

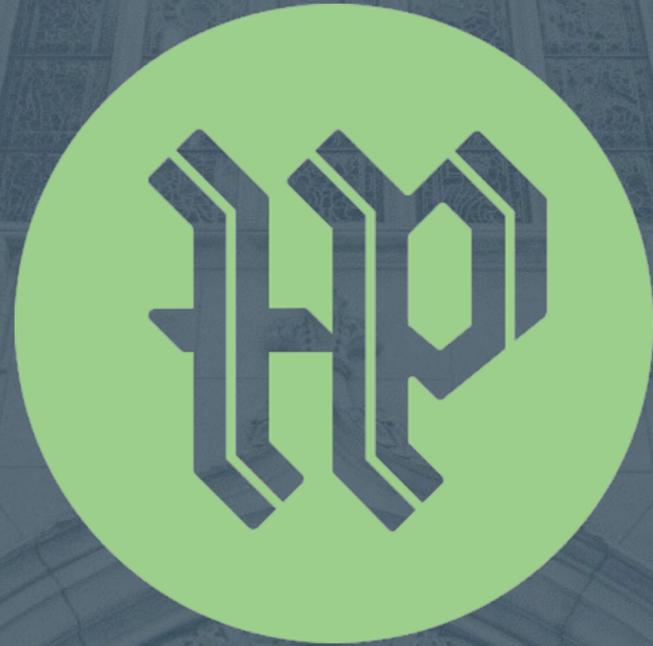


Highland Park

PRESBYTERIAN CHURCH

Elder Training

What is the role of an elder?



%?

%?



What is the role of an elder?



“The 1/3 Rule”

1/3

2/3



What is the role of an elder?

TRELLIS WORK

- Monthly Session Meeting
- GCC, ONC, ECC, etc.
- Management Council
- Admin and Finance
- Human Resources
- Facilities



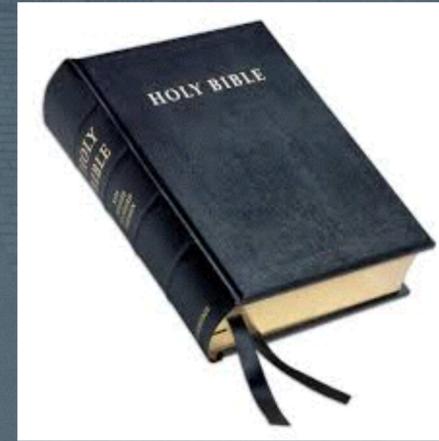
VINE WORK

- Sharing Jesus with a lost neighbor/friend
- Leading an Alpha group
- Hosting a Starting Point table
- Leading a small group for newlyweds
- Discipling future leaders
- Inviting a church guest over for lunch

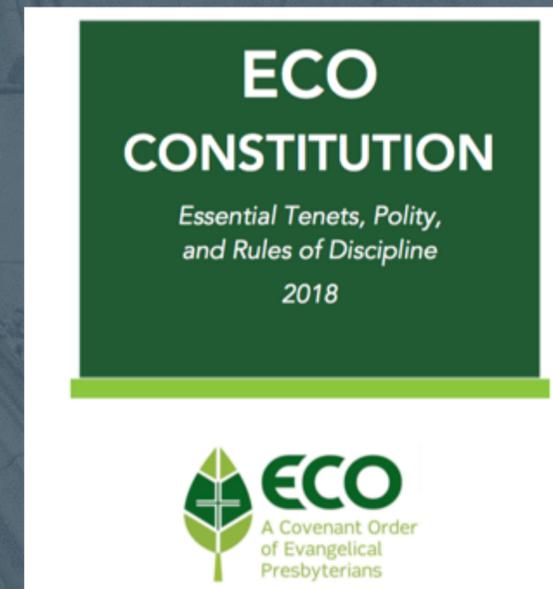
The Trellis & The Vine

What is our governance structure?

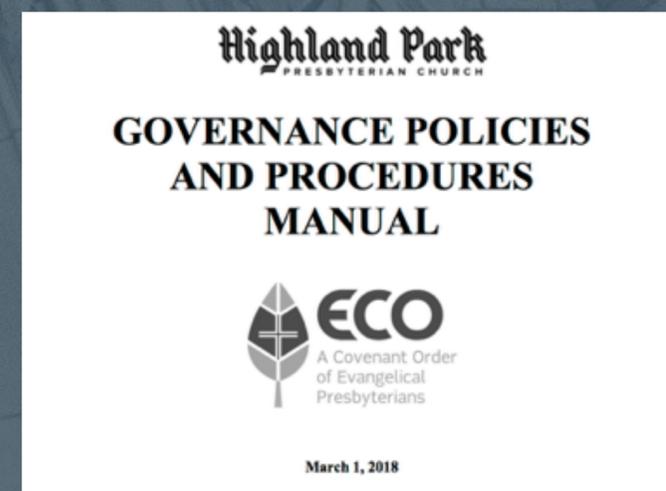
Bible



ECO
Constitution



HP Pres Governance
Manual



What is our governance structure?

