

# Introduction

“Building a Leadership Team” is designed to be a practical workbook that our congregations can use as a guide to design and implement a principles-based structure for ministry consistent with parameters laid out in the EC Discipline. It is not a detailed template of a new ready-made organizational system for you to adopt. It is intended to be a “hands on” tool outlining an effective pathway towards a better way to deploying your congregation for ministry

The sections of the manual are laid out in a deliberate sequence that outlines the stages you will want to follow in completing this process. It starts, in **Section 1**, with an explanation of the scriptural basis and leadership philosophy underlying the concept of building a governance structure around a framework of principles.

**Section 2** moves to the step of evaluation, addressing the question “why.” Is a change in governance desirable, and if so, why? Where does your church want to be able to go with its ministry that makes a new structure necessary? As in all good planning it’s wise to start with the end in mind at the beginning.

The journey then moves to the “what” question in **Section 3**. What are the basic types of structure our churches may want to consider? By considering the flexible “menu” of governance options, you will be guided in selecting a starting point for your ministry design which you can adapt and customize to your own particular setting.

**Section 4** speaks to the matter of “how to”. How does a congregation lay out an itinerary and timetable to move from one governing structure to another? Once again, your unique journey may follow a different route, but a basic road map is provided to help you navigate from start to finish successfully.

**Section 5** speaks to one essential element of every congregation: Pastoral Relations Committee. This is provided to help EC churches implement leadership Principle Seven as found in the *EC Discipline*, Section 317, Pastoral Relationship.

Finally, **Section 6** contains additional resources that augment and enrich the steps of the process. It is envisioned that more tools and references will be added to this section in future editions of “Building a Leadership Team – a Governance Manual for Local Churches.”

This is not a journey to be made in haste. You will want to spend sufficient time working through each “way point” in the outline.

Please remember that this printed material isn’t the only guide you have in the process. You are encouraged to enlist the counsel of your District Field Director or to invite input from other churches that have found a better way to “govern.”

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