

Transitional Leadership Team (TLT)

*A Ministry of Assistance for
Church Planters and the Mission Churches*



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Transitional Leadership Team

Description

Pastors, elders and other men from the Bible Fellowship Church (BFC) are appointed by the director of Church Extension Ministries to assist with the development of the mission church until local elders are installed, to provide spiritual care and support for the church planter.

The church planter or director's appointee will serve as chairman, prepare the agenda, and hold regularly scheduled meetings. Members of the Administrative Team (A-Team) shall be appointed to the Transitional Leadership Team (TLT) as a non-voting representative, as approved by the director.

The Transitional Leadership Team coordinates their decisions, plans, and strategies with the director of Church Extension Ministries and keeps him informed of their actions by sending him minutes from their meetings and consulting him when needed.

Transitional Leadership Team members are not the elders of the mission church, but rather, they encourage, counsel and guide the church planter and their flock at the mission church. The Board of Church Extension acts as the board of elders for all the mission churches until the mission church is received into the BFC Conference and its elder candidates take office.

Focus

The Transitional Leadership Team shall assist the church planter, the mission church and Church Extension Ministries with the development of the mission church as outlined in the *BFC Church Planting Guide*.

Transitional Leadership Team – Responsibilities

- To assist Church Extension Ministries with developing the mission church and supporting the church planter in the development of the mission church.
- To hold meetings at least bi-monthly and keep proper minutes.
- To submit copies of the minutes of the Transitional Leadership Team's meetings to the director.
- To inform the director of the progress of the mission church and of all items or concerns that may affect the development of the mission church.
- To assist the church planter in preparing an annual report to the Personnel Committee of Church Extension Ministries.

- To assist the church planter with carrying out the steps of the *BFC Church Planting Guide* and developing and implementing his vision for the mission church.
- To encourage and facilitate the formation of an A-Team.
- To recommend representatives from the A-Team as non-voting members to the TLT.
- To interact with the A-Team and hold at least two meetings with them during the year.
- To visit the mission church at least three times annually, either as a group or as individuals.
- To assist the church planter with the production of an annual budget. This should be done in coordination with the director and be discussed with the A-Team.
- To hold meetings with the church planter at least two times a year to review his spiritual development, family life, and financial needs. A report of these meetings should be given to the director who will handle any matters needing to be addressed, with the assistance of the TLT.
- To assist the director when discipline matters arise.
- To assist with projects proposed by the church planter and A-Team in coordination with the director.
- To assist in the development of the mission church according to the guidelines set down in the *BFC Church Planting Guide*.
- To assist in the development of leaders with a focus on potential elders.
- To guide the mission church toward reception into BFC Conference.
- To recommend for assessment at least two elder candidates and twenty committed participants who are willing to become the charter members. To prepare a report demonstrating that the mission church is self-supporting. The director will then appoint an Assessment Committee to complete the assessments at the mission church.
- To assist with the transition of the mission church to a particular Bible Fellowship Church, as outlined in the *Graduation Prep Manual*.
- To work with the new elders, training and assisting them in how to function as elders of a particular church.

Items for Consideration

- **The Cost** - As with any ministry involvement, there is a cost to consider. The following items are some of the costs involved with becoming a Transitional Leadership Team member:

Are you flexible? Church planting has numerous challenges. Even with the best planning, preparation, events, projects, networking and outreaches, there will be difficulties. Yet, the mission must move ahead and keep trying different approaches for building the church. This may be frustrating to people who are more accustomed to a concrete and linear progression and want things in neat packages. Ambiguity is common in areas like: evangelism, networking, outreach, discipleship, advertising, marketing, logos, themes, names, handouts, real estate, signage, worship and facilities.

Are you a faith visionary? Church planting begins as an invisible venture. Very few resources exist in the early stages of planting. You will need to trust God in each stage as the mission church advances, while seeking innovative ways to assist the mission with the resources it needs.

Are you patient? Church planting is a risky ministry. Much will be invested before solid results are experienced. In some cases, Church Extension Ministries may close a mission if it does not see the progress necessary to develop a church. We estimate it takes at least five years to plant a church. In ethnic and urban church planting, it may take as long as eight to ten years. Here is the reality: church planting and the building of the church is God's responsibility. He brings the results in His way and according to His timetable.

Are you an encourager? Church planting is a most rewarding ministry. Yet, it can be the most frustrating. It drains a planter, his family and his core group of time, energy and excitement. You need to be there to encourage the church planter and the flock. There are entities that can cause undo pressure on the church planter. In America, we are success oriented. The church planter and the plant's supporters may have expectations that, in their estimation, are not being met. Church planting in America is under great pressure to succeed in a short period of time. The church planter can sense this pressure. Encouragement is necessary.

Are you a supporter? A member of any organization's leadership corps is called upon to support the organization they serve. TLT members need to be willing to support the mission church with attendance at TLT meetings, wise counsel, visitation to the mission church, and financial support.

- **The Commitment** – TLT members commit time, attendance, counsel and financial support to a mission church. Time and attendance demands monthly or bi-monthly meetings, two meetings per year with the A-Team, and three visits per year to attend events or services at the mission church. The commitment to financial support is between the TLT member and God. A financial commitment demonstrates a further degree of desire and belief in the

mission of planting the church. The TLT member should remain committed until the mission is received into BFC Conference and for a period after reception to assist the new elders with their duties. We project five to seven years will be the length of time for graduating a mission from Church Extension and into the BFC.

- **The Conclusion** – A TLT member serves Church Extension and the mission church. He is under authority of Church Extension and the supervision of the director of Church Extension. TLT members assist with counsel, direction, support and encouragement. The commitment is significant and challenging.