

Granger Community Church: Simply Strategic Stuff

Tim Stevens & Tony Morgan

TIM STEVENS

WHO: Executive Pastor of Granger Community Church

WHAT HE LOVES MOST IN HIS JOB: Strategizing and studying ways to grow a prevailing church...and hearing about how other churches are doing the same.

THE MOST FULFILLING PART OF MINISTRY: Finding the right people for the team, and then resourcing them with money, tools and staff so they can soar in their ministry.

PREVIOUS LIFE: Joined GCC's staff in 1994 when attendance was 400. Prior to that, he spent nine years working with a para-church ministry in areas of donor development and leadership.

LEFT AT HOME: Faith Stevens, wife of 14 years. Heather (11), Megan (10), Hunter (7) and Taylor (4) are keeping mom busy!

WHAT HE DOES FOR FUN: Mowing the lawn or building things with wood (like a house) is therapeutic for Tim. He also loves anything with knobs and levers (electronics).

TONY MORGAN

WHO: Pastor of Administrative Services of Granger Community Church

ALTER EGO: Executive Director for WiredChurches.com

PREVIOUS LIFE: Educated in business and public administration. Spent 10 years in the city management profession. Used to wear a suit every day. Joined GCC's staff in 1998.

FAVORITE PEOPLE: Emily Morgan (his wife) and their four kids—Kayla (10), Jacob (7), Abby (4) and Brooke (1 month).

WHEN HE'S NOT AT GCC: He's trying to improve his golf swing and dreaming of playing Augusta National.

WHAT GETS HIM GEEKED ABOUT HIS JOB: He gets to do all the cool stuff like building Web sites, equipping church leaders, analyzing data, creating budgets and improving systems to help more people meet Jesus.

WHEN HE GROWS UP: He'd like to help other ministries find new ways to create order out of chaos—then create more chaos.

Tim Stevens

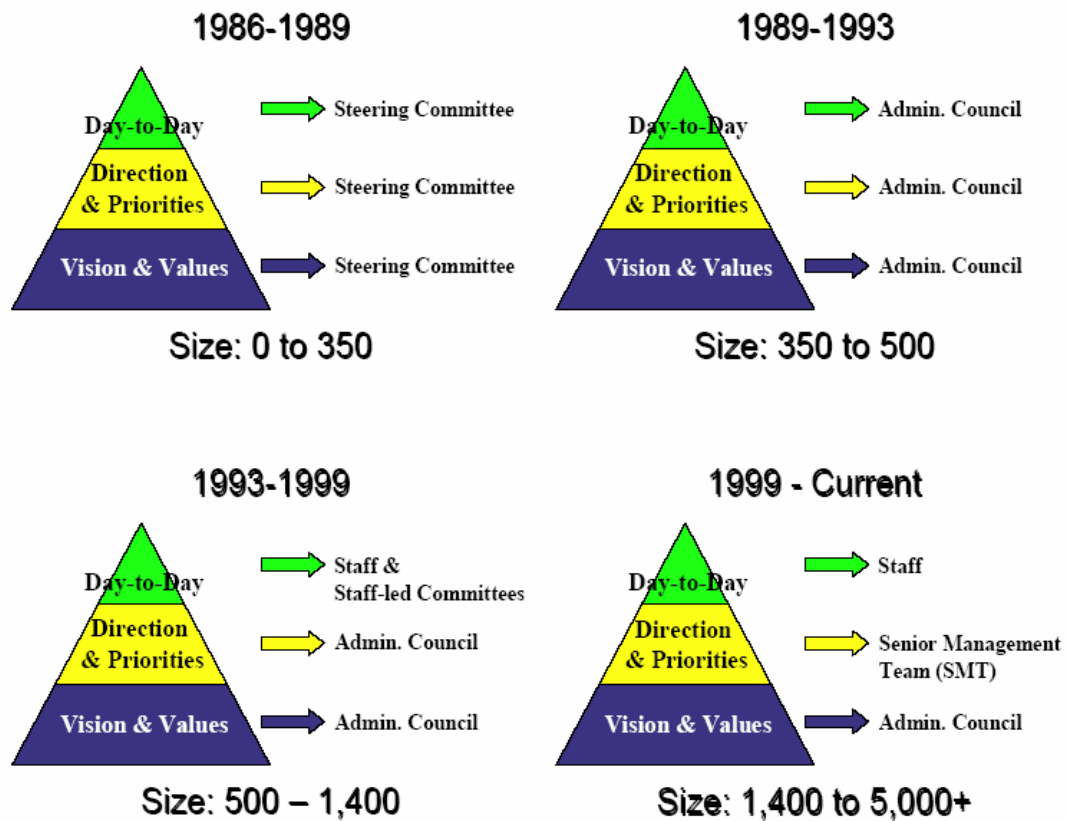
- Background of *Simply Strategic Stuff*

Tony Morgan

- Overview of today's breakout
- Let's cover the ground rules

Tim & Tony's Top 10 of Simply Strategic Stuff...

