

 **Conference**
2026

**Building Intentional Care
Systems**



Ezekiel 34:1-10a

The word of the Lord came to me: 2 “Son of man, prophecy against the shepherds of Israel; prophecy and say to them: ‘This is what the Sovereign Lord says: Woe to you shepherds of Israel who only take care of yourselves! Should not shepherds take care of the flock? 3 You eat the curds, clothe yourselves with the wool and slaughter the choice animals, but you do not take care of the flock.

4 You have not strengthened the weak or healed the sick or bound up the injured. You have not brought back the strays or searched for the lost. You have ruled them harshly and brutally. 5 So they were scattered because there was no shepherd, and when they were scattered they became food for all the wild animals. 6 My sheep wandered over all the mountains and on every hill. They were scattered over the whole

earth, and no one searched or looked for them. 7

“Therefore, you shepherds, hear the word of the Lord:

*As surely as I live, declares the Sovereign Lord,
because my flock lacks a shepherd and so has been*

*plundered and has become food for all the wild
animals, and because my shepherds did not search*

*for my flock but cared for themselves rather than for
my flock, 9 therefore, you shepherds, hear the word of*

*the Lord: 10a This is what the Sovereign Lord says: I
am against the shepherds and will hold them
accountable for my flock...*

***#1 — BUILD CARE
INTO YOUR CULTURE,
NOT JUST YOUR
CALENDAR***

**#2 — CREATE A
CLEAR CARE
STRUCTURE**

SAINTS COMMUNITY CHURCH LEADERSHIP PATHWAY

Volunteers join a team and serve in that ministry 2-4 times a month.

Coaches train new volunteers, schedule teams, and oversee 3-6 team leads.

Staff oversee 1-2 directors. Create vision for their ministry and communicate to staff.

SAINTS
COMMUNITY
CHURCH

VOLUNTEERS

TEAM LEADS

COACHES

DIRECTORS

STAFF

ELDERS

Attendees go through Next Steps to learn about SCC and ministry opportunities.

Team leads recruit, onboard, train and care for 4-8 team members.

Directors oversee 2-4 coaches, train team leads and coaches. May be on staff.

Elders give leadership to staff and overall vision of SCC. They serve as the legal board.

**#3 — TRAIN AND
TRUST YOUR
SHEPHERDS**

**#4 — CREATE SIMPLE
CARE SYSTEMS THAT
WORK AT EVERY
LEVEL**

CARE SYSTEMS EXAMPLES

- *Care Surveys*
- *Care Calendar*
- *Care Texts and Calls*
- *Care Person*

***#5 — KEEP
SHEPHERDING
PERSONALLY EVEN AS
YOU SCALE***