

Elders

Spiritual Leadership Team

The clear teaching of Scripture demonstrates that the biblical norm for church leadership is a plurality of God-ordained elders. At Focus, we embrace this model and are working toward improving it.

Our Beliefs

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The Bible: The complete verbal inspiration of the accepted canon of Scriptures originally given. They are infallible and uniquely authoritative and free from error of any sort in all matters, including scientific and historical, as well as moral and theological. (2 Tim 3:16; 1 Cor 2:13)

One God: Who exists in Three Persons: Father, Son, and Holy Spirit; distinguishable but indivisible. (Matt 28:19; 2 Cor 13:14)

Creation: Test and fall of man as recorded in Genesis, his total spiritual depravity and inability to attain divine goodness. (Rom 3:10-18) (Gen 1:26-28)

The Lord Jesus Christ: He is the Savior of all people, conceived by the Holy Spirit, born of Virgin Mary, very God and very man. (Luke 1:26-35; John 1:18; Isa 7:14; 9:16)

Christ's Death, Resurrection And

Ascension: He died for our sins, was buried, rose again on the third day, and appeared to His disciples. (1 Cor 15:14; Rom 4:25) We believe in His bodily ascension to heaven and His bodily coming again for the Church. (John 14:2,3; 1 Thess 4:13-18)

Salvation: A gift from God for all people of every race, age and background, received through repentance and faith in the perfect and sufficient work of the Cross, by which we obtain forgiveness of sins. (Eph 2:8-9; Heb 9:12, 22; Rom 5:11)

Eternal Life: For all who believe in the way of salvation God made for us through Christ; and eternal consequences of separation from God for those who reject Christ. (John 3:16)

Gifts Of The Spirit: The operation of the gifts of the Spirit as enumerated in 1 Cor 12-14 and demonstrated in the Early Church.

The Focus Foundation

WE ARE A FRONT-ROW FOCUSED CHURCH

We sit close, we take notes, we arrive early and we stay late. Think of us as the people who camp out on Black Friday.

WE ARE ACTIVE IN EVANGELISM

This is not the doctor's office you visit; it's more like the rescue you never called for. Search and rescue is what we love to do.

WE ARE BOLD IN GENEROSITY

Always giving big, and with smiles on our faces, we never limit ourselves to percentages but continually try to out-give God. It's impossible, but a fun game to play.

WE ARE EXCELLENT IN EXECUTION

If we can't do it right the first time, we would rather wait until it's ready. Packing the parachute is the most important step, pulling the cord is the easy part.

WE ARE CLEAR IN COMMUNICATION

Not allowing any gaps in the information we provide to our audiences. Gaps in communication always lead to frustration and misalignment with the vision.

WE ARE SERIOUS ABOUT STORIES

We might not make the cover, but we would love to help write a chapter of your life-change story. Christ as the author, FOCUS as the publisher.

WE ARE FOCUSED ON THE FUTURE

We never allow our memories to exceed our dreams. Think of us more like "Buffer" and less like "Timehop". We don't sit on the front porch and talk about the good ole days; we play by the river and make the future happen.

WE ARE OVERWHELMING IN HOSPITALITY

Always living up to our mantra: "Welcome Home."

WE ARE FEEDBACK FREAKS

Creating loops that help us avoid making the same mistake multiple times. Repeat offenders always endure a greater consequence.

Our Core Values

These values are not simply phrases on a wall, but instead they are the measuring stick from which we will make decisions and operate as a body.

Value #1 Christ -

As a Christ-follower it is my commitment to being the primary example of Christ in my everyday life. Choosing to follow him means that everything I do reflects that which He did. Starting with scripture, I will follow Christ and do everything to become even more like him everyday. I commit to developing a character of Christ in every thought and action.

Value #2 Truth -

I commit to being in accordance with Gods word. I commit to seeing Gods word as the ultimate authority in my life. The truth that comes from His word will be my foundation for all worldview and belief system. My life will reflect one that is in complete alignment with the scriptures. I commit to making truth something I desire and develop in my everyday life.

Value #3 Unity -

On this team, I commit to unity. Unity that is strong. Unity that understands that decisions might not always fall in personal alignment but in corporate vision. I commit to not allowing anything that opposes unity which would cause division. I commit to unity in the small decisions and in the large ones. I commit to ensuring the unity flows through every heart around me. I commit to promoting unity and stopping division in its tracks.

Value #4 Discipline -

I commit to ensuring that I am obedient in my decisions & commitments. I commit to doing less if that means I can commit to doing it all. I commit to taking the long road and avoiding shortcuts. I commit to the daily disciplines that come with being a leader and developing a leader.

