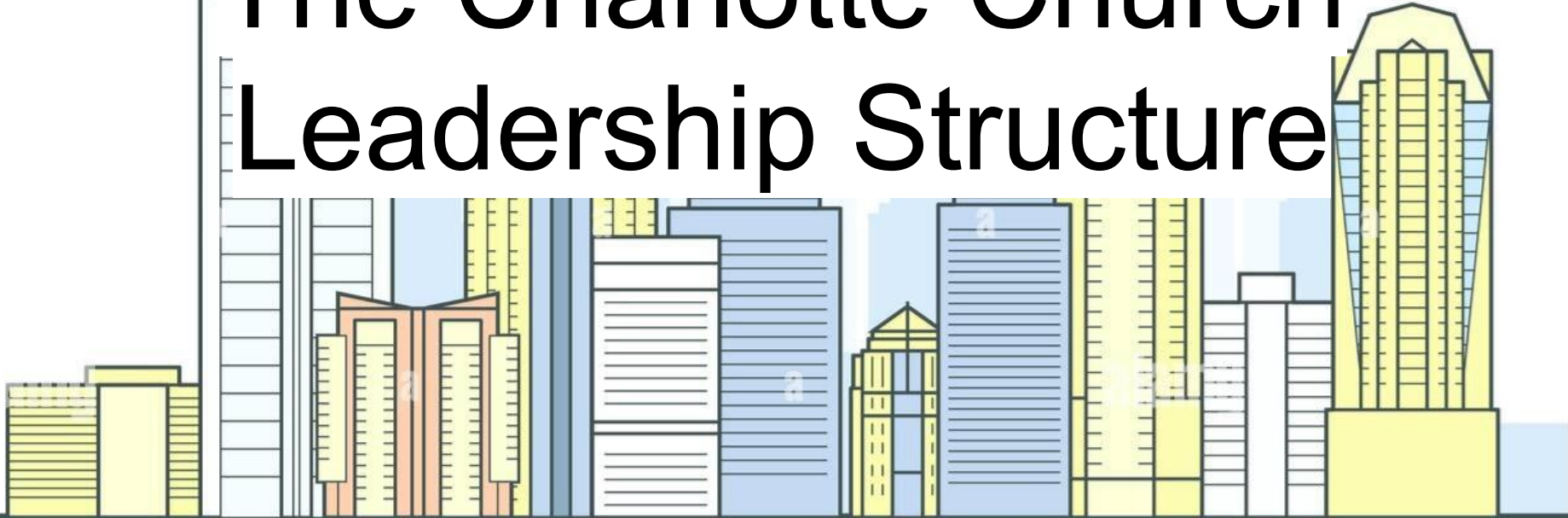


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The Charlotte Church Leadership Structure



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Announcements

Campus Minister Search

A Male and/or Female to Lead a
Campus Ministry

Ministers or Interns

YoPro/Singles/City Minister Search

Looking for a Male

Ministers or Interns

Worship Ministry

Vincent asked to step down

Plans to continue leading songs

Looking for Replacement

Resetting and Restarting

Stripped Down

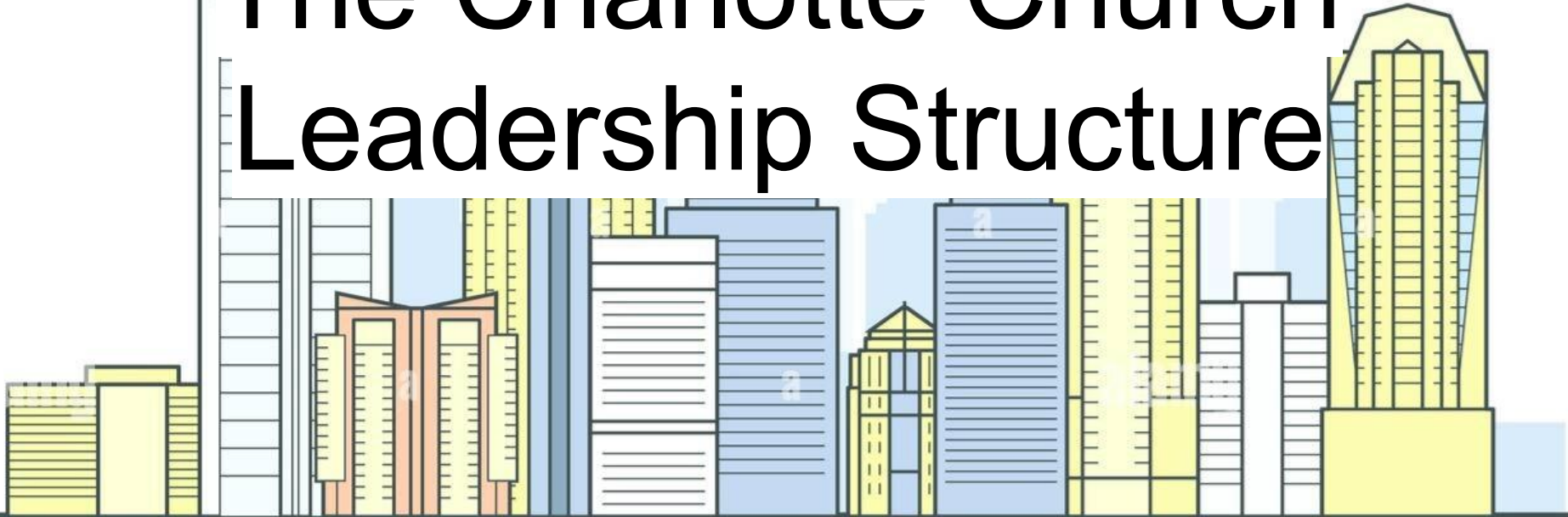
Build Back Up



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The Charlotte Church Leadership Structure



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Biblical Church Identity



Hermenutical Lense



Exodus 19:5-6 Now therefore, if you will indeed **obey my voice and keep my covenant**, you shall be my treasured possession among all peoples, for all the earth is mine; and you shall be to me a **kingdom of priests and a holy nation**.

