

McKnight Crossings Shepherding Model – 2013

1. All elders will shepherd the flock as their primary calling. This charge can be nicely summarized from Ezekiel 34:4, reframed positively:
 - Strengthen the weak
 - Heal the sick
 - Bind up the injured
 - Bring back the strays
 - Search for the lost
 - Serve with gentleness, humility, and love.

2. Some of the elders will also focus on other areas of church leadership - Administration, Vision, and Pastoral wellbeing of the body. The purpose of the three part model is to simplify decision making functions, reduce times where the entire leadership needs meet to for lengthy “business meetings”, and allow for shepherds to use their particular gifts.
 - **Administrative Elders** - Primary functions include:
 - Oversee policies and procedures.
 - Oversee budget and finances.
 - Insure risk management.
 - Oversee facilities.
 - Oversee paid staff.
 - Serve as Board of Trustees.

 - **Pastoral Elders** - Primary functions include:
 - Offer pastoral care to members in crisis, needing counsel or encouragement.
 - Actively develop relationships and minister to congregation through Hospitality Groups, Greeters Ministry, weekly prayer concerns, and organization of 8am Sunday Morning Prayer Times.
 - Welcome new people to McKnight Crossings and assist with New Member Orientation.
 - Provide times of spiritual encouragement to all shepherding couples and staff.

 - **Vision Elders** - Primary functions include:
 - Work closely with Senior Minister to envision and set forth congregational priorities, teaching, and plans.
 - With Senior Minister, primary communicators to the church on priorities, teaching, and plans.
 - Responsible for leadership development and helping the church shepherd itself.

3. All Shepherds agree to the McKnight Crossings Church of Christ Shepherding Covenant.

4. While seeking to be informed, elders will consistently challenge a mindset, common among both leaders and the congregation, that all elders must know all things at all times.

5. While elders seek to know the sheep, they will consistently challenge the mindset that all elders will know all the sheep. The primary sheep the shepherd is responsible for are in their Shepherding Group. They must, first of all, take care of these.

6. Elders will meet 1x per month with all elders and staff on the 2nd Wednesday evening of the month, with a focus on shepherding concerns and prayer. Ministry leaders, staff, and families will, at times, be invited to this meeting for listening, sharing, and prayer.
7. Elders will meet 1x time every other month on the 4th Wednesday evening for updates and discussion from the Administrative Elders, Vision Elders, Pastoral elder, and staff. Agenda sent by Senior Minister in advance. When, at all possible, email will be used to keep one another informed, streamlining the business aspects of our meetings.
8. It is the job of the ministers to help set up the elders for fruitful shepherding and leadership. It is the job of the elders to support the staff, empowering them to do their work.
9. Shepherds will be available to the congregation at 8am on Sunday mornings.
10. We will periodically have special sessions to work through topics related to church life (women's roles, leadership development, etc.)
11. A rotational model of leadership is being developed. All the leaders will serve for the next two years, and then beginning, in January of 2015, at least two of the current elders will rotate off for one year. Our prayer is that in the meantime, new leadership at this church will be groomed to replace those that are being rolled off. This allows continuity, prevents burnout, and offers opportunity for fresh leadership to be commissioned.
12. Elders will focus on additional leadership within the congregation. We will not have deacons in the traditional Church of Christ model, but will work diligently to insure that Ministry Leaders and Hospitality Group Leaders (functional deacons), both male and female, are in place and being developed.