Value #5 Generosity -

I commit to living a life of lavish generosity. I commit to a life where the blessing of God is clearly seen not by how much I have but by how much I give. Percentages will not be my aim but a foundation. I commit to honoring God by giving the first 10% of everything that comes into my storehouse. On top of my financial generosity, I commit to making sure that my time & other resources are spent generously.

Value #6 Accountability -

I commit to the submission and responsibility for all of my actions. I commit to being held and holding others. By surrendering the areas of my life to others, I commit to being open to being held to a higher standard. As a leader, I know that more is expected of me therefore I leave no room for an action to happen without others being involved. I also commit to keeping others around me accountable for their commitments and actions. Not only will I commit to being accountable for that which I struggle with but also that with which I have encountered success.

Value #7 Integrity -

I commit to a deep rooted level of integrity. Whether you are looking at the surface or you cut me to the core, my actions and motives will remain consistent. This is not a commit to appear perfect, but instead to remain consistent. Whether my action effects only myself or the whole church, I commit to the motives being pure through and through.

Value #8 Grace -

I commit to the development of God's calling by displaying and showing grace in every value upon which we stand. I commit to displaying the unmerited mercy that God showed to me by giving it to others. I commit to being so overwhelmed in God's grace to me that I will not be able to withhold it to others.

Eldership - An overview

What does an Elder at Focus do?

The primary responsibility of an Elder is to serve as a caretaker of the church. That involves a number of specific duties. As spiritual overseers of the flock, Elders are to determine church policy ([Acts 15:22](#)); oversee the church ([Acts 20:28](#)); ordain others ([1 Tim. 4:14](#)); serve, teach, and preach ([1 Tim. 5:17](#); cf. [1 Thess. 5:12](#); [1 Tim. 3:2](#)); exhort and refute ([Titus 1:9](#)); and act as shepherds, setting an example for all ([1 Pet. 5:1-3](#)). Those responsibilities put Elders at the core of the New Testament church's work, thus putting them at the core of the leadership team at Focus.

Leadership Development

Together the elders will journey through four books, one book per quarter. This book is intended to increase your knowledge of church leadership and to better define the role of an elder at Focus. During the monthly meetings, the elders will discuss their findings and come to those meetings prepared to spend several minutes reflecting on what they have learned.

Book 1: [Sticky Teams](#)

January: Chapters 1-5

February: Chapters 6-10

March: Chapters 11-16

Book 2: [Finding Faithful Elders & Deacons](#)

April: Chapters 1-9

May: Chapters 10-19

June: Chapters 20-28

Book 3: [Leaders Eat Last](#)

July: Chapters 1-9

August: Chapters 10-18

September: Chapters
19-27

Book 4: [They Smell Like Sheep](#)

October: Chapters 1-4

November: Chapters 5-9

December: Chapters 10-14

We will also meet together, one-on-one, at least once a month.

Personal Growth

Your personal growth is just as important as your leadership development. This is more than following a Bible reading plan, this is a lifestyle that would reflect one of steadfast love for God and a pursuit of holiness that is above reproach. This looks like:

- Prayer with your spouse on a daily basis.
- Fasting at least once a month.
- Regular Bible reading
- Small group interaction
- Serving on a team at church
- Giving back to God a tenth of your income
- Display a desire for physical health as well as spiritual health

Ministry as an Elder

Community Connection

This is the primary missing function in our church body. These are the things that no one can pinpoint, but they feel it when they are happening. It is hard to systematize this because it is so highly relational. These are the connections that keep people feeling pastored spiritually, and connected in the community... game nights at your house, lunches after church, text messages of encouragement, kids soccer games, basic friendship, celebrating the wins of their life, mourning the losses in their life and being present enough to know when they happen.

Prayer Ministry

Every opportunity to pray with people at the altar at church, after church in the lobby, or at the hospital is encouraged. We believe that the prayers of the righteous avail much. You must be ready to receive any type of concern that might come up. Major concerns of sickness, death, and divorce. Minor concern of headaches, pets missing, and stubbed toes. All concerns must be able to be handled in the most biblical way possible. Be prepared to not only pray one time, but collect the needed information to follow-up in the next few weeks. These prayers don't have to be over the top religious, they need to be relational. They need to get the heart of God and capture the root of the need. They don't have to be lengthy or drawn-out, but sincere and genuine. The best way to develop the gift of praying for others in public, is to have spent time praying for others in private.

