
BUILDING SCALABLE MINISTRY SYSTEMS



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Session Objective

Equip leaders with a framework for designing ministry systems that are scalable, sustainable, and reproducible.

Why Systems Matter

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 - Must be scalable.
 - Have an ability to grow without compromising performance.
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 - Must be reproducible.
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Examples of Scalable Ministry Areas

- Pastoral Care
 - Attendance of 50
 - Attendance of 150
 - Attendance of 400



Examples of Scalable Ministry Areas

- Outreach
 - Events for small church
 - Events for medium sized church
 - Events for large church

Examples of Scalable Ministry Areas

- **Connections**
 - **Small Church: Word of mouth**
 - **Medium Church: Ministry guidebook**
 - **Large Church: Full HR structure**

What Is a Ministry System?

A ministry system is a series of intentional steps, resources, and roles ensuring a specific outcome without letting things fall through the cracks.

“Individual structural components working together to create a whole.” From Creating Healthy Church Systems

8 Essential Church Systems

- Outreach
 - Connections
 - Discipleship
 - Worship Planning
 - Financial
 - Member Care
 - Leadership
 - Evaluation
-

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 - Pathway – What are the steps from A to B?
 - People – Who owns and manages it?
 - Processes – What tools/checkpoints keep it on track?
 - Product – How do you measure success?
-

Example – Discipleship System

The background features a stylized illustration of two figures walking from left to right. The figure on the left is rendered in shades of blue and teal, while the figure on the right is in shades of yellow and orange. They are walking on a dark brown ground line. The background is a light pinkish-red color, decorated with stylized plants: a blue-green plant on the left and a yellow-orange plant on the right. In the top-left corner, there are two overlapping light yellow rounded rectangular shapes. Two horizontal black lines are present: one above the title and one below the main content area.

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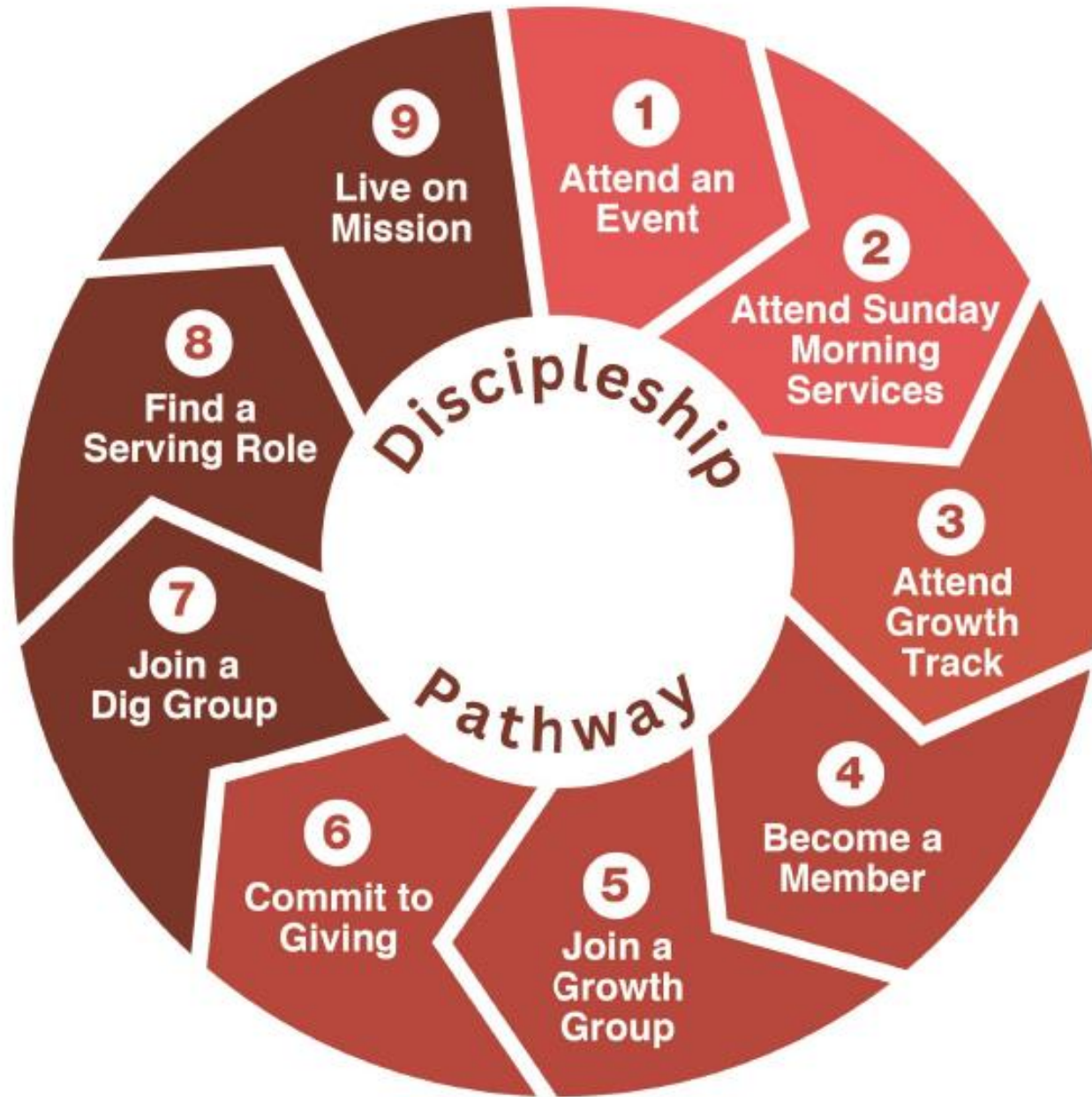
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 - **Process:** *Planning Center, Text in Church, email templates*
 - **Product:** *Guest follow-up and Growth Track participation*
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STRATEGY

