



Working it out

1. Which of the 5 leadership principles do you think would be the most difficult to live out in our church?

What would make it difficult?

2. Which of the 5 leadership principles are the biggest challenge for you personally?

What would be the first step in addressing this challenge in your life?

3. Do you think our church is more like a golf team or a football team? Why?

4. How are you using the gifts the Lord has given you? Are they being used as part of a team?

How can they be used to help our church accomplish our mission and vision?



Praying Through

1. Pray for the specific ways that you need to grow as the result of this study.
2. As we finish up the *Assess Church Health* stage of IPM's process, ask the Lord to give our church family insight into His will and direction for our church.
3. Ask the Lord to help us as a church to discover His will and to grow through the journey and not just focus on the destination of finding our long-term pastor.

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Principles for Healthy Churches, Part 2

So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ. Ephesians 4:11-13 (NIV)

Leadership principles for healthy church ministry:

1. The church is led by a **GODLY TEAM** of elders who model Christlikeness, shepherd & oversee the church, with servant hearts.
 - Jesus sent His disciples out in teams. Mark 6:7, Luke 10:1
 - NT churches had a plurality of leadership
Elders: Acts 11:30; 14:23; 20:17, 28; 1 Tim. 5:17-18; Tit. 1:5; James 5:14-15; 1 Pet. 5:1-5
Deacons: Acts 6:7
Missionary Teams: Acts 13, 15
 - In selecting leaders character is most important. Acts 6:3, 1 Tim.3:1-7; Tit. 1:5-8
 - Establishment of trust is the first work of leadership. 1Th. 2:1-11
2. Leaders maintaining a healthy span of care are able to give **FOCUS** to their ministry, as well as mentor & multiply leaders in their care.
 - Maintaining a healthy span of care is good for the leader and followers. Exodus 18
 - Maintaining a healthy span of care not only eases our load but enables discipleship and leadership multiplication. 2 Tim. 2:2; Acts 14:23; Tit. 1:5
 - Maintaining a healthy span of care enables leaders to focus on their role in ministry. Acts 6:1-7

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3. Leaders **DELEGATE** responsibility, authority, with accountability according to the character & gifting of others in order that the mission of the church is accomplished. Acts 6:1-7; 2 Tim. 2:2

Authority, responsibility, and accountability must reside together in a leader – division of powers is only needed where good character and trust does not exist.

4. Clarity of **ROLES** & responsibilities must be maintained: the pastor & elders lead, equip & empower, the staff (volunteer & paid leaders) manage ministry teams & day to day operations, & the congregation does the work of ministry to accomplish the mission & vision. Eph. 4:11-16

5. Every believer is **NEEDED** to be part of the team to accomplish the mission – using his or her gifts and passion to reach and disciple others for Christ. Eph. 4:16; Rom. 12; 1 Cor. 12; 1 Pet. 4:7-11

The Transition Team and General Board recommends the church embrace these two additional priorities:

3. Develop a clear discipleship **PATH** where next steps build relationships toward making more disciples and mature disciples.
4. Clarify leadership roles and reengineer systems and structures to **FACILITATE** the vision and empower leaders to accomplish it.

Reflection – Discussion – Application



Warming up

1. What are some of your talents? Do you have a “secret talent” that few people know about?
2. What teams were you on as a child? What did you learn from being part of a team?



Digging In

1. Review the account of Jethro’s visit and advice to Moses in Exod. 18.

What are some of the reasons people overextend themselves?

What are some ways the principle in this chapter needs to be applied in your life?

2. Read Ephesians 4:11-16 and Acts 6:1-4. How would you describe the primary work of pastors and elders (the terms pastor, elder, and overseer are used interchangeably in NT)?

What are some of the common expectations people have of pastors that are not consistent with these verses?

Why do you think it is important to maintain clarity for these roles: pastors equip believers for ministry; believers engage in doing the work of ministry?