THE WAY WE GATHER MAKES A DIFFERENCE

A Resource for Leadership/Congregation 100 and Greater New Jersey’s 2019-2023 Strategic Plan
Be authentic to who you are today, while you prepare for growth tomorrow.
How To Use This Document  
Small Family Congregation  
*Average Worship Attendance* | 1-49  
Family Congregation  
*Average Worship Attendance* | 50-84  
Extended Family Congregation  
*Average Worship Attendance* | 85-124  
Program Congregation  
*Average Worship Attendance* | 125-249  
Large Program Congregation  
*Average Worship Attendance* | 250-349  
Corporate Congregation  
*Average Worship Attendance* | 350-499  
Mid Corporate Congregation  
*Average Worship Attendance* | 500-799  
Large Corporate Congregation  
*Average Worship Attendance* | 800+  
Glossary
Greater New Jersey equips spiritual, transformational leaders who make disciples who make disciples.
This guide will assist you and your church in being authentic to who you are today, while preparing for growth tomorrow.

Groups of people (churches included) tend to behave differently based on the number of people gathered. A church of 50 people will have different expectations than a church of 500 people. *The Way We Gather* will help you and your congregation identify where you are along a spectrum of growth measures. This guide will also provide lists of resources and best practices for taking the next step in developing clergy leaders, lay leaders, congregational vitality and community engagement.

United Methodists in Greater New Jersey have committed to Leadership/Congregation 100: developing 100 new lay and clergy leaders as a part of our 2019-23 Strategic Plan. We are measuring our progress together by helping our congregations move from one level of worship to the next. This guide will help you and your congregation make the move to the next level.

In these pages, you will find best practices on worship, small groups, discipleship, mission, and stewardship. There are resources for young people, hospitality, new church plants, and staff development. If you have questions or want to go further, you are encouraged to work through your district superintendent, circuit elder, the connectional ministries staff or one of our vital mission partners: The United Methodist Stewardship Foundation of Greater New Jersey, A Future With Hope, Nehemiah Properties and Next Generation Ministries.

**HOW TO USE**

1. Locate your church based on average worship attendance.
2. Consider how your congregation resonates with the characteristics listed from churches of similar size with similar resources.
3. Review the best practices and resources with congregational leaders including church council and committee chairs.
4. Pay close attention to the “grow in impact” sections, as these are key ways a congregation can proactively increase its capacity for mission.
5. Set goals for one or two areas of pastoral and congregational growth in the next three to six months based on the best practices.
6. Create a timeline to assess your progress and continue the spectrum of growth.
7. Celebrate every increment of growth.

A glossary of the resources is listed in the back pages in order to provide more details about each resource and where to find more information.

Thank you for your transformational leadership.
SMALL FAMILY CONGREGATION
Average Worship Attendance  |  1-49

281 or 53% of GNJ churches are small family congregations. Benchmark progress and celebrate success for every 10 new worshipers.

<table>
<thead>
<tr>
<th>CHURCH ARCHETYPE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Congregants have a fierce loyalty to local church</td>
</tr>
<tr>
<td>Mission/outreach are personal contributions</td>
</tr>
<tr>
<td>Comprised of several families</td>
</tr>
<tr>
<td>Traditional worship style and organization</td>
</tr>
<tr>
<td>Decisions heavily influenced by matriarch/patriarch</td>
</tr>
<tr>
<td>Relationships may be prioritized over worship quality, length of meetings, decor, etc.</td>
</tr>
</tbody>
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**STRENGTHS**

- Shorter pastoral appointments lead to stronger, more involved laity
- Safe space for more traditional worship
- Well-established rhythmic schedule for special service times, styles, annual activities
- Kids are welcomed in as part of the family

<table>
<thead>
<tr>
<th>PASTOR ARCHETYPE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chaplain who cares/advocates for the people who are already there</td>
</tr>
<tr>
<td>Part-time (bi-vocational or multi-point charge)</td>
</tr>
<tr>
<td>Local Pastor or Certified Lay Minister</td>
</tr>
</tbody>
</table>

**CHALLENGES**

- Conflict may be taken personally
- Difficult to implement most change
- Worshipers and pastor come from outside the surrounding community
- Low trust of outsiders, including pastors
- Pastor has limited time to be present

