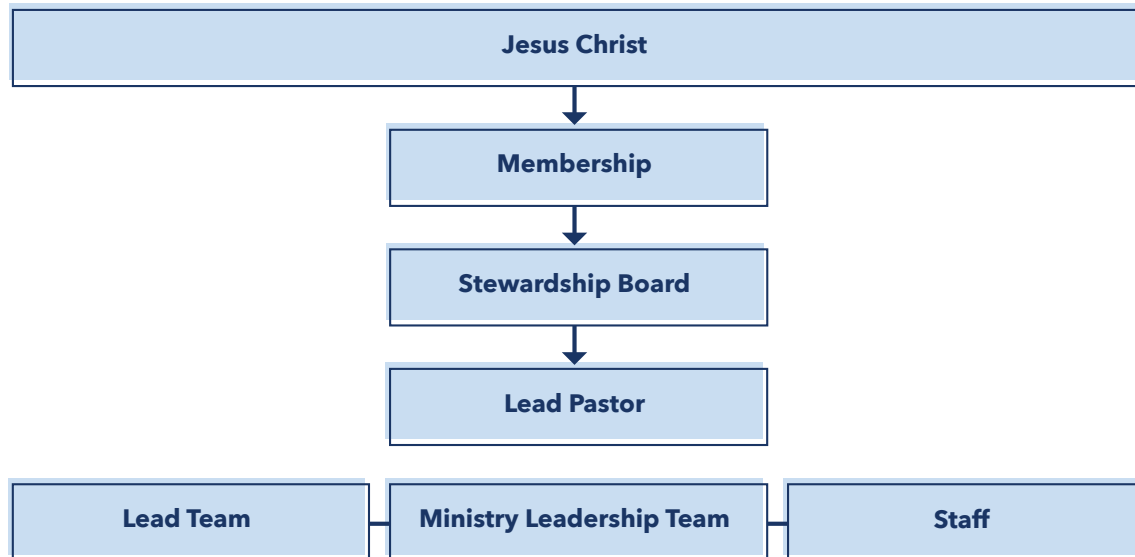




Who's in charge? Who makes what decisions? How? And when? What information and communication support these decisions? How do the different parts of church leadership work together? These are important questions for everyone to understand when it comes to their local church. Here is a brief primer for how things work at Door Creek Church:



**1. Jesus Christ is the Head of the Church** (Ephesians 1:22-23; Colossians 1:18). This is true theologically, globally and historically, as well as locally and practically here at Door Creek Church.

**2. The highest human authority of Door Creek Church is the membership.** Based on the priesthood of all believers (1 Peter 2:9-10, Revelation 5:9-10), we believe that the will of Christ for His church is best discerned through the collective understanding of the congregation. This is not a democracy, everyone voting for what they want, but a "Christ-ocracy," everyone seeking the Lord for His desire for our church and voting in obedience to the Lord's leading.

Members exercise their authority in membership meetings by:

- Choosing the leaders of Door Creek Church
  - Selection of the stewardship board annually
  - Selection of the lead pastor as needed
- Approving the annual church budget (this will be a proposed Bylaws change in August)
- Directing Door Creek Church at key moments
  - Approving or altering the DCC Constitution / Bylaws
  - Approval of major purchase over 20% of budget (i.e. new building)
  - Approval of dissolution as a church

There is a mutuality, with both the membership being accountable to the leadership and the leadership being accountable to the membership. Members submit to authority by entrusting their discipleship to the leadership of the church and by being scripturally accountable to the elected leadership.

**3. The Stewardship Board** is a group selected by the membership and entrusted to provide both spiritual and organizational oversight to the church. Their oversight focuses on ensuring that the church's mission, vision and values are faithfully implemented through wise governance, effective policies and sound stewardship of resources, denominational boundaries and finances. The Stewardship Board also provides spiritual accountability, encouragement and evaluation to support the lead pastor (who is also a member of the Stewardship Board).

**4. The Lead Pastor** is selected by the membership as shepherd and leader for Door Creek Church. The Lead Pastor is overseen by the Stewardship Board and has primary responsibility for championing our mission/vision/values (the right teaching of the Word of God, discipleship, evangelism, community and care, etc.), the strategic plans aligned to the vision and the stewardship of the staffing rationale and budget toward those ends.

**5. The Lead Team** consists of six people (Lead Pastor, Executive Pastor, Executive Director of Staff, DeForest Campus Pastor, Northside Madison Campus Pastor and Director of Communications) who meet weekly to make many of the most strategic and widely impactful decisions at the church-wide level. The Lead Team makes sure we are prioritizing the right ministry conversations at all levels, addressing issues as they come up with collective wisdom and prayer and remaining Christ-centered in all we do.

**6. The Ministry Leadership Team** adds an additional 6-8 pastors and directors to the Lead Team for a more collaborative experience of ministry planning, ministry development and ministry assessment. MLT meets twice a month and focuses on core ministries (i.e. worship services, outreach or groups), specific planning (Christmas, Easter, Celebration Sunday) and strategic implementation.

**7. Staff** meets monthly together (and more regularly by cohort—i.e., admins, youth ministry, campus ministry, tech teams, preaching teams, etc.) to sharpen one another, nurture a culture of gospel-centrality, collaborate, encourage and celebrate where we see God at work. This group of ~50 gifted and godly people serve with joy in well-fitting roles that support the ministry that happens at Door Creek Church.

### **So, who leads the church, who makes what kinds of decisions?**

A helpful oversimplification might be to say that:

- The **Membership** leads the church *year by year* in making decisions regarding budget, stewards and specific key decisions at key moments.
- The **Stewardship Board** leads the church *month by month* in making decisions regarding vision, alignment, effectiveness and lead pastor oversight.
- The **Ministry Staff** lead the church *day by day* in implementing the Mission, Vision and Values of DCC and our disciple-making ministries.