

Daybreak Church Transitional Plan FAQs July 2018

The following are questions we have received in response to our June 2018 proposals regarding changes to our leadership structure (available at TransitionalPlan.db.church):

- 1. Which current Elders will serve on which new Board (Ministry and Governing)?**
 - We are still in the process of determining which of the current Elders will serve on which Board or if any will serve on both. Some may choose to step down, while for others, their term has concluded.

- 2. How many people would start on the new Ministry Board?**
 - Ideally, 1 for every 25-50 people per campus.

- 3. Why is the Governing Board composed of at least 4 Elders (men) out of the 7 lay members?**
 - According to our denominational bylaws, a majority of our Governing Board must be Elders (men), but we are excited to finally be incorporating Deaconesses (women) as well.

- 4. If women are "Deaconesses," why are Elders not "Deacons"?**
 - Biblically, "Elders" are men who make up the highest leadership of the church. In addition to Elders, the Greek term translated to mean "Deacons" or "Deaconesses" (Romans 16:1) also rank highly within church leadership. Even though our denominational bylaws require that our leadership be made up of a majority of specifically "Elders", women are welcome to serve in positions of high authority, but would not biblically be referred to as "Elders" as females.

- 5. How can the Team of Lead Pastors report to the Governing Board of which they are members?**
 - This new leadership structure is built on the concept of mutual submission. This means that what is best for Daybreak will always be top priority (i.e. what best accomplishes our vision of helping people discover and deepen a life-changing journey with Jesus, and not what ensures that any one member of the Board is satisfied with the decisions made).

- 6. How will you determine who makes final decisions within this new structure?**
 - Based on "The Decision Maker" paradigm (Dennis Bakke), decisions will be given to people closest to the outcomes and who will take responsibility for the decisions (i.e. someone with proximity, perspective, experience, and wisdom to make the best decision). Each decision maker will also be responsible to use "The Advice Process" by which they get advice from people who have experience, different positions (above and below them), and who themselves also have some responsibility for and/or ownership of the outcomes.

- 7. Can we afford to hire a third Lead Pastor?**
 - Yes, based on some strategic moves we've made over the last few years, we are in a very healthy position financially. As well, with our transitional year ending, we will have additional resources available to invest in this new position.

- 8. Are we intending to hire more staff after the Lead Pastor of Operations?**
 - Yes, we do have some priority hires following the Lead Pastor of Operations to ensure all of our Ministry Departments are staffed appropriately for our size. For example, we currently do not have a dedicated staff person leading Celebrate Ministries (i.e. Worship Arts, etc.)

- 9. Would the Lead Pastor of Operations become the third Campus Pastor?**
 - No, it would not be a natural progression for the new Lead Pastor of Operations to fill the role of a third Campus Pastor, if we expand to 3 campuses. Conversely, we hope all Campus Pastor roles will eventually be filled by separate people from those of the Team of Lead Pastors.