

## Elders Repentance 2022

We have had many discussions and meetings around the leadership of the church as well as information that was presented as a part of the Transformation work that was done. In addition to the meetings that you and I have had, the Elders have had many hours in prayer, study, research, conversations with each other and conversations with elders of other churches.

The result of all of this is that we as elders realize that we have not been fulfilling our biblical role of elder. Our lack of leadership by not supplying clear direction, timely decisions, and accountability for the evangelists and others has hurt you and the church. I want to apologize to you, both personally and on behalf of the elders, for how we have hurt you and damaged our relationship in the process. We want to share with you our plan for repentance. The areas we will be addressing are our relationships with you, Ron, the church staff, and the church.

1. Appoint more elders; in keeping with our 2022 SMART goals, we need to add more elders commensurate with their training and qualifications.

We will create a more defined target timeline for the process of appointing candidates, which will include giving the candidates 2-3 months to get a better understanding of the responsibilities and time involved in being an elder, and then an additional 3-4 months of consideration before the church. This would create an overall timeline of 6-7 months. If the candidates still need more time before they are ready, we will assess and adjust to prevent hasty laying on of hands. At the same time, we need to be timely.

Adding elders, especially ones with varying skills and experience, will help us with the workload of leading and overseeing the church while working toward the strategic objectives we have set in prior planning sessions.

2. Restore the biblical role of the leadership and oversight of the elders  
The role of the Lead Evangelist and Regional Evangelist will not change from the job descriptions that we already have. These roles are key to the day-to-day running of the ministry of the Charlotte Church and the oversight of the various ministries and ministry staff. We need you and we want you to continue to be a part of the leadership team of the church. Your input and work with the staff and small group leaders is crucial. In keeping with the 2022 elder SMART goals, the elders will increase their contact with the small groups by increasing the number of touches with the family group leaders and increase hospitality times with small group members.

We (the elders) and the church, need the evangelists to focus on the maturing and spiritual growth of the ministry staff and work together with the elders to mature the small group leaders and raise up new leaders. This is key to the health and maturity of the church. In keeping with the elder's repentance in supplying clear direction, timely decisions, and accountability for the evangelists, if you have new topics to discuss with the ministry staff, we will ask that you inform the

elders before presenting them to the ministry staff. Before year-end planning sessions with the staff, we will ask that you present over-arching themes and goals to the elders far enough in advance to allow the elders to provide input and direction. As the eldership is being strengthened and we increase our focus on maturing the family groups, we would like to see more focus in staff meetings on the evangelists working to strengthen the family groups toward evangelistic maturity. First Corinthians 11:1 "Follow me as I follow the example of Christ. (The idea we have discussed of the evangelists "traveling" to the family groups). We would like to receive the notes from the staff meetings within 2 days.

As part of our repentance in lack of leadership, the elders will have weekly meetings with you (Rodney) for both parties to provide feedback and for the elders to provide direction and accountability to your job description. These will start by the first of November.

With the leadership team, the evangelists and elders will continue to meet monthly for strategic planning and to address other issues before the elders. The elders, with input from the evangelists, will establish the monthly agenda. On points of discussion, if there is not complete agreement after all input has been considered the Elders will make the final decision. The evangelists will be asked to support that decision and assist with implementing any necessary plans. In addition, for any decisions that need further prayer, study, and research, deadlines will be set and communicated to any related parties.

Phil Fisher \_\_\_\_\_ Date: \_\_\_\_\_

Russ Dowery \_\_\_\_\_ Date: \_\_\_\_\_