<table>
<thead>
<tr>
<th>PASTORS GROW IN IMPACT BY</th>
</tr>
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<tbody>
<tr>
<td>Establishing healthy norms and leadership within committees</td>
</tr>
<tr>
<td>Implementing best practices in the 5 markers of vitality</td>
</tr>
<tr>
<td>Committing to 1-2 training opportunities annually for example: <em>continuing education</em>, <em>conference resourcing</em>, <em>seminary</em>, <em>course of study</em> or exploring the ordination process</td>
</tr>
</tbody>
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<table>
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<tr>
<th>CONGREGATIONS GROW IN IMPACT BY</th>
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<tr>
<td>Building relationships with key leaders in the community</td>
</tr>
<tr>
<td>Encouraging worshipers to increase roles in worship</td>
</tr>
<tr>
<td>Identifying strengths and spiritual gifts of congregation</td>
</tr>
<tr>
<td>Making decisions and moving forward without unanimous agreement</td>
</tr>
</tbody>
</table>
BEST PRACTICES

WORSHIP

Help guests feel a part of the family
Commit ample time to delivering a great sermon every week
Create a quarterly worship planning calendar
   Involve laity in the service
Use stories and examples in sermon to relate to the congregation and community
Encourage congregational singing

NEW DISCIPLES

Create space for evangelism/invitation
Connect special events and social/fellowship to invitations to go deeper
Ask congregants to share faith stories in an accessible, non-churchy way
Learn who is living in the community

GIVING

Receive the offering with joy
Follow proper accounting procedures for the offering as per the Book of Discipline
Tell stories of using resources in missional ways
Talk about the budget for ministry and not survival

SMALL GROUPS

Train a lay person to lead or co-lead small groups
Create a system to keep the pastor connected
Meet at church and at homes
Keep atmosphere casual and flexible
Plan your ministry with one or two adult volunteers

MISSION

Learn about the community by connecting with key local leaders like council members, the police chief, and school principals
Include specific needs of missions in weekly prayer time
Celebrate mission accomplishments

RESOURCES

- Back to Basics/Foundational Days
- Breakthrough
- Clergy Coaching
- Days of Learning
- Discipleship Ministries finance and stewardship resources/webinars
- Discipleship Ministries worship resources/webinar
- Discipleship Pathways workbook and video
- Laity Leadership Academy
- Lay Servant Ministry
- Ministry Matters
- Miracles Everywhere
- Next Generation Summer Camp at Pinelands
- PaCE Groups
- Small Groups on GNJ web pages
- Stewardship Foundation

For more information about these resources, go to www.gnjumc.org.
FAMILY CONGREGATION
Average Worship Attendance | 50-84

123 or 23% of GNJ churches are family congregations
Benchmark progress and celebrate success for every 15 new worshipers

CHURCH ARCHETYPE

- Members act like a family
- Most gatherings include entire church
- Mostly homogeneous
- Leaders often serve for long periods of time
- Comprised of extended family

STRENGTHS

- High commitment from core church families
- Strong pastoral care
- Participants feel “known”

CONGREGATIONS GROW IN IMPACT BY

- Developing a clear mission and vision
- Long-range planning
- Moving from all-church gatherings to small group gatherings
- Connecting with the community at local events
- Developing at least one new community mission project
- Mentoring and developing new leaders
- Developing an online presence

PASTOR ARCHETYPE

- Shepherd who is more relational than administrative
- Chief worship leader/designer
- Avoids conflict

CHALLENGES

- Low threshold for change
- Difficulty maintaining a full-time pastor
- Difficult for outsiders to feel connected

PASTORS GROW IN IMPACT BY

- Developing a clear mission and vision
- Setting benchmarks for growth
- Connecting with the community to understand their hopes
- Championing small group ministry
- Developing preaching skills
- Training worship leaders: liturgists, ushers, greeters, etc.
- Establishing a stewardship rhythm
# BEST PRACTICES

## WORSHIP
- Invite guests into the life of the church
- Have a consistent, quality music program that includes a paid part-time musician
- Create a yearly preaching plan that includes series
- Involve laity in worship
- Plan for youth/children even if there are only a few who regularly attend

## NEW DISCIPLES
- Create space for evangelism/invitation
- Connect special events with invitations to go deeper in faith
- Ask congregants to share faith stories in an accessible, non-churchy ways
- Actively learn about those living in the community
- Set up weekly meetings (1 on 1s) with different community leaders to discuss challenges and offer support

## GIVING
- Receive the offering with joy
- Follow proper accounting procedures for the offering
- Talk about the budget for ministry and not survival
- Work with the Stewardship Foundation to develop a 12-month stewardship plan
- Use personal testimony (or video) monthly to inspire giving

