

LEADERSHIP LESSON 4: STARTING NEW UNITS

OUTLINE BY TOPPER REID

Creating new adult units on a regular basis will allow the church to continue to have the **ability** to grow and reach new people for Christ. It is important for a church to have a plan to create new units and an expectation that the plan will be followed and carried out by the staff, the leadership and the membership of the church. The two key concepts here are we have a **plan** and an **expectation** that the plan will be carried out.

The Great Commission instructs us to reach people and to disciple them for Christ. In order to do this, we need a plan to follow to help us achieve this goal. Just as weekly visitation, choir practice, Deacon's meetings, VBS, Worship, Sunday School, etc. are all a part of the plan, creating new units should be a part of **ministry** plan too! It is not an option to our strategy. Creating new units should have the same **priority** as attending weekly worship! If a business wants to increase sales, then it must add to its organization and expand its sales territory. To merely expand the sales territory without adding new sales reps would be a futile effort in the long run.

Don't Let The Shoe Size Determine How Big the Foot Can Get!!

For many churches today, **architecture** is the key factor in keeping them from easily creating new classes on a regular basis. The size of the classroom will affect the ease and efficiency in starting new units. For many years we have tried to start new classes from a "mother" class that was too small to give birth to a new class. The phrase "**split my class**" came from dividing a class of 14-15 people into two classes of 7-8 people. Many times, the people were not properly placed in each class and both classes experienced difficulty surviving the "split". We built smaller classrooms that would seat 12-15 at the most and followed a formula to create the new class that was very difficult to implement. Consequently, over the years the process for creating new classes was so difficult and painful that we have developed a negative attitude regarding anything to with creating new units. Furthermore, this prevalent negative attitude has affected the growth of the majority of our churches nation wide to the extent that most evangelical churches are plateaued or declining today. The old formula called for a class enrollment ceiling of **25** that would bring an attendance of **12-15** people present.

Consider the following formula for creating new adult classes. In my 23 years of experience in creating over 250 new classes I have found the following to work ideally. The best size room for adults is a 24'x16' room. There are 384' square feet in this room. Each adult needs 12' square feet, which means we can comfortably seat 32 adults at 100% occupancy. Applying the 80% rule to the 32 in attendance lowers the attendance to 25. After a space is used at 80% or more it will lose its ability to add more people. There are only so many people that will comfortably fit in a room! Therefore, when a class begins to consistently average 25 or more in attendance, it is in the "window of opportunity" to create a new class. When a space hits the **80%** usage on a regular basis, plans should be made to add a new class before the space fills up completely. The larger **classroom** allows us to follow a new formula that is much easier to implement and has a much greater rate of **success**. Once a class enters the "window (averages 25 plus in attendance) to create a new unit", the leaders are given up to three months to facilitate the new unit. In most cases, by the time we start the

new class, the mother class is averaging 26 to 27 in attendance. Our new formula allows us to take out ten people (4 couples and the associate teacher couple) with a 50% attendance pattern to start the new class. This puts 10 strong attending people in the new class and leaves 16-17 attendees in the mother class. These two strong classes will not only survive but will reach double the people in the future!! This new formula uses a class ceiling enrollment of 50, which will normally bring an attendance of 25 plus.

The Plan

Start the process for the new unit when the class consistently averages **25+** in attendance.

The teacher will lead the class to create a new unit.

The **teacher** will be positive and encourage class members to cooperate with the plan.

The class members are asked to pray about becoming a member of the core group.

The teacher will **prayerfully** choose the core group for the new class.

The core group is made up of **4 couples** that have a **50%** plus attendance pattern.

The teacher will work behind the scenes and talk to potential core group members.

The mother class will be given up to **three months** to create the new unit.

A start date for the new class will be determined.

Curriculum should be ordered.

The **associate teacher** is usually the teacher of the new unit.

A classroom should be designated for the new unit.

The teacher continues to prayerfully work on determining who will make up the core group.

Once the **core group** is in place, the teacher will share their names with the class.

A special **commissioning ceremony** is planned for the core group before their last Sunday in the class. At this time, class members lay hands on them and send them off with prayer.

They become missionaries that leave the mother class to reach new people.

Start contacting prospects two weeks in advance and invite them to attend the new class.

All prospects for the new class are called and invited to a fellowship event sometime the week before the new class begins on Sunday.

Pray, Pray, Pray!!

Begin the new class!!!!

The Expectation

Each adult class will try to create a **new unit** every year.

Associate teachers that teach 30-50% of the time are required in each adult class.

When a class averages 25 or more in attendance, we start the process to create the new unit.

The teacher prayerfully chooses the core group.

The **associate teacher** becomes the teacher for the new unit.

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Introduction

Creating new adult units on a regular basis will allow the church to continue to have the _____ to grow and reach new people for Christ.

The church must have a _____ and an _____ that the plan will be followed and carried out by the staff, the leadership, and the membership of the church.

Creating new units should be a part of the _____ plan.

Creating new units should have the same _____ as attending weekly worship.

For many churches today, _____ is a key factor that keeps them from easily creating new classes on a regular basis.

The phrase _____ came from dividing a class 14-15 into two classes of 7-8 people.

The old formula called for a class enrollment ceiling of _____ that would bring an attendance of _____ people present.

After a space is used at _____ or more, it will lose its ability to add more people.

The larger _____ allows us to follow a new formula that is much easier to implement and has a much greater rate of _____.

The Plan

Start the process for the new unit when the class consistently averages _____ in attendance.

The _____ will be positive and encourage class members to cooperate with the plan.

The teacher will _____ choose the core group for the new class.

The core group is made up of _____ that have a _____ plus attendance pattern.

The mother class will be given up to _____ to create the new unit.

The _____ is usually the teacher of the new unit.

Once the _____ is in place, the teacher will share their names with the class.

A special _____ is planned for the core group before their last Sunday in the class.

The Expectation

_____ adult class will try to create a _____ every year.

_____ that teach 30-50% of the time are required in each adult class.

The _____ becomes the teacher for the new unit.