

Strategy for Lay-Led Churches

Carolina Conference of Seventh-day Adventists

~Embracing Carolina with the Compassionate Call of Christ~

The Carolina Conference desires to promote intentional, vibrant, growing, and multiplying churches. The role of lay leadership in ministry cannot be underestimated. The Carolina Conference Church Planting & Church Growth Advisory Committees have adopted a lay-led model that helps lay leaders and churches maximize their potential and succeed. The following outlines the nature of the pastoral relationship as well as the supportive role provided by the Carolina Conference Church Planting Department in the process:

1. The pastor is provided with a hand-out (see below) that details the essentials for coaching meetings. Other recommended resources and training will be made available for the pastor.

2. Monthly coaching meeting between pastor and lay leader.

Purpose: listening, prayer, reporting, visioning, accountability, development of long range planning.

The pastor helps the lay leader develop a Spirit-led plan for the next month.

Time: 1½-2 hours monthly. Interaction by phone or e-mail available as needed between meetings. **NOTE:** when pastors serve multiple groups and companies, network meetings are encouraged in lieu of separate meetings.

Location: Restaurant on most occasions. The Treasury Department will reimburse expenses to the pastor up to \$30.00 and the FULL current special travel mileage rate. These should be reported on the conference monthly expense report.

Who Initiates: Pastor

3. Monthly interaction between pastor and church congregation.

Purpose: a) **Attendance:** at the following: socials, board & business meetings, potlucks, vespers, youth events, etc.

b) **Evaluation:** administer NCD survey, process NCD results, affinity exercises, mystery guest, etc.

c) **Training:** preaching, conducting Bible studies or small groups, S. S. teachers & greeters workshops, etc.

Time: Once a month (unless otherwise directed by ministerial director or administration); length varies

Location: Options include church facilities, small group locations, outdoors for outside baptisms, etc. Pastor should plan to attend company and church organizations. **Note:** Sabbath morning preaching not more than 1x per quarter. The Treasury Department will reimburse monthly mileage at the FULL current special travel mileage rate. These should be reported on the conference monthly expense report.

Who Initiates: Pastor determines based on scheduling what event he/she is able to attend. Lay leader communicates requests—emphasis on special events that are being planned.

4. Annual evangelistic reaping meeting initiated by the pastor with church congregation.

Purpose: Growth of the church spiritually and numerically.

Time: 1 or 2-week meeting as pastor **NOTE:** only as reasonable when serving multiple groups & companies.

Location: Church or neutral location

Who Initiates: Pastor in consultation with lay leader and church. The speaker does not necessarily need to be the pastor though he will have an active role in the endeavor. **NOTE:** To apply for financial assistance, the pastor should submit a request to the Evangelism Department by October 30 of the preceding year.

5. Annual conference-wide church growth & church planting rally for all churches, all pastors, and all lay leaders.

Purpose: Specialized training seminars on church growth, visioning, regarding strategy for entire area & inspiration.

Time: Designated weekend one time per year.

Location: Central to area and large enough to accommodate attendance.

Who Initiates: Conference coordinator.

6. Annual conference pastor/lay leader appreciation training.

Purpose: Inspiration, training, networking, providing resources for the upcoming year and expressing appreciation.

Time: Sunday at 10 a.m.-4 p.m. in the fall of each year.

Location: Nosoca Pines Ranch or Carolina Conference Office

Who Initiates: Conference coordinator.

Handout: Pastor/Lay leader(s) Monthly Coaching Meeting

Purpose: this is to serve as a quick guide to help pastors to know how to lead out in the monthly coaching meeting. During the monthly coaching meetings you will be empowering the lay leader(s) through prayer, active listening, visioning, reporting, developing long range plans, and accountability. Much of this is accomplished through a series of 'action steps' that arise from these monthly meetings.

Here is a sample progression of a coaching meeting with your lay leader(s)...

1. Connect on a social level. ("Did you watch the finals?")
2. Lead out with prayer and specifically ask the Holy Spirit to guide and direct your time together.
3. *"What successes/victories have you experienced recently?" "What can we celebrate since last month?"*
Here's an opportunity to share your appreciation for what God has done thru him/her.
4. *"What challenges are you currently encountering?"*
Listen and begin to help lay leader(s) to develop action steps by asking questions rather than giving suggestions. What people discover, they own!
 - a. *"What is the outcome you would like to see?"*
Beginning with the end in mind
 - b. *"Where would be a good starting place to address this?"*
Affirm: *"Sounds like a pretty good way to begin."*
 - c. *"After you start there, what might be your next step?"*
If you feel the lay leader is going in the wrong direction at any time or a plan of action is ill-advised, you may want to address this by asking,
 - d. *"Sounds good; what might be another possible way to approach this?"*
Once the best approach is discovered, affirm this approach and proceed with helping him/her to come up with a suitable action plan.
 - e. *"What would be your first/next step?" (use as many times as necessary)*
You may want to reflect back what you heard so far and the reasoning behind the steps.
 - f. *"So far you would go about addressing this challenge by..."*
Repeat the action steps thus far.
 - g. *"What might be something you have not included so far that's a must?"*
After the action plan is formulated, review and share with him/her how for the next month's meeting, you will analyze together where he/she is on his/her action plan and if any course corrections might be needed.
5. Ask God to bless his/her leadership, the church plant, and the action plan(s) with the Spirit's continued guidance.

Use the same coaching type of progression to help the lay leader(s) develop a healthier church, evangelistic plans, etc. (E.g. *"How might you facilitate church growth as you lead your congregation?"*)

Resources on hand on coaching

1. *Christ-Centered Coaching* by Jane Creswell
2. *Coaching 101* by Bob Logan and Sherilyn Carlton

For additional resources on coaching, please contact Brad Cauley at bcauley@carolinasda.org or by phone at (704) 887-5707.

COACHING COVENANT

Name of Congregation: _____

Address Meeting at: _____

Times of services: _____

Lay Leader: _____

Address: _____

Contact Info: Phone #s: _____

E-mail: _____

Pastor: _____

Address: _____

Contact Info: Phone #s: _____

E-mail: _____

Carolina Conference Director: Brad Cauley; (704) 596-3200;
bcauley@carolinasda.org

Coaching covenant date: _____

Lay Leader

Pastor

Brad Cauley

Definition of Lay Leader: A volunteer leader who has been approved and recommended by the church in business session to provide oversight to all the ministries within a church, company, or group.

Function of Pastor in lay-led model: conference pastor who serves as coach, trainer, and evaluator for church.

“Leaders who develop followers grow their organization only one person at a time. But leaders who develop leaders multiply their growth, because for every leader they develop, they also receive all of that leader’s followers. That’s why I say to add growth, lead followers, but to multiply growth, lead leaders.”

Maxwell, *The 21 Irrefutable Laws of Leadership*, 208-209