(Building Scalable Ministry Systems)

Principle #1 – Simplicity Over Complexity

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- *Fewer steps, clearer outcomes*
- **Establish clear goals and set deadlines**

Example: Volunteer onboarding (simple steps)

1. Recruit them
 2. Orientation (expectations)
 3. Background check
 4. Train them
 5. Resource them
 6. Empower them
 7. Release them
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Principle #2 – Write it Down

- If it's not written down, it's not a system (ok, maybe but I don't recommend it!)

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- **Create Ministry Handbooks (see sample).**

Principle #2 – Write it Down

- If it's not written down, it's not a system.
 - Create Ministry Handbooks.
 - Use all available tools.
-

Principle #3 – Create Ownership

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 - Example: Passenger → Flight Attendant → Flight Leader → CoPilot → Pilot.
-

Principle #4 – Evaluate Everything

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 - Regular evaluation: monthly or quarterly.
 - Use the 4 Helpful List... Ask:
 - What's right?
 - What's wrong?
 - What's confusing?
 - What's missing?
-

Principle #5 – Multiply Through Training

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 - Repeatable training: videos, PDFs, coaching circles.
 - Develop a reproducible systems culture.
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Wrap-Up – Why It Matters

- Healthy systems = Thriving church
 - Systems are how your church grows with grace, avoids chaos and makes it automatic.
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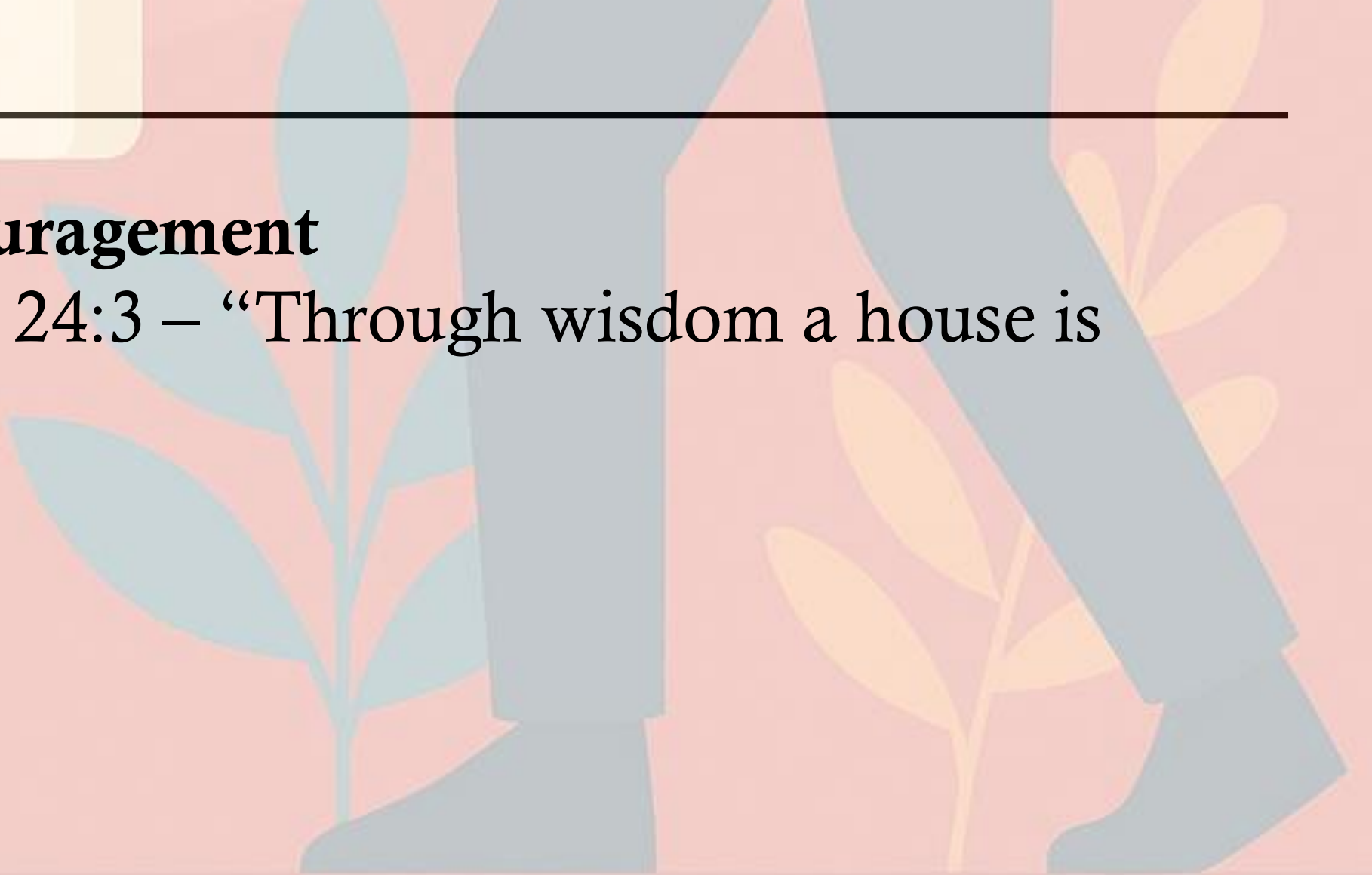
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 - Clarify the purpose – Define the win.
 - Simplify the path – Make it repeatable.
 - Empower people – Don't do it alone.
 - Write it down – Turn knowledge into legacy.
 - Celebrate it – Then teach it, coach it, multiply it.
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Final Encouragement

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- Proverbs 24:3 – “Through wisdom a house is built...”
 - Let’s build wisely. Let’s build for the long haul.
 - Let’s build systems that are scalable and can be reproduced again and again.
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Final Encouragement

- Prayer
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- A stylized illustration of a person's legs in blue pants and shoes, walking on a light pink background. The legs are positioned on the right side of the frame. To the left of the legs are two stylized plants: one with light blue leaves and one with light yellow leaves. The background is a solid light pink color. There are two horizontal black lines, one at the top and one at the bottom of the page.
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