Genesis 1:27-28 So God created man **in his own image**, in the image of God he created him; male and female he created them. And **God blessed them**. And God said to them, "Be **fruitful and multiply** and fill the earth and subdue it, and **have dominion** over the fish of the sea and over the birds of the heavens and over every living thing that moves on the earth."

1 Peter 2:9-11 But you are a chosen race, a royal priesthood, a holy nation, a people for his own possession, that you may proclaim the excellencies of him who called you out of darkness into his marvelous light. Once you were not a people, but now you are God's people; once you had not received mercy, but now you have received mercy. Beloved, I urge you as sojourners and exiles to abstain from the passions of the flesh, which wage war against your soul.



Spiritual formation

Upward Disciplines: Practiced privately to transform the heart and soul, including prayer, Scripture reading, meditation, fasting, and journaling.

Outward Disciplines: Focus on social and behavioral engagement, including evangelism, giving to the poor and needy, and loving thy neighbor.

Inward Disciplines: Involve communal engagement, worship, and accountability, including public confession, participation in communal worship, and guidance from a spiritual director or small group



UP



Our relationship
with God

IN



About
community

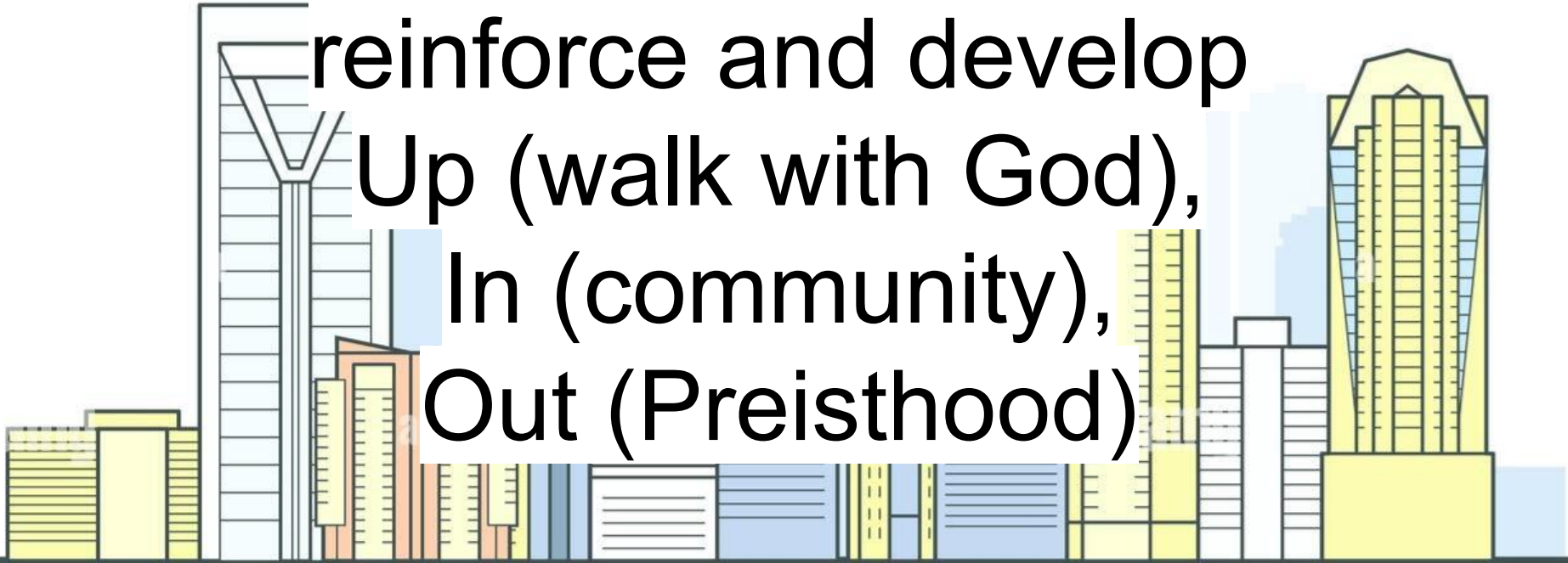
OUT



Evangelism and
looking after the
poor, hurting,
and needy

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**Biblical Church and Biblical
Church Leadership must
reinforce and develop
Up (walk with God),
In (community),
Out (Preisthood)**



Biblical Church Models?