Pastoral Care Ministry

Pastoral care is the basic function of an elder at Focus. To sum it up simply, it is the ministry of being available. Available during trauma, available during trials, available during victories, available during sickness, and in success. As an elder of Focus, your commitment at its basic level is to be available to the people God has called us to lead. Your availability extends beyond regular office hours, and beyond the confines of the Sunday morning church service. An elder is to be available to the people of this church when they need them most

Examples of Personal Connection



Using Social Media Effectively

Social media is the new church directory. It is actually more than a church directory, it is an active, living command center that can be discovered in real-time. Everything from pregnancy announcements, to new job postings can be found first on Facebook. It is a powerful tool if leveraged correctly, and with the right boundaries. As church leaders, we are called to celebrate with those who are victorious, and mourn with those who are experiencing loss. I have found that social media has helped with this immensely. It brings a connection that can't be found in trying to track down all the recent events in someone's life during the prayer request time at small group. How we respond with this tool can make us creepy if we are not careful. We have to leverage this tool with intentionality and immense precision.

I have divided the social response into a few different categories. They are outlined on the pages to follow.

Action - This is when someone post something that requires a move outside the realms of the internet. News of a death in the family, a suicide looking post, or an “I just got fired” post. I suggest moving these interactions to a phone call or a private message fast. This is not a status that you simply click the like button on. These are things that require immediate action. These post can also be triggers for prayer and for legal action as well.

Attention - This is when a post gets your attention. You realize that Jane Doe can really sing. Or that John Doe is posting scriptures. It gets your attention and it makes you lean in a little more to what they are all about. This might be a picture of someone at a party with a little too much to drink, or they might be posting a little too many 4 letter words to be serving in the kids ministry. Whatever the case may be, if something gets your attention, it doesn't mean it requires immediate action but it is something to take note of. This would be something you might bring yup at the next elders meeting for the rest of us to know but it is not critical to this persons life or their involvement at the church.

Announcement - These are post surrounding a life event. A new baby, a new job, a new home. These post are usually exciting and uplifting, you want to capitalize on these post and allow them to drive your next face to face conversation with that person. “ Hey congrats on the promotion!” might be one of the ways you engage. These announcements are great things to celebrate and to comment on. These are things you want to keep the pastors and other leaders up to speed on that might have missed it.

Annoyance - There will always be people who just post ridiculous things online all the time. Whether that is a baby bump photo at 5 days pregnant, or the person whose political views are more than obvious. Let that person be. Don't engage in comment wars or public shaming. No one ever changed their minds over a Facebook comment that someone left. There is an easy way to deal with these people without unfriending them completely. Just choose for their news not to show up in your feed. Trust me, it works. And you won't make nearly as many enemies. Which reminds me, if you are this person that we talk about... Just back it down a little. I am not asking you to be so vague that we have no clue what you believe but I can tell you this, chances are the people you're screaming at about your political views probably share the same ones you do, that's why they are your friend.

Accountability - Many divorces now stem from a high school sweetheart who gets found again on Facebook.

Let's steer clear from a few things:

1. Adding females on Facebook that your wife is not already friends with.
2. Private messages between just you and another female, regardless of the situation. Nothing is too private for your spouse not to at least be looped in.
3. Remove any potential person that you foresee a problem with. Just unfriend them completely or block them. No big deal, you've just eliminated a potential marriage destroyer in just a few clicks.
4. Share your password with your spouse and one other friend. Let them know that they have the freedom to login at any time to pop quiz your public and private activity online.

Advancement - Using online platforms to advance the gospel and the mission of the church is critical. It is probably the primary function of why I do it. More posts about the church and what God is speaking to me is my small way of influencing my circle. Be sure to post about the church, about something God says to you and about how much you love God often. Eventually people will see your online life reflect your offline life and want to follow Jesus. I would rather be known as the same person offline and online, than as a hypocrite.

