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# Role of the Elder in Typical Church

Greet People

Attend Church Board and Elders Meetings

Observe what is happening

Visit Members

Hospital Visits

Teach Sabbath School class

Divine Service Welcome

Divine Service Prayer

Mentor Young People

Conduct Bible Studies

# The Role of an Elder

“The elders ... should **arrange** matters so that **every member** of the church shall have a part to act, that none may lead an aimless life, but that all may **accomplish** what they can according to their several ability. . . .” Ellen White *REVIEW AND HERALD*, MAY 29, 1888



# The Missing Piece



# Shift in Elders Job Description

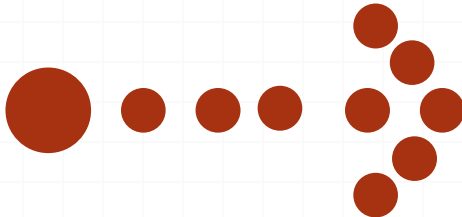
Visitation



Committees



Worship



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# Shift in Elders Job Description

*Traditional Activities*

Visitation



Committees



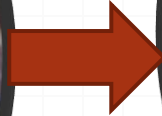
Worship



*Biblical Role*

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# New Role



# The Goal of the Elder



**Facilitating Elders  
create groups of people  
who care for each other,  
encourage each others  
growth and ministry.  
And are committed to  
welcoming newcomers.**





# A Facilitator



"One who contributes **structure** and **process** to interactions so groups are able to function effectively and make high-quality decisions. A helper and enabler whose goal is to **support** others as they achieve **exceptional** performance" - Bens<sup>[2]</sup>

# The Facilitating Elder

Facilitates:

1. Pastoral Care
2. Mentoring of Newcomers
3. Hospitality
4. Teaching
5. Encourages
6. Outreach



# Facilitator of Pastoral Care

1. Never visit alone. Include others.
2. Schedule your visits in your diary.
3. Invite class-group members to care for each other.
4. Delegate recording attendance to pastoral care co-ordinator.
5. Involve deacons and/or deaconesses.



# Facilitate Mentoring of Newcomers



1. Assign class-group members to mentor newcomers.
2. Coach Mentors.
3. Create opportunities for newcomers to explore their giftedness.
4. Organise with your pastor a discipling track – Study series.

# Facilitate Teaching

1. Encourage group members to lead class-group study.
2. Coach teachers in discussion skills.
3. Provide teaching helps for teachers.
4. Model good group sharing and application



# Facilitate Hospitality



1. Model hospitality
2. Identify and coach class-group members who have the gift of hospitality.
3. Assist hospitality host(s) with monthly group socials.
4. Assist hosts to identify seekers interests an plan accordingly.

# Facilitate Encouragement & Praise

- Acknowledge & praise members when they contribute.
- Encourage members to risk take for God.

Praise-Praise-Praise:

1. Worship Service
2. Newsletter
3. Class-group
4. One-on-one



# Facilitating Outreach



1. Teach members how to identify seekers
2. Develop class-group members prayer lists.
3. Identify seekers needs and develop ministry responses.
4. Welcome and greet.



# Exercise: Rate Your Facilitating out of 10!

1. Pastoral Care 1 2 3 4 5 6 7 8 9 10
2. Mentoring Newcomers 1 2 3 4 5 6 7 8 9 10
3. Hospitality 1 2 3 4 5 6 7 8 9 10
4. Teaching 1 2 3 4 5 6 7 8 9 10
5. Encouraging 1 2 3 4 5 6 7 8 9 10
6. Outreach 1 2 3 4 5 6 7 8 9 10

# Principles of Delegation

1. Assigning responsibility to others does not lessen your responsibility– it gives you the capacity to handle greater responsibility .
2. Never assign a task to someone because the task is unpleasant to you.
3. Delegate only if you have confidence that the member is capable of handling the task.
4. When delegating, be sure to back up the member when his or her authority is called into questions.

# Principles of Delegation

5. Even though you may be able to do the task better or faster, delegating allows others to grow.
6. Delegating often includes teaching someone how to do a task—what better way to ensure that others can run the group when you're gone?
7. Delegating can be a significant motivator in retaining members, it gives them a sense of accomplishment when a task is successfully completed.
8. Delegation is most successful when someone expresses an interest in the task, when he or she has a specific skill which would suit the task, or when her or she is experienced.

Adapted from a MIFCA/MAPCA Conference Booklet

# Ways To Delegate

1. Ask for volunteers
2. Assign someone
3. Create a committee
4. Break up the job into smaller parts to spread the work out
5. Find out your members' interests, skill and time commitment– then find a task that will suit them
6. Create a project outline complete with deadlines and who is responsible for completing each task.

# Don't Believe the Myths...

- o "I could do it better and faster myself."
- o "I'm not doing my job if I have to ask someone to help."
- o "If someone wants to help, they'll tell me."
- o "I'm the only one who knows how to do it."
- o "If I do it, I know it will get done."
- o "If I delegate, I'll be giving up my authority."

# Elder Accountability

1. Regular leadership huddles.
2. One-on-one coaching from the pastor.
3. Live according to your diary.
  1. Allocate time each week for your work.
  2. Communicate with your class-group via email what is happening.
4. Talk to your apprentice each week.
5. Make prayer for your group a personal goal.



# A System

The work of the Lord's ambassadors

is to **organize** companies

of workers **to hunt** for the

souls who need help." Ellen White

Manuscript Vol 12 p240