## SMALL GROUPS
- Budget for small group materials
- Expand groups to care for those outside the church, such as grief support
- Train a lay person to lead or co-lead small groups
- Create a system to keep the pastor connected but not central to the small group program
- Meet at church and at homes, and group young people together by age ranges rather than grades
- Keep atmosphere casual and flexible

## MISSION
- Set church-wide goals
- Increase hands-on mission opportunities
- Use one sermon series focused on missions
- Establish discretionary fund to take care of emergency needs in the community
- Collaborate with other churches or organizations in mission projects

## RESOURCES
- Back to Basics/Foundational Days
- Breakthrough
- Clergy Coaching
- Cokesbury
- Days of Learning
- Discipleship Ministries finance and stewardship webinars
- Discipleship Pathways workbook and video
- Discipleship Ministries worship resources/webinar
- IGNITE Youth Conference
- IGNITE Youth Leaders Day
- Laity Leadership Academy
- Lay Servant Ministry
- Ministry Matters
- Miracles Everywhere
- MissionInsite
- Next Generation Summer Camp at Pinelands
- PaCE Groups
- Small Groups on GNJ web pages
- Stewardship Foundation
- Team Vital
- Vital Mission Partners for GNJ

For more information about these resources, go to www.gnjumc.org.
EXTENDED FAMILY CONGREGATION

Average Worship Attendance  | 85-124

56 or 10% of GNJ churches are extended family congregations
Benchmark progress and celebrate success for every 15 new worshipers

| **CHURCH ARCHETYPE** |  |
| --- |  |
| Members know each other |  |
| Affinity groups around members’ interests |  |
| Fellowship is high priority |  |
| Children and youth ministries are often identified as key growing edge |  |

**STRENGTHS**

- Strong relational bonds
- Sustains full time pastor
- Has the critical mass necessary to feel welcoming

**CONGREGATIONS GROW IN IMPACT BY**

- Focusing on ministries to reach new people
- Being more multicultural
- Welcoming and meeting the needs of new people
- Long-range planning
- Increasing small groups
- Growing leaders to manage programs and ministry

| **PASTOR ARCHETYPE** |  |
| --- |  |
| Cultural fit who attends most or all church activities |  |
| Resolves conflict |  |
| Does all visitation |  |
| Leads worship well |  |
| Preaches to multiple subgroups |  |
| Highly relational |  |

**CHALLENGES**

- Strong relational bonds
- Visitors struggle to find their place
- Reluctance to think creatively
- Conflict avoidance
- Financially challenged to meet full-time pastoral needs

**PASTORS GROW IN IMPACT BY**

- Introducing and leading change
- Expanding mission into the community
- Improving administrative skills
- Long-range planning
- Increasing small groups
- Introducing program ministry
- Adding new worship service
**BEST PRACTICES**

### WORSHIP
- Focus on preaching and worship planning
- Utilize a wide range of input (music staff, worship committee, creative congregants) to create a 12 month worship plan overview
- Relate preaching to a variety of backgrounds
- Maintain paid, part-time music positions who collaborate in worship planning
- Host special music groups (choir, children’s choir, liturgical dance, etc.)
- Ask congregants to share their faith stories in an accessible, non-churchy way

### NEW DISCIPLES
- Build an integrated process that moves guests into the life of the church
- Create space for evangelism/invitation
- Connect special events and social/fellowship to invitations to go deeper
- Set up weekly meetings (1 on 1s) with different community leaders to discuss challenges and offer support
- Make baptisms and rites of passage significant, memorable and invitation
- Launch one ministry that connects well with non-church goers

### GIVING
- Contact the Stewardship Foundation for an initial assessment and to develop an action plan
- Conduct annual stewardship campaign
- Develop a narrative budget to tell the story of ministry
- Use personal testimony (or video) monthly to inspire giving
- Establish an online giving program

### SMALL GROUPS
- Budget for small group materials
- Provide small groups intended to care for those outside the church, such as grief support
- Train a lay person to lead or co-lead small groups
- Create a system to keep the pastor connected
- Meet at church and at homes
- Offer small groups that focus on growing deeper in faith
- Form affinity groups and task oriented groups

### MISSION
- Schedule mission trips each year
- Use one sermon series focused on missions
- Weave missions into children’s programming
- Build missions partner support into the annual budget