Acts 2:41-47 So those who received his word were baptized, and there were added that day about three thousand souls. And they devoted themselves to the apostles' teaching and the fellowship, to the breaking of bread and the prayers. And awe came upon every soul, and many wonders and signs were being done through the apostles. And all who believed were together and had all things in common. And they were selling their possessions and belongings and distributing the proceeds to all, as any had need. And day by day, attending the temple together and breaking bread in their homes, they received their food with glad and generous hearts, praising God and having favor with all the people. And the Lord added to their number day by day those who were being saved.

Acts 19:8-10 And he entered the synagogue and for three months spoke boldly, reasoning and persuading them about the kingdom of God. But when some became stubborn and continued in unbelief, speaking evil of the Way before the congregation, he withdrew from them and took the disciples with him, reasoning daily in the hall of Tyrannus. This continued for two years, so that all the residents of Asia heard the word of the Lord, both Jews and Greeks.

Romans 16:3-5 Greet Prisca and Aquila, my fellow workers in Christ Jesus, who risked their necks for my life, to whom not only I give thanks but all the churches of the Gentiles give thanks as well. Greet also the church in their house.

Revelation 1:4 John to the seven churches that are in Asia

Biblical Church Leadership Models?

Philippians 1 To all the saints in Christ Jesus who are at Philippi, with the overseers and deacons:

Matthew 18 For where two or three are gathered in my name, there am I among them.

Exodus 18 Moses chose able men out of all Israel and made them heads over the people, chiefs of thousands, of hundreds, of fifties, and of tens. And they judged the people at all times. Any hard case they brought to Moses, but any small matter they decided themselves.

2 Timothy I charge you in the presence of God and of Christ Jesus, who is to judge the living and the dead, and by his appearing and his kingdom: ² preach the word; be ready in season and out of season; reprove, rebuke, and exhort, with complete patience and teaching. ³ For the time is coming when people will not endure sound^[a] teaching, but having itching ears they will accumulate for themselves teachers to suit their own passions, ⁴ and will turn away from listening to the truth and wander off into myths. ⁵ But as for you, always be sober-minded, endure suffering, do the work of an evangelist, fulfill your ministry.

Titus- This is why I left you in Crete, so that you might put what remained into order, and appoint elders in every town as I directed you

Ephesians 4 And he gave the apostles, the prophets, the evangelists, the shepherd and teachers, to equip the saints for the work of ministry, for building up the body of Christ,

Ephesians 4:11-12



“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.



Pluralistic Leadership Model



Leadership by teamwork

Not Elder Led

Not Evangelist Led

Not Democracy

Role and Responsibility over Authority

Humility #1



Temporary Structure to Support a Long Term Model

New Leadership Team

Dissolving Deacon Team

Long Term Model

Evangelists, Elders, Select Teachers, Select Deacons

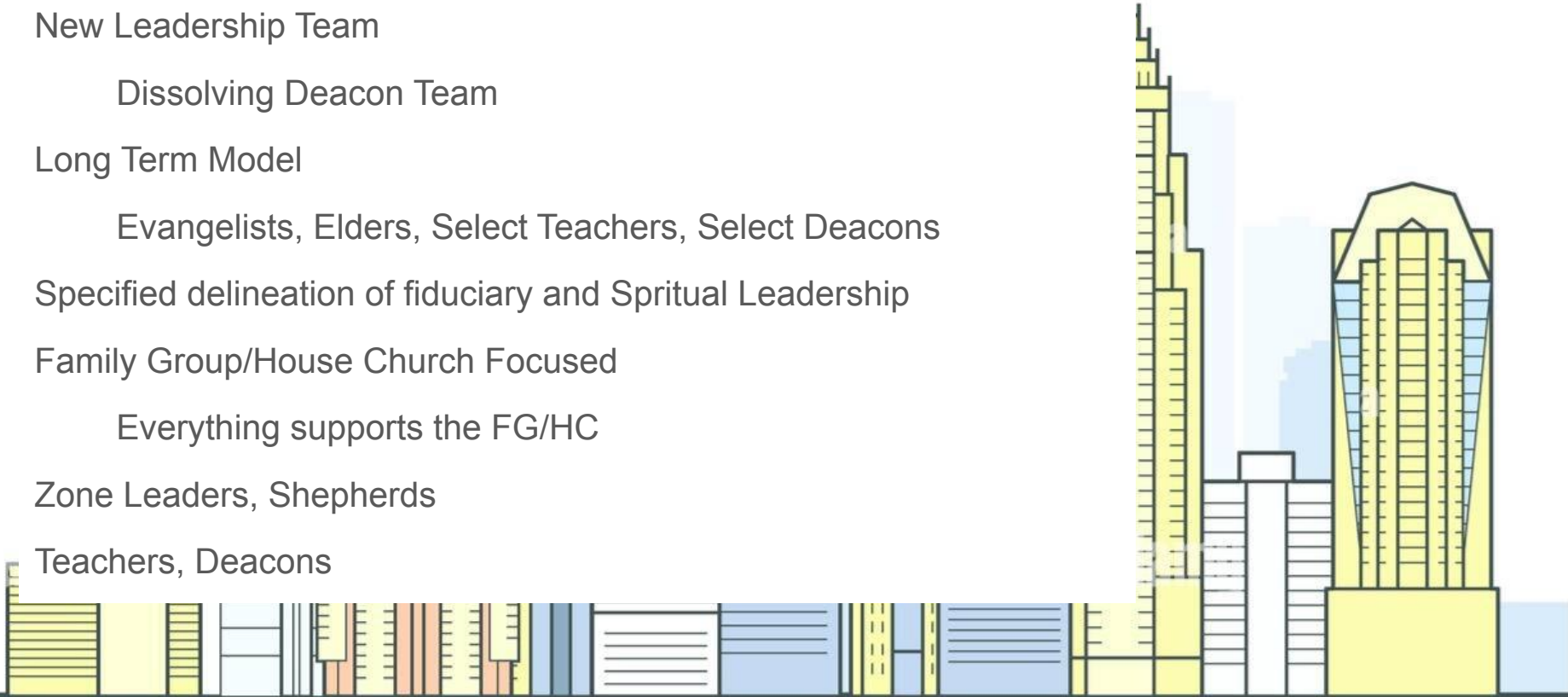
Specified delineation of fiduciary and Spritual Leadership

