



| Church Leadership Team

Job Description

A Church Leadership Team is being formed to develop a strategic plan for a renewed season of growth in our church. Our plan is to recruit a team of people to assist the Pastor with:

- The creation of new mission, vision and core values statements.
- The development of a strategic plan for reaching people and making disciples.
- The execution of this strategic plan as we make changes to grow our church.

We recognize that no pastor—even a strongly charismatic leader—can lead a church without a team of leaders beside him. That’s where you come in!

Members of the team should be:

- Growing and maturing Christians who are sensitive to God’s leadership in their lives and aware of church and community needs.
- Recognized and/or emerging leaders within the church body
- Supportive of pastoral leadership, though not necessarily a “yes” person. Team members should want the pastor to succeed. They are people who earnestly want a healthy, growing, disciple-making church and who are willing to work with the pastor to accomplish that goal.
- Willing to be in covenant with the team and pastor. They should be willing to examine many options to critical issues and make decisions based on data and the Bible. The team may struggle with issues, but once a decision is made, all members must enthusiastically support the decisions made.
- Strategic and futuristic thinkers.

What does the team do (under the guidance of the pastor) during the strategic planning process?

- Pray for God’s vision for the church. The team will answer: What is it that God wants for our church?
- Review the church’s current health by evaluating the past five years of church statistics and community demographics. Pay careful attention to the growth or decline of the church over this period. Draw implications from the data about the future of the church.
- The team will use *Advanced Strategic Planning* by Aubrey Malphurs as a resource. Every chapter is important, but the chapters on discovering core values, developing a mission and developing a vision for the future are essential. Our team will write core values for our church. Every church and every pastor has them, though they may never have been expressed or written down. For a church to be healthy, it is important that the values of the church and the pastor be the same.

- Develop a strategic and ministry action plan for achieving our mission and goals.
What does God want to accomplish through our church this year? Over the next 5 years?
- During this process, the team will keep the church informed about what is happening.
We will assist the pastor in communicating with them.
- Lead the church to implement the strategic plan for the preferred future of the church.
- Overcome roadblocks as a team, not as individuals. When the church begins moving forward, the team will help make necessary changes to reach our goals. There may be someone within the church that becomes unhappy and seeks to derail the plan of action. That's something we will expect. As a team, we will work to overcome this roadblock together.
- Evaluate how well the church is doing as it strives to achieve its goals.