Highland Park
PRESBYTERIAN CHURCH

GOVERNANCE POLICIES AND PROCEDURES MANUAL



March 1, 2018

HP Pres Session adopts new governance model in 2013.

What is our governance structure?

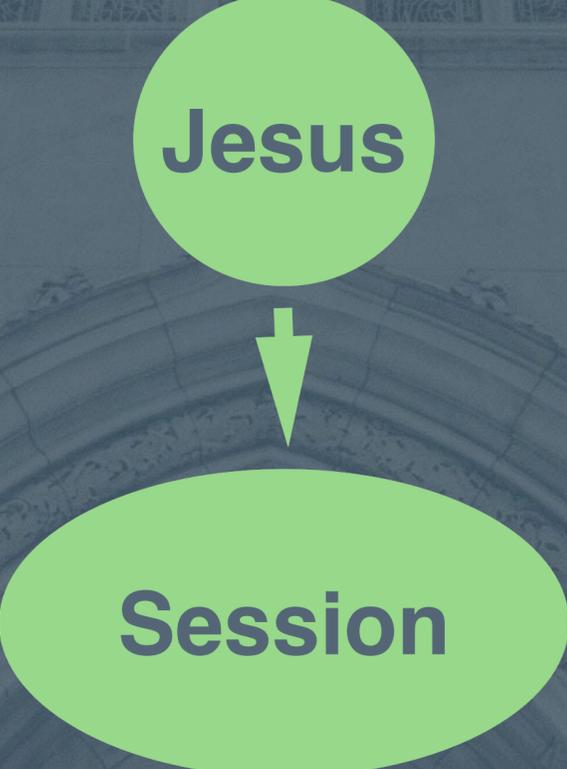
**On behalf of Jesus - Govern and not Manage - One Voice -
Ultimately Accountable - Accessible, Available, Attentive**

What is our governance structure?

As you read through the slides, what were your thoughts and questions about the new governance model?

For those of you who are returning elders, how does it differ from the prior model?

