

A photograph of a herd of sheep in a grassy field. The sheep are white and some are looking towards the camera. In the background, there is a dense forest of trees. The entire image has a dark, blue-tinted overlay.

EAGER TO SERVE



*A family growing to become like Jesus.*

# Leadership, Elders' Role and Vision for Otter Creek

The Elders

May 7, 2107

# Recent Addition of New Elders Led to a Fresh Look at How We Function as Elders

We focus on three primary roles:

- Acts 15:5 -7; Acts 16:4; 1 Timothy 5:17 -20; James 5:14; 1 Peter 5:1-4
  1. Pastoral
  2. Theology
  3. Governance

# Pastoral

- All Elders serve in a pastoral role
- Each Elder “shepherds” a “flock” of approximately 15 households
- Assignment to flocks
  - Some people remained in the group with their current Elder
  - Life Groups used in establishing the groups
- The pastoral role is the primary agenda item of the monthly—first Thursday evening—all Elders meeting

# Focus on Prayer

- Monthly Elders meeting – Elder prayer time
  - At our meeting on April 6<sup>th</sup>, we prayed over every Otter Creek household.
  - At the May 4<sup>th</sup> meeting we prayed over the 231 teens at OC
  - We also pray over individuals and families who choose to come to these meetings for prayer.
- Wednesday nights – Elder prayer time
  - Pray over flocks
- Sunday mornings—Elder prayer time
  - Individuals and families come to prayer room

# Theology

- A subgroup of approximately 6 to 9 Elders who focus on theology issues
- Theology Elders:
  - Address large issues having theological significance for the church over many years
  - Study and research trends and recommend issues that need to be addressed by the body of elders
- Theology Elders:
  - Do not make important theology decisions, but
  - Facilitate the full body of Elders in working through and deciding these issues

# Governance

- Governance Elders are a subgroup of 9 Elders who make routine decisions formerly made by the Elders as a Body
- Governance Elders meet as a subgroup at least once a month
- Communicate issues and decisions concisely and regularly to the other Elders.

# Elders as a Body

- All Elders meet monthly for brief updates from the Governance and Theology Groups and Staff and then move into the Pastoral Meeting
- Elders functioning as a body make all decisions that are:
  - Important theological decisions
  - Church budget decisions
    - Annual Budget Recommended by MCC
    - Capital Campaigns
  - Hiring decisions for Preaching and Executive Ministers
  - Vision-related decisions

# Guiding Principles

- Elder-Led Church
  - As churches grow, tend to move from volunteer led to staff led
  - Even with growth, Otter Creek remains an Elder-led church
- Clarity of Roles and Responsibilities
  - The “Matrix” defines roles and responsibilities
    - Elders, Elder Subgroups, MCC, Ministry Leaders, Ministers, Staff, Congregation
  - Shows what role each position and group has in different types of decision

# Matrix

	Otter Creek Roles & Responsibilities 2017										
	Elders & Elders Elect	Co-Chair MCCC (Men)	Thruway/Etches	Family/Etches	MCC	4th Love	Praying 4th	Brec 4th	4th Staff	Adulty Staff	Conjuring 4th
Building use policy	I	I	N	N	D	P	P	R	P	P	N
Addition of admin staff position	I	I	N	N	D	I	P	R	P	P	N
Selection of admin staff	I	I	N	N	I	I	P	D	P	R	I
Marriage and divorce policy	D	R	R	N	N	N	R	I	P	N	I
Baptism policy	D	R	R	N	N	N	R	I	P	N	I
Gender policy	D	R	R	N	N	N	R	I	P	N	I
Assignment of Elders to Subgroups	I	D	N	N	N	N	R	R	N	N	N
Selection of Elder Chairs and Chair Elects	I	D	N	N	N	N	R	R	N	N	N
Music selection for Sunday AM worship	N	N	N	N	N	N	P	N	D	N	N
Selection of MCC members	P	D	N	N	R	P	P	P	P	P	I
Adult ed topics and teachers	I	N	R	P	N	N	P	P	D	N	I
Addition of ministry staff position	I	D	N	N	P	P	R	R	P	P	I
Selection of ministry staff member	P	D	N	N	P	P	R	R	P	P	I
Church budget	D	R	N	N	R	P	P	P	P	P	I
Selection of ministry leader	N	P	N	N	D	P	P	P	P	N	I
Termination of a ministry	I	P	N	N	D	I	P	P	P	N	I
Termination of ministry leader	I	P	N	N	D	I	P	P	P	N	N
Sunday meeting times	I	P	N	N	D	P	P	R	P	P	I
Preaching themes through the year (series)	I	P	R	N	I	I	D	P	P	N	I
Responsibilities of admin staff members	N	N	N	N	I	N	P	D	P	P	I
Responsibilities of ministry staff members	I	D	N	N	P	I	R	R	P	I	I
Who participates in Sunday AM worship	N	N	N	P	N	N	D	P	P	N	N
Announcements to include and exclude in Sunday AM worship	N	P	N	N	N	N	P	D	P	I	N
Membership policy	D	R	R	N	N	N	R	P	P	N	I
External programs to support (Nat Day of Prayer, Liscoomb events, relief efforts)	I	D	P	N	P	N	P	R	P	N	I
Launch Capital Campaign	D	R	N	N	P	N	P	P	I	N	I
Construction Project Planning	I	P	N	N	D	I	I	R	P	I	I
Construction Implementation	N	I	N	N	I	N	N	D	N	N	N
Selection of Elders	R	R	N	N	N	N	P	P	N	N	D
Vision	D	R	P	P	P	P	R	P	P	I	P
Identification of issues to be addressed	I	P	N	N	P	N	P	P	N	N	N
Assignment of members to flocks	I	I	N	D	N	N	P	N	N	N	I
Counseling plan for marriage in crisis	I	N	N	D	N	N	P	N	P	N	N
Ministry plan for member with health issue	I	N	N	D	N	N	I	N	P	N	N
Dismissal of Sunday morning/Wednesday evening classes	I	P	I	I	B	I	P	D	R	B	I

