

## **MCN Transition to Elder Deacon Model.**

### **\*Enablers, Benefits and Opportunities\***

*“Encounter God, Connect With Others, Serve the World”*

#### **Enablers**

1. Old system is inadequate – 2001 general assembly recognized that with the change in paragraph 113.11.
2. Very Strong Church (Currently 437 YTD in AM Worship, up from 295 at the close of 2008 church year)
3. Very strong Church Board

#### **Benefits**

1. Incorporates the tasks of the previous Nazarene system.
2. Provides flexibility to make adjustments throughout the transition and as MCN grows, or revert back to the original org structure if necessary.
3. Covers every Function of the Church
4. Emphasizes the primary task of the church which is spiritual
5. Resonates with Biblical Language and model
6. Divides people and tasks along a more Biblical structure (Elder – Spiritual formation, Deacons – material resources and task completion)
7. Limited scope of individual responsibility will result in more people willing to serve
8. Involves larger numbers of people
9. Strong buy in by the stake holders
10. Accountability at Every Level
11. Clearly Defined Escalation Paths
12. Limits Number of Direct Reports to Senior Pastor
13. Existing Committee Leads Fit into New Structure
14. Allows for Adequate Transitioning up to next Election
15. Allows for Expansion without Compromising the Model
16. Better fits the more collaborative organizational models of leaderships being used today.

#### **Opportunities**

1. Structure does not Align with Church Manual
2. Re-education of church body to new structure
3. Re-education of leaders to new structure
4. Additional (Volunteer) Leadership Roles to be Filled
5. Extra Responsibilities across Existing MCN Leadership
6. Additional Meetings