

Great Lakes District-Evangelical Free Church America

Mission Statement

Why do we exist?

The Great Lakes District of the EFCA exists to glorify God by multiplying transformational churches among all people throughout our sphere of responsibility (Illinois, Indiana, Michigan, Ohio and Kentucky border).

Core Values

Who are we?

We value Biblical Orthodoxy
We value authentic discipleship
We value spiritual health in our pastors
We value spiritual health in our churches
We value reproducing churches
We value networks of interdependent relationships
We value kingdom partnerships

Strategy

How do we accomplish the mission?

Caring
Catalyzing
Church planting

Measures

Question now: When are we successful?

Measure #1: 80% of our GLD pastors interdependently framed by our GLD team

1:1 Coaching-life on life encouragement toward Christ likeness
1:3-7+ Small groups based on affinity and accountability
1:7 Teams-servant leaders working together on a clear mission
1:12 Mentoring-guide from the side multiplying ministry fruitfulness
1:15 Ministerial-geographical groups that care, catalyze, and church plant
1:10-30 Seminars and Retreats-skilled leaders with learners
1:300 GLD Conference-Preaching, seminars, cohorts, and connections

Measure #2: 40% of our GLD churches growing in worship attendance
GLD staff catalyzing gospel change and connecting churches to Centralize Services" (credentialing, consulting, cross cultural, youth, women, & others)

Measure #3: 36 healthy GLD churches planting 36 new churches that plant new churches using EFCA systems

Vision

Question now: Where is God taking us?

GLD Double Impact: Applying the parable of the talents (Matthew 25), we emphasize faithfulness and fruitfulness, prayer and preaching, church planting and health, inward care and outward focus, evangelism and edification, Jerusalem and Samaria trusting God to double the GLD from 50,000 to 100,000 people. For example:

- Churches starting new services to reach recent immigrants for Christ
- Churches starting missional communities and church plants for double impact
- Churches starting multi-sites and church planting networks to reach new areas

GLD Regional and Area Superintendents

Supervision Received: District Superintendent

Span of Care: Area is 10 to 15 GLD churches Regional is 30-50 GLD churches

Compensation: Mutually agreed upon salary and ministry expenses

Relational Role: A Superintendent cares as a **“Shepherd of the Shepherds.”**

Goals #1: **“No Leader Left Alone”** 80% of our pastors interdependently praying, proclaiming Christ and partnering in GLD groups framed by GLD team:

- 1:1 Coaching-life on life encouragement toward Christ likeness
- 1:3 Trios-a band of accountable believers who strengthen one another
- 1:7 Teams-servant leaders working together on a clear mission
- 1:12 Mentoring-guide from the side multiplying ministry fruitfulness
- 1:15 Ministerial-geographically based groups who pray and encourage
- 1:30 Learning community/classroom-skilled leaders with learners
- 1:300 GLD Conference-preaching, seminars, cohorts, connections

Resourcing Role: A Superintendent catalyzes- a **“Consultant to Churches.”**

Goal #2: **“Serving your church’s mission”** by our team of area and regional superintendents multiplying care as measured by 40% of our churches growing in worship attendance (measured by at least a 10% increase every five years).

Consulting with pastors and church boards on issues of church health

Connect our pastors and churches to GLD to centralized services such as:

- EFCA-GLD Ministries like K-Club, Team 500, eTeams, R & D
- EFCA-GLD Credentials
- EFCA-GLD Ministry to Women, Youth Leaders, Training Events
- EFCA-GLD Placement Services and Interim Pastor Ministries
- EFCA-GLD Cross Cultural Ministry (Gateway, Reach Global, etc)
- EFCA-GLD Church Planting, Adoptions, and Restarts

Real Results: A Superintendent is a **“Catalyst for Church Planting.”**

Goal #3: **“Multiplying healthy churches among all people”** measured by 36 healthy GLD churches multiplying 36 new churches that multiply new churches as a result of multiplication (2 Timothy 2:2) at every level of the ministry including:

- Disciples who make disciples who make disciples
- Small group leaders who apprentice leaders to multiply groups
- Staff who coach ministry leaders and multiply staff
- Elders who apprentice elders and send elders to multiply churches
- Pastors who apprentice pastors who multiply pastors and churches
- Movement leaders apprentice movement leaders to multiply movements

GLD Area Church Multiplication Catalyst

Supervision Received: Church Planting Director

Span of Care: Area is mutually agreed upon areas and GLD churches

Compensation: Raises personal support/GLD provides ministry expenses

Relational Role: A GLD Area Church Multiplication Catalysts contributes to our goal that "No Church Planting Leader is Left Alone."