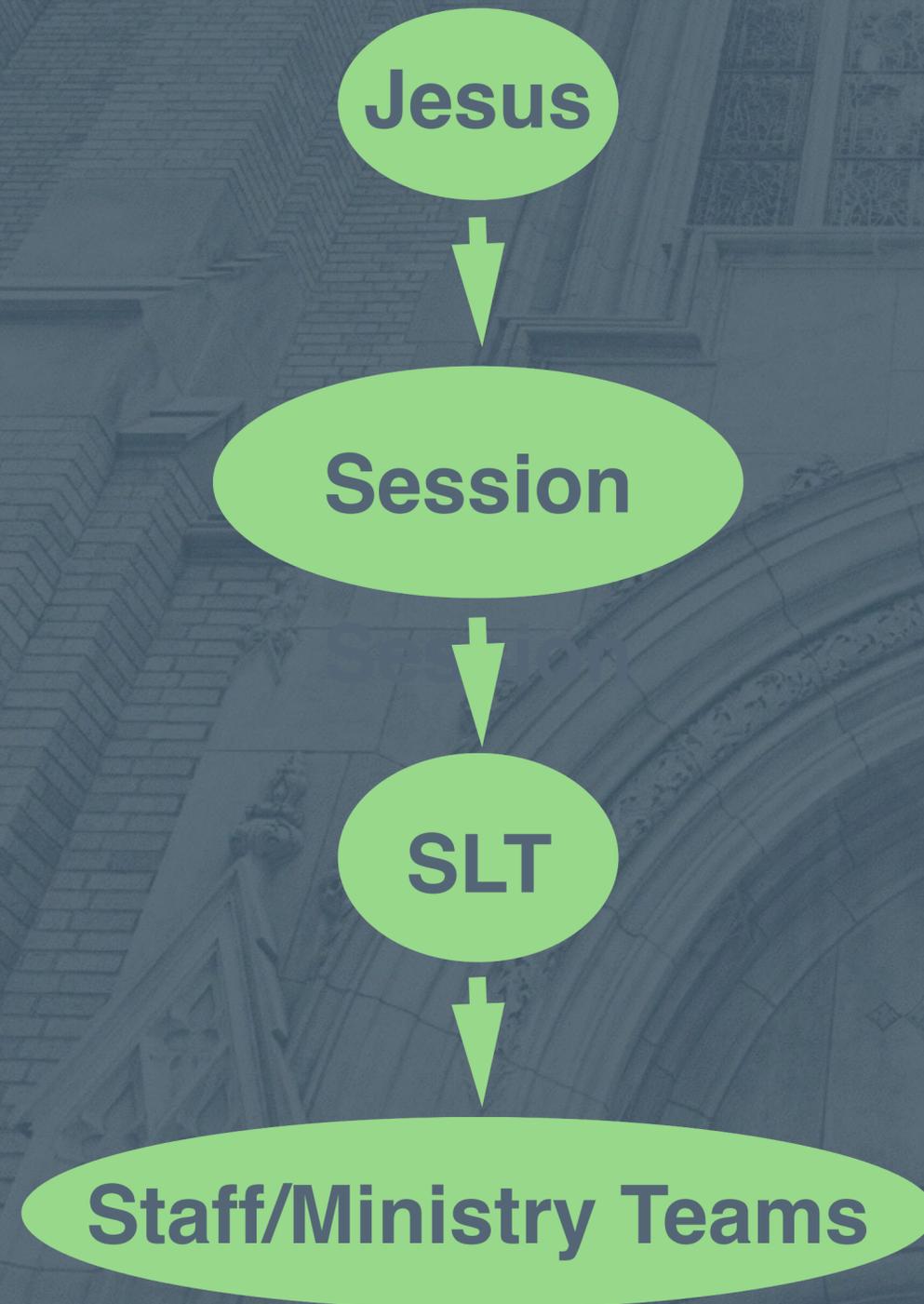
Principle #1: On Behalf of Jesus



Jesus

Session

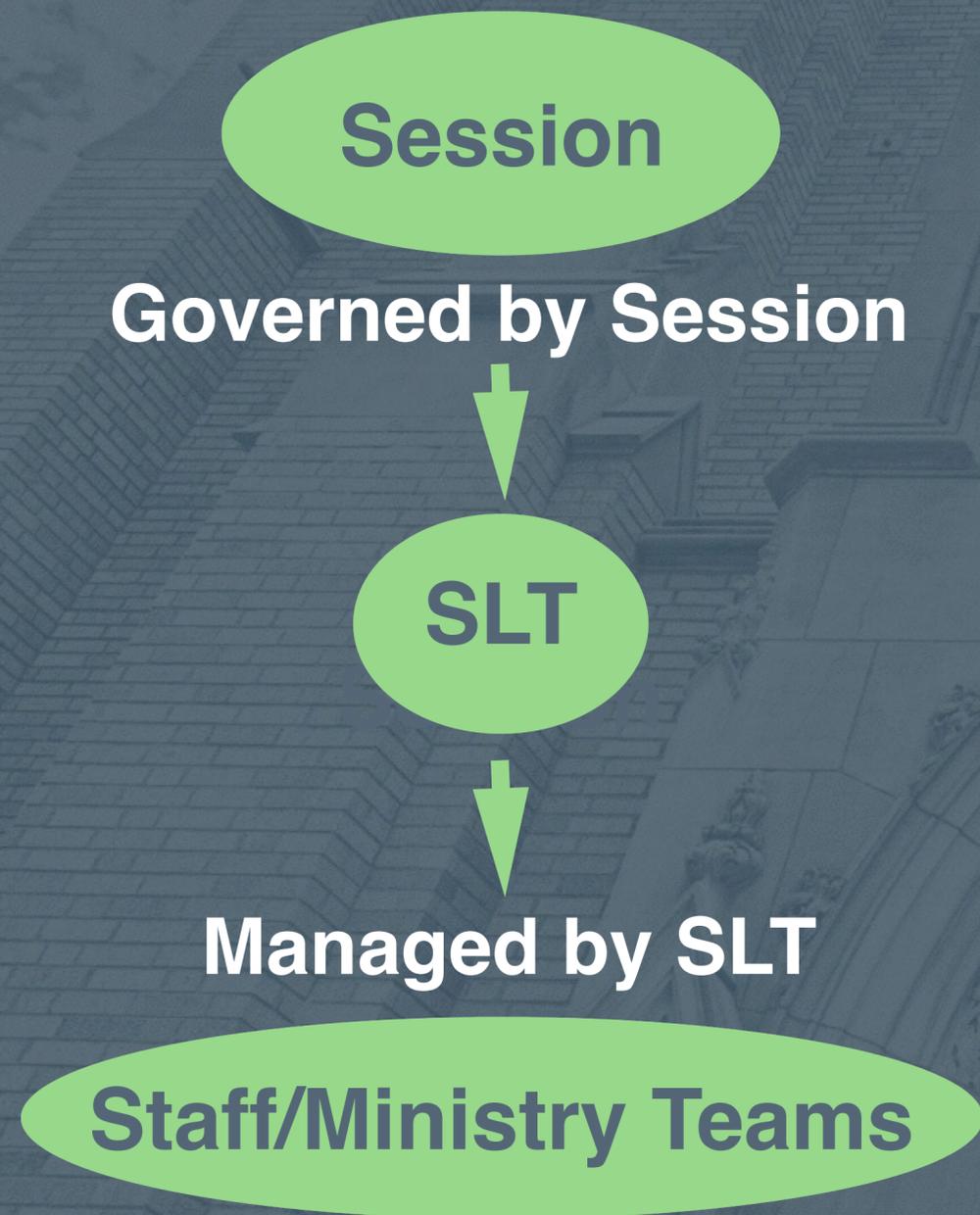
Principle #2: Govern and Not Manage



“The Session will delegate management authority for execution to the Senior Leadership Team and the Session will not interfere.”

(Governance, 2.04)

Principle #2: Govern and Not Manage



	Governed by Session	Managed by SLT
Driving Question	Who is God Calling HP Pres to Be & What is God Calling Us to Do?	How is God Calling Us to Do it?
Responsibility	Setting the vision, making sure the vision is pursued, and protecting against harm	The daily, practical work of the ministry, including all other decisions about what to do
Outcomes to Produce	Policies, values, critical goals	Services, classes, programs, projects, etc.

Principle #2: Govern and Not Manage

Is HP Pres Lay Led?