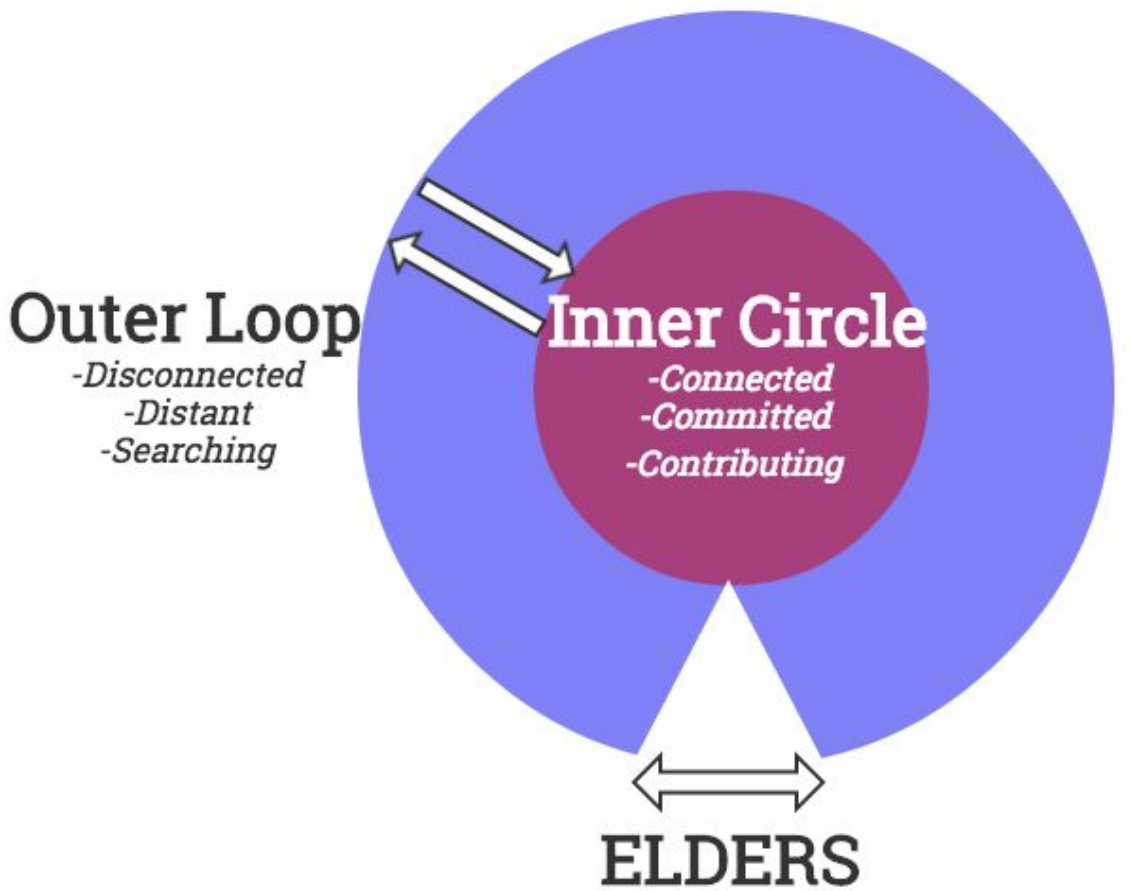
Authenticity - Be real online. Post funny pictures of your kids doing kid stuff- it shows you're real. Be honest with some posts without being over-dramatic. Let people know that you are having a rough day or that you are still processing some things you are reading in scriptures. Authentic people attract the most followers. People that share the highs and the lows, the ups and the downs.

Who knows how long this trend will be happening, and who knows how long this posting will be effective, but for now, I say use every platform God has given us to influence people toward more of Him. Social media is just one tool in a brand new set of technologies that God has given us in this day in age to use. Let's use them wisely for the kingdom of God.

This Team is Not...

This Team is not an inner circle, it's an outer loop.

Closing The Outer Loop



Close the gap in the outer loop of the local church.

This team is not...

a board room, it's a living
room.

A board room has a head and a tail. A board room has hierarchy and politics. This is a living room. In a living room, you know who the father is without him having the head of the table. In a living room, you find a seat wherever you can get one. In a living room, you have family meetings in the same space where you have family celebrations. Our meeting environments are not just designed for business, but for life. I am under the strong conviction that we can accomplish God's purpose for our church without ever hating one another in the process.

A board room has rigid deadlines and harsh sales goals. In a living room, we understand that growth comes through relational equity, a pursuit of holiness and tears.

Though there is business to be done, we will never rush the prayer to get to the policy. We will never sacrifice anointing for efficiency. We will never let routine keep us from revival.

While most boards meet in the board room, this team meets in a living room.

This team is not...

a rubber stamp, it's wise
counsel.

Approval and voting are not anywhere on the list of descriptions for this team. There will not be a political process or a presentation for a vote. But there will be an open floor for wise counsel. Property, personnel, and problems will all be placed before this team as a matter of prayer and feedback.

While some boards thrive on the vote, the vote will not be how we determine most things. We will spend the majority of our time in prayer. On more split matters, there might be on occasion something that calls for a clearly defined line. But on everything else, we put down the ballot and pick up the bible.

While most boards thrive on the ballot, we stand on the bible.