- 1:1 Coaching-life on life encouragement toward Christ likeness
- 1:3 Trios-a band of accountable believers who strengthen one another
- 1:7 Teams-servant leaders working together on a clear mission
- 1:12 Mentoring-guide from the side multiplying ministry fruitfulness
- 1:15 Ministerial-geographically based groups who pray and encourage
- 1:30 Learning community/classroom-skilled leaders with learners
- 1:300 GLD Conference-preaching, seminars, cohorts, connections

Resourcing Role: A GLD Area Church Multiplication Catalyst contributes to our goal of "Serving Your Church's Mission"

Consulting with pastors and church boards on issues of church health

Connect our pastors and churches to GLD to centralized services such as:

- EFCA-GLD Ministries like K-Club, Team 500, eTeams, R & D
- EFCA-GLD Credentials
- EFCA-GLD Ministry to Women, Youth Leaders, Training Events
- EFCA-GLD Placement Services and Interim Pastor Ministries
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- EFCA-GLD Church Planting, Adoptions, and Restarts

Real Results: A GLD Area Church Multiplication Catalyst contributes as a **"Catalyst for Multiplication."**

- **Assessment**-the first step is assessing a potential lead for church planting
- **Coaching**-approved planters are coached personally thru six months post launch and work with an Interim Elder Caliber Oversight Team
- **Training**-EFCA Boot Camp is an intensive five day training experience on the major issues in church planting over the first year
- **Sending**-our aim is every lead GLD church planter has a sending church

“No Leader Left Alone” Rick Thompson GLD Superintendent

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Isolated leaders make independent churches. We seek *interdependent* leaders and churches and we start with no leader being left alone. We frame opportunities for our pastors and elders to be better together. One size does not fit all, so we frame these different opportunities for interdependence.

1:1 Coaching

Words like coaching and mentoring are soft terms without a single definition. One attempt to describe the difference is mentoring *puts in* and coaching *brings out*; we say **coaches value investments in individuals**. It is called disciple making, apprenticing, spiritual direction, and counseling, but coaches find joy in building a personal relationship and they are good at it.

The essence of Christian coaching is to encourage one another toward Christ likeness. The New Testament word encourage is “to come alongside of and call to someone.” Barnabas is one person who embodies this gift.

There are fifty ways to fry this fish of coaching, but my favorite is Bob Logan’s coaching process (www.coachnet.org and *Coaching 101*). He emphasizes the five “R” approach. Coaching is God ordained **relationships** between Christians that **reflects** on God’s work in one another, **refocuses** on God given goals, **resources** one another to fulfill our responsibilities by pointing us to the resources we need, and **reviews** our progress periodically.

1:3-7 Small Groups with Affinity and Accountability

Some people thrive in a trios that brings out the best in each other instead of a duet or a choir. Jesus did not do life alone; he called the twelve apostles to be with him as a team and called a trio Peter, James and John. They prayed with Jesus in the Garden of Gethsemane, knew the Mount of Transfiguration, experienced the healing of Peter’s mother in law and saw Jarius’ child raised.

Trios are for mutual strengthening. Two such groups for me are a monthly accountability group where we that holds each other accountable for personal, spiritual, marriage and ministry goals and a weekly conference call with other GLD superintendents when we pray for one another and our churches.

1:7 Teams

Some people seek a small group that is highly relational, while others gravitate to a group committed to a clear and compelling goal. **Every team has a clear and compelling win.** Church planting oversight teams, church restart oversight teams, and the Joshua Team are examples of GLD teams.

1:12 Mentoring

Mentors are “**guides from the side**” rather than stars from the stage. Mentors multiply their ministry effectiveness with small groups that peak at around twelve people because these groups like Jesus and the apostles are **peer relationships, an empowering leader and some kind of task affinity.**

In the Great Lakes District, we have mentoring groups for youth pastors, worship leaders, transformational preachers, and pastoral leadership. We seek leaders who with ministry effectiveness who are also effective equipping others.

1:18 Ministerial

In the GLD, we have **pastors meeting monthly based on geography for prayer and encouragement.** Our 200 churches and church plants are organized into ministerial meetings across our five state area. We trust God for healthy pastors who shepherd other pastors in their region from every size and shape of church. Ministerial meetings catalyze with mutually agreed content and toward church planting. While mentoring groups often last a year or two, our ministerial groups led by strong shepherds can last for decades.

1:32 Learning Community

Knute Larson is a GLD Church Consultant. He leads a learning community that prepares sermons for Christmas or Easter. The GLD sponsors an annual event for pastors and elders called the **eTeam**. These learning communities give **valuable insights into our calling and our commitments.** A major value of the learning community is interaction with others who share the same affinity, learning from an expert in the field, and the bonding that can occur with the investment of time and travel together to participate in the experience.

