

November 12, 2024



Simplified Ministry Leadership Models aka Single Board Governance vs. N.O.W.



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Moment with God

Opening prayer

*“Let’s strive for the things that bring peace and
the things that build each other up”*

- Romans 14:19

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Goals for this Learning Lab

- Be clear about purpose for simplified structure
- Review leadership ministry models and options
 - Nurture, Outreach and Witness (N.O.W.) model
 - Single Board Governance model
 - Shared service options
- Steps to take if you choose to move forward
 - Begin, continue and end with your District Superintendent

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Questions to Ask

- What is God calling my congregation to do?
- How can a simplified structure help us to make disciples for Jesus Christ?
- What is our hope?
- What does success look like?

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Purpose of Simplified Structures

- Helps congregation focus on mission
 - Not about filling or reducing seats on committees
- Invites and equips participation in ministry with community
- Aligns church resources with ministry

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Types of Simplified Structures

- N.O.W. Model
 - Nurture, Outreach & Witness Teams
 - Resource Ministries
- Single Board Governance
- Shared Services
 - Similar to cooperative parish model

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N.O.W. Ministry Model

- Nurture, Outreach & Witness ministries are primary focus
- Resource Ministries: SPRC, Trustees, Finance and Nominations
- Support N.O.W. ministries with smaller Resource ministry teams
- Group ministries under team leader

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Single Board Governance Model

- Streamline leadership team to increase mission to make disciples
- Smaller leadership team than standard structure
- Relies on collective decision-making
- Engages leaders spiritually and uses intentional accountability practices

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Comparison

<p style="text-align: center;"><u>N.O.W. Model</u></p> <ul style="list-style-type: none"> • Standard ministry model with focus on disciple-making • Groups ministries with team leader for accountability 	<p style="text-align: center;"><u>Single Board Model</u></p> <ul style="list-style-type: none"> • Reduces resource teams to smaller size • Collective decision-making • Requires Charge Conference and ministry plans
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One Example of N.O.W. Model

Nurture	Outreach	Witness	Resource
Worship	Missions	Evangelism	SPRC
Music, etc.	Compassion	Lay Servants	Trustees
Faith Formation	Advocacy	Communications	Finance
Sunday school	Church & Society		Nominations
Youth	Higher Education		
Small groups	Health & Welfare		

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One Example of Single Board



*Programs: Worship, Mission & Care team

**Lay Member of Annual Conference

Board has 12-16 voting members (2-3 per role)

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Some Things to Consider

Based on experiences shared by pastors and laity, here are some points to consider:

- SPRC requires confidentiality, so resource team will need to adapt
- Where to align pastor and staff
- Flatter decision-making structure means more intentional collaboration

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Shared Service Options

Collaboration between local congregations on common service needs. For example:

- Facility: janitorial, groundskeeping, HVAC
- Support: bookkeeping, accounting (audit), payroll
- Technology: IT support, audiovisual
- Staffing: office support, musicians, childcare

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What Do We Do Next? (part 1)

- Know your “Why” - your purpose & belief
- Contact District Superintendent (DS)
 - Share your reasons & who is involved in decision
- Follow the District guidance for evaluation and structure development
 - Read DS recommended text by Stephen W. Ross
 - Develop a timeline
 - Give yourself at least 120 days

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What Do We Do Next? (part 2)

- Communicate with congregation
 - Discuss new accountable leadership
- Write letter to DS requesting change
- IF approved:
 - Nominate new leaders using new criteria
 - Call special Charge Conference and vote
 - If approved, hold first meeting & orientation

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Some Resources

- “Simple Governance: Liberating Your Church for Mission” by Rev. Stephan W. Ross
ISBN 9781983257209
- Simple structure for missional effectiveness:
<https://www.umcdiscipleship.org/articles/new-webinar-series-a-simple-structure-for-missional-effectiveness>
- N.O.W. models by Jacqui King
<https://www.umcdiscipleship.org/resources/ministry-leadership-models-now-2018>
- Search “simplified accountability” on [umcdiscipleship.org](https://www.umcdiscipleship.org)

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Thank You!

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