Meeting Dates

Meeting Dates

Mon Jan 4, 2016

6:30pm – 8:30pm [All Leaders Meeting](#)

Sun Jan 10, 2016

6:00pm – 8:00pm [Elders & Spouses](#)

Mon Feb 1, 2016

6:30pm – 8:30pm [All Leaders Meeting](#)

Sun Feb 28, 2016

6:00pm – 8:00pm [Elders Meeting](#)

Mon Mar 7, 2016

6:30pm – 8:30pm [All Leaders Meeting](#)

Sun Mar 20, 2016

6:00pm – 8:00pm [Elders- 1st quarter recap](#)

Mon Apr 4, 2016

6:30pm – 8:30pm [All Leaders Meeting](#)

Sun Apr 24, 2016

6:00pm – 8:00pm [Elders Meeting](#)

Mon May 2, 2016

6:30pm – 8:30pm [All Leaders Meeting](#)

Sun May 22, 2016

6:00pm – 8:00pm [Elders & Spouses- 2nd quarter recap](#)

Mon Jun 6, 2016

6:30pm – 8:30pm [All Leaders Meeting](#)

Mon Jul 4, 2016

6:30pm – 8:30pm [All Leaders Meeting](#)

Mon Aug 1, 2016

6:30pm – 8:30pm [All Leaders Meeting](#)

Sun Aug 28, 2016

6:00pm – 8:00pm [Elders - 3rd quarter recap](#)

Mon Sep 5, 2016

6:30pm – 8:30pm [All Leaders Meeting](#)

Sun Sep 25, 2016

6:00pm – 8:00pm [Elders Meeting](#)

Mon Oct 3, 2016

6:30pm – 8:30pm [All Leaders Meeting](#)

Sun Oct 23, 2016

6:00pm – 8:00pm [Elders Meeting](#)

Mon Nov 7, 2016

6:30pm – 8:30pm [All Leaders Meeting](#)

Sun Nov 20, 2016

6:00pm – 8:00pm [Elders Meeting](#)

Mon Dec 5, 2016

6:30pm – 8:30pm [All Leaders Meeting](#)

Sun Dec 11, 2016

6:00pm – 9:00pm [Elders & Spouses- Christmas Party](#)

Layers of Influence

I have recently been wrestling with how to identify the layers of influence and the different tiers of leadership at Focus in the most simple and practical way. I have broken down our church into what I am calling “Layers of Influence.”

Each layer has an ideal time spent. This a window of time that I believe each person should be spending at each phase. This doesn't mean someone can't move faster or slower, but this would be an ideal time line.

Each layer has a transitional step. These transitional steps are the actions we want everyone in our church to ultimately take.

There are 4 main transitional steps.

1. Party With The Pastor
2. Volunteer Vision Rallies
3. Living Room Sessions
4. Saturday School Of Ministry *(Don't worry, its new)*

Layer One: Initial Impression *(anyone)*

- Website
- Front of You Card
- New Here Banner
- Parking Lot Team
- Greeters
- Social Media
- Party With The Pastor
- Sunday Morning Attendance
- Instagram Follower
- Facebook Liker
- Exploring their faith
- Church shopping

Transitional step: Party with the Pastors

Ideal Time Spent: 30 Days

Numerical Goal: 200 People

Layer Two: Public Connection *(everyone)*

- Next steps banner
- Gets saved
- Gets Baptized
- Serving On A Tier 1 Team
 - Greeting, Ushers, Security, Parking Lot, Set-Up/Tear-Down, Kids Check-In
- Small Group Attendee
- Prayer at the altar
- Volunteer Vision Rally
- Liking the social media post
- Sharing the social media post
- Commenting on social media
- Participating in 2/4 i's - Invite and Involve

Transitional step: Volunteer Vision Rally

Ideal Time Spent: 90 Days

Numerical Goal: 100 People

Layer Three: Personal Invitation *(most)*

- Living Room Sessions
- Giving Campaign Participants
- Dinner with the pastor
- Attend their kid's birthday party
- Texting others in the church
- Emailing others in the church
- Connecting with others without the pastor's knowledge
- Serving on a Tier 2 team
- Small Group Host
- Participating in all 4 I's

Transitional step: Living Room Sessions

Ideal Time Spent: 180 Days

Numerical Goal: 50 People

Layer Four: Formal Application *(some)*

- Leadership Base
- Part-Time Employee
- Contracted Work
- Pastoral Team Member
- Prayer worker
- Small Group Leader
- Worship Leader
- Stage Communicator
- Volunteer Staff
- Leading a volunteer team
- Pre-Marital Counselors

Transitional step: Complete Saturday School of Ministry

Ideal Time Spent: 365 Days

Numerical Goal: 10 People

Layer Five: Complete Dedication *(few)*

- Lead Pastor
- Ministry Team
- Operations Team
- Trustees
- Elders

This table of influence goes from a wide open door to a very narrow one. According to this assimilation plan, there needs to be 6 Party With The Pastors, 2 Volunteer Vision Rallies, 2 Living Room Sessions, and 1 Saturday School of Ministry.

This process will officially launch in January of 2016 and run for 365 days.

6 Party With The Pastors - January 31st, March 13th, May 22nd, August 28th, September 25th, and November 13th.

3 Volunteer Vision Rallies - March 5th, August 13th and December 3rd.

2 Living Room Sessions - February 9th & 10th, 23rd & 24th and November 9th, 15th & 16th

1 Saturday School of Ministry - (7 Weeks) -
October 1st, 9th, 16th, 23rd, 30th and November 6th & 13th

Taking the Offering

As an elder, you may be asked to lead the offering portion of our service at Focus. Being on stage can be nerve-racking, and I wanted to just give you a few pointers to help you through the process. These are simple steps that help the flow of the end of the service.

Honor The Word

If the offering is taken after the preaching time, it is always helpful for the church to have a chance to respond to the word. Something like “Aren’t you grateful for the word of God this morning?” or “Let’s clap our hands for God’s word”.

Introduce Yourself

Always let the church know who you are and how long you have been coming to the church. You can even let them know where you serve at. “Hello, my name is _____ and I serve on the _____ team here at Focus.”

Clarify Why You Are On Stage

Early on while you are on stage, be sure to let people know what is about to happen. Let them know, “We are about to bring our tithes and give our offerings” or “We are going to continue in worship through giving”.

Detailed Instructions

We have 3 ways to give here at Focus. You can give cash or check in the envelopes around you when the buckets pass by, you can give in the lobby if you aren’t ready to give and you can always give safely and securely online at www.GiveToFocus.com

Brief Example or Scripture Verse

After instructing them on how to give, you want to give them a little time to write checks, find envelopes, and/or login online to give. Create a buffer time for people to prepare to give by sharing a verse or a life experience about giving. This doesn’t have to be too long of a talk, but just a small word of encouragement.

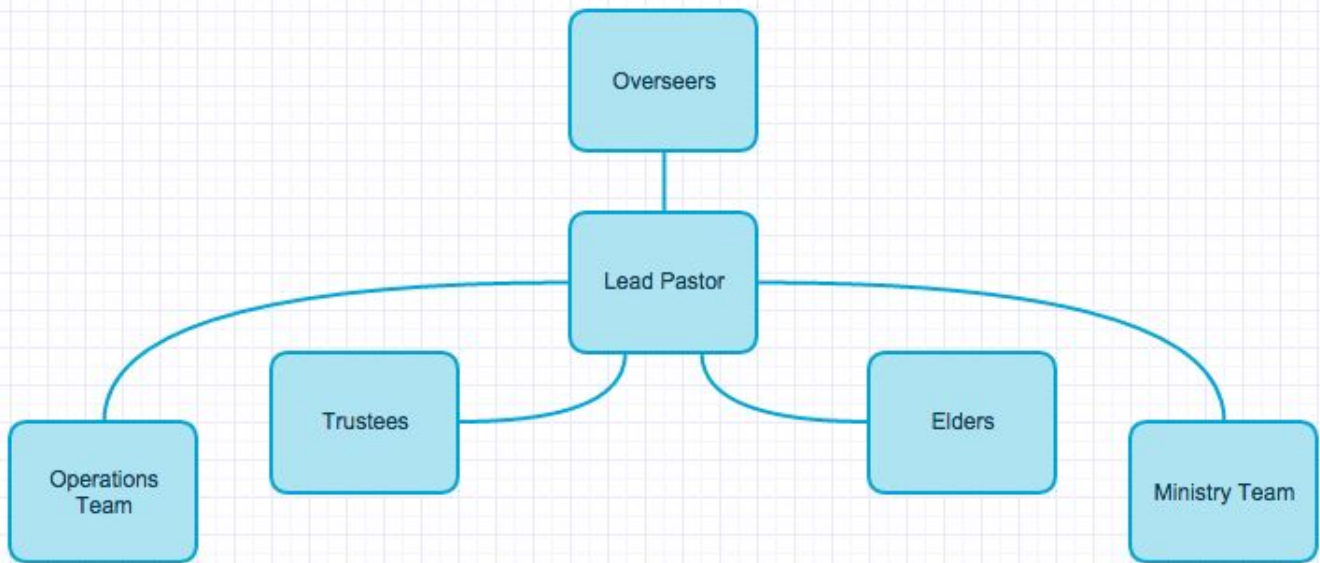
Close in Prayer

Praying for the offering is a time to bless those that are giving and ask God to multiply the resources being brought into the house. End the prayer with “Amen... turn your attention to the screens as the buckets pass.”

