

Launching Church

Size: 50 – 600

“Hands on Model”
Blackhawk 1965-1998

Every Elder is directly involved in some area of ministry – e.g. finances; youth; worship; missions, adult teaching; visitation...

Elders know each other very well and they know about everyone in the church. They know everyone on the staff that the congregation hired.

Elders are very familiar with day-to-day operations of the church.

Elders are the managers of the church. People come to the elders when they want information about ministry programs.

Ministry is elder led.

Staff: 1-5 people. Elders know the staff well.

Confidence to lead based on:

- Knowing and trusting one another and trusting the staff the congregation has hired.
- A personal knowledge of general information about ministry plans.

1st Adjusting Period

Size: 600 – 1500

“Hired Staff Model”
Blackhawk 1998-2001

Elders go through an identity crisis. “What’s our role now? This is getting beyond us. We can’t know everything anymore.”

Elders barely know each other and now they don’t know everyone in the church.

Decision-making bogs down. The staff asks questions like: “What is the approval process for ministry decisions?”

Elders make a strategic hand off to staff and committees who report back to the Elders. Elders are still managing the ministry...

But the ministry is becoming more staff-led.

Staff: 5-10 full-time people. Elders do not know the staff as well as they used to.

Confidence to lead based on:

- Trusting the staff that the elders have hired.
- A general level of information about ministry plans from committees and staff.

2nd Adjusting Period

Size: 1500 – 3K

“Elder Proactive Model”
Blackhawk 2002-2009?

Elders go through another transition. “What’s our role now as we continue to grow? We can’t know nor do we need to know everyone or everything.”

Elders don’t know each other well and don’t know some of the staff well.

Decision-making bogs down and becomes confused.

Elders make a strategic hand off to the Sr. Pastor and trust him to oversee the management of the staff.

Elders start to focus primarily on the Big Picture: Is the church accomplishing our mission of reaching the lost and making disciples?

Ministry is now staff-led.

Staff: 10-25 full time people.

Confidence to lead/oversee based on:

- Trusting the Sr. Pastor and the staff the Sr. Pastor has hired.
- Reviewing written reports from the Sr. Pastor or his staff.

3rd Adjusting Period

Size: 3k-7k?

“Elder Oversight Model”
Blackhawk 2010-?

Elders go thru another transition. “What is our role now as we continue to grow? We feel further removed from what is happening.”

Some of the elders don’t know the new elders that come onto the board. None of the elders know the majority of the staff.

Elders are glad that the management of the church belongs to the staff and depend on the Sr. Pastor to lead the staff.

Elders set aside one meeting a month to seek God’s will as they discuss and discern issues that help them keep fresh as the top board of the church.

Elders are in regular dialogue with the management to fulfill their role as the oversight/accountability board. They review and give input to the desired results making sure that management stays on mission. They make sure that management is in compliance with agreed upon practices and policies.

Staff: 25-100 full time people.

Confidence to oversee based on:

- Trusting the Sr. Pastor and his executive team.
- Reviewing scheduled specific information on management’s performance.