Family Group/House Church Focused

Everything supports the FG/HC

Zone Leaders, Shepherds

Teachers, Deacons



Temporary Structure to Support a Long Term Model

Proverbs 19:2: "Desire without knowledge is not good, and whoever makes haste with his feet misses his way"

Ephesians 5:15-17: "Look carefully then how you walk, not as unwise but as wise, making the best use of the time, because the days are evil"

Proverbs 21:5: "The plans of the diligent lead to profit as surely as haste leads to poverty"

Proverbs 11:14 Where there is no guidance, a people falls, but in an abundance of counselors there is safety.



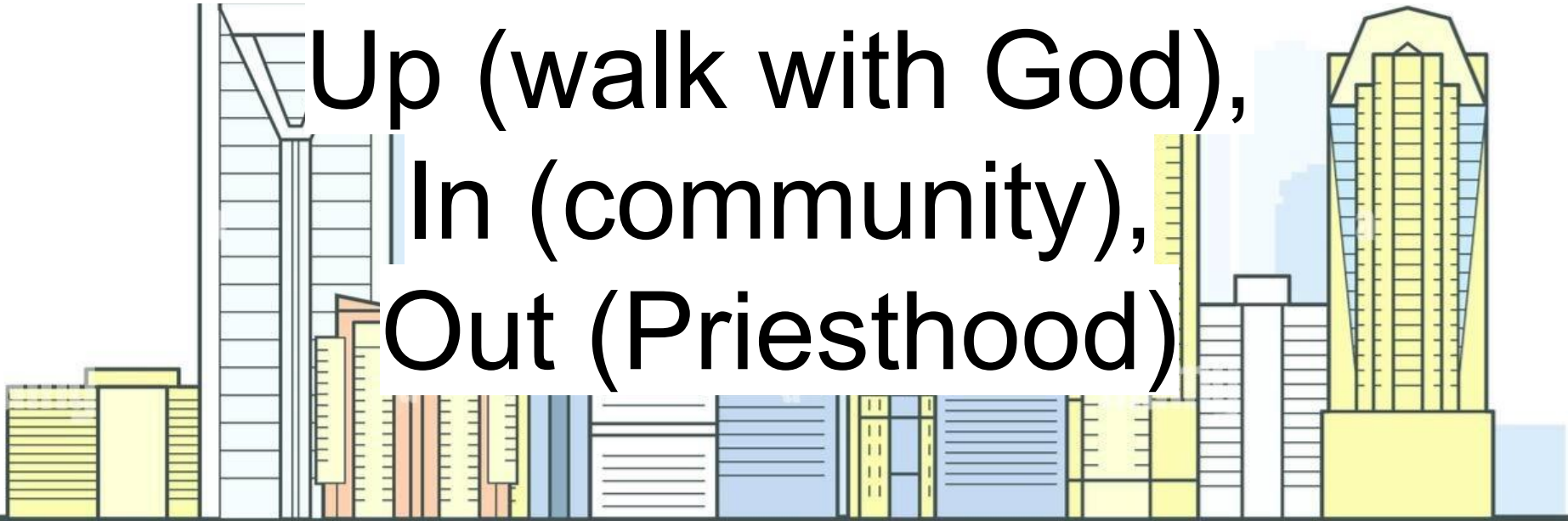
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**Biblical Church Leadership
that reinforces and develops**

Up (walk with God),

In (community),

Out (Priesthood)



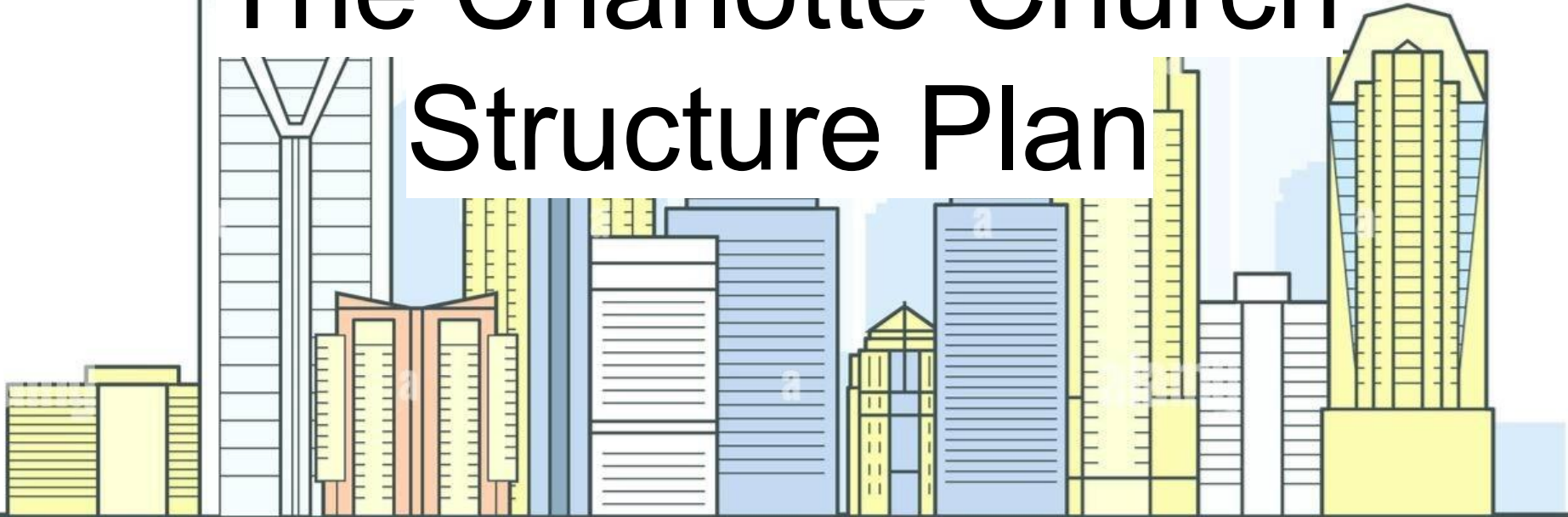
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The Charlotte Church Structure Plan



New Leadership Team Structure



Long Term Model

Evangelists, Elders, Select Teachers, Select deacons

The Leadership Team is not the Board of Directors



ONE LEADERSHIP TEAM

FOUR DISTINCT GROUPS. ONE UNITED MISSION.

Different roles. Shared purpose. Equal power.



EQUAL IN AUTHORITY. UNITED IN PURPOSE.



Each group carries unique responsibilities, but all have equal voice, value, and power in leadership.

TOGETHER, WE LEAD AS ONE.

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Mutual Submission in Leadership

“Submit to one another out of reverence for Christ.”
Ephesians 5:21 NIV

Humility is not being weak willed

Being quietly disgruntled is not humility

Humility is not always agreeing all the time

Humility is not being a pushover

People pleasing is not Humility

Humility is not being quiet to not rock the boat

What Makes Charlotte Special



- 400 total members
- 300 average Sunday attendance; 150 Wednesday attendance
- \$18,000 in weekly budget, \$16000 weekly giving
- **Average member age: 55**
- 3-5 baptism per year (1.25%)
- Under 30 members under age 30
- geographically spread out across North, Northeast, Southeast, and South Charlotte



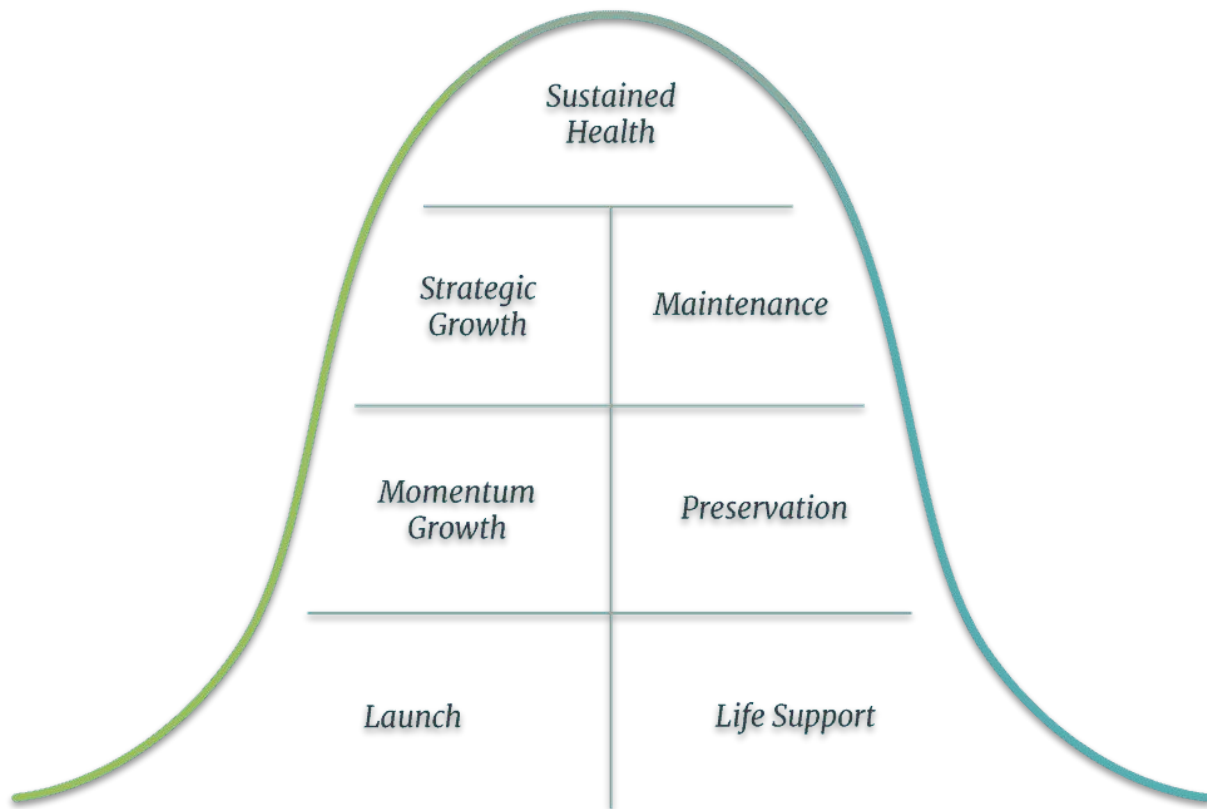
What Makes Charlotte Special



- 400 total members, 2019 membership 600
- 300 average Sunday attendance; 150 Wednesday attendance
- \$18,000 in weekly budget, \$16000 weekly giving (\$40-\$55 per member)
- **Average member age: 55**
- 3-5 baptism per year (1.25%)
- Under 30 members under age 30



CHURCH LIFE CYCLE



Church Life Cycle

1. Launch: High energy, few rules, focused on reaching new people.
2. Momentum Growth: Exciting, rapid growth; focus shifts to adding services and defining culture.
3. Strategic Growth: Systems and staff are built to support growth; focus shifts from instinct to structure.
4. Sustained Health: Peak stage where ministry is aligned, unified, and growing.
5. Maintenance: Growth plateaus, focus shifts inward (preservation over mission), leading to early decline.
6. Preservation: Decline becomes evident; efforts are focused on survival and retaining existing members.
7. Life Support: Unwillingness to change leads to decline; requires a major relaunch or faces closure.

Expressed Needs



- Growth and outreach among youth
- Shepherding for the sick, elderly, grieving, and hurting
- Shepherding and accountability for the weak and uncommitted
- Increased support, direction, and care for House Church Leaders
- Addressing burnout among leaders
- Raising up younger House Church Leaders
- Clear direction and teaching on beliefs



Ephesians 4:11-12



“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.



