

Explanation of Possible Leadership Structure for Grace Church

Elders

I. Primary Responsibility – to Lead

- a. Shepherd – 1 Peter 5:1-4; Acts 20:28
- b. Oversee/manage – 1 Timothy 3:1-5; Acts 20:28
- c. Pray – Acts 6:1-7
- d. Give instruction – Titus 1:5-9; 1 Tim 3.2

II. Specifics of Elder Board

- a. Prayerfully pursue 7-11 men whose lives and faith reflect the Biblical qualities of an elder. This would include:
 - i. From the congregation (4-8 total)
 1. An Elder Chairman
 2. 3-7 additional men
 - ii. From the pastoral staff (2-3 total)
 1. Senior Pastor
 2. Associate Senior Pastor
- b. Terms of 3-4 years, up to 2 consecutive terms
- c. Identification & Nomination of Elders for Consideration. Each year there would be:
 - i. A call/invitation for recommendations from congregation
 - ii. Nominating committee would then refine & provide additional names for consideration.
This committee would include
 1. Elder(s);
 2. Deacons; and,
 3. Members of the congregation.
 - iii. Elders – Vet and consider individuals per biblical qualities defined in the New Testament, and identify those to be presented on the annual ballot.
- d. Voting on elders would then be done by members of the congregation

III. Meetings & Responsibilities

- a. The Elder Board would meet monthly (at a minimum).
- b. Quarterly leadership meetings would also take place, drawing together the Elders, Deacons, and pastoral staff.
- c. The Elders would give general oversight together to all the ministries of the church. They would be equal in authority, but individual responsibilities would vary per ministry needs and opportunities.

Deacons

I. Primary Responsibility – to Serve

- a. Serve alongside the elders, pastors and congregation in caring for the Church family (Acts 6)
 - i. Elders – Shepherd & Pray for the Congregation
 - ii. Pastors – Urgent/Emergency Care
 - iii. Deacons – Ongoing physical needs; support of various ministry teams
 - iv. People Care Ministry Teams - Visitation of shut-ins, care for widows, etc.
- b. Provide administrative direction and organization to ministry areas

II. Specifics of Deacons & Possible Areas of Service

- a. How many deacons would there be? This answer will be answered depending on the needs of specific ministries. Some possibilities of focus, including suggested number of deacons, include:
 - i. People care (3-4) – help to organize and support the various people care ministry teams
 1. Hospital/Physical Needs
 2. Recovery Groups – DivorceCare, Griefshare
 3. Visitation including shut ins, widow(er)s, others
 - ii. Family life (2-3) – Assist elders with membership, baptism, communion, & benevolence
 - iii. Hospitality (2-3) – Greeters, ushers, assisted parking, Discovering Grace, newcomers
 - iv. Missions (1) – This deacon would be paired with a mission’s team (presently Missions Board) & serve with the Missions & Outreach Pastor.
 - v. Adult Ministries (2-3)
 1. Sunday school & small groups
 2. Men’s ministries & women’s ministries
 - vi. Facilities (1-3)
- b. Identification, terms of service, voting – We anticipate this being somewhat like that of elders but with a difference of greater flexibility in appointment. As areas of focus for deacons and number of deacons needed will likely ebb & flow, the elders will need to have flexibility to appoint deacons as needs arise. Appointees would then be included in the following ballot for affirmation by the congregation.

III. Meetings

- a. Ministry area team meetings as needed
- b. Quarterly leadership meeting led by elders