

Douglas Pell

**Framework for an
Active, United,
and Faithful Eldership**

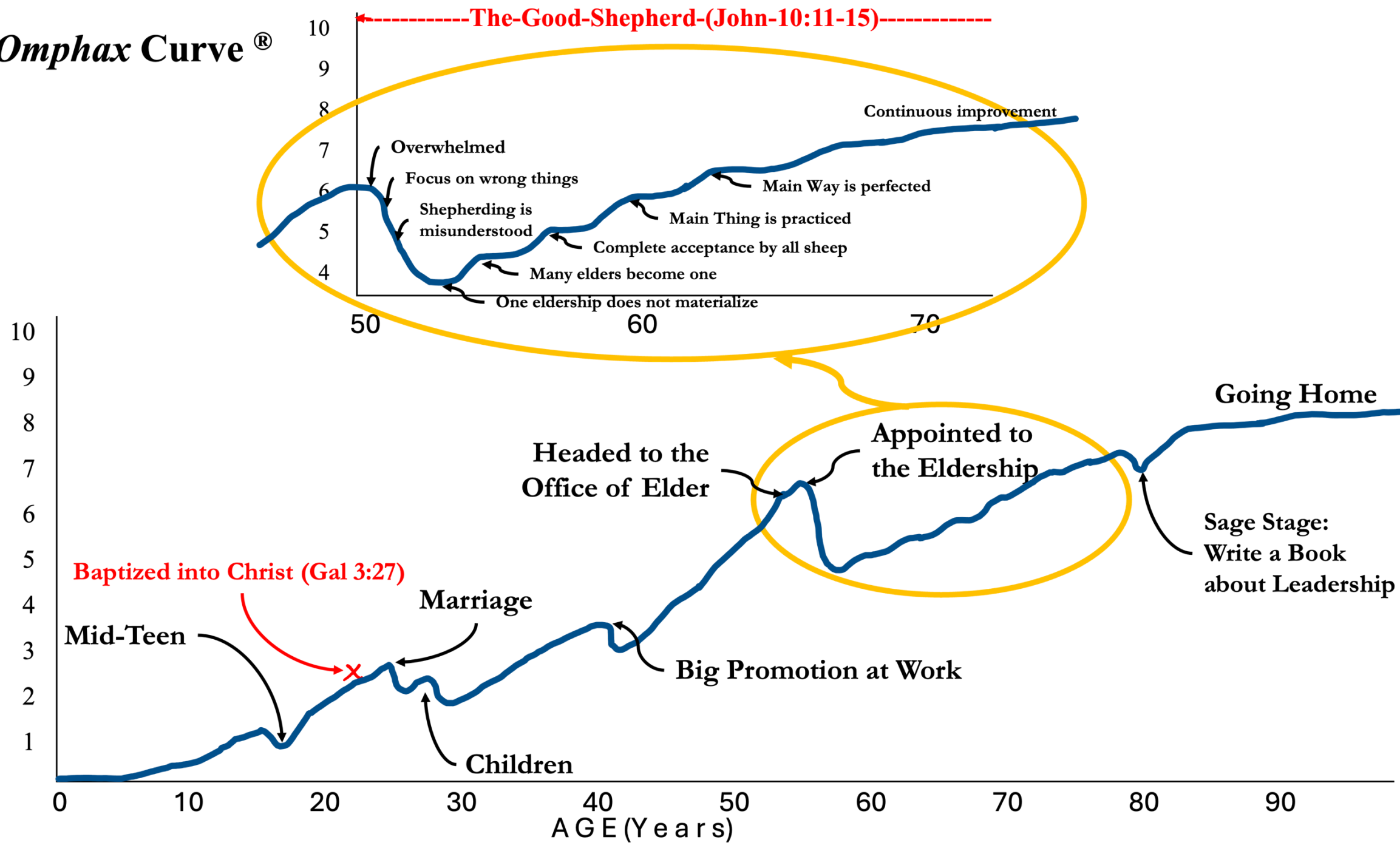


We have qualified elders.

