



# Decently and in Order

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A FAMILY MEETING ON OUR CURRENT AND  
FUTURE STATE

JUNE 11, 2023

The Way  
Forward

## Elder/Deacon Retreat (October 7-8, 2022)

### Questions:

- Must there be a Mosaic Church in Lynchburg, Virginia?
- If so, how must it be led?

## The Way Forward

### Plurality of Elders as Leaders of the Church

- Shared vs. unitary leadership
- Diversity of teaching and discipleship led by the Good Shepherd, Jesus Christ
- Congregation has responded positively to the diversity of voices from the pulpit
- Relieves one person as the locus of church ministry, community engagement, stewardship, accountability, vision, & expectations
- Consequences of singular authority (burnout, moral failures, abuse of authority, personality-driven churches, disengaged congregations due to clergy/laity distinction)

# The Way Forward

## What it will take:

- Church Administrator
- Dynamic, discipleship-driven, age-appropriate children's ministry
- More life groups
- Simplifying our ministry footprint and doing a few things well
- Intentional teaching about the church ("ekklesia")
- Identifying others equipped to be elders and deacons
- Intentional teaching about spiritual gifts, how to discern and apply them
- A realistic budget supported by the congregation

## How are we doing?

### Church Administrator

- Betsy Hudson – a homerun!

### Dynamic, discipleship-driven, age-appropriate children's ministry

- Work to be done (more volunteers, permanent staff, nursery, age-appropriate curriculum)

### More life groups

- Existing groups generally doing well, new groups formed
- Assess group health and make adjustments to fortify if necessary

### Simplifying our ministry footprint and doing a few things well

- Intentional about not adding, but still need to shore up what we do and potentially subtract

How are we doing?

Intentional teaching about the church (“ekklesia”)

- Solid doctrinal teaching
- Requests for more practical application

Identifying others equipped to be elders and deacons

- Success!

Intentional teaching about spiritual gifts, how to discern and apply them

- A work in progress
- Hard-copy spiritual gifts assessment

How are we doing?

A realistic budget supported by the congregation

- Budget presented to the congregation in January
- Is giving keeping pace with our projected budget?
- What is the current state of our finances?
- Where have we managed to cut costs?  
Where are costs rising?

How are we doing?

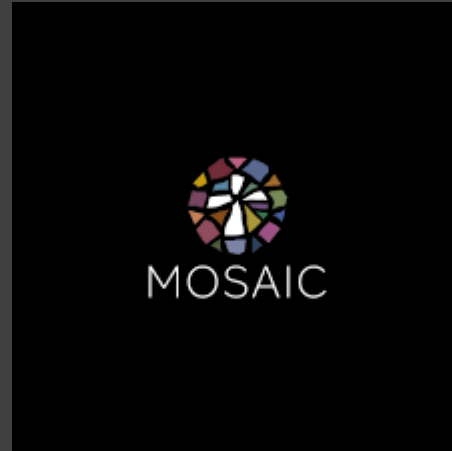
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**HOUSE CHURCH**



**SMALL INNOVATIVE CHURCH**

# Mosaic in the Middle

House Church Model	Small Innovative/Traditional Church Model
Fit in a house (<20-25 people)	Building to accommodate large gatherings/events
Informal accountability structure Elders as desired ? Teachers – as desired	Elders & deacons – leadership, shepherding, mentoring Teaching –Shared by leaders
Worship -informal as desired	Worship – facilitated by leader/team
No structured programs, ministries	Facilitated programs – Children, Forge, Gathering, TNT
No admin/coordinating structure	Administrative coordination
No designated missions	Designated Missions
Distribution of shepherding, discipleship responsibilities to individual/family level	Leadership responsible to ensure shepherding/discipleship
Outreach, mercy, evangelism at individual/family level	Platform to partner with other churches/organizations
No budget	Financial responsibilities Need support of minimum # of individual/families to cover expenses

## Costs for “Buildinged” Church

### Financial responsibilities

- Rent & Utilities
- Wages
  - Worship Director
  - Administrator
  - Bookkeeper/Tech
- Maintenance of facilities
- Children’s Director
- Honorariums
- Program Expenses –Children, Forge, Women’s ministry, etc.
- Missions

**This model of church needs additional support of 10-15 individuals/families giving ~ \$300 - \$400/mo to cover related expenses.**

# Key Email Addresses

## Church Administrator

- Primary point of contact for all church matters
- Betsy Hudson ([Admin@Mosaicva.com](mailto:Admin@Mosaicva.com))

## Elders

- [Elders@Mosaicva.com](mailto:Elders@Mosaicva.com)
- Ron Miller ([Ron@mosaicva.com](mailto:Ron@mosaicva.com))
- Jeff Nitz ([Jeff@Mosaicva.com](mailto:Jeff@Mosaicva.com))
- Brian Stroud ([Brian@Mosaicva.com](mailto:Brian@Mosaicva.com))
- John Stroud ([John@Mosaicva.com](mailto:John@Mosaicva.com))

## Deacons

- [Deacons@Mosaicva.com](mailto:Deacons@Mosaicva.com)
- Allison Burbage ([Allison@Mosaicva.com](mailto:Allison@Mosaicva.com))
- Carson Farmer ([Carson@Mosaicva.com](mailto:Carson@Mosaicva.com))
- Sara-Elizabeth Faulkner ([Sara@Mosaicva.com](mailto:Sara@Mosaicva.com))
- Zachary Faulkner ([Zachary@Mosaicva.com](mailto:Zachary@Mosaicva.com))