Dismissing

Once the buckets have been passed and the video is over, you come back on stage and ask everyone to stand. “Please stand and meet one another as you leave today. Thanks for joining us, we will see you next week.”

Org. Chart

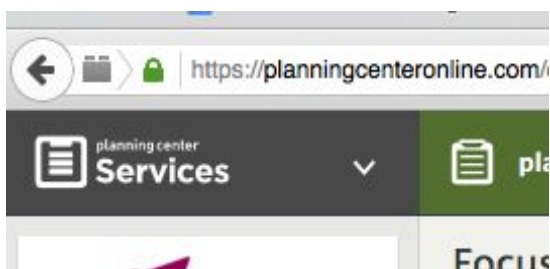


To keep all communication clear and organized, we will be using a tool called Slack. You can download the app and receive messages directly to your phone/device, or, you can login online to join the conversation at any time. This is an incredibly helpful tool that eliminates mile-long email chains, and keeps all conversations organized by topic. This will also allow us to communicate privately with one another, and gives us the ability to search previous conversations for future reference. You will find this tool to be amazingly helpful in the work that is to be accomplished. It will be invaluable to keeping us all informed and connected to the needs of our church body.

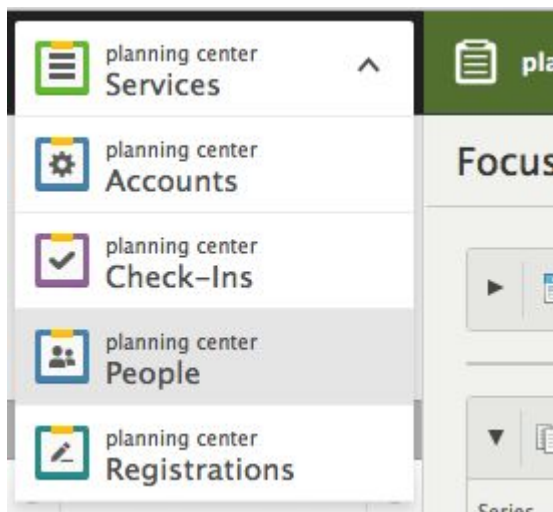
Tool: Planning Center People

PCO People is our church database. Anyone who has ever filled out a YouCard can be found here. This tool will prove valuable to you as you are making connections each week.

You can view the “People” app by logging onto www.planningcenteronline.com



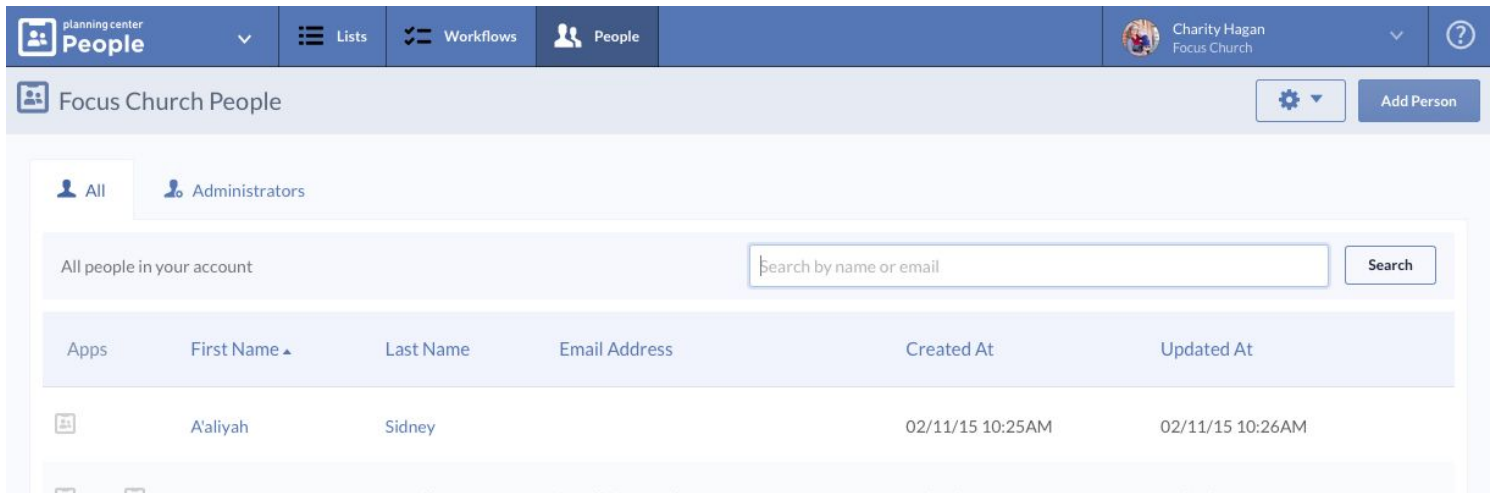
If you see the drop-down menu, you’ll need to select “People”



