

Interview Questions for Metro DOMs in Tennessee

**Interview with Dr. David Myers, Hamilton County Assoc., Chattanooga, TN  
(Dr. Myers has served in Chattanooga as DOM for 22 years)**

1. How has your Association Changed in the past five years?

Staff reductions over the past five years.

Association is less program oriented today than before; more one-on-one consultation with pastors and churches.

More involvement today with "conflict resolution" in churches.

Communication - using more website and email to communicate.

More one-on-one assistance for churches.

2a. Has your Association adopted the "Agee Model?" That is to say, do you agree with the philosophy that associations should not be "doing" ministry but instead, resourcing the churches to do ministry?

Not per se. Have moved some in this direction.

Now have "general categories" in budget as opposed to a "line item" budget. Less detail and more flexibility in how funds are spent.

To what degree have you adopted the Agee model??

See above.

2b. If your association is not using the "Agee Model," what model is your association using, and how is that working today?

See answer to # 2 above.

3. How has giving to the work of the association changed in your association over the past five years?

Giving is plateaued and probably "maxed out." "More hands-on mission trips by churches have diverted what might in the past have come to help in associational work. Churches are re-directing their missions giving."

4. Would you say that churches in your association are "more involved" or "less involved" in the work of the association than five year ago?

"About the same."

(1) What percentage of churches led by younger pastors (under 40) are involved? 40%

(2) What percentage of churches led by pastors (age 40-55) are involved? 50%

(3) What percentage of churches led by pastors (above 55) are involved? 60-70%

5. How do pastors in general view the work and ministry of your association today?

“Larger churches do not ‘need’ the association.

Smaller churches sometimes criticize the association because they think we are only interested in the larger churches.

Responses are mixed. The association is having to continually prove their need to exist. They are seen as ‘not as viable’ as in the past.”

6. How many new church plants have there been in your association in the past five years? 4

7. What is the prevailing attitude in your association toward new church planting?

“It is difficult to find sponsoring churches. The churches are not as concerned about new church planting.”

8. What changes do you believe your association must make to remain viable and to be considered “relevant” for the future?

“Must be more of a resource center. More personal consultation. Personal contacts. Affinity groups of like-minded people.”

9. If you could personally lead your association to do anything you believe would make it more effective, what would that be?

“Not really sure. I would like to see our churches with a greater ‘Kingdom Vision’ and a willingness to ‘work together.’”

10 a. How is your time as a Director of Missions spent in an average week?

Personal consultation - 30%

Administration - 50%

Reading and strategizing - 10%

Personal notewriting - 10%

10 b. George Bullard (in a presentation made to Associational Summit, Richmond, in 2002) says that DOMs should be spending 80% of their time with new churches and only 20% with existing churches. Do you agree or disagree?

“I would say that DOMs need to spend maybe 80% of their time with new pastors of churches, not necessarily ‘new churches.’”