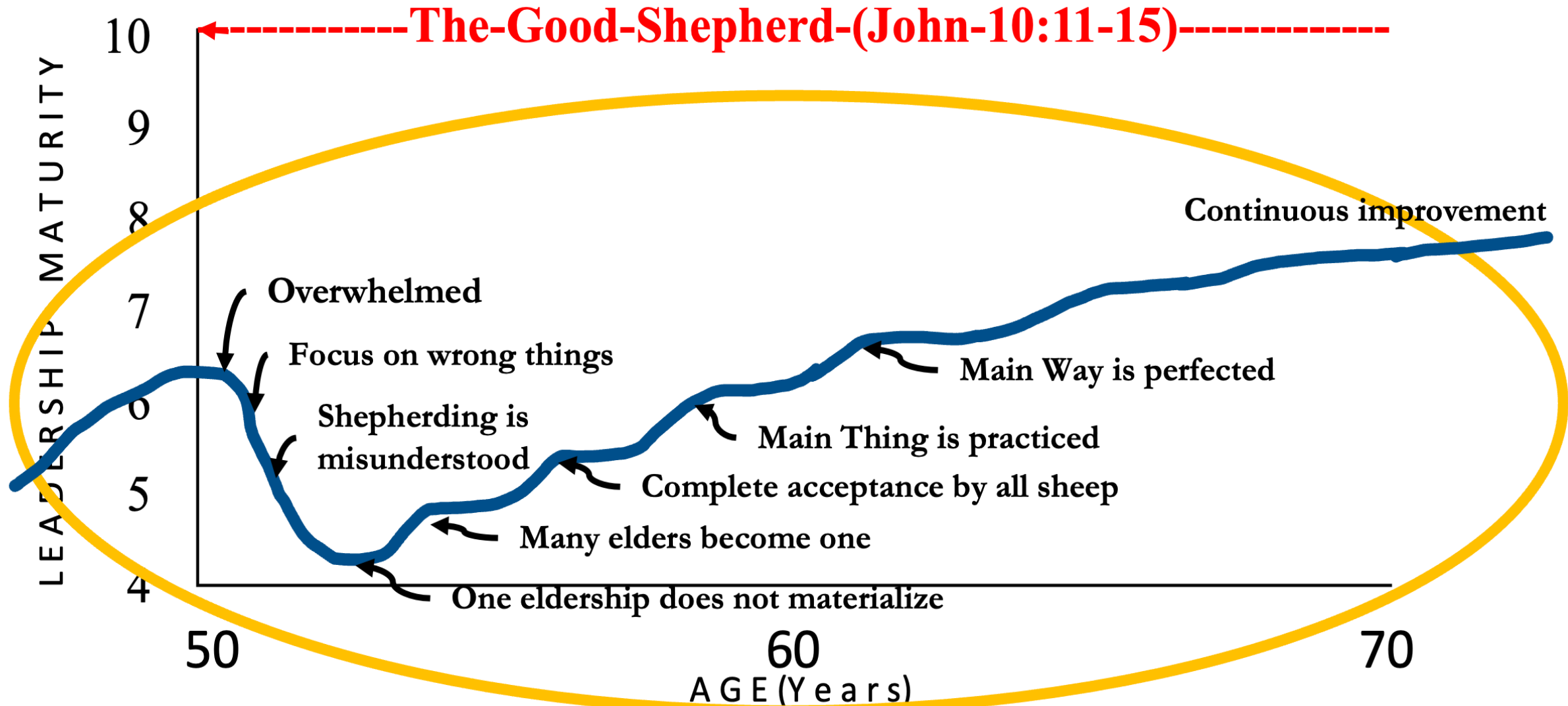
**Where do we go from
here?**

The Omphax Curve[®]

LEADERSHIP MATURITY



The *Omphax* Curve[®]



**Roles
Responsibilities
Authorities**



Summary: The Eldership's Journey

A 5-Step Framework for an Active, United, and Faithful Eldership

1. Affirm Authority – Biblical legitimacy and clarity of role
2. Define the Work – Unified, purposeful plan of action
3. Form One Mind – Spiritual and relational unity
4. Build Relationships – Trust and engagement with the flock
5. Keep the Mission Central – Consistent focus on Christ's purpose

Step 1: Affirm Authority Through the Word

- Purpose: Establish legitimacy, not by personality, but by submission to Scripture.
- Key Actions:
 - Discover the “Why” of Biblical Leadership
 - Publicly affirm that the eldership’s authority derives from Christ and His Word, not from human appointment.
 - Define and teach the boundaries of Biblical authority (e.g., shepherding vs. lording).
 - Establish a shared conviction that every decision must be justified by “book, chapter, and verse.”

