



Memorandum Of Understanding (MOU) Worksheet

This worksheet is to help Parent Churches and Parent Affiliated Churches (PACs) to define what their relationship with look like. Below are some questions to consider:

Clarity of Culture – what does your church value more on each of the three continuums below. **Place a mark** where you think your culture falls between the two extremes. **Draw an arrow** for each indicating the direction that your church culture is moving.

CONTROL-----FREEDOM

EFFICIENCY-----CREATIVITY

UNIFORMITY-----CONTEXTUALIZATION

Memorandum of Understanding between The Ohio Ministry Network, a Parent Church and a Church Planter/Team

1) ORGANIZATIONAL GOAL: Is the goal for the church to be permanently under the parent church as a campus or is the goal for the church to become self-sustaining? **(CHOOSE 1)**

- a) *The goal of the church is to eventually be a self-sustaining & self-governing church*
- b) *The goal of the church is to remain a PAC or Campus of the Parent Church*
- c) *The church will be planted as a campus with the option to move into self-governing General Council Church.*

It is mutually understood that any Parent Affiliated Church may request a change of status to Network or General Council Affiliated at its own initiative and timing.

2) NAME & BRANDING: Will the church have the same name and brand or will it have a separate name and brand? **(CHOOSE 1)**

- a) *The church plant will have the same name & brand as the parent church including logo, mission, vision, & values*
- b) *The church plant will have its own name, brand, mission, vision, & values*
- c) *The church plant will work together with the parent church to develop a hybrid that would represent a combination of some unique pieces and some same parts of the parent church brand.*

3) GOVERNANCE: It must be fully understood that the PAC will be a church under the legal and organizational umbrella of the Parent Church.

The Board of the Church - Will the PAC church have an Advisory Board and will any members of the Advisory Board be a part of the official Board of the Church? **(CHOOSE 1)**

- a) *The official Board of the PAC will be made up of the Parent church Board along with ___ members of the Advisory Board of the PAC*
- b) *The official Board of the PAC will be the Board of the Parent Church*
- c) *The official Board of a church planting under OCMN will be a Network Affiliated Board of Directors (NABOD) made up of the Network Superintendent, the Asst. Network Superintendent, the General Presbyter, the Regional Presbyter, the Area Presbyter, the Lead Pastor, and 1 designated Advisory Committee Member*

4) LEGAL / BUILDING & ASSETS – Deeds and titles to Real Property purchased by the Plant will be in the name(s) of the Parent Church. Approvals for financial transactions including the purchase or sale of real property shall be handled by the Official Board of the PAC. **(CHOOSE 1)**

- a) *If the PAC is going to remain as a campus of the Parent church then the all property and assets leased, owned, or borrowed will remain in the name of the Parent Church.*
- b) *As the PAC advances to a self-governing General Council church all property and assets leased, owned, or borrowed by the PAC will be transferred into the name of the new General Council Church*
- c) *As the PAC advances to a self-governing General Council church all property and assets leased, owned, or borrowed by the PAC will be purchased from the Parent Church as negotiated by the leadership. These asset will then be placed in the name of the new General Council Church.*
- d) *As the PAC advances to a self-governing General Council church all property and assets leased, owned, or borrowed by the PAC will remain in the name of the parent church*

5) FINANCIAL CONTROL: How will the finances of the PAC church be handled? **(CHOOSE 1)**

- a) *All financial transactions will run through the **Parent Church** including any grants from OCMN and CMN matching funds. The PAC church in partnership with the Parent Church will develop and adhere to a Launch Budget and yearly budget. All major adjustments (\$250 or more) to this budget must be approved by the Board of the PAC.*
- b) *All financial transactions will run through the **PAC Church** including any grants from OCMN and CMN matching funds. Financials will be reviewed monthly in the Board Meetings. The PAC church in partnership with the Parent Church will develop and adhere to a Launch Budget and yearly budget. All major adjustments (\$250 or more) to this budget must be approved by the Board of the PAC.*
- c) *All financial transactions will run through the **PAC Church** except for grants from OCMN and CMN matching funds. These will be dispersed, as agreed upon, by the PAC Church Board and the entity providing the funds (ie. OCMN or CMN).*

Recommended Accounting Policies and Procedures will be provided by either the Parent Church or OCMN.

