

**NEW ORGANIZATIONAL DESIGN FAQ
10/17/2018**

Q: Why is Discipleship Ministries restructuring the organization at this time?

Our vision is “to see a vital and vibrant church on fire to transform the world.” To accomplish this, we have three overarching strategic priorities to better serve a changing church. They are:

PRIORITY 1: An intentional disciple-making process in every church.

PRIORITY 2: Engagement with people currently outside the church.

PRIORITY 3: Cultivating local (contextual) resources around the globe.

For the past two years we have engaged in a rigorous process to discern the best way to effectively live into these priorities. We launched an initiative called “See All The People”, designed as an experiment to find new ways to resource our denomination with all three priorities in mind. We gained valuable insight from the initiative that has deepened our understanding of what it means to be “brokers of knowledge” and “conveners of strategic conversations”. We have also learned that our current organizational design does not maximize our ability to continue making progress toward successfully reaching our goals. The new organizational design is more *integrated* across all areas, is *holistic* in that it keeps disciple-making as its goal and is more *focused* on our strategic priorities. We are also able to accomplish more with fewer financial resources.

Q: What are the basic principles behind the new structure?

The new organizational design is simplified and streamlined. There are THREE basic principles to the new design that allow for the greatest amount of collaboration across the organization:

- “Brokers of knowledge” recognizes that we can no longer be the exclusive provider of content and expertise. An effective broker will know where the best resources are, regardless of whether those are found within or beyond Discipleship Ministries.
- “Conveners of strategic conversations” means using Discipleship Ministries convening power to get the right people in a room for peer learning. By convening strategic conversations with users and practitioners (in conferences and local churches), we will be more attuned to the needs of our stakeholders. This should result in content that is more targeted with even higher impact.
- “Focus on connectional relationships,” allows us to customize our approach to be driven by stakeholder needs. This principle allows greater concentration on our third priority.

Q: So, what is the new organizational design?

We are simplifying senior leadership by combining three existing programming units into one “Strategic Programming” area and creating a new “Stakeholder Relations” area. The new area will allow for the agency to be more focused on the needs of the church, which will better inform our strategic resources, events, and other offerings.

Specifically, our current Leadership Ministries, New Church Starts/Path 1, and Young People’s Ministries units – will be combined into a single “Strategic Programming” area that will be led by one Associate General Secretary (AGS). The AGS will also serve as the “chief staff officer” for the Division on Ministries with Young People (DMYP).

We do not anticipate any changes to the Upper Room, Communications, and the CFO/Treasurer area.

Stakeholder Relations:

A new area focused on building key relationships with church leaders across the church. The goal is to connect leaders in annual and central conferences with existing resources and best practices, as well as providing feedback from the field that informs and sharpens our Strategic Programming area which sharpens disciple-making system resources in local congregations.

Conference relations: Function as the primary link between the agency and key U.S. jurisdiction-based lay and clergy.

Global relations: Function as the primary link between the agency and key central conference stakeholders.

Strategic partners: Listening and connecting with partners who are non-conference based, such as SBC21, Native American Comprehensive Plan, corporate partners, etc.

Research & Evaluation: Researching audiences and evaluating our work throughout the agency.

Strategic Programming:

Worship: Continue to offer leading weekly liturgical, preaching, and music resources.

Faith Formation: Offering resources, training and networking for children, young people, adults, stewardship, and spiritual leadership.

Engagement: Offers resources and training in church planting, evangelism, and community engagement.

Leadership Development: Focused on laity and clergy initiatives.

Therefore, the new senior leadership team will consist of: General Secretary, Strategic Programming, Stakeholder Relations, Upper Room, Communications, and Chief Financial Officer/Treasurer.

Q: Will there be a staff reduction?

Yes, over the next 6-9 months we do anticipate a staff reduction, the amount is not yet known. In addition, there will be opportunities for staff to apply for newly created positions.

Q: Isn't this really being done because you anticipate a reduced budget in the coming quadrennium?

Financial implications are always a consideration, especially at this time in the life of our church. However, the new organizational structure is driven primarily by staff and board to have an increased focus on reaching our three priorities which we believe will better assist congregations in their disciple-making efforts. The board of directors and agency leadership have worked for the past two years on a structure that creates a streamlined approach to accomplish these priorities.

Q: When will the new organizational design be implemented?

We anticipate implementing some of the new design soon; before the end of 2018. Other changes to our organizational design may take up to 6-9 months or more to implement. Our first priority is to ensure we have senior leadership in place to lead the new areas of Strategic Programming and Stakeholder Relations.

Q: What happens to Leadership Ministries, Young People's Ministries and New Church Starts (Path1) units?

In the new organizational design, Young People's Ministries, Leadership Ministries, and New Church Starts/Path 1 will be combined into a single "Strategic Programming" area that will be led by one Associate General Secretary (AGS).

Q: What happens to the elected Division on Young People (DMYP) and the Path 1 advisory team?

The elected DMYP members and the Path1 advisory team will continue. Both groups are in the process of reimagining their work for the next quadrennium. The AGS of "Strategic Programming" in the new organizational design will serve as the "chief staff officer" for the Division on Ministries with Young People (DMYP).

Q: What happens to our current AGS staff?

Our new senior leadership positions will be posted, and current leadership staff can apply for those positions.

Q: What happens to “See All The People”?

It will grow. See All The People is our flagship initiative to reach our first priority -- an intentional disciple-making process in every church. It is making a significant impact across the church. We plan to not only continue the effort, but further develop related resources and training. The uniqueness of See All The People is that it continues to be resourced from the grass roots. It is a learning platform that reaches beyond the United Methodist Church. It continues to gain interest from other denominations who see it as an innovative approach to resourcing and focusing the denomination on engaging people currently outside the church.

Q: Will any processes be changed or altered to support this new organizational design?

Yes. We will be implementing a more rigorous content creation process that is more fully integrated across and between the Strategic Programming and Stakeholder Relations areas. To support these new processes, we will be strengthening our research and evaluation functions.

Our new organizational design:

