



Healthy Eldership

Leading well together



Foundations



Working Together



Five Voices



Foundations



Working Together



Five Voices



Foundations: What is the church?



Foundations: What is the church?

¹⁹ Consequently, you are no longer foreigners and strangers, but fellow citizens with God's people and also members of his household, ²⁰ built on the foundation of the apostles and prophets, with Christ Jesus himself as the chief cornerstone. ²¹ In him the whole building is joined together and rises to become a holy temple in the Lord. ²² And in him you too are being built together to become a dwelling in which God lives by his Spirit.

Eph 2.19-22



Foundations: Where is the church going?



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Eph 2.19-22



Foundations: Why is this God's plan?



to the praise of his glory (Eph 1.14)



to display his wisdom (Eph 3.10)



Foundations: How will it get there? (1)





Foundations: How will it get there? (2)

⁷ But to each one of us grace has been given as Christ apportioned it. ⁸ This is why it says: 'When he ascended on high, he took many captives and gave gifts to his people.' ⁹ (What does 'he ascended' mean except that he also descended to the lower, earthly regions? ¹⁰ He who descended is the very one who ascended higher than all the heavens, in order to fill the whole universe.) ¹¹ So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, ¹² to equip his people for works of service, so that the body of Christ may be built up ¹³ 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. (*Eph 4.7-13*)



Foundations: What is an elder?

From Miletus, Paul sent to Ephesus for the elders of the church (*Acts 20.17*)

Keep watch over yourselves and all the flock of which the Holy Spirit has made you overseers. Be shepherds of the church of God, which he bought with his own blood. (*Acts 20.28*)



Foundations: What is an elder?

Elder = statesmanlike wisdom

Overseer = godly rule

Pastor = compassionate care



Foundations: Independent leadership





Foundations: Independent leadership





Foundations: Anglican leadership





Foundations: Anglican leadership

Cure of souls



Incumbent



Care of stuff



Wardens



PCC



Foundations: Anglican leadership

Cure of souls



MLT

Care of stuff



Wardens



PCC



Foundations: Anglican leadership





Foundations: Regulative vs Normative

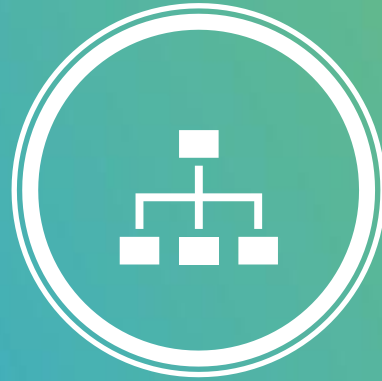
Briefly, the **Regulative Principle** states that everything we do in a corporate worship gathering must be clearly warranted by Scripture. Clear warrant can either take the form of an explicit biblical command, or a good and necessary implication of a biblical text. The Regulative Principle has historically competed with the **Normative Principle**, crystallized by the Anglican minister Richard Hooker. Hooker argued, along with Martin Luther before him, that as long as a practice is not biblically forbidden, a church is free to use it to order its corporate life and worship. In short, the Regulative Principle forbids anything not commanded by Scripture, whereas the Normative Principle allows anything not forbidden by Scripture.



Working together



Power



Structure



Progress



Working together: power



Positional power (formal) through appointment



Working together: power



Positional power (formal) through appointment



Relational power (informal) through relationships



Working together: power



Positional power (formal) through appointment



Relational power (informal) through relationships



Knowledge power (informal): training & experience



Working Together: Power

Simon has been working on relaunching home groups. It will involve

- Relaunching and refreshing the aims and purpose
- Reshaping some groups and starting some others
- Recruiting more members.

What should he tell the elders, and how?



Working together: the challenge



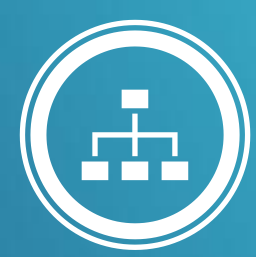
Ideal



Reality

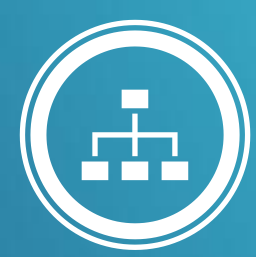


Working together: power



Working together: structure/models





Working together: structure/models



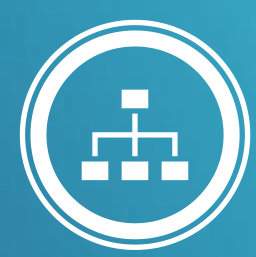
Size of
the church

Polity of
the church

Number of
elders

Gifting of
elders

Personality
of elders

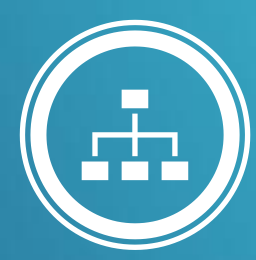


Working together: structure/models

Case study

St Drogo's Church has four leaders, one of whom – Matt – is paid part time by the church. The other three (Marco, Luka and Johnny) are all 'lay' elders. Marco and Luka have full time jobs and young families. Johnny is retired. The church appoints a new associate minister, Paul, who will work alongside Matt but also serve as one of the leaders.

- What are the implications of this change for the leadership team dynamics?
- How can the current leaders make Paul an active part of the team?
- What protections need to be put in place to preserve the plurality of the team?



Working together: structure/models



Working together: progress

Keep watch over yourselves and all the flock of which the Holy Spirit has made you overseers.

Acts 20.28



Working together: progress

¹¹ Command and teach these things. ¹² Don't let anyone look down on you because you are young, but set an example for the believers in speech, in conduct, in love, in faith and in purity. ¹³ Until I come, devote yourself to the public reading of Scripture, to preaching and to teaching. ¹⁴ Do not neglect your gift, which was given you through prophecy when the body of elders laid their hands on you. ¹⁵ Be diligent in these matters; give yourself wholly to them, so that everyone may see your progress. ¹⁶ Watch your life and doctrine closely. Persevere in them, because if you do, you will save both yourself and your hearers.

1 Tim 4.11-16



Working together: progress

Questions:

- What will happen when there is a lack of progress in gifting?
- What will happen when there is a lack of progress in godliness?



Working together: progress

Case study

St Drogo's Church leaders have read 1 Timothy 4 and want to put it into practice. What help, structures, processes or resources might you suggest to enable leaders to make progress in *both* godliness and gifting?

- Think first of all for full time workers Matt and Paul
- What about the lay leaders, Marco, Luka and Johnny?



Working together: progress



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Saturday 28 January 2023