

Organizational Responsibilities at Blackhawk Church

March 2019

OVERSIGHT (Elder Board)

Purpose/Mission: To oversee the entire ministry by providing accountability for the management in accomplishing our vision, mission, and core values. They are accountable to Christ for Blackhawk Church (the buck stops with the Elders).

Core Functions:

- Governance – Oversight of the really big things – Identifying and Monitoring
 - **Ends**¹ – Where does Christ want the church to go?
 - Establish written statements that reflect a mission, vision, and values that are in keeping with the Bible. (Completed in 2014 and now evaluated annually).
 - **Executive Limitations** – Boundaries that help the management focus and stay on target with the ends.
 - Establish written policies that provide clear boundaries for the management. (Completed in 2003 and updated regularly).
- Block and Tackle – Providing help and support for the management when they face difficult situations. (Confronting people when appropriate)
- Accountability and Support for the Senior Pastor
 - The Senior Pastor is the only link between the management and the elders.
 - The Senior Pastor is responsible for the implementation of ends policies and should operate in compliance with the executive limitations.
- Brakes – Putting on the brakes whenever they feel that something is not right.
- Prayer – To pray for the overall direction of the entire church and for the staff.
- Accountable to Christ

Confidence to Oversee is based on:

- Trusting² the Senior Pastor
- Trusting the staff the Senior Pastor has hired
- *A very general* level of information provided by written reports. (They probably don't know the names of many of the staff nor do they need to know that).

MANAGEMENT (The Staff)

Purpose/Mission: To lead; equip; support; all the ministries of the church in keeping with the ends and in compliance with the executive limitations.

¹ “Ends” and “Executive Limitations” – This governance language is adapted from John Carver’s numerous books and articles.

² Trust is the “oil” that causes the whole process to work. When “trust” isn’t there the whole process gets bogged down and grinds to a halt. At every level starting with the Elders, “trust” is the key element for having confidence to perform the different core functions.

Senior Pastor – CVO (Chief Vision Officer)

Core Functions

- Primary Leader of the Church
 - Provides overall directional leadership to the church. This includes the development of both the overall vision and strategic mission of the church as a whole. The focus is on what to do not how to do it.
 - Is responsible for making sure that leaders are developed within the church (staff and ministry leaders).
 - Is responsible for the teaching ministry of the church.
 - Is responsible for the alignment of the other sites to the overall strategic mission of the entire church.
- Accountable to the Elders

Confidence to Lead based on:

- Trusting the Strategic Leadership Team (SLT) and Management Team (MT)
- *A General Level* of Information

Strategic Leadership Team (SLT)

5-8 Seasoned, strategic and trusted leaders with the highest level of trust

- *Chris Dolson, Nancy Lindroth, Darren DeKeyser, Joel Hassenzahl, Matt Metzger, Craig Gartland, Charles Yu*

Core Functions:

- Strategic planning and decision-making
- Ensuring progress on Key Result Areas (KRA's)
- Framing conversations and deciding who should be in the room to have them
- Staff culture and accountability (lead the Management Team)
- Budget and resource oversight/development
- Problem solve high level issues
- Accountable to the Senior Pastor

Confidence to Lead based on:

- Trusting the Leaders that report to them
- *A fairly detailed* level of information

Management Team (MT)

Major department leaders who have healthy relationships with each other and are aligned to work together toward a strategic vision

- *Carol Fricke, Chris Dolson, Craig Gartland, Daniel Owen, Darren DeKeyser, Dave Gagnon, Joel Hassenzahl, Larissa Anderson, Lief Erickson, Mark Wyse, Matt Metzger, Kori Davis, Nancy Lindroth, Susan Demel*

Core Functions:

- Calendar (co-ordination)- 3 months out

- Communication– *in depth understanding of plans, policies, etc. and take that to their teams.*
- Connection. – *Strong caring relationships that result in encouragement and empathy across the organization*
- Alignment: *Input and feedback on staff culture, leadership issues, strategic plans, etc.*

Confidence to Lead based on:

- Trusting the SLT
- Trusting the staff that report to them
- A *very detailed* level of information (They know what is going on).

Site Pastors

We currently have three different sites and two people whose main job is to be over their site. (Currently our Chinese Ministry Pastor would function as a Site Pastor even though that ministry is a part of the Brader Way Site).

Core Functions:

- Pastor their congregations. (They carry the “clip board” for their sites).
- Mentor and develop key leaders in their congregations.
- Connect their team leaders with the “ministry champions” of the entire church.
- Define challenges as they come up.
- Pray for their congregations.
- Reach the communities in which their churches are located
- Accountable to the Senior Pastor