### RESOURCES
- Breakthrough
- Clergy Coaching
- Cokesbury
- Days of Learning
- Discipleship Ministries finance and stewardship resources/ webinars
- Discipleship Ministries worship resources
- Discipleship Pathways workbook and video
- Hope Centers
- IGNITE Youth Conference
- IGNITE Youth Leaders Day
- Laity Leadership Academy
- Lay Servant Ministry
- Miracles Everywhere
- MissionInsite
- Mission U
- Next Generation Summer Camp at Pinelands
- PaCE Groups
- Small Groups on GNJ web pages
- Stewardship Foundation
- Team Vital
- Vital Mission Partners for GNJ

For more information about these resources, go to www.gnjumc.org.
PROGRAM CONGREGATION

Average Worship Attendance | 125-249

52 or 10% of GNJ churches are program congregations
Benchmark progress and celebrate success for every 25 new worshipers

**CHURCH ARCHETYPE**

- Multiple possible connection points for involvement
- Highly established systems and habits
- Quality programs connect with people
- Programs often led by long-time members of the congregation
- Less commitment for average worshiper

**STRENGTHS**

- Financial stability
- Connection points for a wide demographic
- Programs make the church more resilient

**CONGREGATIONS GROW IN IMPACT BY**

- Practicing “change”
  - Shortening the time it takes to go from idea to implementation to habit
  - Launching a new opportunity to connect
- Starting a new service with clear onramp to discipleship
- Improving media, online and promotional presence

**PASTOR ARCHETYPE**

- Administrator who makes disciples
- Strong coordinator of multiple leaders
- Manages ideas through committees resulting in action

**CHALLENGES**

- Programs are working and not changed
- Increasing costs and limited resources
- Large demand for programs but can’t afford all of them
- Structure makes change slow

**PASTORS GROW IN IMPACT BY**

- Working with existing leaders and bringing on new leadership
- Growing the vision to reach new people with congregation buy-in
- Updating policies to support vision
- Fostering cooperation across multiple committees
- Developing new and next leaders for small groups, worship and other new initiatives
BEST PRACTICES

WORSHIP

Hire part-time, paid musician for each worship service, with regular participation from special musical groups
Utilize a wide range of input (music staff, worship committee, creative congregants) to create a 12 month worship plan overview
Raise new leaders to become next leaders
Use new worship songs and sounds | Raise up young musicians

NEW DISCIPLES

Build an integrated process that moves guests into the life of the church
Schedule faith steps: profession of faith, confirmation process, baptism Sunday and testimony days
Regularly celebrate rites of passage in congregants’ faith lives
Experiment with creative venues for connecting with new people
Consider a new service like dinner church
Make it easy for visitors to get involved

GIVING

Have a strong 12-month stewardship plan
Develop a narrative budget to tell the story of ministry
Develop a planned giving strategy that will ensure ministry funding for the future
Develop a stewardship team to focus on growing generosity and stewardship, not finances

SMALL GROUPS

Make small groups a core part of church life
Include staff and laity as leaders
Meet in church, at homes and in the community
Make small groups a lifestyle
Develop an easy process for joining a small group
Hire a part-time youth director who develops a team of volunteers to maintain one adult for every 3-5 youth

MISSION

Map your community assets
Identify a primary mission partner to focus impact
Let small groups focus on smaller initiatives
Increase budget to support annual, hands-on mission experiences

RESOURCES

- Clergy Coaching
- Cokesbury
- Discipleship Ministries finance and stewardship resources/webinars
- Developing an Intentional Discipleship System by Junius Dotson
- Hope Centers
- IGNITE Youth Conference
- IGNITE Youth Leaders Day
- Laity Leadership Academy
- Lay Servant Ministry
- Miracles Everywhere
- MissionInsite
- Next Generation Summer Camp at Pinelands
- PaCE Groups Stewardship Foundation
- Team Vital
- UMVIM
- Vital Mission Partners for GNJ

For more information about these resources, go to www.gnjumc.org.
**LARGE PROGRAM CONGREGATION**  
Average Worship Attendance | 250-349

6 or 1% of GNJ churches are larger program congregations  
Benchmark progress and celebrate success for every 25 new worshipers

### CHURCH ARCHETYPE
- Good quality in major programs: **worship, small groups, music, hospitality, education, mission, children and youth**
- Maintains 30 capable leaders
- Programs mostly run by volunteers
- Church council has long-term vision

### STRENGTHS
- Programs provide faith development
- Diverse groups of people
- Good quality for preaching, worship and hospitality

### CONGREGATIONS GROW IN IMPACT BY
- Establishing excellent, automated follow-up and integration system for guests
- Identifying and leveraging key programs (in addition to worship) that attract first time guests
- Cultivating stewardship and budgeting habits for spending associated with growth