Jesus embodies with the twelve apostles these different ways of developing leaders. Jesus coached Peter at every turn. Jesus formed a special bond with Peter, James and John without worrying about envy and jealousy on the apostolic team. The apostles were indeed a multiplying team of “sent ones” who multiplied disciples of Jesus globally fulfilling the Great Commission. The seventy were a learning community on the move. The GLD is following Jesus different ways to multiply healthy churches among all people.

GLD Strategy: Catalyzing Multiplication

Rick Thompson GLD-EFCA Superintendent

The EFCA National Office and Will Mancini, author of *Church Unique*, asked our plenary meeting of superintendents: “How would you describe the role the the EFCA District in two words?” Hundreds of suggestions were written on the wall and a consensus emerged: **Catalyzing Multiplication**.

Multiplication is at every level. There will never be a multiplication of churches without healthy churches encouraged by the GLD-EFCA with:

- Disciples who make disciples who make disciples
- Small group leaders who apprentice leaders to multiply groups
- Staff who coach ministry leaders and multiply staff
- Elders who apprentice elders and send elders to multiply churches
- Pastors who apprentice pastors who multiply pastors and churches
- Movement leaders apprentice movement leaders to multiply movements

Catalysts must be in close proximity and create new connections without fusing to that reaction. “Take nitrogen and hydrogen, two of the most common elements on earth, put them in a container, close the lid, and come back a day later, and nothing will have happened. But, add ordinary iron to the equation and you’ll get ammonia and ammonia doesn’t have any iron in it—it’s made solely of hydrogen and nitrogen... Iron is a catalyst. In chemistry, a catalyst is any element or compound that initiates a reaction without fusing into that reaction. In open organizations, a catalyst is one who initiates a circle and then fades away into the background” (Brafman and Beckstrom, *Starfish and the Spider*, 91-92).

To be in closer proximity to our churches, the GLD now has regional (30-50 churches) and area (10-15 churches) superintendents working closely with our church planting director and superintendent to serve our churches. Without becoming part of a church, we catalyze a search committees to find a new pastor, we catalyze elder boards to discover new direction, we catalyze (or refer) pastors and boards to end a conflict. We catalyze church leaders to start coaching, trios, teams, mentoring groups, ministerial meetings, and learning communities. Further, we catalyze healthy churches to add worship services, create ethnic congregations, start multi-sties, and start new churches just to name some of our catalytic ministries we do.

EFCA-GLD superintendents, regional and area superintendents, church planting directors, area church multiplication catalysts, and district leaders work together to catalyze multiplication. Brafman and Beckstrom clarify: “While both are leader types, catalysts and CEOs draw upon very different tools. A CEO is The Boss. He’s in charge, and he occupies the top of the hierarchy. A catalyist interacts with people as a peer. He comes across as your friend. Because

CEOs are at the top of the pyramid, they lead by command-and-control. Catalysts, on the other hand, depend on trust. CEOs must be rational; their job is to create shareholder value. Catalysts depend on emotional intelligence; their job is to create personal relationships. CEOs are powerful and directive; they're at the helm. Catalysts are inspirational and collaborative; they talk about ideology and urge people to work together to make an ideology a reality. Having power puts CEOs in the limelight. Catalysts avoid the attention and tend to work behind the scenes. CEOs create order and structure; catalysts thrive on ambiguity and apparent chaos. A CEO's job is to maximize profits. A catalyst is usually mission-oriented (129)."

CEO

The Boss
 Command and control
 Rational
 Powerful
 Directive
 In the Spotlight
 Order
 Organizing

Catalyst

A Peer
 Trust
 Emotionally Intelligent
 Inspirational
 Collaborative
 Behind the scenes
 Ambiguity
 Connecting (129)

- Catalytic leadership is not a star on the stage, it is a guide from the side (close proximity and strong interpersonal relationships).
- Catalytic leadership is not casting vision, it is creating new connections (with those who share a common affinity, a common need, or a common vision).
- Catalytic leadership is not creating new organizations, it is new building upon organizations a new layer of collaborative partnerships.
- Catalytic leadership is not about creating a new position, it is about creating peer learning and new peer networks and moving on to catalyze new bonds.

"A catalyst develops an idea, shares it with others, and leads by example... When the catalyst stays around too long and becomes absorbed in his creation, the whole structure becomes more centralized. Once the catalyst leaves, however, his or her presence is still felt. The catalyst is an inspirational figures who spurs others to action. Circles don't form on their own. Put a bunch of people in the same room together, and they might talk about the weather in random groups of twos and threes. Add a catalyst, and soon they'll be sitting around in a circle discussing their shared love..."

Our EFCA-GLD goal is to multiplying healthy churches among all people to the glory of God. Our strategy is to catalyze leaders, churches, and multiplication. For a more indept look at the DNA of multiplication, see Rick Thompson's new book, Real Churches, published in 2013 by Church Smart. Our measures our clear and we know that all this is not by might, or by our power, but only by God's Holy Spirit to the glory of God.