



Evangelical
Congregational
Church

The CIT News is published by the CIT Team of the Evangelical Congregational Church so the members of National Conference can know about our progress in discovering the Lord's leading.



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Structural Design (Part 1)

When the National Conference adopted the Covenant, including the first point which stated "we will move to a regional shared ministry and leadership model," we realized that many facets of denominational life

would be impacted. As a result, we felt it was vital to clarify the structural identity of the denomination into its basic functions. By grouping similar positions, committees, and commissions we were able to re-arrange every-

thing into four quadrants based upon their function in relation to the mission—

1. Activating the mission
2. Directing the mission
3. Supporting the mission
4. Celebrating the mission.



Activating the Mission:

It became critical to our thinking that the Bishop would need to shed many administrative elements within his job description and give them to a gifted administrator (Executive Director). In this way, the Bishop would be able to direct his full attention toward activating the mission and would become the primary promoter-champion in effecting the mission. In addition, the responsibilities from the Conference Ministers would be re-designated among two general types of shared-ministry leaders under the Bishop's direction—Field Directors and Associates.

Structural Design (Part 1 continued)

We are able to arrange our denomination into four quadrants based upon their function in relation to the mission—

1. **Activating** the mission
2. **Directing** the mission
3. **Supporting** the mission
4. **Celebrating** the mission.

District Field Directors are men who would function as Conference Ministers on the field in shared-ministry positions and be entrusted with overseeing the work on a district level. This would involve supervisory work among the churches—leading, stationing, networking, encouraging, and disciplining. We would maintain our current Global Ministries Director position and rename it as the Global Field

Director—the functions of which would not significantly change.

Resourcing Associates would assume some of the functions of Conference Ministers in resourcing

churches. A Church Health Associate and a Church Planting Associate would lead in a renewed process of facilitating congregational health, disciple-making, and planting the gospel among our churches. They and their facilitation teams would move the conversations out onto the field through learning cohort opportunities. While the primary functions of the Resourcing Associates are directed toward our churches, a Credentialing Associate will oversee the process for pastors entering ministry and provide a path of accountability toward ordination. Under the Credentialing Associate many of the Conference Relations Committee functions would merge together with some of the Conference Minister functions to provide a unified process to evalu-

ate, train, coach, and ordain our credentialed personnel.

When we bring everyone to the table of the **Conference Network Team**, we have a Bishop who oversees the mission with District and Global Field Directors communicating field-related issues, Resourcing Associates providing solution-related insights, and a Credentialing Associate helping to oversee personnel situations. With regular check-ins, tactical and strategic meetings, we believe better solutions will flow from district to district, among our pastors and leaders, and into our churches and result in the activation of God’s mission for the church.

Coming Next Week:

Part 2—

Directing the Mission

Supporting the Mission

Celebrating the Mission

The proposed chart below is not a traditional top-down organizational chart but indicates the people who would be seated around the table called the Conference Network Team.