Temporary Structure to Support a Long Term Model

New Leadership Team

Dissolving Deacon Team

Evangelist, Elders, Select Teachers, Select Deacons

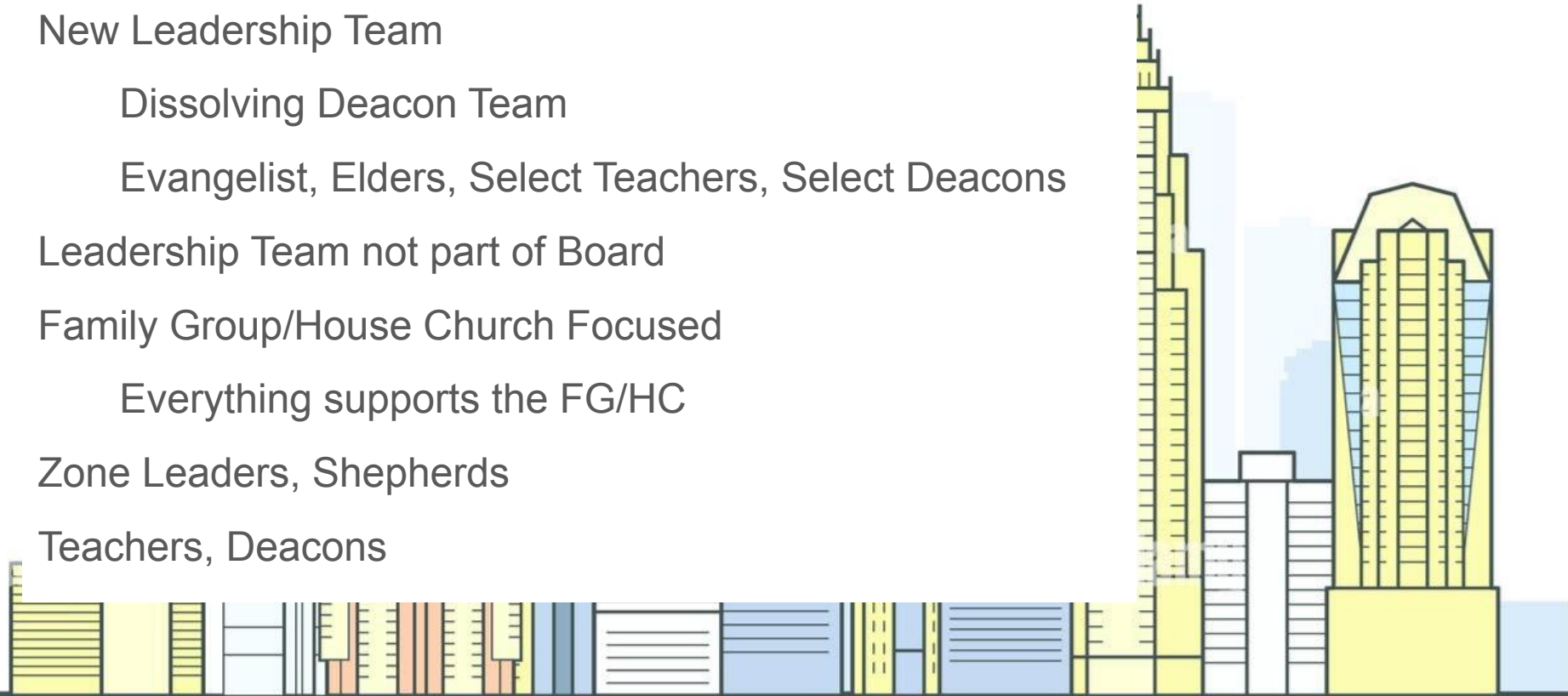
Leadership Team not part of Board

Family Group/House Church Focused

Everything supports the FG/HC

Zone Leaders, Shepherds

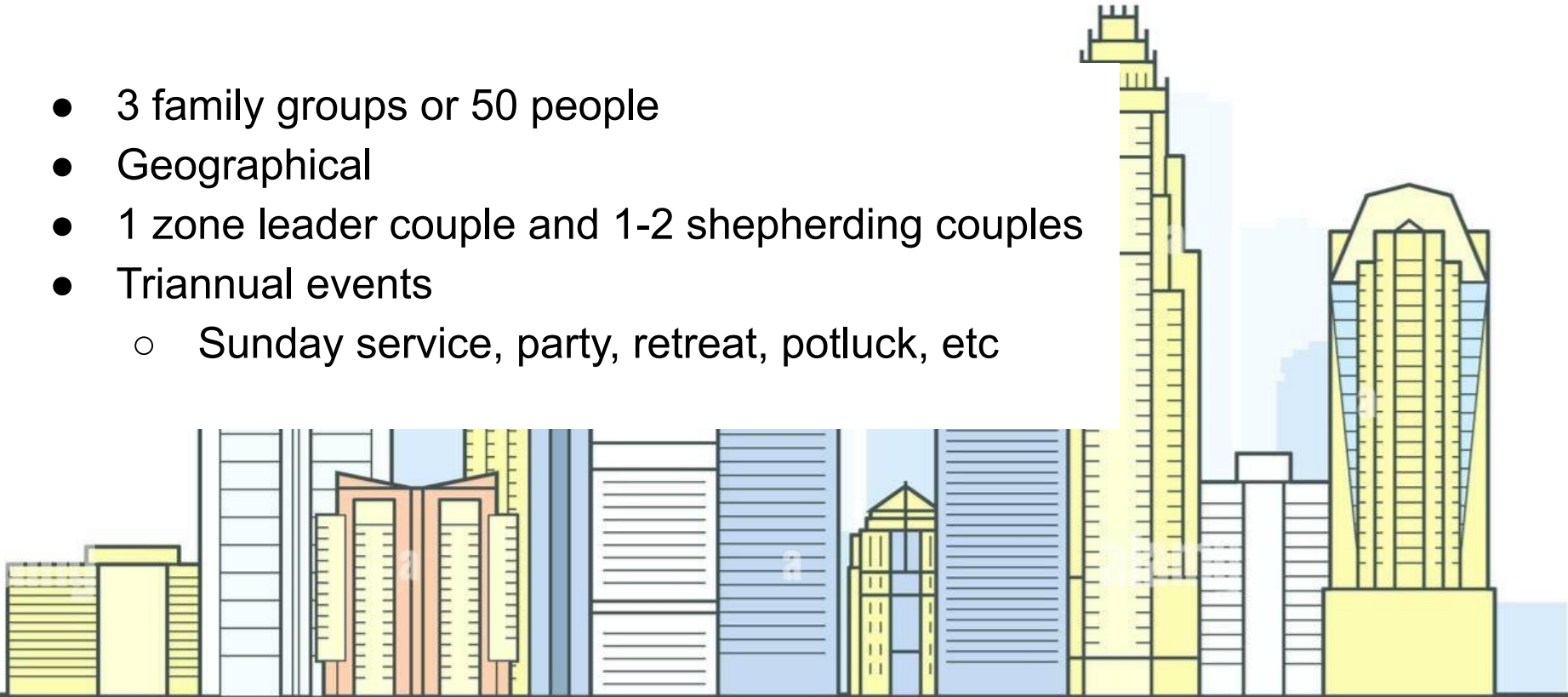
Teachers, Deacons



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Zones

- 3 family groups or 50 people
- Geographical
- 1 zone leader couple and 1-2 shepherding couples
- Triannual events
 - Sunday service, party, retreat, potluck, etc



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Zone Leader

- Help, equip, and support the family group leaders (FGL)
 - Bi-weekly d-groups or discipling times with each FGL
 - Help with personal walk and group leadership
 - Rotate going to each House church
 - Train, equip, and evaluate Up, In, and Out for FGs
 - Dgroups
 - Evangelism, community connection
- Help foster an outward (evangelism and service) mindset in the Zone
- Communicate with the shepherds in the Zone
 - Help with difficult situations and relational issues
- Organize or support a triannual zone event/service
- Meet with other Zone leaders for D-group biweekly

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Shepherds

- Shepherd the flock within a Zone
 - Maturing young/immature disciples
 - Marriage
 - Premarriage
 - Challenges in marriage
 - Sick/needful amongst us
 - Visiting and coordinating
- Rotate going to each House church
- Meet with other zone shepherds for biweekly D-groups
- Communicate with the zone leaders in the Zone
- Communicate with the leadership team about situations and the health of the group
- Attend elder training time



