

The logo features the word "ReChurch" in a white, sans-serif font. The "Re" is enclosed in a white circle with a white arrow pointing to the left. Below "ReChurch" is the word "IIII DRIVE" in a bold, white, sans-serif font. The background of the top half of the image is a dark, long-exposure photograph of a road at night, with light trails from cars in shades of blue and red.

# ReChurch™ IIII DRIVE

SHIFTING INTO DRIVE:  
EFFECTIVE ELDERS  
AFFECT CHANGE

e2  
effectiveelders

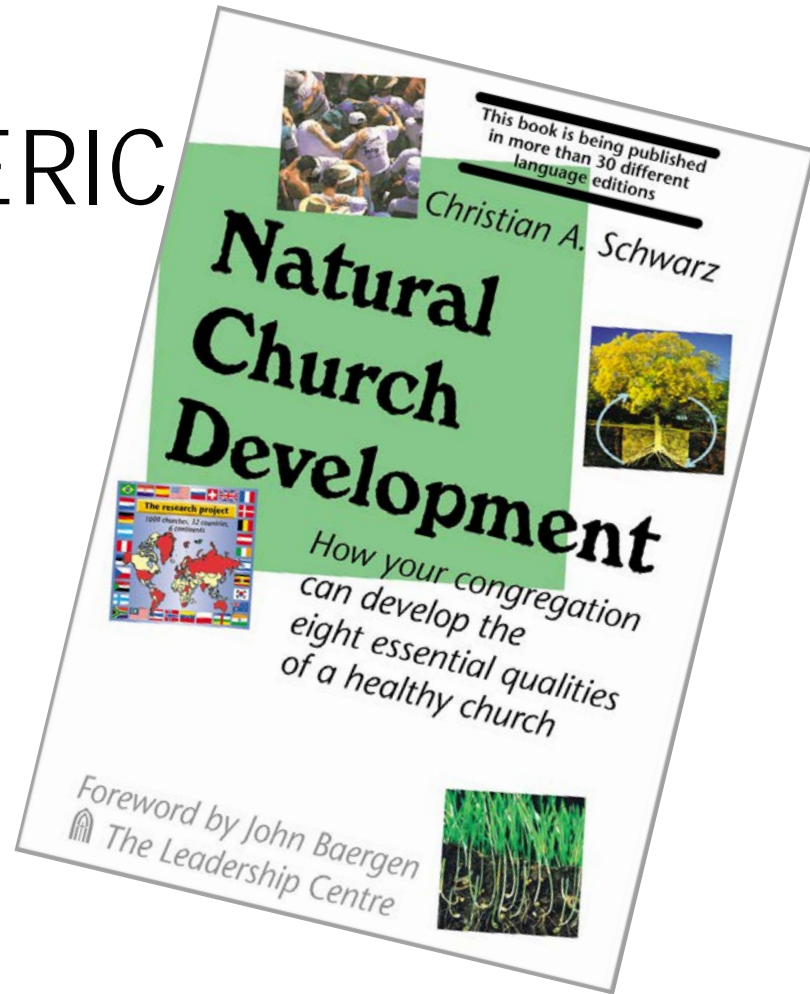


ReChurch™  
///IDRIVE

HEALTHY THINGS GROW!