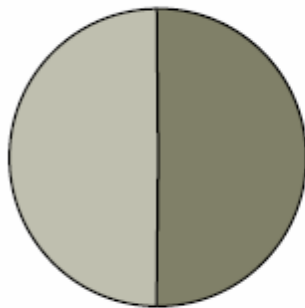
- 1.) Your organizational structure should change often.
(Chapter 58)



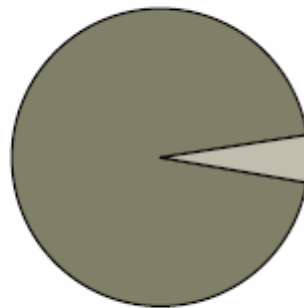
2.) Without systems, all decisions rise to the top. (Chapter 17)

Examples:
Staff Handbook
Purchasing Policies
Facility Scheduling
"Outside Hires"

3.) Your new staff member already attends your church. (Chapter 91)



"Outside Hires"



"Inside Hires"

4.) Disgruntled secretaries drain dynamic leaders.
(Chapter 29)

“Elders who do their work well should be paid well, especially those who work hard at both preaching and teaching. For the Scripture says, ‘Do not keep an ox from eating as it treads out the grain.’ And in another place, ‘Those who work deserve their pay!’”

—I Timothy 5:17-18
(NLT)

**5.) If you can't pay your employees well, you have
too many employees.** (Chapter 61)

Questions we consider...

- What do “normal” people in our area make?
- What would it cost to replace this person? How easy would they be to replace?
- What do other churches our size pay?

In a November 2002, Granger had one staff member for every 100 people in weekend attendance. According to a recent National Association of Church Business Administration survey, the average by weekend attendance is:

- Attendance 0 to 299 = 1 employee for every 31 people.
- Attendance 300 to 699 = 1 employee for every 36 people.
- Attendance 700 to 1,499 = 1 employee for every 41 people.
- Attendance over 1,500 = 1 employee for every 46 people.
- Granger average 3,800 = 1 employee for every 100 people.

Currently, Granger averages 4,500 and has 1 employee for every 76 people (59 full-time equivalent employees).

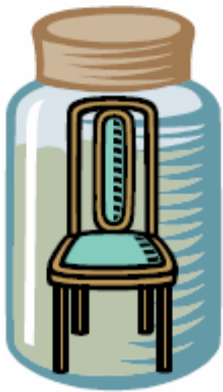


6.) Watch these three lids. (Chapter 44)

- Parking
- Children
- Seats



7.) Never launch a ministry without a leader. (Chapter 15)



8.) Giving is personal—not private. (Chapter 36)

“Churches in which pastors preach a series of messages about giving are nearly two-and-a-half times more likely to experience an increase in giving than when preachers speak about giving, one sermon at a time, on two or more nonconsecutive occasions during the year.”
—Excerpt from How to Increase Giving in Your Church by George Barna

9.) Put your money where your crowd is. (Chapter 92)

10.) If someone hasn't left your church recently, your vision is probably broad. (Chapter 8)

“Jesus withdrew with his disciples to the lake, and a large crowd from Galilee followed. When they heard all he was doing, many people came to him from Judea, Jerusalem, Idumea, and the regions across the Jordan and around Tyre and Sidon. Because of the crowd he told his disciples to have a small boat ready for him, to keep the people from crowding him.”

—Mark 3:7-9

What's Your Next Step?

What "next step" will you take within the next 24 hours?

What "next step" will you take within the next week?

What vision did you see today that is yours...that you'll seek out before God to dream with others?

Who will you need to enlist to help you?

Who is one person you'll need to meet with right away?

Resources: From Granger Community Church

Resources in the Tent:

- *First Impressions: Creating Wow Experiences in Your Church* by Mark Waltz
- *Simply Strategic Growth* by Tim Stevens & Tony Morgan
- *Simply Strategic Stuff* by Tim Stevens & Tony Morgan
- *Simply Strategic Volunteers* by Tony Morgan & Tim Stevens
- Leadership Downloads Pack
- LifeSwap Volunteer Expo Pack
- Superpastor DVD

Other Resources (available at WiredChurches.com):

- *Superheroes* — graphics, messages, small group study guides – a series encouraging people to jump into ministry.
- *Someone Like You DVD* – designed to honor volunteers in ministry.
- *Super Pastor DVD* – fun way to show it's not the Pastor's job to do everything.
- *Ministry Opportunities Manual* – manual listing ministry opportunities available at Granger Community Church.
- *Joe Millionaire* — a series on tithing.
- *Crazy Church* — a series preparing for a building campaign.

Workshops/Conferences at Granger Community Church in 2005

(Register at WiredChurches.com or call 888.249.6480)

- *Innovative Church Conference* – September 29-30
- *First Impressions* – July 22 and November 18
- *Getting a Grip on Groups* – July 22
- *Maximizing Media* – September 28
- *Maximizing the Arts* – July 22 and November 18
- *Purpose-Driven® Church* – September 28
- *Simply Strategic Growth* – July 22
- *Simply Strategic Volunteers* – September 28
- *Student Ministry 101* – November 18
- *Where a Kid Can Be a Kid* – May 23 and November 18