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Family Groups



- Work towards geographical
- Every member is part of a bi-weekly D-group or discipling time
- Monthly house church Sunday service
- Monthly outward activity
 - Serving dinner with friends, park fun, a kids' sporting event together, a birthday party, etc.
 - Charlotte Town



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Family Group Leader



- Oversee DGroups
- Oversee the monthly house church Sunday service
- Oversee monthly outward activity
- Get with the Zone leader for Dgroup or Dtime biweekly
- Communicate with Zone Leaders and Zone Shepherds



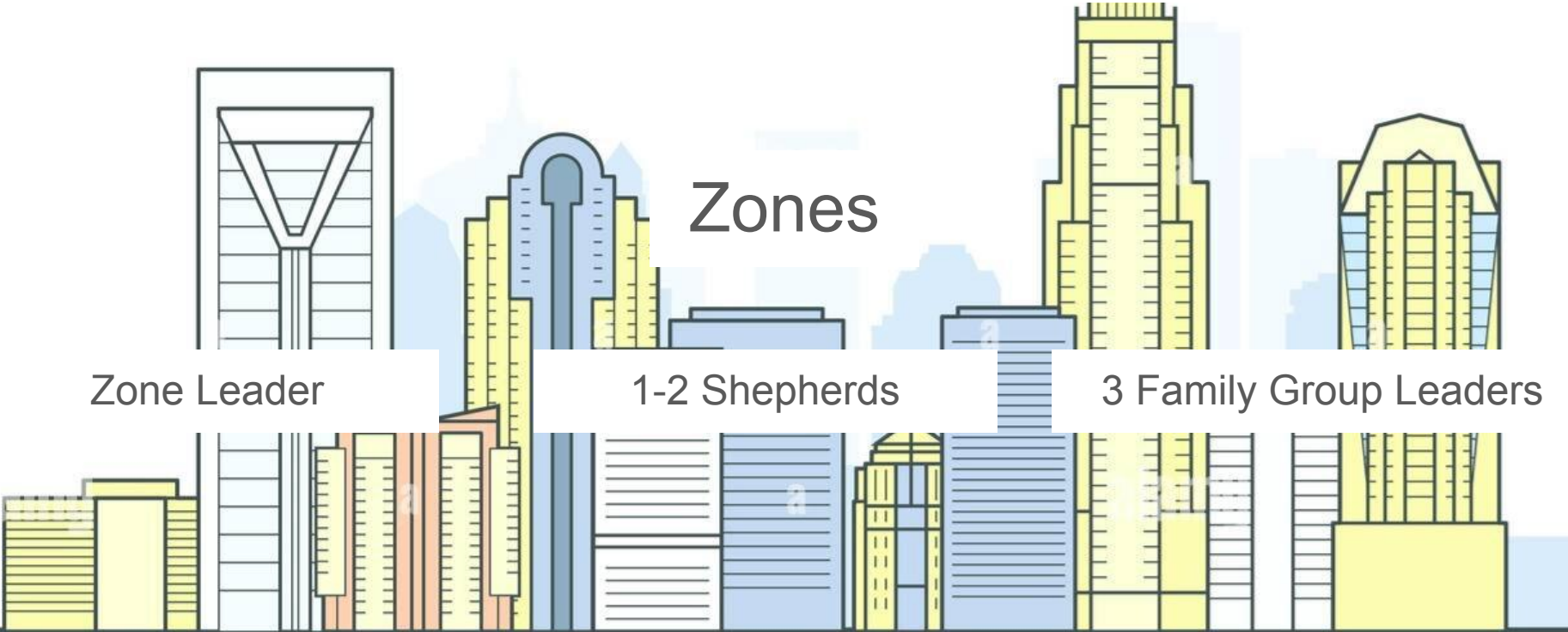
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Leadership Team

Evangelist (Zone Leader)

Elders (Shepherds)

Teachers & Deacons (select)



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Teaching Team

Advise Leadership Team on doctrinal matters

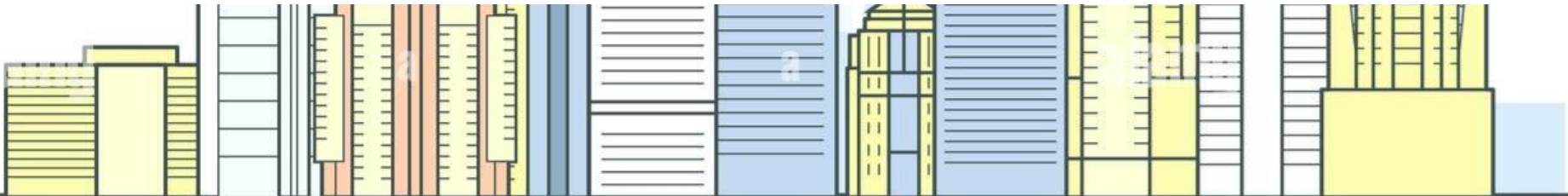
Eldership, Deacons, Teachers

Qualifications, Roles, Responsibilities

Womens Role

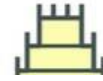
Belief statements, Midweek and Sunday Curriculum, Etc.

Hopefully lead to recognition of Teachers



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Timeline



6-8 Months -> Zones, Zone Leaders, and Shepherding Couples Take Shape

12 Months -> Temporary Structure Full Launch

18-24 Months -> Begin Elder Appointment Process

24-30 Months -> Appoint Elders



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