Step 2: Define the Work Together

- Purpose: Move from appointment to coordinated action.
- Key Actions:
 - Draft a Plan of Work rooted in the congregation's needs and scriptural priorities (Acts 20:28).
 - Identify the core works of an elder: feeding, watching, leading, guarding, and praying.
 - Set measurable, time-bound objectives for each work.

Step 3: Form One Eldership Mind

- Purpose: Achieve spiritual and relational unity.
- Key Actions:
 - Commit to daily personal devotion and collective prayer as one shepherding body.
 - Create an elders-only covenant that defines how disagreement, correction, and confidentiality are handled.
 - Practice mutual accountability — You must first be one with each other before leading others.

Step 4: Cultivate Trusting Relationships

- Purpose: Lead relationally, not bureaucratically.
- Key Actions:
 - Conduct regular shepherd visits — listening before advising.
 - Establish open communication: periodic congregational Q&As and transparent updates.
 - Model humility, consistency, and genuine care.

Step 5: Keep the Mission in Clear View

- Purpose: Prevent drift and burnout by keeping focus on Christ's mission.
- Key Actions:
 - Rehearse the mission of Jesus regularly: seek, save, equip, and send.
 - Evaluate all activities and decisions by a single test: Does this help souls become more like Christ and fulfill the Great Commission?
 - Plan annual reviews of the congregation's direction to ensure alignment with the mission.

Eldership Oversight Action List

1. Organization — Ensure the Body is Structured Biblically & Functionally
2. Work — Ensure the Church's Mission is Being Carried Out Faithfully
3. Worship — Ensure God is Honored “in spirit and in truth” (John 4:24)
4. Continuous Supervision & Evaluation

1. Organization

- **Clarify Roles & Responsibilities**

- Define authority lines clearly.
- Reaffirm plurality and unity among elders.
- Confirm scriptural deaconship.
- Review organizational flow annually.

- **Oversee Communication & Transparency**

- Maintain open channels between elders and congregation.
- Ensure minutes and key decisions are documented.
- Guard unity.

2. Work

- **Evangelism**

(Soul Winning)

- Supervise local and foreign mission efforts.
- Develop measurable evangelism goals.
- Equip members for personal outreach.
- Integrate benevolence with outreach.

- **Edification**

(Soul Keeping)

- Oversee teaching quality and content.
- Maintain regular member contact.
- Provide spiritual counseling and restoration.
- Oversee benevolent care.

- **Administration**

(Stewardship of Resources)

- Review finances with transparency.
- Inspect facilities and safety.
- Empower deacons to manage logistics.

3. Worship

- **Oversee Public Assemblies**

- Maintain Biblical order in all assemblies.
- Train and mentor worship leaders.
- Monitor doctrinal accuracy from the pulpit.
- Encourage congregational participation.

- **Guard Spiritual Atmosphere**

- Promote unity and reconciliation.
- Model worshipful leadership.
- Use prayer strategically.

4. Continuous Supervision & Evaluation

- **Monthly Elder Checklist**

- All elders meet for prayer and planning.
- Ministry reports reviewed (evangelism, teaching, benevolence).
- Congregational communication shared (Transparency).
- Worship and teaching evaluated.
- Benevolence fund report reviewed.
- Specific follow-up assigned for member care.

- **Annual Review**

- Are we scripturally organized?
- Are we compliant with all local laws?
- Are we fulfilling the threefold mission — win, keep, worship?
- Is benevolence being used to strengthen all three areas?
- Are unity, communication, and accountability visible?

The Role of Benevolence

Benevolence, properly guided, becomes a threefold instrument: it opens the lost heart, heals the wounded soul, and glorifies the generous God.

When integrated with the Mission, Benevolence gives:

- Credibility to evangelism
- Durability to discipleship
- Depth to worship

Mission Area	How Benevolence Serves the Mission	Biblical Anchor
Soul Winning	Opens doors to hearts through compassion and credibility	Matt 5:44; 28:19; Gal 6:10
Soul Keeping	Strengthens trust, heals wounds, restores unity	Gal. 6:2; Acts 20:35
Worship God	Embodies gratitude and sacrifice in action	Heb. 13:16; Rom. 12:1

Ten Power Questions

1. Where are our people truly “at” spiritually, not just where we assume they are?
2. What is our Biblical vision for this church 5–10 years from now?
3. How do we intentionally develop future shepherds?
4. What are the greatest spiritual threats facing our flock right now?
5. How do we balance shepherding the individual soul with leading the whole congregation?
6. Are we functioning as one eldership or as several individual elders?
7. What will healthy change look like for us, and how will we manage it Biblically?
8. How will we keep ourselves spiritually renewed as leaders?
9. How do we ensure that our decisions reflect faith, not fear?
10. What legacy of faith will we leave for the next generation of leaders and members?

ARTICLES OF ASSOCIATION

As amended in a special meeting and resolution held at the [REDACTED] CHURCH OF CHRIST, November 15, 1987, and as revised effective January 1, 2009*. This resolution shall succeed and abrogate all previous articles of association.

We, the undersigned members of the [REDACTED] CHURCH OF CHRIST, incorporated under the provisions of Act. No. 327, P.A. 1931, as amended, do hereby make, execute, and adopt the following articles of association to wit:

FIRST: The location assumed by this corporation and by which it shall be known in law, is THE [REDACTED] CHURCH OF CHRIST.

SECOND: The location of said church, fellowship, or society shall be in the [REDACTED] County of Kent, and State of Michigan. The mailing address of registered of [REDACTED]

THIRD: The time at which this corporation shall be created shall be perpetual.

FOURTH: The members of said church, fellowship, or society shall worship and labor together according to the teachings of the Lord Jesus and His apostles as written in the New Testament. In event of digression from present faith and practices all properties of the aforesaid THE [REDACTED] CHURCH OF CHRIST shall remain the legal and undisputed possession of the members of the church, fellowship, or society not digressing from such faith and practices.

In WITNESS THEREOF, we, the parties hereby associating for the purpose of giving legal effect to these articles and bylaws, hereunto sign our name, and places of residence: (per attached sheets)

Done at the City of Grand Rapids, County of Kent, and State of Michigan, this 15th day of November, 1987, and revised effective January 1, 2009*.

I. ARTICLE I - IDENTIFICATION AND PURPOSE OF BY-LAWS

These statements of identification made hereinbefore and hereinafter shall in no wise constitute a statement of creed, but are for the express purpose of defining, for the legal system, the ones who shall hold legal title to the property possessed by the Church, and thereby prevent any from taking the property by any means, litigious or doctrinal, for purpose other than that intended by the Church as it was formed.

II. ARTICLE II - MEMBERSHIP

A. THE MEMBERSHIP.

The membership of the [REDACTED] CHURCH OF CHRIST, Grand Rapids, Michigan, referred to herein as the "Church," shall consist of all persons whose names appear on the Membership Roll. All authority of the Church is herein vested by the membership in The Elders or in any officer appointed pursuant to these By-Laws.

B. ADMISSION TO MEMBERSHIP.

Prospective Members will be recommended by The Elders in any worship services for worship held by the Church. Membership shall become effective:

1. After baptism by immersion in water, as authorized by the Scriptures; or
2. By statement, acceptable to the Church, of previous membership after baptism in a Church of like faith and order; or
3. Upon repentance of past sins and request for prayers and restoration of fellowship by the Church.

C. TERMINATION OF MEMBERSHIP.

Membership may be terminated only in the following manner:

1. Upon death of the member; or
2. Upon moving to another church of like faith and order; or
3. Upon withdrawal of fellowship by the Church from a member as provided by the Scriptures and more particularly in Matthew 18:15-17 and in I Corinthians 5.

D. MEETINGS.

1. Worship Services.
Public services for worship shall be held on Sundays and such other occasions as are deemed

Financial & Legal Transparency

- Income/Expenses
- Cash Position
- Assets/Liabilities
- Insurance Policies
- Banking
- Contracts & Agreements
- Technology Use Policy
- Employment Law
- Copyright Compliance
- Termination Procedures

Last Bank Reconciliation = Feb 7, 2014

Cash & Investments Summary

	2008	2009	2010	2011	2012	2013	2014 Budget
Beginning Balance	\$25,409	\$19,368	\$23,704	\$27,117	\$31,468	\$35,550	\$20,296
Market Beg Balance	\$109,251	\$136,902	\$139,083	\$127,752	\$128,266	\$128,747	\$130,349
Equity Beg Balance	\$1,743	\$175	\$401	\$3,081	\$3,957	\$3,957	\$3,209
CD Beg Balance	\$36,529	\$37,580	\$37,899	\$55,476	\$55,942	\$56,137	\$0
POSITION	\$172,932	\$194,025	\$201,087	\$213,425	\$218,447	\$224,390	\$153,855
	\$163,308	\$152,013	\$176,365	\$165,523	\$151,738	\$147,926	\$151,507
	-\$142,215	-\$144,951	-\$164,027	-\$160,501	-\$145,795	-\$218,461	-\$144,490
POSITION	\$194,025	\$201,087	\$213,425	\$218,447	\$224,390	\$153,855	\$160,872

Income & Spending Summary

Category Description	2008	2009	2010	2011	2012	2013	2014 Budget
INCOME							
Contribution	\$160,267	\$149,416	\$171,204	\$155,047	\$148,137	\$143,384	\$150,000
Interest & Patron Dividend	\$2,959	\$2,573	\$2,447	\$1,998	\$1,786	\$1,754	\$1,507
Scholarship Fund	\$0	\$0	\$1,964	\$2,098	\$1,000	\$2,200	\$0
Special	\$82	\$25	\$750	\$6,381	\$815	\$588	\$0
INCOME	\$163,308	\$152,013	\$176,365	\$165,523	\$151,738	\$147,926	\$151,507
Total	\$3,141	\$2,923	\$3,458	\$3,183	\$2,863	\$2,845	\$2,914
Contribution	\$3,084	\$2,874	\$3,372	\$3,104	\$2,810	\$2,769	\$2,885
EXPENSES							
ADMINISTRATION							
Insurance	\$1,697	\$2,938	\$597	\$2,196	\$2,278	\$2,788	\$2,800
Office							
- Copy Machine	\$2,405	\$2,851	\$1,274	\$1,125	\$5,220	\$2,558	\$2,700
- Tele, Internet, Web	\$2,471	\$2,928	\$1,974	\$2,390	\$2,780	\$2,721	\$4,100
Bank Fee	-\$504	\$622	\$1,025	\$15	\$206	\$0	\$0
- Comp, Periph, S/W	\$429	\$1,473	\$960	\$41	\$170	\$582	\$1,200
- Supplies, postage, etc	\$2,891	\$2,074	\$1,905	\$944	\$1,147	\$1,776	\$1,800
TOTAL 102 - Office	\$7,692	\$9,948	\$7,138	\$4,516	\$9,524	\$7,637	\$9,800
Preacher							
- Salary	\$33,474	\$29,900	\$29,325	\$31,200	\$31,200	\$32,500	\$61,327
- Benefits	\$22,626	\$28,004	\$28,000	\$27,800	\$27,800	\$26,500	\$0
TOTAL 103 - Preacher	\$56,100	\$57,904	\$57,325	\$59,000	\$59,000	\$59,000	\$61,327
TOTAL 104 - Admin Assistance							
104.1 - Wages	\$5,023	\$4,124	\$4,002	\$3,279	\$4,576	\$4,983	\$5,000
104.1 - Withholding Tax	\$0	\$0	-\$506	-\$352	-\$471	-\$630	-\$633
104.1 - Ee & Er Tax Payment	\$2,546	\$1,242	\$1,551	\$771	\$576	\$380	\$939
TOTAL 104 - Admin Assist	\$7,569	\$5,366	\$5,047	\$3,698	\$4,681	\$4,732	\$5,307
Miscellaneous	\$166	\$0	\$0	\$862	\$529	\$64	\$0
ADMINISTRATION	\$73,224	\$77,456	\$71,205	\$70,272	\$76,013	\$74,221	\$79,234

Protective Policies

www.christianlegalforum.org
Matt Vega, Melvin Otey, Gary
Massey, Jr., et al.

