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Melvin University
and Me

Church Structure

In lay ministry, the church structure should be a structure that allows ministry to proceed freely, and a free atmosphere in which blossoming is essential. In other words, the structure should be suitable for ministry, not structure for structure's sake. However, in order for this to happen, there must be the concept that every member is a minister, and secondly, the structure must be a team rather than a committee (not committee, but team). This is something that Greg Ogden, a professor at Fuller Seminary, particularly emphasised to his doctoral students.

In explaining why a committee should be a team, he points out that committees have several weaknesses: Firstly, there is a lack of parity of commitment: chair, vice-chair, etc. This is often where most of the conflicts that arise in most institutions and organisations come from: the hierarchical situation tends to divide people.

The second is that mission is not the focus, but maintenance. In the past, all organisations were more concerned with maintenance, which is why they set up dues. Why do we need to maintain the organisation? So the purpose of the meeting is often unclear.

And instead of working together as a ministry, they became an oversight and policy group. If a group has a vision and a direction, it should have a culture that can move in that direction. But instead of having a direction, there are too many obstacles in the way. There are too many obstacles before we get there. It becomes task-orientated instead of relationship-orientated. The problem with everything that's happening now is that it's too performance-orientated, too work-orientated. So you have the conflict of not doing work. This is a real

problem that should be avoided.

Finally, there is a lack of heart for ministry. The concept of committees does not generate a burning passion for ministry.

In light of this, church structures should be designed for ministry. However, some would like to do away with the structure altogether and make a sharp turn to a new structure, which seems a bit unreasonable. Change is death, but sudden change can also be death.