

HOW ARE WE SHEPHERDED? NEW CHURCHES, GOVERNANCE & LEADERSHIP_– Summary 13 September 2022

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Conversations have been anonymised and categorised for conciseness.

- Congregation members not aware who members of the leadership are (Elders, CLs, etc)
- Current leadership structure and compilation works, but is limited, especially as NH grows with new congregations (Constitution needs to reflect/support this also)
- All groups/congregations should be represented in the Eldership
- We need more Elders.
- There should be a better, or at least better known, process of nominating Elders
 - Current Constitution states that Partners can put forward names to the leadership for potential Elders – this is not widely known
- Identify those doing the ‘Elder’ role already (in their context)
- Role of Elder is poorly defined/communicated, this may be why it is hard to find others to join
- We seem to have an Elder definition/expectation problem (given the above situation)
 - During revival in China young 20yo women were made Elders (among others) and now those same women are Elders over 1.5 million believers. This is not just a role for the ‘elderly’.
- Elders are people that must hold fast to the Truth and guide the church in faith
- There is a lot of administrative responsibility paced on the Elders and the group that we have seems too few to carry the load.
- We expect our Elders to:
 - Have a close relationship with congregation
 - Be approachable
 - Oversee the running of church (financial, legal, spiritual & personal matters, etc)
- Managing money and the legal matters are also spiritual tasks/responsibilities
 - Godly stewardship
- Elders could have responsibility according to their passions
 - Sub-groups of Elders could be made to oversee different aspects of governance so that all the Elders aren’t bogged down
 - Perhaps the elders need to discover what their passions are
- To what extent do Elders need to be ‘qualified’ (professional background, expertise, skills, etc)?
- Pastors function in many ways as Elders.
- Constitutional definitions (or Elder/Pastor) are not gender specific
- This church is full of active Spirit-filled people – I imagine there would be an abundance of choices
- A barrier to some to becoming an Elder is the scripture that says they must be able to teach, but this does not necessarily mean from the pulpit, it can just be one-on-one
- Appointment of Elders is an important step/capstone for the establishment of a church
 - This is particularly important for our start-ups and their progression

- Moses, he delegated to other to oversee 1000s, 100s, 50s & 10s, and only issues that couldn't be handled were passed up. Similarly, Elders need to attend to church-wide issues (to alleviate some of their burden) and delegate other matters to CLs, etc.
- Perhaps the topic of Elders/Eldership should be preached on
- Unique terms (such as Welders) need to be clearly defined in Constitution