

Church Plant Legal/Operational Activities Alternative Ways to Get Them Done

1. Church Planter OJT: Planter does everything, learning while doing

PRO	CON
<ul style="list-style-type: none"> • Complete control • Taps entrepreneurial talent • May have experience to utilize • No extra expense 	<ul style="list-style-type: none"> • Distracts from core mission • More time on task, less with people • May not possess all right skills • Learning curve inefficiency • Adds stress to challenging job

2. Volunteers: Utilize time & talents of those in the mission church

PRO	CON
<ul style="list-style-type: none"> • Good stewardship of available resources • Utilize insider(s) with first-hand knowledge and access • No extra expense 	<ul style="list-style-type: none"> • May lack all needed skills • Admin volunteer may be lower priority vs. people ministry volunteers • Trust/accountability dilemma • Risk of limited available time Could be short-term • Hard to “terminate” from role

3. Hire in-house admin: Employ a person to handle certain functions

PRO	CON
<ul style="list-style-type: none"> • Control of employee • Provides dedicated focus • May be p/t position to fit need • Can be insider with church knowledge • Could hire externally = more options • Reasonable expense 	<ul style="list-style-type: none"> • Admin functions not as high-priority staffing vs. ministry • Won't cover all needed skills • Provide office space & tools • Member-employee risk: • More sensitive management • Difficult or risky to terminate

4. Partial Outsource: Contract with vendor(s) to handle certain services

PRO	CON
<ul style="list-style-type: none"> • Hire expert(s) for unique capabilities • Free up to hire needed ministry staff • Moderate control • Can be more easily replaced 	<ul style="list-style-type: none"> • Won't cover all needed skills • Must manage vendors • Transactional relationship = no commitment to church mission • Low or no church knowledge • Information access, security risk • Higher expense vs. hiring

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5. Expert Resource / Project Management: Engage consultant for expertise / management

PRO	CON
<ul style="list-style-type: none"> • Access expertise where needed • Tap proven adaptable resources • Get knowledge of integrated church functions and ministries • Accomplish right activities at right time • Maintain focus/time on mission • Get big picture advice about particularization process 	<ul style="list-style-type: none"> • Requires time to guide/respond • Must know how to utilize consultant • Temporary not permanent • One-time expense = cost/benefit funding • Requires local learning curve • Still need admin staff or outsource

6. Complete Outsource: Contract for comprehensive service package

PRO	CON
<ul style="list-style-type: none"> • Get instant staff, technology, policies, and procedures • No admin gaps to fill internally • Access expertise in church operations • Known predictable expense • No office space or tools needed 	<ul style="list-style-type: none"> • Loss of local control • Expense may appear greater • Need vendor utilization skills • Culture of church must be taught • Different type of staff engagement