

The Charlotte Church

Oversight & Shepherding Plan

June 2021 Update

History

In 2016, the elders, evangelists, women's ministry leaders and the wives of the elders engaged in a process of introspection, evaluation, and planning which they called Leadership Transformation. The purpose of this process was to evaluate where they had fallen short as leaders and how they could improve their leadership effectiveness through repentance, improved collaboration, better planning and organization, and better communication.

In March 2017, a congregational workshop was held to share what the group had learned as well as changes moving forward. The group presented the new "Vision Statement," specific steps and goals for 2017 and a plan for "2020 Cultural Transformation."

While some of the plans for 2020 may have been sidelined, the "EE Group," made up of the Elders, Evangelists, and Church Administrator, have continued to meet on a regular basis to provide oversight of the church staff and direction for the church. This is an update on what they have been working on and items that are planned or in-process.

2017 Goals

- Implement organizational plan with clear roles/responsibilities of Elders, Ministry Staff, Board, Administration and members, guided by biblical examples.
 - *Vision Statement developed and presented. RASCI¹ chart initiated.*
 - *Bylaws revised for the Elders to serve as the Board of Directors of the Church.*
- Adopt more effective communication practices, tools and technology.
 - *Launched Communications Team.*
- Assess leadership development needs to support growth and well-being of church.
- Establish teaching, training, and equipping program to support leadership development needs.
- Strengthen eldership to better shepherd the congregation.
 - *Elders participated in training for Church Boards.*
 - *Russell Dowery was appointed an Elder in 2019.*
- Strengthen existing service programs and ministries and establish new ones as needed.
 - *Launched Care and Compassion Ministry.*
- Develop and train deacons and those leading various ministries of service.
- Define and implement growth plan.
- Define facilities plan to support long term growth that is consistent with our financial means.
 - *Launched Facilities Advisory Team which provided significant input and support with the purchase and move to the Ashley Road building.*
- Develop financial plan consistent with giving capacity and all other plans.

¹ RASCI/RACI is a project management and change management tool that can be used for identifying and assigning roles and responsibilities. RA(S)CI is an acronym:

R - Responsible. The owner of the problem/project.

A - to whom R is Accountable. Must sign/approve the work before it is OK.

S - can be Supportive. Can provide resources or help in another way.

C - should be Consulted. Has necessary information or capability.

I - should be Informed. Must be notified of results, but not consulted.

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2020 Cultural Transformation

- Develop collaborative leadership style where the leaders work together with members to empower and engage them to achieve the church's mission and vision.
- Ensure thorough, open, effective communication so we live out the church's mission within every group and activity.
- Greater emphasis on developing new leaders at all levels so growth is not limited by inadequate leadership capacity.
- Promote ownership of service opportunities and outcomes with all members of the church.
- Restore mission mindset leading to breakthrough growth resulting in 600 members in 2019, 750 in 2020.
- Restore sacrificial giving needed to strengthen and grow Christ's church.

2021 Goals

Strategic Planning

- Establish RASCI¹ Template/high level roles to begin to clarify roles and responsibilities of elders, evangelists, women's ministry leaders, board and administration. *Completed.*
- Populate RASCI¹ for Elders/wives, evangelists, women leaders, deacons. *Completed.*
- Implement SMART² Goal initiative. *Completed for staff for 2021.*

Church Staff Oversight

- Strengthen Evangelists/Admin collaboration for sustainable leadership impact.
- Implement Quarterly Reviews of ministry staff.
- Hire Campus Couple – Harrison & Jackie Ellyson.

Elders/Board Development

- Develop Elder-In-Training Plan (teaching, counseling, conflict resolution). *In progress.*
- Develop Deacon appointment and training plan. *In progress.*

Ongoing Work

- Drive collaborative leadership style to empower membership toward realization of vision and mission.
 - Review book "How Successful People Lead" with EE Group to drive collaboration.
- Establish mission mindset and strategy for breakthrough growth momentum resulting 750 in 2020.
- Restore sacrificial giving and align with financial strategy.
- Develop and/or update studies series. *In progress.*

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.