Gary Johnson  
Executive Director  
e2 ministries

WWW.NCDAMERIC



# EIGHT COMMON ELEMENTS IN CHURCHES

Gift-Oriented Ministry

Empowering Leadership

Passionate Spirituality

Functional Structures

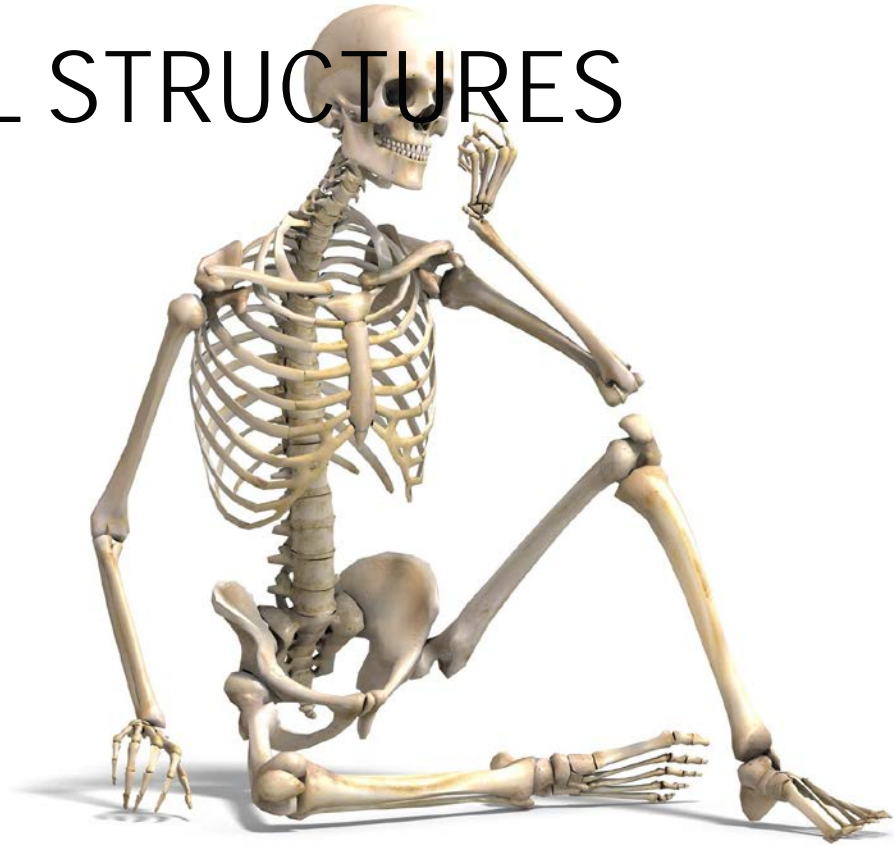
Inspiring Worship Services

Holistic Small Groups

Need-Oriented Evangelism

Loving Relationships (Laughter)

# FUNCTIONAL STRUCTURES



# AMERICAN GOVERNMENT . . .



- Three branches – balance of power
- Nominated and elected to office
- Serve for a stated term
- Roberts Rules of Order
- Voting

