



And all those who had believed were together and had all things in common. . . Acts 2:44

Church Mergers or Adoptions Gradual Phases & Steps of Progression

There is an appointed time for everything. . . A time to plant and a time to uproot what is planted . . .
A time to embrace and a time to shun embracing. Ecclesiastes 3:1, 2, 5 * Come, let us reason together. Isaiah 1:18

The Big Picture

1. Phases 1 & 2 are all about building **relationships** and **trust** over the span of several months. Without this, Phase 3 would most likely be impossible.

2. It is typically best to not speak of the possibility of a Phase 3 during the first two phases, since it may not progress that way!

3. The more options you choose and the greater frequency you access them, the faster you may get through Phases 1 & 2.

4. Frequent, public expressions of gratefulness to visiting helpers by name will build a grateful culture and faster bond with them.

5. Use this tool like an NFL coach with a game day play list to stay on track with all options readily in mind to put into action.

6. Regularly consult with the other pastor and your AMS (DOM) so that you are not alone!

1. Mission Support

Helping Sister Churches

- Nursery care-givers
- Sun. School helpers
- Worship Leaders
- Instrumentalists
- Tech support
- Pulpit supply
- VBS prep; VBS week
- Work day helpers
- Facility upgrades
- Furnishings & Equip.
- Ministry consultation

This is servant-hearted ministry.

2. Mission Projects

Reaching out Together

- Community service
- Outreach projects
- Event booths
- Block parties
- Backyard Bible Clubs
- Tracts & Invites ministry
- After-school tutoring
- Disaster Relief
- Home help
- Food provision
- School partnerships

This is heart-bonding ministry.

3. Mergers or Adoptions

Becoming Better Together

- Confirm the mutual desire for a church merger.
- Start one-on-one "chats" on this w/ your leaders.
- If positive, have a group chat with key leaders.
- Have a group chat w/ leaders of both churches.
- Discuss and seek grateful agreement about:
 1. Merger of equally strong churches? **OR**
 Adoption of the smaller church by the larger church
 2. **If Adoption, seek grateful agreement of:**
 - Adoption of all risk & liabilities by the large church
 - Fresh vision via renaming, replanting and restructuring
 - Provision of a campus pastor & staff by large church
 - Any integration of the small church pastor & leaders
 - Transfer of property & assets to large church
 - Legally required dissolution of the small church
 - Reaching more lost souls as a stronger church family!

DIFFUSION OF INNOVATION

How quickly people accept and adapt to change.

