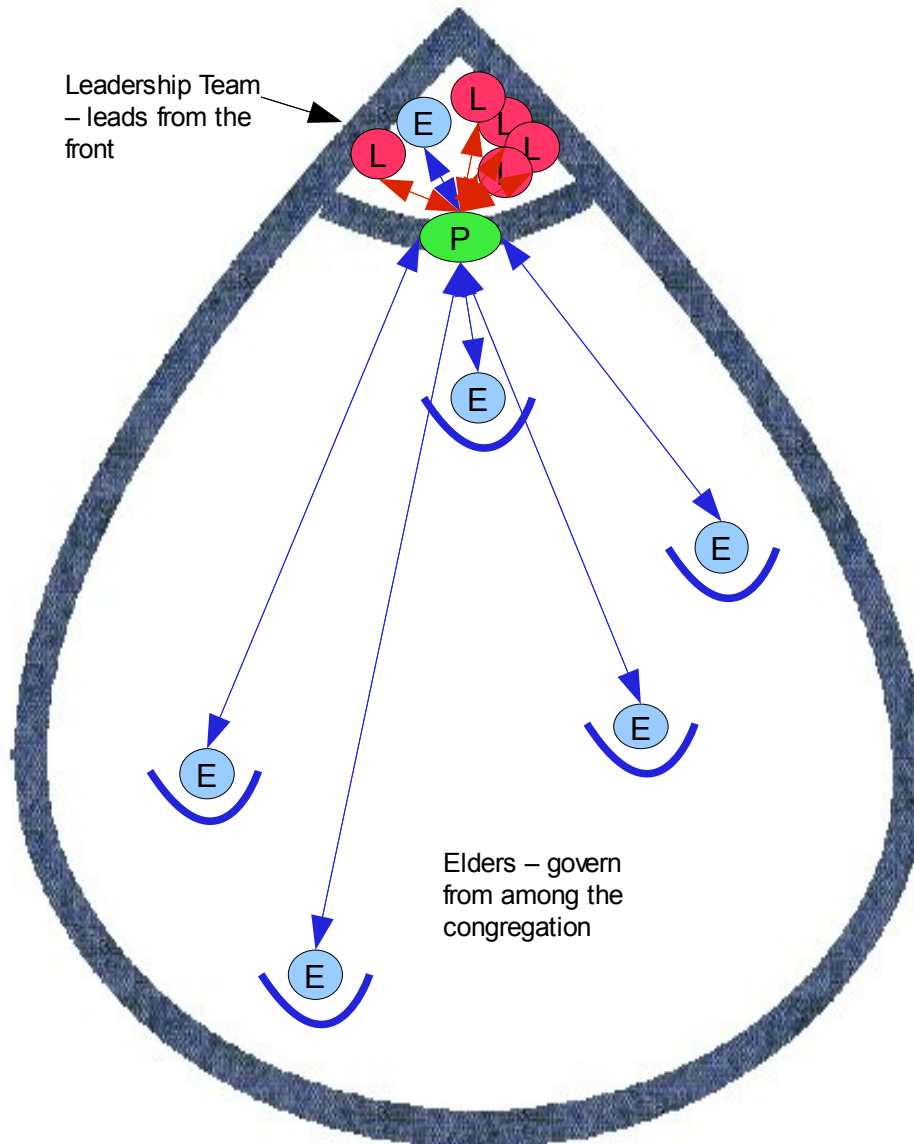


Eldership – Personal and Congregational Ministry

The teardrop model



Notes on the Teardrop model -

1. Ministry Leaders 'lead' from in front of the congregation. They lead the church forward into new territory. Their danger is becoming disconnected from the congregation.
2. Elders 'lead' from among the people. They carry the vision for the church in their hearts as they listen to God, the ministry leaders and to the congregation. They bring people along behind the leaders. They appoint and review the pastor and often the ministry leaders.
3. The linkage from elders to the pastor is critical in the life of the church. It is the linkage that essentially holds the church together – allowing the leaders to lead and the church to follow and grow.

The five tasks of elders

<i>The tasks of eldership</i>	<i>Personal Ministry (Everyone has ministry – elders model this)</i>	<i>Congregational Ministry (Elders have a unique role - to reflect, discern and advise as stewards of the whole church)</i>
Leadership	Elders lead through developing the vision for the church and listening to both God and the congregation. They hold the identity, values, mission and direction of the church in their hearts as a group. They lead from among the people rather than necessarily the front. However their linkage to the pastoral and ministry leaders of the church is the most important relationship in the congregation.	Elders ensure that the congregation is well led in a manner appropriate for its size and direction. They are key contributors to the formation of vision, direction and goals for the church. They appoint and review the churches leaders. In larger churches they appoint and review the senior pastor.
Pastoral Care	Elders shepherd those around them. They take an active interest in hospitality, visiting and caring for the congregation. In particular they care for leaders.	Elders ensure that the congregation has both proactive and responsive pastoral care ministries.
Teaching	Elders often teach one to one through mentoring, disciplining and personally guiding congregational members. Elders often have a ministry of teaching through small groups. They may occasionally teach from the front.	Elders ensure that the congregation is growing through relevant life-related teaching. They contribute to the direction of this and listen to where the congregation is at feeding this information to the leadership team.
Church Order	Elders model church order in their lives through mature relationships, spirituality and personal lives. They deal with conflict positively and communicate clearly with leaders.	Elders shape the core policies of the church in relation to membership, conflict resolution and discipline. An elder usually leads the pastor-congregation relationship review group.
Prayer	Elders have a personal ministry of prayer for leaders, the life of the congregation and for congregational members who request prayer.	As spiritual stewards of the congregation, elders encourage the leadership in prayer, seeking God, dependence on God and faith.