# AMERICAN CORPORATION

Board of Directors

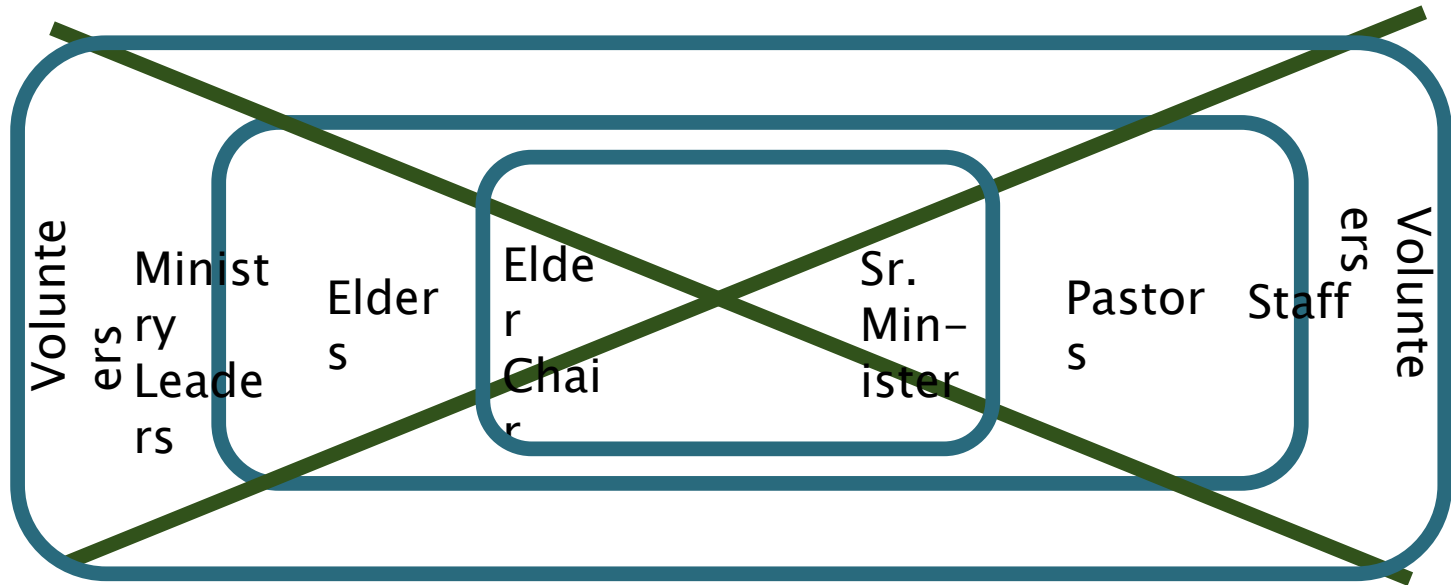
Trickle Down Managememe

Vertical Positional  
Authority



# FLAT & FLUID

- “one anothers”
- Humility – Phil. 2:1–11





# ELDER GOVERNANCE



- Acts 6 Prayer & Preaching
- Acts 15 Policy
- Acts 20 Protection
- Acts 20 Pastoral Care



# THE FUNCTION OF ELDERS

David Roadcup  
Relations Director  
e2 ministries

# WHAT AN ELDER DOES: OVERSEER/LEADER

- Provide general oversight over the life and health of the church.
- Handle major decision making events.
- Work with and support the paid staff.
- Strategize and execute in the work of recruiting, training and developing of future elders.
- Provide oversight in terms of all financial matters.
- In general, elders are to *“keep the ship from hitting the rocks.”*

# WHAT IS AN ELDER TO DO? SHEPHERD THE FLOCK

- Manage the general shepherding of the congregation.
- Oversee the ministry of meeting the personal needs of congregational members.
- Initiate and oversee an effective, church-wide shepherding ministry.
- Protect the congregation from non-biblical teaching and doctrine. Elders protect the doctrinal purity of the church.
- Protect the congregation from the negative influences of the culture through strong biblical teaching and preaching.
- Pray for the sick and hurting of the congregation.
- Assure that the members of the congregation are being well fed, properly taught, exhorted and encouraged in their faith journey.
- Oversee and manage all church discipline matters.

# WHAT'S AN ELDER TO DO? LIVE A COMMITTED EXAMPLE

- Lead the church by their example of life in words, deeds, actions, attitudes, love and service.
- Model the practice of the classic spiritual disciplines for their personal, spiritual growth.
- Are “heart-deep” in the life of the congregation.
- Model unity, love, patience and discernment as they create culture within the congregation.
- Teach formally if this is their specific gift and are to teach by their influence and example.
- Serve the church by using their spiritual gifts, abilities and talents to serve the church.

# WHAT AN ELDER DOES NOT DO . . .

- miss meetings or avoid responsibilities.
- avoid conflict when dealing with conflict is necessary.
- avoid making decisions in a timely and discerning fashion. Good elders decide.
- micro-manage details.
- do anything he/they can delegate to others.
- arrange ministry details. They do give input and they do set policy.



ReChurch™  
IIII DRIVE

*MEETINGS:* MEANS FOR  
CHANGE

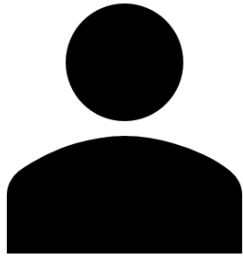
Jim Estep  
Event Director  
e2 ministries

## BOTHERSOME MEETINGS

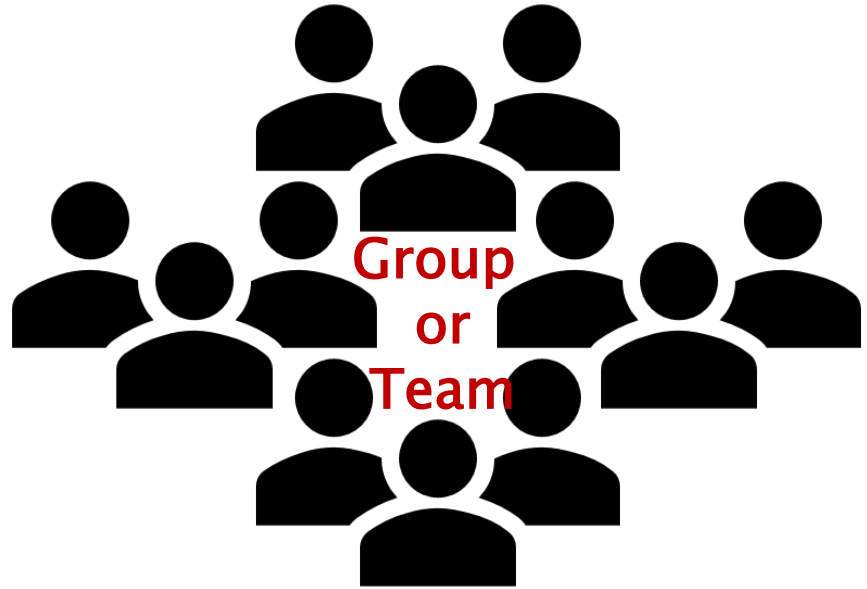
Drifting off subject  
Poor Preparation  
Questionable Effectiveness  
Lack of Listening  
Verbosity of Participants  
Unnecessarily Lengthy  
Lack of Participation

