



▶ OUR OUTREACH



▶ OUR WORSHIP



▶ OUR CARE OF MEMBERS

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Epiphany *vision*

EPIPHANY'S PURPOSE IS TO LOVE JESUS BY SERVING OTHERS.

A Message from Pastor Pete

ADMINISTRATION RATIONALE

Administration's purpose is to love Jesus by communicating Epiphany's story and managing its resources effectively

The way a congregation behaves administratively determines its numerical size. In small churches, administrative decisions are made around a member's Sunday dinner table. In small/medium size congregations, administrative decisions are made by the Church Council and the pastor. In medium/large congregations, decisions are made by the Pastor, the church's program staff, and the Church Council.

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God's Vision for Epiphany

Administration Rationale *Continued*

In large congregations, administrative decisions are made by the senior pastor and the program staff. The best way to grow a church is to behave administratively like a larger congregation than you presently are. The best way to shrink a congregation is to behave administratively like a smaller congregation.

The vision recognizes that Epiphany is a large congregation. In a large congregation, the Church Council is not involved in administrative decision making or staff evaluations, except the evaluation of the senior pastor. The Council does not have the time or the knowledge to make these types of decisions. Instead, Church Councils in large congregations have the following six responsibilities:

1. Discern God's vision for the congregation at regular intervals,
2. Set expected outcomes for Ministry Lanes,
3. Set guidelines for administrative procedures and building use,
4. Prepare the budget for the coming year,
5. Evaluate the senior pastor (the senior pastor evaluates the program staff), and
6. Recommend a pastoral candidate to fill the position of a pastor who has resigned or retired.

In small churches, pastors are generalists. In large churches, pastors are specialists in a particular ministry. An exception to this rule is the senior pastor whose responsibility is to implement the vision and supervise the program staff. The other pastors on the staff are called because of their interest and skills in a particular ministry area such as worship, Christian education, youth, or evangelism. In the future, the job description of all staff will be determined by the expertise they bring to a specific ministry lane.

The administrative system has four components or Ministry Lanes: namely, Worship, Outreach, Care of Members, and Administration. All ministry programs that focus on worship are in the Worship Lane. All ministries that help members grow in their faith or support them in difficult times are in Care of Members Lane. Many ministry programs can be in two lanes. The placement of a ministry in one of these lanes instead of the other is determined in the following way: This ministry was designed to serve non-members, but we realize it can also build fellowship among members. Service to non-members is Outreach and fellowship is Care of Members. This ministry is therefore placed in the Outreach Lane because service to others comes before building fellowship.

In mid-size churches where there are two pastors, the preaching is usually evenly divided. In large churches, the senior pastor is the primary preacher. The senior pastor determines how often the other pastors on staff will preach. This means that the senior pastor may decide to be the primary preacher at one style of worship and only occasionally preach at the other style or at the other campus.

Finally, the participation in the delivery of ministries by the disciples at Epiphany is critical to the health of the congregation. When members of a congregation depend upon its paid staff to be the primary deliverers of ministry, the members become apathetic and passive-aggressive towards the purpose and vision of the congregation. Therefore, a primary responsibility of all ministry leaders is the recruiting, training, and supporting of disciples at Epiphany in their delivery of ministry. The vision makes a point to stress how important volunteers are to the future health of Epiphany Lutheran Church.



EPIPHANY LUTHERAN CHURCH

6430 Far Hills Avenue
Dayton, OH 45459
www.EpiphanyLutheran.us