

# DISCOVERY LEADERSHIP

CHRISTIAN CHURCH

## DISCOVERY ELDER BOARD

The Discovery Elder Board serves in an elder capacity, overseeing the spiritual health of the church and ensuring that the vision of Discovery is vibrant and Biblically consistent. Specifically, the Elder Board:

- Establishes and oversees the general direction of Discovery in accordance with our purpose, values, and beliefs.
- Shepherds people at Discovery in their spiritual health.
- Approves and tracks the annual budget.
- Serves as the legal representation for Discovery in matters of contractual responsibility.
- Provides oversight, accountability, and selection (when necessary) of the Lead Pastor.

The Board includes up to ten volunteer leaders and our Lead Pastor. A key objective of this board is to empower leadership at all levels of congregational life, rather than to consolidate power and authority in a single governing body.

## QUALIFICATIONS FOR BEING A MEMBER OF THE BOARD

Servant leadership remains the key qualification of someone who leads. Each member has demonstrated ongoing service and servant leadership before being invited to serve on this board.

Secondly, a member of this board exhibits a dedication to the orthodox belief and practice as taught by basic historical Christianity for 2,000 years, as well as Discovery's stated purpose, values and beliefs and is adhering to the Discovery Membership Covenant.

A member cannot have a member of their household as a staff member. Nor can members of the same family serve on the Elder Board in direct succession or at the same time.

Last, but certainly not least, a member of this board exhibits the character traits as described in 1 Peter 5:1-3:

*To the elders among you, I appeal as a fellow elder and a witness of Christ's sufferings who also will share in the glory to be revealed: Be shepherds of God's flock that is under your care, watching over them—not because you must, but because you are willing, as God wants you to be; not pursuing dishonest gain, but eager to serve; not lording it over those entrusted to you, but being examples to the flock. And when the Chief Shepherd appears, you will receive the crown of glory that will never fade away. (NIV)*

A person on this board also exhibits the "fruit of the spirit" as described in Galatians 5:22-23:

*But the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control. (NIV)*

See also 1 Tim 3:1-7 and Titus 1:6-9 for qualifications for a person to serve as an elder.

## LENGTH OF TENURE

Each member serves a three-year term, with an optional additional year of service if requested by the board. To ensure consistency, members terms are staggered so that in general two to four members will be added each year, corresponding with two or four members completing their three year term and rolling off.

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## ELDER BOARD POSITIONS

**Chair:** works directly with the Lead Pastor to set and lead a broad annual agenda and is responsible for setting the tone and direction of the Elder Board's business meetings as well as shepherding members.

**Vice Chair:** assists the chairman by running meetings when the chairman is absent, meets with the chairman and the Lead Pastor prior to board meetings to set the upcoming meeting.

**Secretary:** documents the Elder Board's meeting minutes and records the Boards motions and votes.

**Lead Pastor:** is automatically a member of the Elder Board. Leads the Team in setting and implementing vision, while the Elder Board provides a safety net of accountability for the Lead Pastor's actions and character. The Lead Pastor is ultimately responsible to implement the vision and the Elder Board has the power to dismiss or correct the Lead Pastor when necessary. This model allows for a strong flow of ministry and high accountability to the congregation.

## ELDER BOARD ALUMNI

Once members complete their terms, they become Elder Board Alumni. Alumni who still are active Discovery members have an open invitation to participate in prayer and study meetings scheduled by the current Elder Board. Alumni are members of the Sunday Prayer Response Team and may serve as mentors for new Elder Board members.

## ELDER BOARD MEETINGS

The Elder Board typically meets on a monthly basis to pray together and discuss agenda items. Additional meetings may be called when necessary.

The Chair may invite alumni, Discovery staff or Discovery Group Leaders to various meetings during the year for prayer and study and to hear from staff and leaders regarding Discovery's ministries.

## TEAMWORK PRINCIPLES FOR THE ELDER BOARD

- We, as much as possible, serve in community, not in isolation.
- We worship God by bringing our best effort and attitude, including our participation on Thursday evenings or Sunday mornings.
- We believe the best about each other, resolve conflict biblically, and overtly encourage one another.
- We recognize the power of mentoring and invitation and find ways to invite others into leadership alongside us.
- We recognize that we are all a work in progress and that God delights in working through broken, imperfect people like us to accomplish His will.
- We lead by example in matters of church engagement, service to the community, personal spiritual practices and financial generosity.