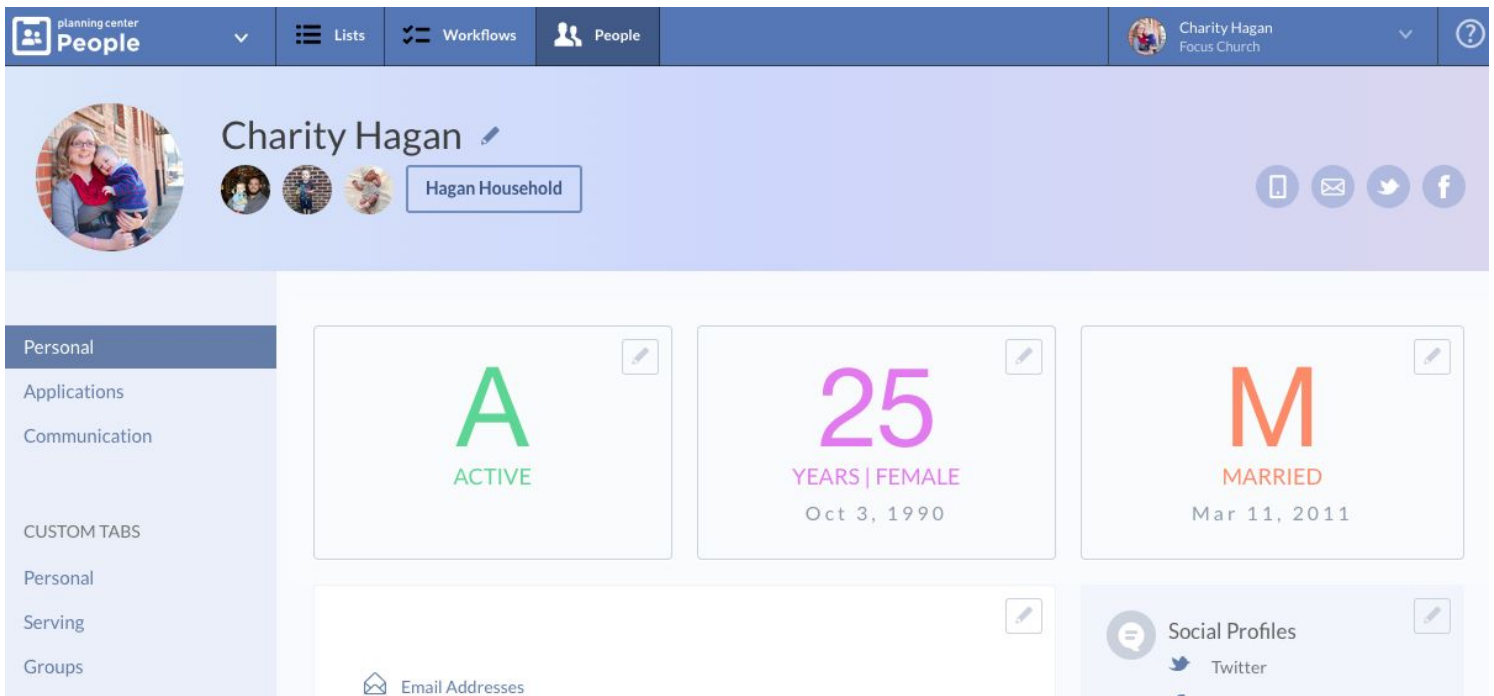
Or you can download the newly released “People” app on your mobile device



Once you're on the right page, you can search for people by name, phone number, email address, even partial name (ex: "I know her name starts with a C, but I can't remember the rest.")



When you find who you're looking for, you can view their contact information, see the members of their family, and more.



If at any time you have questions about how to use People, or need help finding someone, just ask Charity (charity@focuschurch.tv)

Team Directory

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Notes & Agendas