- Sanctity of Life
- Gender Identity
- Marriage & Sexuality
- Weddings
- Facilities Usage
- Membership
- Discipline
- Counseling Conduct
- Background Checks
 - Treasurer
 - Youth Ministry

Shepherd's Workbook

- Members personal information (limited)
- Members relationships
- Notes on elder visits
- Record of baptism and congregations attended

Planning Calendar

Simple
Effective
Updated Regularly

Always obtain updates during the year
www.southsidegr.org

January

- 01 (Fri) New Years Day
- 03 (Sun) Teacher's Qtrly Mtg
- 08 (Fri) Fri Night Video - Islam #1
- 09 (Sat) Elder/Deacon/Minister Qtrly Mtg
- 12 (Tue) Ladies Bible Class
- 15 (Fri) Fri Night Video - Islam #2
- 16 (Sat) Bible Study Gathering
- 18 (Mon) Martin Luther King Day
- 19 (Tue) Ladies Bible Class
- 22 (Fri) Renucci/Youth Devo
- 24 (Sun) Fellowship Meal & 2 PM Worship
- 26 (Tue) Ladies Bible Class
- 29 (Fri) Fri Night Video - Islam #3
- 31 (Sun) 5th Sunday Singing

February

- 02 (Tue) Ladies Bible Class
- 05 (Fri) Fri Night Video - Islam #4
- 06 (Sat) Annual Congregational Meeting
- 09 (Tue) Ladies Bible Class
- 12 (Fri) Fri Night Video - Islam #5
- 13 (Sat) Work Day - Inside & Youth Svc
- 14 (Sun) Valentines Day
- 15 (Mon) Presidents Day
- 16 (Tue) Ladies Bible Class
- 19 (Fri) Fri Night Video - Islam #6
- 20 (Sat) Bible Study Gathering
- 21 (Sun) Shut-in Singing
- 23 (Tue) Ladies Bible Class
- 26 (Fri) Renucci/Youth Devo
- 27 (Sat) Family Movie & Pizza Night
- 28 (Sun) Fellowship Meal & 2 PM Worship

March

- 01 (Tue) Ladies Bible Class
- 04 (Fri) Fri Night Video - Islam #7
- 04 (Fri) Beechwood Hills Lock In
- 08 (Tue) Ladies Bible Class
- 10 (Thu) Senior Breakfast
- 11 (Fri) Fri Night Video - Islam #8
- 13 (Sun) Daylight Savings Time Begins
- 15 (Tue) Ladies Bible Class
- 19 (Sat) Bible Study Gathering
- 25 (Fri) Renucci/Youth Devo
- 26 (Sat) Youth Spring Has Sprung
- 27 (Sun) Easter
- 27 (Sun) Fellowship Meal & 2 PM Worship

2016

For Planning purposes

April

- 02 (Sat) Elder/Deacon/Minister Qtrly Mtg
- 03 (Sun) Teacher's Qtrly Mtg
- 04-08 (Mon) GR Spring break
- 10 (Sun) Shut-in Singing
- 12 (Tue) Ladies Bible Class
- 15 (Fri) Tax Day
- 16 (Sat) Bible Study Gathering
- 17-20 (Sun) Spring Gospel Mtg, Charles Pugh III, [Building Faith - Restoring Hope](#)
- 22 (Fri) Renucci/Youth Devo
- 26 (Tue) Ladies Bible Class
- 30 (Sat) Mother/Daughter Banquet, Joy Green

May

- 03 (Tue) Ladies Bible Class
- 08 (Sun) Mothers Day
- 10 (Tue) Ladies Bible Class
- 14 (Sat) Beechwood Hills Annual Dinner
- 17 (Tue) Ladies Bible Class
- 20 (Fri) Renucci/Youth Devo
- 21 (Sat) Work Day - Outside
- 22 (Sun) Fellowship Meal & 2 PM Worship
- 24 (Tue) Ladies Bible Class
- 29 (Sun) 5th Sunday Singing
- 29 (Sun) Shults-Lewis Day of Prayer & Giving
- 30 (Mon) Memorial Day

June

- 10 (Fri) Last day of GR school
- 12 (Sun) Shut-in Singing
- 17 (Fri) Shults-Lewis Golf Tournament
- 18 (Sat) Bible Study Gathering
- 19 (Sun) Fathers Day
- 24 (Fri) Renucci/Youth Devo
- 26 (Sun) Fellowship Meal & 2 PM Worship
- 26-29 (Sun) VBS

