Chapter 7 Tool

A Council-Based Structure

In this example, the pastor and the congregation council president, vice president, secretary, and treasurer serve on the Executive Committee. The congregation council consists of the Executive Committee plus 10 members of the congregation (two each coordinating worship and music, learning ministries, witness and evangelism, community outreach and social ministry, and stewardship). The individuals or groups responsible for ministry areas would periodically come to council meetings to report on their work and their needs.

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Chapter 7 Tool

A Compromise Structure

Congregations becoming too large for a council-based structure but too small to be fully committee-based might adopt a structure similar to this one. The congregation in this example has chosen to have the council elect officers from within the council membership.

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Chapter 7 Tool

A Staff-Intensive Structure

Framed boxes = paid positions

Solid lines = direct accountability

Broken lines = liaison relationships

There are many ways to set up a staff-intensive structure. In this example, the paid staff is accountable to the congregation and council through the pastor, while volunteer committee members are accountable to the council. The staff and the committees have liaison relationships with one another.

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Chapter 7 Tool

A Committee-Based Structure

In a committee-based structure, the congregation council might consist of the pastor, officers, and chair of each committee or planning team. Another option is for each council member to serve as a liaison to one or two committees. Each committee would have its own chair and submit only written reports to the council.

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