Yes & No

Lay Governed

Staff Managed

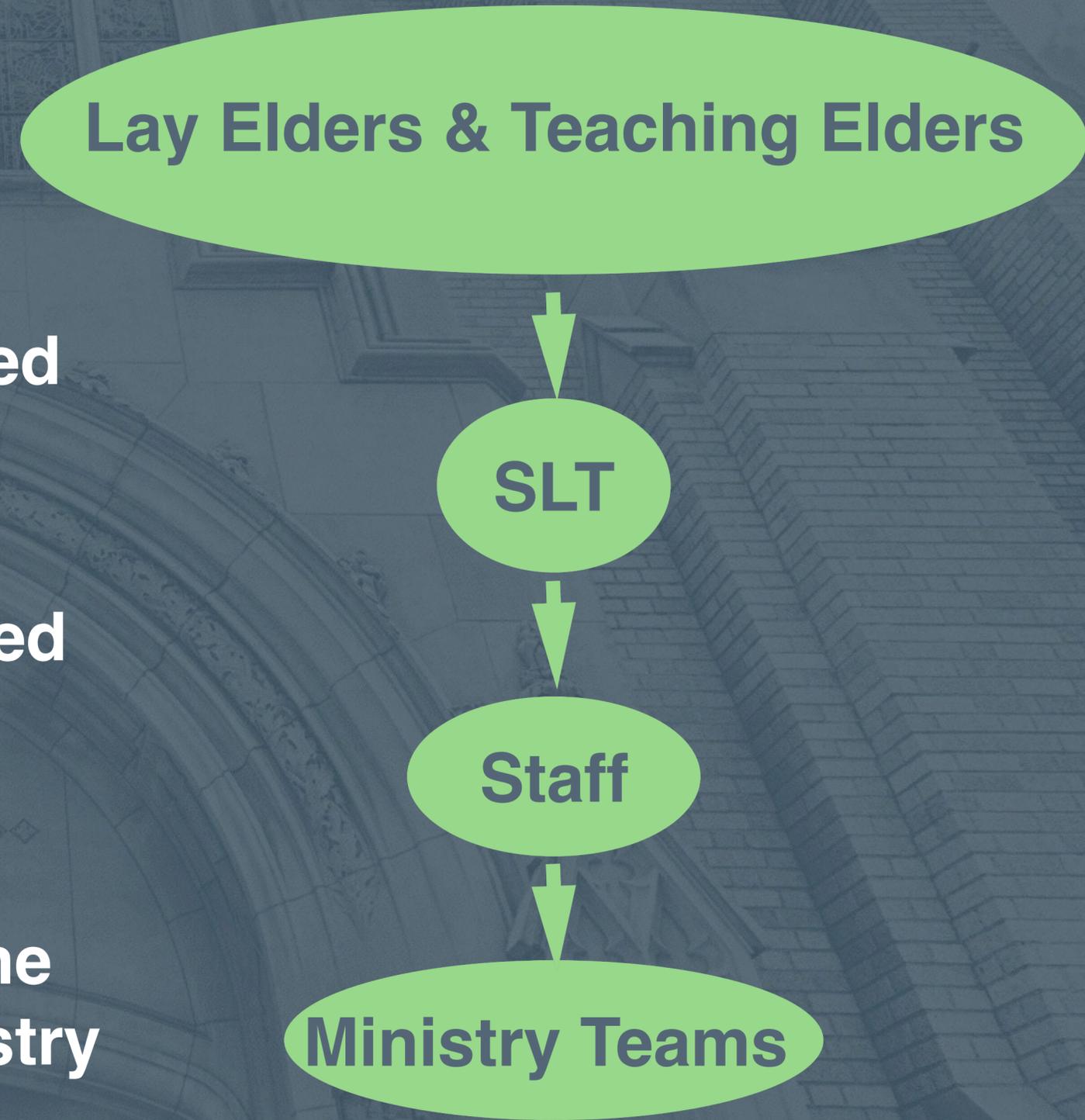
We All Do the
Work of Ministry

Lay Elders & Teaching Elders

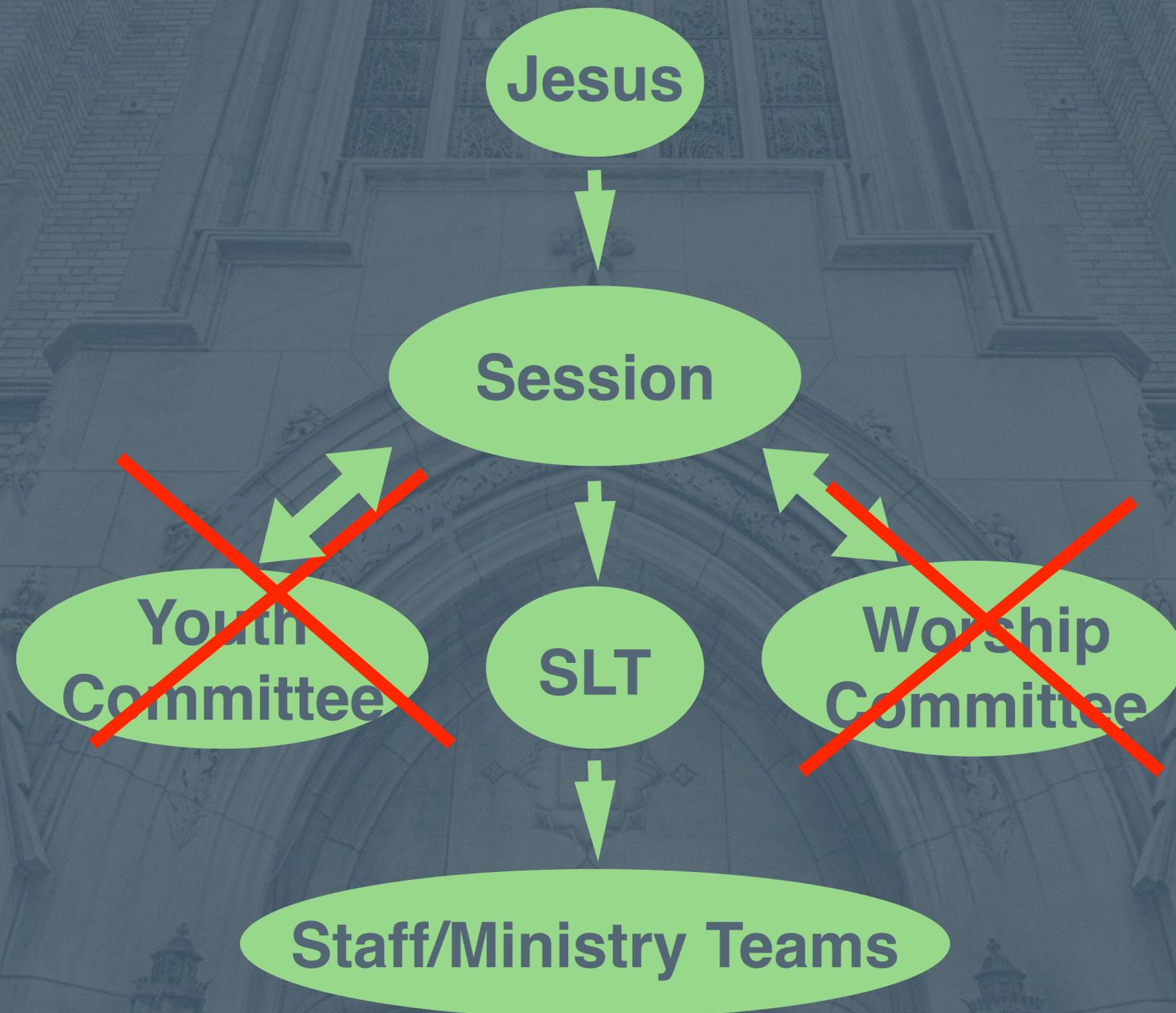
SLT

Staff

