**The Charlotte Church Elders**

**Oversight & Shepherding Plan**

**June 2021 - May 2022 Update**

The Elders, Evangelists, and Church Administrator The “EE Group” have met throughout the year on a regular basis to provide oversight of the church staff and direction for the church. Below is a summary of the work assigned to and completed by the Elders during the past year, based upon the Charlotte Church’s Vision and mission statements and specific goals previously described in the Oversight & Shepherding Plan June 2021 Updates.

**2021 Progress toward Cultural Transformation**

* Utilized the RACI1 Template created in 2021 to execute roles and responsibilities of the elders, evangelists, women’s ministry leaders, board and administration.
* Utilized the SMART2 Goal tool to establish leadership goals of evangelists and women leaders and to evaluate their progress and accomplishments. Staff members each created their own SMART Goals which were reviewed with the Elders during bi-annual reviews.
* Initiated SMART Goals for Elders/wives.
* Completed hiring and onboarding of Campus Ministry Couple (Ellysons).
* Pursued collaborative leadership to empower membership toward realization of Church Vision and Mission statement:
  + Clarified elder/evangelist (E/E) roles and obtained 80% consensus to understanding of roles (New Testament apostle delegates (Timothy/Titus) vs. role of modern evangelist). Discussions still in progress.
  + Discussed book “How Successful People Lead” to strengthen collaboration within the EE team
* Discussed restoration of mission mindset by focused themes of teaching and bible study (goal is Evangelist-executed).
* Initiated goal of restoration of sacrificial giving by engaging in conversation with individuals who had not given in over a year. Goal was to determine the heart or need behind the decisions not to give.
* Updated Bible study series for new Christians and reviewed proposed series with Staff.
* Facilitated conflict resolution training session with staff, administration, and elders.
* Updated job and volunteer descriptions for Youth & Family ministry positions.
* Completed first draft of Elder-In-Training Plan.
* Identified 3 men/wives considered capable for eldership role:
  + E/E Team selected Joel Shytle to present to the congregation as a candidate for Elder in training.
* Developed first draft of Deacon appointment and training plan.
* Identified 4 men/wives considered capable of deacon roles and initiated invitation
  + Todd and Tif McLaughlin accepted invitation to serve as marriage / Family Deacon couple

**2022/2023 Upcoming Goals and ongoing work:**

* Review Elder in Training Plan for compliance with teaching, conflict resolution, and counseling and complete the Plan.
  + Identify and train additional Elder candidates
* Review Deacon in Training Plan and work with E/E team to identify top five deacon needs and develop written roles for those positions.
  + Identify and train additional Deacon candidates
* Collaborate with Southeast Regional churches Elders group to conduct a Weekend Workshop with the purpose of developing the eldership, to be held in September in Charlotte.
* Appoint two Elders and four Deacons within the next year.
* Pursue personal SMART Goals:
  + Each elder meet with Family group leaders on monthly basis
  + Identify capable and willing men and designate 3 for teaching and training in eldership
  + Practice monthly Hospitality with members of the congregation
* Work with staff to get feedback and resolution for updated Bible study series.
* Continue conversations to strengthen convictions for financial giving
* Provide regular communication to the church regarding the Shepherding plan

1 RACI is an acronym that stands for Responsible, Accountable, Consulted, Informed. It is a tool that is used define roles and responsibilities

2 SMART is an acronym that stands for Specific, Measurable, Achievable, Relevant and Time-based. Each element of the SMART framework works together to create a goal that is carefully planned, clear, and trackable.