*Which one of these have you experienced in a meeting? How did it make you feel?*



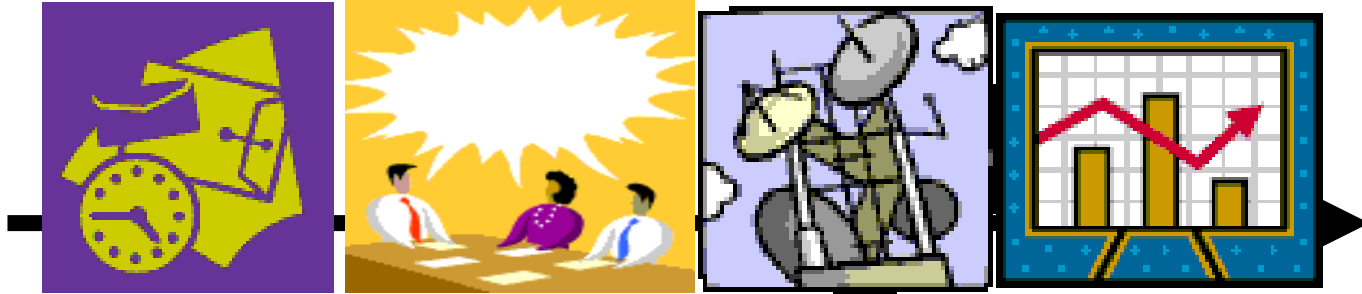


Leader



Group  
or  
Team

# ANATOMY OF A HEALTHY MEETING



*Planning  
Phase*

*Conductin  
g Phase*

*Trackin  
g Phase*

*Assessmen  
t Phase*

**PRE-  
Meeting**

**During  
Meeting**

**POST- Meeting**

# PLANNING PHASE

Do we really need this meeting?

- Information distributed by other means?
- Current team morale?
- Are participants absent?
- Adequate preparation been made?
- Do outcomes justify the effort of a meeting?

Distribute agenda and relevant materials

- Item Defined
- Background and Relevant Information
- Action(s) Needed



# A FEW CAVEATS . . .

Not everything is a meeting, stop calling everything a meeting, i.e. be more accurate

Agendas are community property

- Get input from team
- Team Agenda vs. Your Agenda
- Project time for each item . . . Have a shot clock!
- Identify preparations and processes

The most effective meetings . . . 30–50 minutes!

# CONDUCTING PHASE

Support Requests

Share Victories

Scripture and Prayer

Stick to the Agenda

Purposefulness

Climate Control

Does silence mean agreement?

Agreement by consensus, but with  
stawpolls?

“The Jelly Fish” Rule





# TRACKING PHASE

What decisions were made?

- Consensus & Steps?

Who is responsible for assigned tasks?

- Communication Points?

Deadline for accomplishment

Aids in setting agenda for next meeting.

# ASSESSMENT PHASE

What kind of “assessment”?

- Effectiveness and Efficiency
- Individual and Group

How do we assess “meeting effectiveness”? Too many meetings

...

- Prevents from doing ministry
- Interferes with unity
- Negatively affect on team members
- To handle an “individual” issue
- Reactionary

# WHEN A MEETING DRAGS . . .

Come prepared

Ask the question no one is asking

Set boundaries

Spot the weeds

Trust your gut . . .

Clarify responsibility at the end!

Restate the less obvious