Ministry Teams

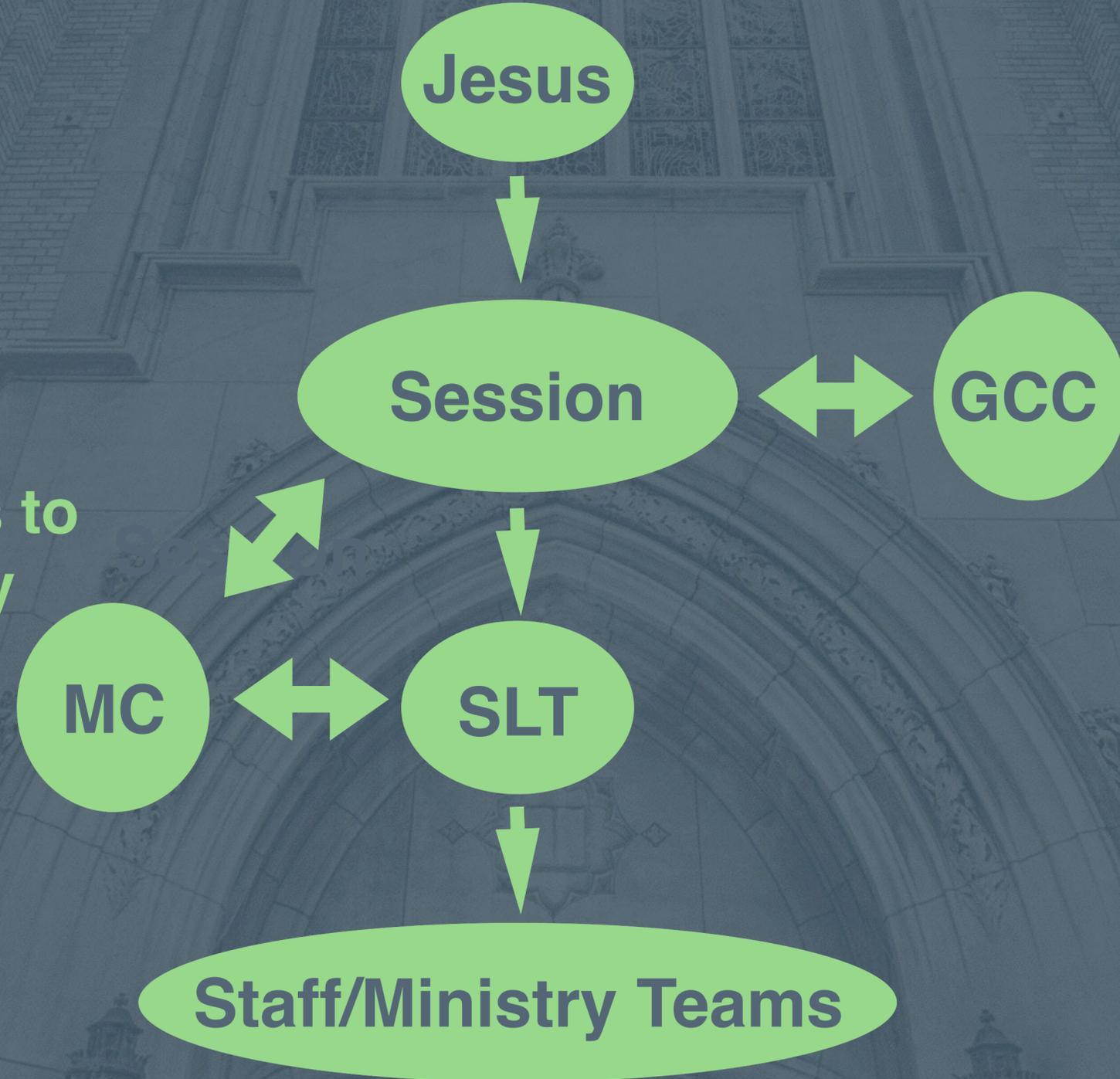


Principle #2: Govern and Not Manage



Principle #2: Govern and Not Manage

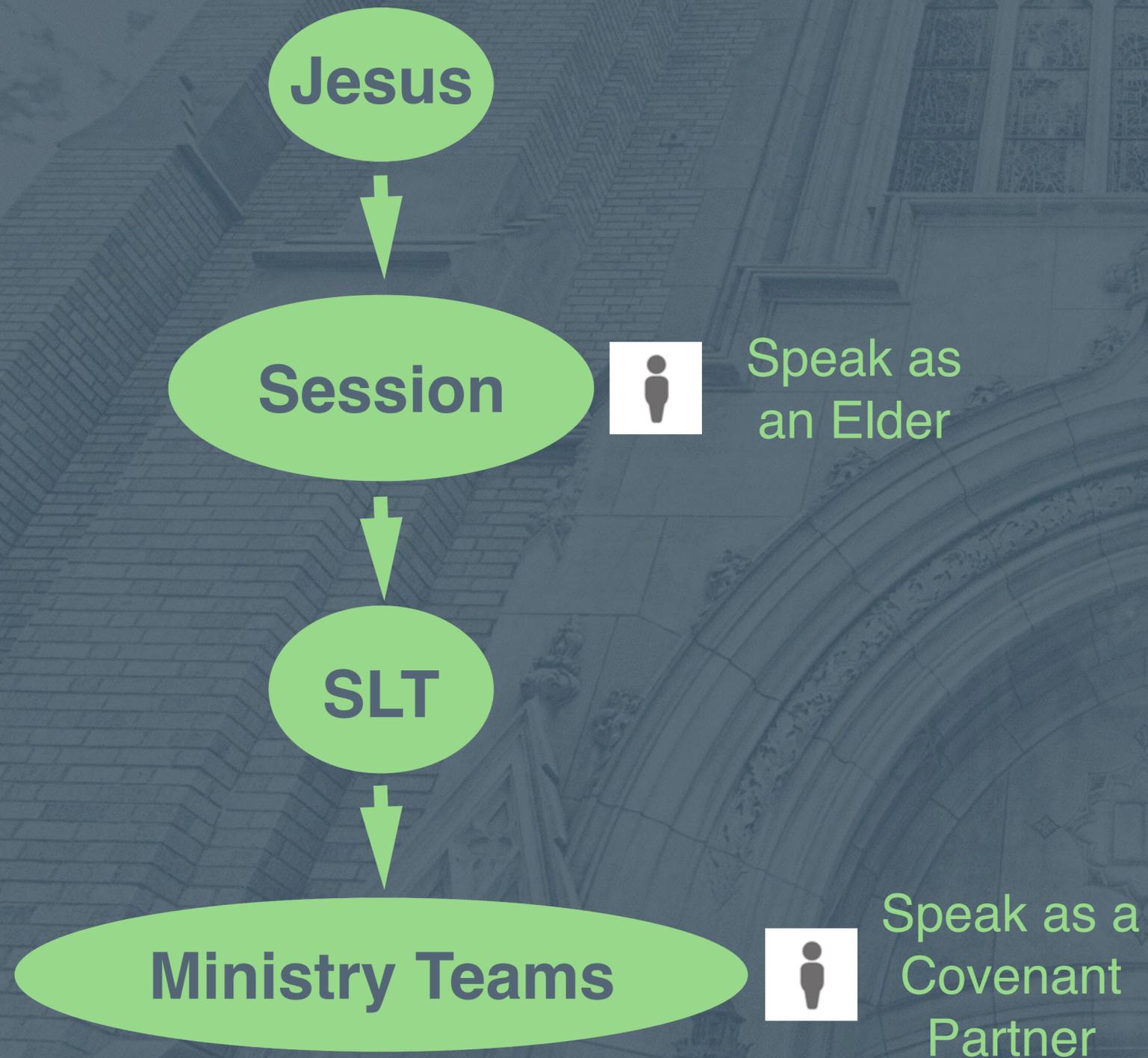
“The function of the Management Council is to exercise the authority given to it in the Limitations Policies”
(Governance, 3.05)



GCC: “Assists the Session in carrying out its governance role.”
(Governance, 2.07)

