

A Church that had a Team Approach
from the Start

The following interview is with a senior pastor of a suburban church that has enjoyed phenomenal growth. In seven years this church grew from fourteen people to over twelve hundred.

JG: What is your position in the church?

P: Well, on paper, I'm the senior pastor. I guess that's because I'm older, I don't know. There are four men on the pastoral staff, plus one woman who is the children's co-ordinator. There is a youth pastor, a pastor of adult ministries, and an executive pastor. The executive pastor does a lot of administrative work. He works with the deacons, with the building committee, and all that stuff, which frees my time up to do teaching, counseling, and/or directorial responsibilities.

JG: So you would function then as the leader of the team. Is that correct?

P: Yes, basically.

JG: What is your style of leadership?

P: Well, it's pretty low-key. Actually we have a board of elders, and pretty much like a Presbyterian church, our authority is vested in that board. The executive pastor and I are elders, and so we have equal authority at least technically, equal authority with the other ten elders. There are twelve counting the two of us. The other two men on the pastoral staff sit in on the elders meetings and participate, but they don't have a vote. So my style of leadership is pretty low-key, and I seek input from the other pastors and all of the other elders and we seek to arrive at a consensus on things.

JG: Do you preside over the meeting of the elders?

P: Well, the executive pastor and I both do. It sort of depends on what's coming up. Right now he has been teaching them some things from the Bible on leadership, and so he has been leading the meetings.

JG: Where is the major planning done? Is it done meeting with the elders or is it done in staff meetings?

P: Most of the planning initiatives come from the staff meetings, often with prior input from the interested elders. But we learned a long time ago, that it is a mistake to go into an elders meeting and say, "Men, here is a problem. What do you think we should do