# Key Email Addresses

## Mosaic Helps

- Congregational care (pastoral visits, meals, benevolence fund, Mosaic Helps message board, social services referrals)
- [Helps@Mosaicva.com](mailto:Helps@Mosaicva.com)

## Prayer Ministry

- Elizabeth Stubbs ([Prayer@Mosaicva.com](mailto:Prayer@Mosaicva.com))

## Mosaic Church Tech Team

- Assistance with the Mosaic Church app, website
- [Tech@Mosaicva.com](mailto:Tech@Mosaicva.com)

## Missions Ministry

- Inquiries about international and local missions
- Grace Zellers ([Missions@Mosaicva.com](mailto:Missions@Mosaicva.com))

## Worship Ministry

- Carlton Yelle ([Worship@Mosaicva.com](mailto:Worship@Mosaicva.com))

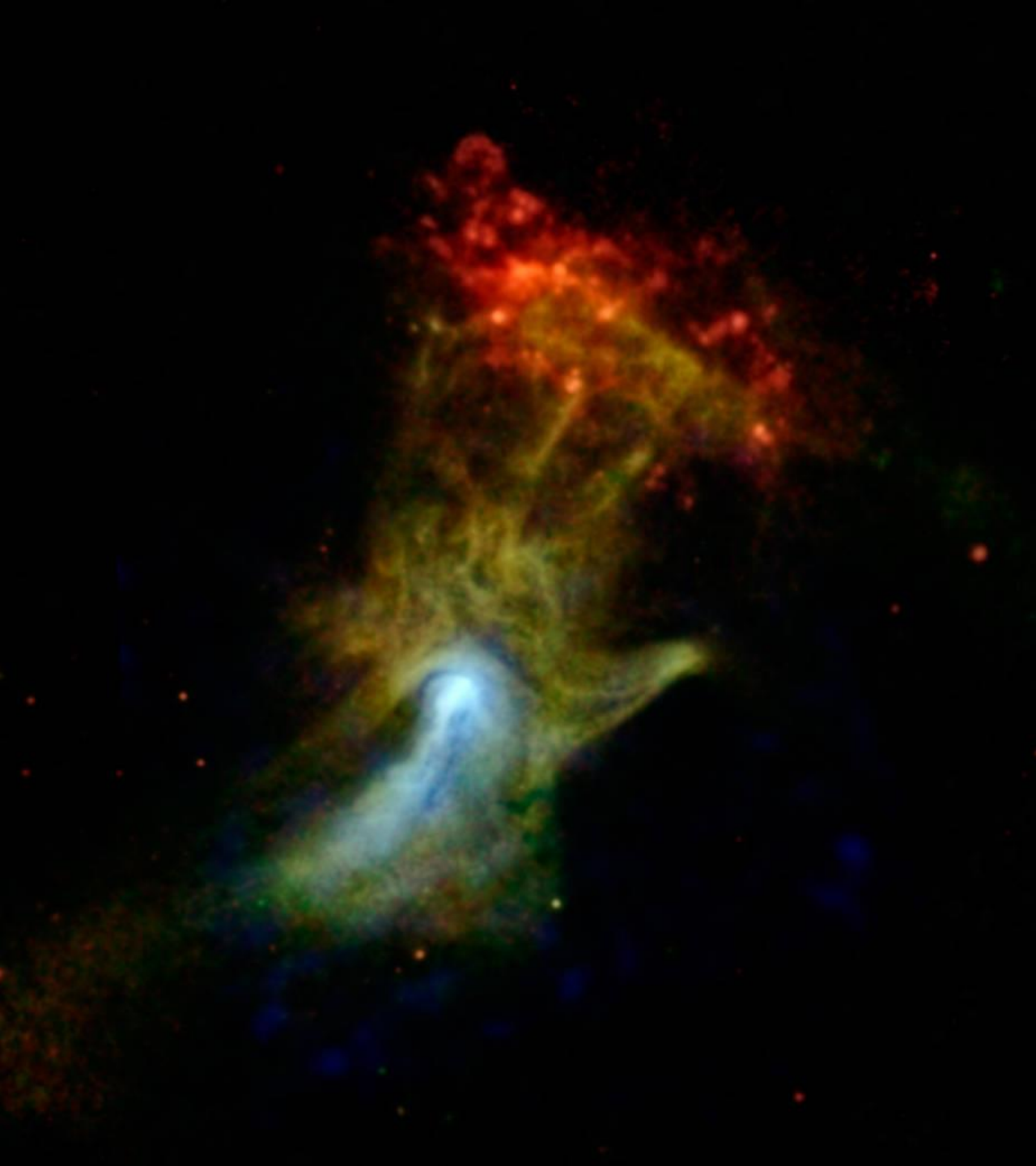
How are we  
doing? Your  
turn!



## The Way Forward

But you are a chosen race, a **royal priesthood**, a holy nation, a people for his own possession, that you may proclaim the excellencies of him who called you out of darkness into his marvelous light. ~ 1 Peter 2:9

**He has made us competent as ministers** of a new covenant—not of the letter but of the Spirit; for the letter kills, but the Spirit gives life. ~ 2 Corinthians 3:6



"But all things should be done decently and in order."

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*1 CORINTHIANS 14:40*