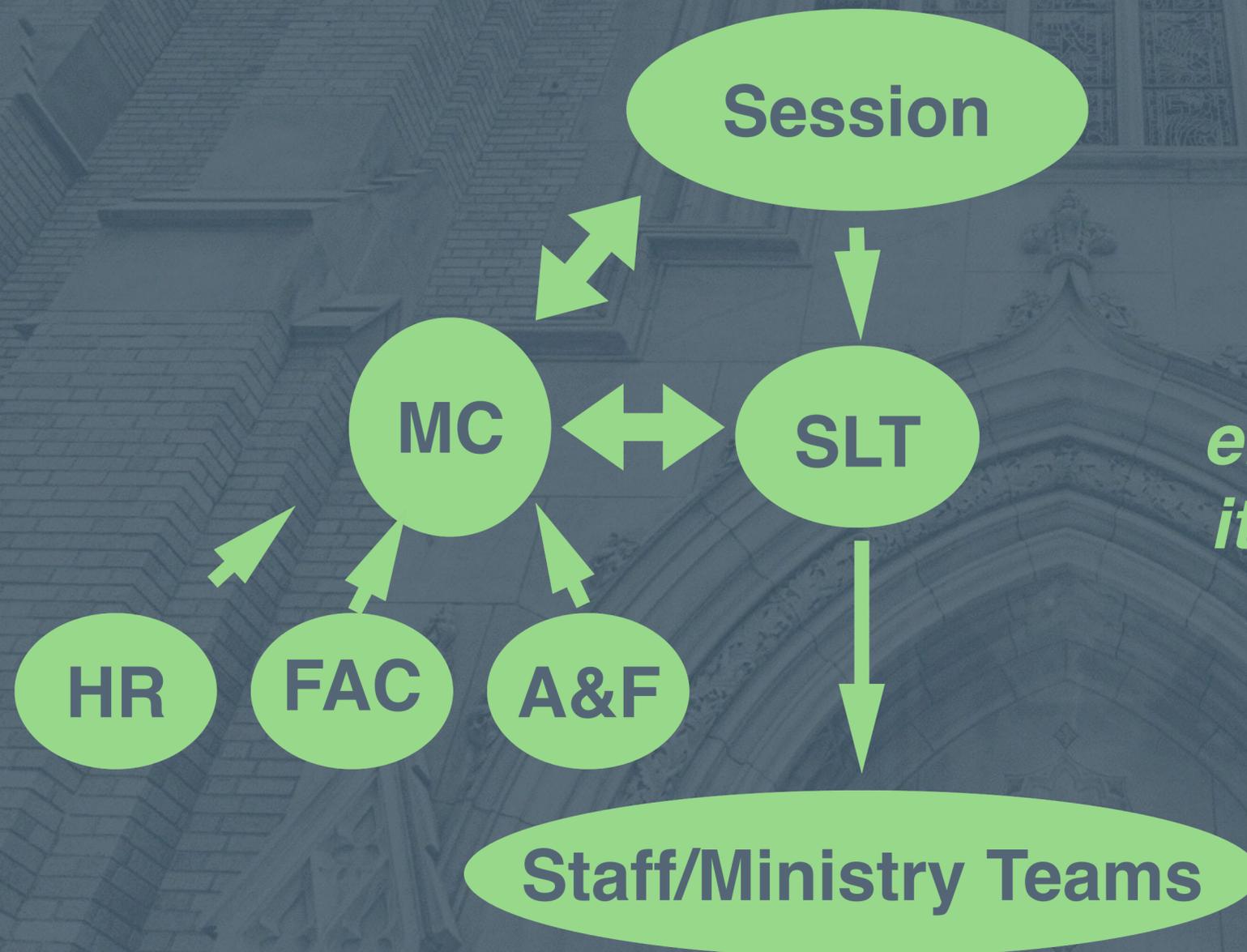
Staff/Ministry Teams

Principle #3: One Voice



*“The Session will speak as a body, not as individual elders. **Statements by individual elders or by committees of the Session do not have the Session’s authority.**”*
(Governance, 2.04)

Principle #4: Ultimately Accountable

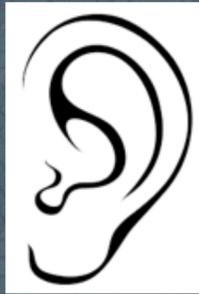


“Delegation does not remove the accountability of the Session to ensure that HP Pres achieves what it should and avoids unacceptable actions and situations.”

(Governance, 2.04)

Principle #5: Accessible, Available, & Attentive

Session



Congregation

*“The Session’s ability to be credible and effective in its governance role depends upon **each active elder being accessible to the members of the congregation and listening to the hearts of the members of our congregation.**”*

(Governance, 2.04)

Decision Making Examples

The young adult director leaves and the position is now open.
How does a new person get hired?

The church launches a campaign to raise \$78 million for a campus transformation project. What is the approval process for that?

A prayer time is added after the sermon on the 2nd Sunday of the month. How does that decision get made?

What's expected of covenant partners? Who determines this?