- B - Briefed before the decision
- P - Provide input before the decision
- R - Recommend decision
- D - Decide – Make the decision
- I - Informed of the decision after the decision is made
- N – No involvement

	Elders as a Body	Governance Elder	Theology Elders	Pastoral Elders	MCC	Min Leaders	Preaching Min.	Exec. Min.	Min Staff	Admin Staff	Congregation
<b>Building use policy</b>	I	I	N	N	D	P	P	R	P	P	N
<b>Vision</b>	D	R	P	P	P	P	R	P	P	I	P

- N
- R
- P

# Guiding Principles

- Elder leadership roles and subgroups are not power positions
  - Facilitate functioning and decision-making
  - Rotate roles and memberships in subgroups on a regular basis
- Important decisions are consensus decisions
  - Internal disagreement and debate
  - Consensus requires time and persistence
  - Critical for unity of the Elders and unity of the church

# Guiding Principles

- Confidentiality
  - Share information among Elders as appropriate
  - Keep information confidential outside the Elders

# Confidentiality Policy

Elders, staff, and counseling volunteers will treat your struggles with care and sensitivity.

However, confidentiality has limits:

- Legal boundaries
- Wisdom of multiple elders or ministers or Elders' wives
- When other Otter Creekers are involved in a situation
- When other Otter Creekers have wisdom or experience from life circumstances

We seek to honor confidentiality and pursue healing.

# Progress on Three-Year Otter Creek Vision - 2015

## What is our vision for Spiritual Growth, Maturity & Community?

- Over the next three years, we want to lead the OCC family to:
  - Increase our level of spiritual discipline (with prayer, Bible study, fasting, giving and confession) within our lives and lifestyles.
  - Deepen our relationships with God and others through the spiritual disciplines.
  - Strengthen our participation in community (adult Bible classes, life groups, mentoring groups, cross-generational groups, and opportunities for service).
  - Invite others to join us as we grow, mature, connect, and serve.

# How are we doing?

- Life Groups

- In 2017 we have 63 active Life Groups

- Adult Bible Classes

- In 2015, averaged 238 adults in the first quarter
- In 2017, averaged 414 adults in the first quarter

- Worship Attendance

- In 2015 averaged 1281 in first quarter
- In 2017 averaged 1358 in first quarter

# Progress on Three-Year Otter Creek Vision - 2015

## What is our vision for Service, Witness, and Influence?

- We want OCC to be known for our deeds as much as for our beliefs.
  - Over the next three years, we want to lead the OCC family to:
    - **More effectively embrace, love and serve our immediate communities in Brentwood, Williamson County, and Nashville.**
      - **Ways to expand: The Wayne Reed Christian Childcare Center, The Well House, and new ministries**
  - Promote and pursue social justice for the lonely, the unloved and the marginalized.
    - Ways to expand: Made In the Streets, Living Water, and new ministries

# Reaching Out . . .

- A new partnership with Siloam Health Clinic is being forged. We hope to create multiple entry points for members to become involved with immigrants and refugees providing support and encouragement as they integrate into our communities.
- As a local church, we have a deficit of knowledge and preparedness in serving families impacted by disability. To curb this deficit, we will offer special needs awareness training to ALL volunteers and ministers, from hospitality to adult class teachers. We hope to improve our ministry to families impacted by disabilities.

# Progress on Three-Year Otter Creek Vision - 2015

## What is our vision for Leadership?

- We want to demonstrate our love and concern for each member.
  - Over the next three years, we want to lead the OCC family by:
    - Encouraging the shepherds and their wives to be more visible and personally connected to every member.
    - Strengthening the relationships among leadership groups (elders, MCC, and ministry leaders) and ministry staff.
    - Developing greater organizational effectiveness.
    - Providing better support for Room in the Inn and Next Right Step.

# Progress on Three-Year Otter Creek Vision - 2015

## What is our vision for “the Numbers?”

- We want to create a thriving, growing community freer from debt and thus freer to minister.
  - Over the next three years, we want to lead the OCC family by:
    - Inviting our neighbors to increase worship attendance by 20% (from 1,200 to 1,500).
    - Continuing to “grow one step” by increasing our giving by 20% (from \$3.1 to \$3.6 million).
    - **Eliminating all debt.**
    - Increasing our outreach and service to our neighbors by \$500,000 annually.
    - Eliminating over-crowded adult Bible classes by finishing out our Creekside Building.
    - More accurately assessing our spiritual growth (baptisms, life-group participation, volunteer efforts, mission trips, Bible classes, etc.).

# Our journey to become debt free!

- **In January 2015 we had debt by \$3.2M**
- **At the end of April 2017 we had reduced our debt to \$2.7M**
- **Our goal is to be debt free by December 2018!**
- **This will free up nearly \$500,000 each year for new ministries, to strengthen our existing ministries and to broaden our outreach worldwide!**

# How can you help?

- Share your prayer needs with us:
  - Wednesday night and Sunday morning in the prayer room
  - Email us your prayer requests - [prayer@ottercreek.org](mailto:prayer@ottercreek.org)
  - In Elders' meetings the first Thursday of every month
- Share your new ministry ideas with us to pass on to the MCC – Otter Creek has a long history of “grass roots” inspired ministries.
- Others: \_\_\_\_\_

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