Who is accountable?)
- Maintain a locus of control (who is ultimately responsible?)
- Ensure that authority and responsibility are congruent
- Delegate to the furthest level
- Flatten span of control (supervise as few organizational “levels” as possible)
- Provide structures and processes for efficient and effective communication
- Maintain integrity of purpose (avoid special interests not consistent with the vision and mission of your church).