### PASTOR ARCHETYPE
- Generalist with strong preaching abilities
- Associates have areas of focus, but are still generalists
- Does not know everyone in the church
- Recruits, develops and retains leaders
- Casts vision and garners enthusiasm from leadership

### CHALLENGES
- Finding enough quality leaders in the congregation
- Setting a clear discipleship path
- Hiring excellent part-time staff specialists

### PASTORS GROW IN IMPACT BY
- Actively offloading responsibilities to well-trained volunteers and support staff as a way of freeing up time to invest in new growth
- Fundraising and building a budget for a staff/space that is designed for a congregation that isn’t yet there
BEST PRACTICES

WORSHIP
- Fully plan worship services 3 months in advance
- Use audiovisuals
- Increase focus on great preaching and church leadership, allowing staff and key leaders guide significant areas of church life
- Consider an additional service or second location
- Raise up new, younger musicians and experiment with new styles

NEW DISCIPLES
- Establish an organized, automated process for visitor follow-up
- Promote a clear, integrated discipleship pathway
- Invest in a service that more easily connects with unchurched people
- Consider launching a new worship site
- Equip leaders to disciple and raise up additional leaders

GIVING
- Establish a 12-month stewardship plan
- Develop a narrative budget to tell the story of ministry
- Develop a planned giving strategy
- Develop a stewardship team to focus on growing generosity and stewardship, not finances

SMALL GROUPS
- Hire a coordinator of small group ministries
- Ensure groups vary in style, leadership and location
- Emphasize small groups as a lifestyle
- Establish process for formation, materials and leaders
- Create system for leaders to report to staff
- Make joining a group easy

MISSION
- Budget for multiple multi-day mission experiences
- Identify a primary mission partner to focus impact
- Let small groups focus on smaller mission initiatives
- Practice long-range planning with mission partners for lasting relationship

RESOURCES
- Clergy Coaching
- Developing an Intentional Discipleship System by Junius Dotson
- Discipleship Ministries finance and stewardship resources/webinars
- Hope Centers
- IGNITE Youth Conference
- IGNITE Youth Leaders Day
- Laity Leadership Academy
- Lay Servant Ministry
- Miracles Everywhere
- MissionInsite
- Hope Centers
- Next Generation Summer Camp at Pinelands
- PaCE Groups
- Pushpay or Subsplash
- Retreats at Pinelands Center
- Stewardship Foundation
- UMCOR
- UMVIM
- Vital Mission Partners for GNJ

For more information about these resources, go to www.gnjumc.org.
8 or 2% of GNJ churches are corporate congregations
Benchmark progress and celebrate success for every 25 new worshipers

**CORPORATE CONGREGATION**
Average Worship Attendance | 350-499

**CHURCH ARCHETYPE**
- Professional and operationally sound
- Commitment to long-range vision
- Excellent volunteer systems
- Small groups drives connections

**PASTOR ARCHETYPE**
- Head of staff who maintains focus on vision
- Fundraiser
- Maintains an emphasis on discipleship process

**STRENGTHS**
- Variety of excellent programs
- Clear discipleship pathway for spiritual growth
- Staff leadership and ownership of programming

**CHALLENGES**
- Aligning the budget and ministry and vision
- Finding and affording excellent part-time and full-time specialized staff

**CONGREGATIONS GROW IN IMPACT BY**
- Launching a significant new faith community
- Moving to specialized staff
- Hiring a full-time communications person
- Addressing property needs to promote church growth

**PASTORS GROW IN IMPACT BY**
- Investing significant time managing key lead staff to ensure the mission and vision are being lived out in all areas of the church
- Separating preaching from executive work
- Understanding the culture and demographics of the region to identify a place to plant a new faith community
- Shifting the focus of care to the staff team and key lay leaders

15.
BEST PRACTICES

WORSHIP
Focus on great preaching and church vision while other staff lead the remaining areas of church life
Hire professionals for music leadership and A/V staff
Invest in cohesive, attractive branding for worship content

NEW DISCIPLES
Develop the core leadership to launch a new location or more services
Offer a monthly inquirers’ class or dinner to invite people to take a step into the discipleship process
Actively “give away” your church’s best volunteers and active congregants to new initiatives and planting teams
Regularly invite people to serve on volunteer teams (hospitality, music, children’s, etc) with training opportunities built into the rhythm of church life
Each week, invite attenders into next step of faith or service

GIVING
Offer a range of personal financial seminars including debt management, building a strong financial future and, estate planning for different age levels
Offer small groups focused on living generous lives
Direct stewardship communication to different generations
Teach and preach tithing as spiritual discipline
Address summer slump in giving

