

Specialists in today's world

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In our modern world, specialists play a vital role. If faced with an urgent medical issue, we search until we find

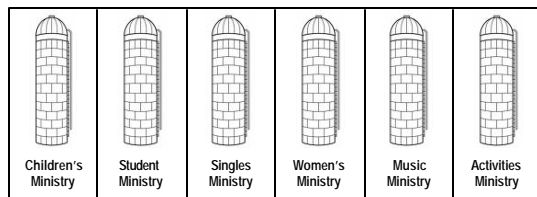
the best "specialists" in the field. After all, they know more about their area of expertise than our friendly General Practitioner.

Likewise, in church life we have taken the same philosophy in dealing with critical issues. For instance, we have hired specialists for Preschool, Children, Students, Singles, Activities, Arts, and Music, as well as others. Additionally, when the local church has a task set before it such as establishing a mission church, taking a short term mission trip, raising capital funds, or building a new facility, we tend to look for specialists.

Specialists are important for they provide a great deal of insight and information. They have experience in handling the day to day issues with good success. However, there are several downsides with all the "specialists" we have incorporated into our local churches:

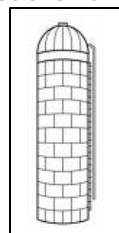
1. Our specialists tend to operate in separate silos,

independent of the other specialists and their silos. Tension is quick to rise when one specialist wanders over to another specialist's turf.



2. Another common issue with specialists is their tendency to place their vision in front of the church's vision. (After all they have a job to do.) We all know competing visions cause confusion.
3. A third frequent concern among specialists is competition. They compete for dollars, space and volunteers. Every new church member receives multiple offers from specialists needing to fill a slot in their organizational chart.

What can our churches do? We need the specialists. We need their expertise. However, for churches to continually operate within multiple silos instead of a single silo does not allow them to operate at an optimum level of performance. There is a better way. Here is an example of how one church has sought to become a single silo church.



The church hosts a monthly worship gathering of children and their parents. Instead of this

event being planned and carried out by

just the children's ministry, their Fine Arts ministry plans the music. The Small Groups ministry seeks to leverage the event as an opportunity to connect parents to a small group. If they are already in a small group, some of the activities planned in the evening enhance their community development. The Student Ministry utilizes the event as an opportunity to connect and develop relationships with parents before they have teenagers. The Singles Ministry huddles the single parents together for connection and relationship development.

The result is that multiple specialists **worked together** in the common silo of ministry to children and their parents. They connected each person to appropriate ministry areas. One space was used, one cost was incurred, and one person attended one event but with potentially multiple benefits.