KEY

- Recurring Activities
- Special events under our control
- Special events not under our control
- Special dates to assist in scheduling activities

					Conversion/Restoration Focus				
#	Name - Last	Name - First	Member	Relation	N/A	Medium	High	Other	Comments
1	Adams	John	Y						placed membership 3/15/2004 from Kansas City, MO
2	Adams	Jane	Y						placed membership 3/15/2004 from Kansas City, MO
3	Adams	Baby Jane		daughter					
4	Bosworth	Rita	N						Recently divorced. Abusive husband. Came to us for help. DK & Wife visited 4/15/25 and plan in place.
5	Conner	Roland	Y						Willing to assist with whatever we need.
6	Johnston	Mark	Y						Sporadic attendance due to overtime work
7	Johnston	Keegan	Y	Son					Keegan is out of state for university. Follow-up with the local congregation is warranted
8	Reed	Fred	Y	Son of Rita Bosworth, not married, living with Mark Johnston's daughter					Multiple attempts to contact by preacher Jan-Mar, 2024 Attempt to visit by elders Apr 5, 2024 Contact made Apr 20, 2024 by WS. Follow-up in progress.
									...essed (8/16/25) intent to leave due to "not

Plan to Restore

Job Descriptions

Format

- Position
- Summary of Duties
- Specific Duties
- Desired Outcome
- Skills Required or Desired

CHURCH OF CHRIST JOB DESCRIPTION & ADMINISTRATION

POSITION: SONG LEADER

APPROVAL:

A. SUMMARY OF DUTIES:

The Song Leader **leads** the congregation in singing songs, hymns, and spiritual songs. The operative word here obviously is “lead”. He does not follow the congregation. He does not perform the song. He does not preach a sermon. He does not explain the Lord’s supper. He simply and humbly leads songs which are appropriate for the occasion.

B. SPECIFIC DUTIES:

1. Select songs that compliment the service or act of worship within the service.
2. Select songs that the congregation knows reasonably well and are appropriate for the occasion. Worship is impaired if the songs are unknown by the congregation or the song does not fit, e.g., “Sing & Be Happy” prior to the Lord’s Supper.
3. Post the hymn numbers on the Hymn Board before each Lord’s Day worship service.
4. Be sensitive to the voice composition of the congregation at each assembly. Do not lead an “alto lead” hymn if alto voices are absent. You must know well the congregation before you can venture into some songs.
5. Be prepared and understand the words, melody, and tempo.
6. Announce the songs clearly.
7. Announce all verses to be sung before singing if possible, and visually signal well before the end of each verse.
8. Help the congregation “interpret” the poetry by observing musical terms, e.g., *rest*, *fortissimo*, *crescendo*, *allegro*, etc.
9. Practice good techniques. The two most important functions of the song leader are:
 - a. starting the song (pitch and tempo), and . . .
 - b. expressing the song, i.e., don’t look in pain unless you are singing “Night With Ebon Pinion”, and conversely, smile when singing “Sing and Be Happy”.
10. Be prepared when an individual responds to the “invitation” song.

C. DESIRED OUTCOME:

1Cor 14:26 (NASB) *What is [the outcome] then, brethren? When you assemble, Let all things be done for edification. . . .33 for God is not [a God] of confusion but of peace, as in all the churches of the saints. . . . 40 But let all things be done properly and in an orderly manner.*

Ephe 5:19 (NASB) *speaking to one another in psalms and hymns and spiritual songs, singing and making melody with your heart to the Lord; 20 always giving thanks for all things in the name of our Lord Jesus Christ to God, even the Father;*

The desired outcome is for the assembled church to obey Ephesians 5:19-20. The song leader’s duty is to be a simple tool to allow individual worship to occur.

D. SKILLS REQUIRED OR DESIRED:

The song leader should be a mature male Christian who is willing to continually learn how to better serve the congregation in song. He must understand the basic rudiments of music and song leading techniques. He must be willing to enhance his knowledge by learning new songs, by improving his understanding of old songs, and by learning what songs are most meaningful to the congregation. More than most public worship duties, the song leader must exhibit superior technical competence and a pleasant attitude.



Q&A