6) PREACHING & COMMUNICATIONS: It is understood that this strategy might evolve over time and changes will be made as agreed upon by both parties.

Preaching / Teaching / Discipleship: Will the pastors preach from the same text or will there be separate sermon prep. What about other teaching venues? **(CHOOSE 1)**

- a) *Sermon preparation, and delivery will be shared by the Parent church Pastor and PAC Pastor. They will work together on sermon development, preach the same sermon in their separate venues, and utilize the same Discipleship process.*
- b) *Parent church Pastor and PAC Pastor will work together on sermon theme, teachings, & Discipleship process but each will develop and present their own message based on the theme.*
- c) *Parent church Pastor and PAC Pastor will develop and deliver their own sermon, teachings, & Discipleship process*

Communications, Social Media, Bulletins/Info (CHOOSE 1)

- a) *All printed, digital, and social media will be uniform for both the Parent Church and the PAC Church.*
- b) *The Parent Church & PAC church will use the same logo and brand but will handle social media, bulletins, and digital correspondence separately.*
- c) *The Parent Church & PAC church will each take care of their own printed, digital, and social media communication separate from each other.*

7) MINISTRIES (Kids / Youth / Men's /Women's, Missions etc.):

Curriculum: Will curriculum be uniformed for both churches or will each have their own?

(CHOOSE 1)

- a) *The Parent church & PAC church will use the same curriculum & scheduling software (ie. Kids, Youth, Planning Center)*
- b) *The Parent church & PAC church will have separate curriculum & scheduling software (ie. Kids, Youth, Planning Center). They can share these with each other as desired.*

Ministries: Will they combine some ministries or will all ministries be done separate?

(CHOOSE 1)

- a) *The Parent church & PAC church will provide the same ministries, use the same screening process for workers, and implement a shared missions strategy.*
- b) *The Parent church & PAC church will develop separate ministries, use their own screening process for workers and implement their own missions strategy*
- c) *The Parent church & PAC church will share the following ministries _____*

All other ministries will be at the discretion of each church.

8) OUTREACH & COMMUNITY ENGAGEMENT: (CHOOSE 1)

Will the churches work together on outreach and community engagement? Will they be totally separate on this or will it be a combination?

- a) *All outreach and community engagement will be done using the same model, same schedule, target sites, same resources and same budget*
- b) *Parent church & PAC church will use the same outreach and community engagement strategy but will arrange their own calendar, sites, and set their own budget for this.*
- c) *Parent church & PAC church will establish their own separate outreach and community engagement strategy including schedule, target sites, and budget.*

9) RESOURCES & SYSTEMS: What kind of resources will the churches share? Will all resources be separate? Will there be a creation of a central office?

- a) *Parent & PAC church will share the same resources. All resources (ie. bulletins, sermon backgrounds, printing etc.) & systems (Discipleship process, assimilation etc.) will be branded and supplied by the parent church.*
- b) *Parent & PAC church will share some of the same resources. These can be decided and listed in the MOU.*
- c) *Parent & PAC church will create and utilize their own resources and systems. These will be separately tailored to each church but in alignment with overall values.*

10) RELATIONSHIP WITH PASTORS & LEADERSHIP: How often will the Pastors and leaders meet together? What will their relationship be? Will it be informal and loose or will it be purposeful, prayerful, and strategic?

a) The PAC pastor / leader will be fully integrated as a member of the parent church staff. This includes staff meetings, planning times, Growth assignments, prayer times, mentoring/coaching etc..

b) The PAC pastor / leader will arrange with the parent pastor which level of involvement is important for them to engage in. (Options include but are not limited to staff meetings, planning times, Growth assignments, prayer times, mentoring/coaching etc..)

c) The PAC pastor /leader and Parent Pastor connect relationally on a regular basis. These meeting times can involve prayer, mentoring, coaching etc...