MISSION
Establish an ongoing local or international missions partnership
Focus on hands-on and not just financial mission
Hire a part-time director of missions
Refocus resources to invest in fewer things with more impact

SMALL GROUPS
Hire a coordinator of small group ministries
Coordinate groups and curriculum materials by a staff position
Use guidelines to maintain alignment with the denomination
Budget $1500 per student per year for a youth group for staff, programming and retreats
Designate time for small groups for children, youth and adults
Develop and equip new groups as to not disrupt connections in established groups

RESOURCES
• Exponential.org
• Hope Centers
• IGNITE Youth Conference
• IGNITE Youth Leaders Day
• Laity Leadership Academy
• Lay Servant Ministry
• Miracles Everywhere
• MissionInsight
• Multiplication Cohort
• Next Generation Summer Camp at Pinelands
• PaCE Groups
• Pushpay or Subsplash
• Readiness360.org
• Retreats at Pinelands Center
• Specialized Coaching for Large Churches
• Stewardship Foundation
• UMCOR
• UMVIM
• Vital Mission Partners for GNJ

For more information about these resources, go to www.gnjumc.org.
# MID CORPORATE CONGREGATION

Average Worship Attendance | 500-799

7 or 1% of GNJ churches are mid corporate congregations
Benchmark progress and celebrate success for every 25 new worshipers

## CHURCH ARCHETYPE
- Executive team handles vision and strategic plans
- Staff is specialized and equips leaders
- Church Council serves as board of directors
  - Sub-groups drive connections
- Independent campuses and departments

## STRENGTHS
- Draws newcomers to high quality ministries
- Facilities are maintained but not modern
- Vision, mission and values drive the congregation
  - Creative and excellent worship
- Growth emerges in different areas at the same time
  - Strong departmental leadership

## CONGREGATIONS GROW IN IMPACT BY
- Building independent ministry teams
- Investing financially for future ministry
- Welcoming guests who are from your church community, denomination or even faith
- Relinquishing management to the staff team
- Focusing on vision and direction

## PASTOR ARCHETYPE
- Manager and communicator
- Clarifies vision and values to leadership
- Delegates decisions to staff and laity leadership

## CHALLENGES
- Facilities keep church from growing
- Difficulty finding like minded, similarly-sized churches in the UMC
- Launch of new campuses can destabilize what is already working

## PASTORS GROW IN IMPACT BY
- Increasing accountability to financial stability and growth
- Investing in multisite growth
- Narrowing focus
### BEST PRACTICES

#### WORSHIP

- Focus on great preaching and church vision while other staff lead the remaining areas of church life.
- Hire professionals for music leadership and A/V staff.
- Invest in cohesive, attractive branding for worship content.

#### NEW DISCIPLES

- Develop leadership to launch a new location or more services.
- Offer a monthly inquirers’ class or dinner to invite people to take a step into the discipleship process.
- Offer multiple series that are specifically designed for people to bring an unchurched friend and roughly designed with the unchurched in mind.
- Launch a new site or partner church.
- Constantly train new leaders so that staff focus on developing leaders instead of running ministries.
- Each week, invite attenders into some next step of faith or service.

#### GIVING

- Offer a range of personal financial seminars for young adults (debt management), young families (building a strong financial future), estate planning (tailor to different age levels).
- Have a strong endowment fund and team that manages the fund.
- Run a ministry fund campaign to endow future ministries i.e. youth, music, missions.

#### MISSION

- Ensure mission is hands on and relational.
- Hire a part-time director of missions.
- Refocus resources to invest in fewer things with more impact.

#### SMALL GROUPS

- Hire a coordinator of small group ministries.
- Coordinate groups and curriculum materials by a staff position.
- Use guidelines to maintain alignment with the denomination.
- Budget $1500 per student per year for a youth group for staff, programming and retreats.
- Designate time for small groups for children, youth and adults.
- Develop and equip new groups as to not disrupt connections in established groups.

