

Recommendation A1 from Ad-hoc Committee on Transition 5/30/2023

Primary Issue from Charter scope:

- A) Assure church organization, leadership structure and governance are biblical based and optimal for DBC.

Recommendation:

A1) Transition to congregational, elder-led governance per a plurality of elders comprised of men chosen from both lay members and pastoral staff.

Key Points:

- A) Ad-hoc committee on Transition believes the biblical references in Scriptures support that plurality of elders is the most sound governance model and is the most optimal for DBC.
- B) Recommendation provides the biblical-based framework for a plurality of elders.
- C) To build out the biblical-based framework into a full governance structure requires finalizing details not found in the Scriptures and these will be determined later.
- D) Summary of congregational, elder-led governance per a plurality of elders is found in Attachment 1.
- E) Framework of congregational, elder-led governance per a plurality of elders comprised of men chosen from both lay members and pastoral staff is found in Attachment 2.
- F) Per our current Bylaws, Denver Baptist Church has a congregational, elder-led governance per a single-elder (Lead Pastor).
- G) Scriptures allow for both the single elder-led model and plurality of elders-led model.

Biblical Principles and Justification:

Summary of biblical principles for elder-led with a plurality of elders comprised of men chosen from both lay members and pastoral staff is found in Attachment 3

Implementation Plan (after approval of recommendation by Bylaws Committee):

- 2023 Q3 – Education sessions on elder leadership governance for all DBC members
- 2023 Q4 – Ad-hoc committee would submit follow-up recommendation A2) documenting the details defining the elder leadership model and the related changes required to existing bylaws.
- 2024 Q1 - Congregational approval to change the DBC Bylaws to implement this elder leadership recommendation on church governance.
- 2024 Q4 - Congregational approval/confirmation of initial Elders.

Attachment 1

Summary of congregational, elder-led governance

- Congregational Governed
- Elder-Led per plurality of elders
- Deacon Served
- Committee Organized

Attachment 2

Framework of congregational, elder-led governance per a plurality of Elders comprised of men chosen from both lay members and pastoral staff.

- **Christ is head of the local church. Local church belongs to and lead by Christ.**

- **Congregational Governed**
 - Local church is autonomous and self-governing
 - Local Church body has the following authority and responsibilities:
 - Approval/confirmation of the Elders, Deacons, Pastoral staff & Committees
 - Holding Elders, Deacons, and Pastoral staff accountable
 - Final Discipline / dismissing of Church members
 - Restating membership
 - Approval of revisions to church bylaws
 - Following a discipleship path

- **Elder-led per plurality of elders**
 - Elder body has the following authority and responsibilities:
 - Shepherd
 - Teacher
 - Pastor
 - Overseer
 - Provide a discipleship path for church members
 - Elder body comprised of men chosen from both lay members and pastoral staff.

- **Deacon Served**
 - Deacons serve as directed by the Elders.
 - Deacons are assigned specific tasks by Elders but not governance authority.

- **Committee Organized**
 - Committees are formed when deemed necessary and appropriate by the Elders.
 - Committees serve as directed by the Elders.
 - Committees are assigned specific tasks but not governance authority.

Attachment 3

Summary of biblical principles for elder-led with a plurality of elders comprised of men chosen from both lay members & pastoral staff

Biblical Principles of Elder Leadership

Role of an Elder:

Shepherd / Pastor (emphasizing actual work of the role)

Teacher (emphasizing doctrinal maturity required by the role)

Elder (emphasizing spiritual maturity required by the role)

Overseer (emphasizing responsibilities assigned to the role)

Scripture Reference:

John 10:11,14 John 21:16 Acts 20:28

Acts 20:20 Titus 1:9

Titus 1:8 Heb 13:7 John 10:15 1 Tim 3:6

Acts 20:28 Titus 1:7

Duties of an Elder:

To be alert for and protect the Church from false teaching

To teach / provide spiritual nourishment and wise counsel /
feed the flock

To seek The Lord's direction for the Church

To develop deep, personal relationships with members /
watch over souls

To prepare & disciple future Elders

To hold fellow elders and church members accountable

To encourage and refute through sound doctrine

To apply church discipline when required

To be devoted to prayer for church, sick and souls

To shepherd the congregation spiritually

To tend, protect, nurture, and care for them

To shepherd and oversee willingly and eagerly from the heart
and not for dishonest gain

To serve as an example to the congregation

To not rule/lord over the congregation

To be accountable to Christ, The Chief Shepherd

To direct the affairs of & take care of The Church

Scripture Reference:

John 10:11 John 21:16 Acts 15:1-2
Acts 20:28-31

John 21:15-17 Acts 20:17,20,32
1 Peter 1:4 1 Peter 5:1-5

John 21:16 Acts 20:27

John 10:14 Heb 13:17

Acts 20: 24

Acts 20: 28-31

Acts 6: 2-4 Titus 1: 9 1 Thess 5:12

1 Thess 5:11

Acts 6: 2-4 James 5: 14

1 Peter 5: 1-5

1 Peter 5: 1-5 James 5:14

1 Peter 5: 1-5

1 Peter 5: 1-5 Heb 13:7

1 Peter 5: 1-5

1 Peter 5: 1-5 1 Cor 4:2 Heb 13:17

1 Tim 3:5 1 Tim 5:17

**Summary of biblical principles for
elder-led with a plurality of elders
comprised of men chosen from both lay members & pastoral staff**

Characteristics of an Elder:

Passionate for the ministry duties of an elder

Maintains growing, deep, personal relationship with The Lord

Willing sacrifices self (time and energy) for Church body

Humble in understanding that God transforms lives not him

Motivated by service to God and not for material or personal gain

Able to teach, mentor, disciple, and counsel

Above reproach and criticism/ Blameless/ Holy

Self-controlled/ Temperate/ Gentle/ Peaceable/ Not quarrelsome/
Not overbearing/ Not succumbing to outsiders

Upright/ Loving what is good/ Disciplined/ Just/Wise and discerning

Not given to drunkenness or abuses

Husband of one wife/ Faithful to wife

Manages family well/ Has obedient and respectful children in the home

Hospitable to all

Free from love of money/ Not motivated by personal or greedy gain

Mature in his faith and discipling

Respected outside the church

Scripture Reference:

1 Timothy 3: 1-7 Titus 1:6-9
Romans 12:8

John 10:15 Acts 20:18-32

John 10:11,15,18 Acts 20:24

Acts 20:32 Romans 21:3

John 10:12,13 Acts 20:33-35

1 Tim 3: 1-7 / Titus 1: 6-9

1 Tim 3: 1-7 / Titus 1: 6-9

1 Tim 3: 1-7 / Titus 1: 6-9

1 Tim 3: 1-7 / Titus 1: 6-9

1 Tim 3: 1-7 / Titus 1: 6-9

1 Tim 3: 1-7 / Titus 1: 6-9

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1 Tim 3: 1-7 / Titus 1: 6-9

1 Tim 3: 1-7 / Titus 1: 6-9

1 Tim 3: 1-7 / Titus 1: 6-9

1 Tim 3: 1-7 / Titus 1: 6-9

Organizational Structure of Elder Leadership:

Plurality of Elders comprised of men chosen from both members and pastoral staff.

Scripture Reference:

Proverbs 15:22 Acts 11:30 lay
Acts 14:23 Acts 15:2-4, 22,23
Acts 16:4 Acts 20:17 & 28
James 5:14 1 Peter 5:1-2
Phil 1:1 1 Thess 5:12-13
Heb 13:7,17,24 Titus 1:5