#### RESOURCES

- Exponential.org
- Hope Centers
- IGNITE Youth Conference
- IGNITE Youth Leaders Day
- Lake Institute
- Miracles Everywhere
- MissionInsight
- Multiplication Cohort
- Next Generation Summer Camp at Pinelands
- PaCE Groups
- Pushpay or Subsplash
- Readiness360.org
- Retreats at Pinelands Center
- Specialized Coaching for Large Churches
- Stewardship Foundation
- UMCOR
- UMVIM
- Vital Mission Partners for GNJ

For more information about these resources, go to www.gnjumc.org.
2 or ≥1% of GNJ churches are large corporate congregations
Benchmark progress and celebrate success for every 25 new worshipers

**CHURCH ARCHETYPE**

- Multisite
- Excellent worship experience
- Small groups drive connection
- Full-time staff required for each ministry
- Staff recruits and leads teams
- Leadership development is necessary to sustain ministry

**STRENGTHS**

- Facilities are exceptional
- Excellent programs and systems
- High value on making new disciples and launching new communities of faith
- Leadership pipeline actively identifying and training new ministry leaders

**CONGREGATIONS GROW IN IMPACT BY**

- Building a regular rhythm of planting new faith communities
- Developing and hiring leadership for excellence
- Focusing on strategic decision-making and accountability for the staff

**PASTOR ARCHETYPE**

- Public face of church to the community
- Dynamic persona and excellent communicator
- Preaches and casts vision
- Launches major initiatives
- Delegates maintenance

**CHALLENGES**

- Finding and maintaining a space for everyone can be a chronic issue
- Decentralized programming and leadership
- Large staff struggles to identify as one team
- The rhythm and resources for new faith communities is irregular

**PASTORS GROW IN IMPACT BY**

- Leading the executive staff team, who take responsibility for strategic direction
- Keeping the staff and church leadership in the habit of asking, “what’s next” in all areas of church life
- Creating and sharing resources for the broader church through writing and publishing

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19.
### BEST PRACTICES

#### WORSHIP
- Focus on excellent preaching, the church’s vision, and developing core staff members
- Ensure music leadership and A/V staff are lifting up new leaders
- Invest in cohesive, attractive branding for worship content

#### NEW DISCIPLES
- Offer a monthly inquirers’ class or dinner to invite people to take a step into the discipleship process
- Offer multiple series that are specifically designed for people to bring an unchurched friend
- Launch a new site or partner church
- Constantly train new leaders so that staff focus on developing leaders instead of running ministries
- Each week, invite attendees into some next step of faith or service

#### GIVING
- Hire a part-time pastor of generosity
- Run a ministry fund campaign that will endow future ministries i.e. youth, music, missions
- Designate a budget line to explore the next ministry possibility

#### SMALL GROUPS
- Budget $1500 per student per year for youth ministry to include staff, program and retreats
- Hire a small groups leader to train and keep leaders accountable
- Provide guidelines to assure the materials reflect the beliefs of the church
- Develop and equip new groups so to not disrupt connections in older ones.

#### MISSION
- Focus on hands-on mission both locally and internationally
- Hire a full-time director of missions
- Refocus resources to invest in fewer things with more impact

### RESOURCES
- Exponential.org
- Hope Centers
- IGNITE Youth Conference
- IGNITE Youth Leaders Day
- International or Local Mission Partnership
- Lake Institute
- Miracles Everywhere
- MissionInsite
- Multiplication Cohort
- Next Generation Summer Camp at Pinelands
- PaCE Groups
- Pushpay or Subsplash
- Readiness360.org
- Retreats at Pinelands Center
- Specialized Coaching for Large Churches
- Stewardship Foundation
- UMCOR
- UMVIM
- Vital Mission Partners for GNJ

For more information about these resources, go to www.gnjumc.org.
BACK TO BASICS/FOUNDATIONAL DAYS | Annual trainings for specific leadership roles in the congregation.

BREAKTHROUGH | Worship resource that include best practices so that GNJ congregations can focus on what really matters - preaching the gospel to make disciples of Christ for the transformation of the world.

CLERGY COACHING | Coaches walk beside GNJ clergy to help achieve leadership goals and action plans.

CLERGY LEADERSHIP SEMINAR | Monthly seminar for clergy that focuses on experiential learning, practical application and implementation focusing on leadership and congregational competencies.

COKESBURY | The retail division of The United Methodist Publishing House which provides quality services and resources to churches. | www.cokesbury.com

DAYS OF LEARNING | Regional programs that equip congregational leaders to grow in vitality and impact.

DEVELOPING AN INTENTIONAL DISCIPLESHIP SYSTEM by Junius Dotson | A simple 6-step workbook defines discipleship and communicates a church’s discipleship pathway in a simple and compelling way.

DISCIPLESHIP MINISTRIES WORSHIP RESOURCES | Quality United Methodist music, liturgy and preaching resources for faithful and vital local church worship. | www.umcdiscipleship.org/worship

DISCIPLESHIP MINISTRIES FINANCE AND STEWARDSHIP RESOURCES/WEBINARS | Regularly updated materials on stewardship and church finances. | www.umcdiscipleship.org/leadership-resources/stewardship

DISCIPLESHIP PATHWAYS | A workbook and video developed by the GNJ Connectional Ministries Team that helps church leaders define, outline and implement a clear discipleship pathway within the congregation.

EXPONENTIAL CONFERENCE | Church planting and church growth conference with unique tools for larger church growth. www.exponential.org

HOPE CENTERS | Asset based community and congregation partnerships that bring hope to people within and outside of the church. Hope Centers are located throughout GNJ and offer mission opportunities for churches. | www.ofuturewithhope.org

IGNITE YOUTH CONFERENCE | Three day conference the first week of October that brings together hundreds of youth from around GNJ. | www.ignitenj.org

IGNITE YOUTH LEADERS DAY | Training day for leaders of youth groups. | www.ignitenj.org

INTERNATIONAL OR LOCAL MISSION PARTNERSHIP | A way to increase mission impact by building a sustainable long-term relationship with a local nonprofit, GNJ Hope Center or international mission group through UMCOR.

LAITY LEADERSHIP ACADEMY | An annual program sponsored by the GNJ Board of Laity to develop best practices in the areas of worship, small groups, new disciples, mission and giving.

LAKE INSTITUTE ON FAITH & GIVING | A division of the Lilly Family School of Philanthropy, the Lake Institute offers an Executive Certificate in Religious Fundraising, an intensive course with applications and practices unique to religious institutions. www.philanthropy.iupui.edu/institutes/lake-institute
LAY SERVANT MINISTRY | A pathway for GNJ laity to focus on growing their witness and leadership within their congregation and beyond. Classes are offered for Basic Lay Servants, Lay Speakers, Certified Lay Servants, Lay Missioners and Certified Lay Ministers.

MINISTRY MATTERS | Articles, blogs, books, sermon guides and worship resources for Christian leaders.
www.ministrymatters.com

MIRACLES EVERYWHERE | A three year GNJ mission fund to raise $6.2 million for Next Generation, A Future With Hope, hurricane recovery and making disciples in Tanzania.

MISSION U | An annual education opportunity cosponsored by GNJ’s United Methodist Women to study effective mission and ministry.

MISSION INSITE | Tool to provide demographic data for your church and community, customized and available for all GNJ churches.

MULTIPLICATION COHORT | A group of GNJ pastors identified as likely to innovate and launch new faith communities.

NEXT GENERATION SUMMER CAMPS | Opportunities for middle and high schoolers to participate in week-long camping programs at Pinelands Center.

PACE GROUPS | Cohort groups for GNJ clergy that meet monthly to focus on a particular theme for growth in worship planning, leading change, fundraising, self-care and other topics.

PUSHPAY OR SUBSPLASH APPS | Platforms for churches to use for communication, small group leadership, giving and more.

READINESS360 | An in-depth church evaluative process that identifies behaviors, patterns and attitudes that contribute to success or failure when developing new places for new people or stepping out in bold risk-taking mission.
www.readiness360.org

RETREATS AT PINELANDS CENTER | Year-round facilities at Mt. Misery in the Pine Barrens suitable for adult and youth spiritual retreats. | www.gnjnextgen.org

SMALL GROUP RESOURCES FROM GNJ | Dozens of free resources for small group leaders that have been curated and recommended by the Connectional Ministries Team.

SPECIALIZED COACHING FOR LARGE CHURCHES | Advanced coaching for clergy at large churches arranged by contacting the district superintendent.

STEWARDSHIP FOUNDATION | The United Methodist Stewardship Foundation of GNJ is a GNJ vital mission partner which has tools for stewardship, capital and endowment campaigns, planned giving, financial planning and investment.

TEAM VITAL | An intensive training for leaders in congregations of 75 or more in worship to create a strategic ministry plan using the five markers of vitality.

UMCOR | The humanitarian relief and development arm of The United Methodist Church that offers mission and giving opportunities for congregations to connect with the global community. | www.umcor.org

UMVIM NEJ | United Methodists Volunteers in Mission the Northeastern Jurisdiction train, equip, connect and mobilize for short-term mission in locally, nationally and internationally. | www.umvimnej.org

VITAL MISSION PARTNERS | GNJ’s strategic non profit partners including, A Future With Hope, Next Generation Ministries, The United Methodist Stewardship Foundation of Greater New Jersey, Nehemiah Properties and Resurrection Gardens.