



# Macedonia Evangelical Lutheran Church

421 West Front Street; Burlington, North Carolina  
27215; (336) 227-5554



## Critical Factor I: Equipping Leadership

**Sub-committee Chair:** Bruce Moore

**Sub-committee members:** Paul Cobb, Jim Copland, Ellen Greeson,  
Barbara Lilienthal, Bob Miller, Pastor Rust

### "Outcome"/Objectives:

- Leaders (Pastors, Officers, Council, Other Leaders) are as effective as possible
- Persons in leadership roles are diverse in age, experience, and background
- There is transparency (where possible) of operations within the church
- Leaders have the respect and cooperation of the congregation

GOALS	ACTIONS	RESP.	TARGET DATE
<b>Ensure Congregation is Treated equally and Appropriately by Leadership (Pastors, Officers, Council, other Leaders)</b>	1. Encourage congregation to give feedback on interactions with leaders (good and bad experiences)		
	2. Develop criteria for evaluating how situations are handled		
	3. Establish periodic review of how leaders interact with members		
	4. Explore constructive approaches for improvement		
	5. Treat every family in the flock as Christ would treat them		
<b>Act upon Suggestions Fairly and Timely</b>	1. Place suggestion box in narthex	B. Moore	2/9/09
	• Acknowledge suggestions w/ respondent within 1 week	Pres / VP	weekly
	• Consider suggestions and bring to Council as needed	Exec Comm	monthly
	• Follow-up, notify respondent of status after decision	Pres / VP	
	• Take action as determined by EC, Council, Pastor		
	• Review actions to improve the process	Council	quarterly
	2. Listen to congregation's ideas		
3. Keep an open mind – listen to others at all levels			
<b>Provide for Youth Representation on Council</b>	1. Consider "youth" council position concept	Council	
	• Determine eligibility, term length, limitations, etc.	Council	
	• Draft amendments to Constitution and Bylaws	EC/Council	
	• Amend Constitution and Bylaws to codify concept	Congregation	
	• Elect first "youth" council member	Congregation	11/2009
<b>Provide for Continuity of leadership</b>	1. Explore approaches to succession planning		
	2. Consider automatic succession from VP to President		



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<b>Formalize Educational and Training Procedures</b>	Train first-term council members before serving		
	Develop curricula for various training (new member, council, officers, committees, nursery, Sunday School leaders, etc)		
	Identify potential leaders by discerning their gifts and matching to the potential leadership role		
	Identify leadership opportunities or needs within the church		
	Send key people to formal training		
	Hold classes or church seminars on various subjects – let members choose areas of interest		
<b>Coach/Mentor/Intern Current or Future Leaders</b>	Provide mentoring for inexperienced members through contact with committees		
	Include one or two youth members on each committee to help prepare them for future leadership roles		
	Form a "Past Presidents" group as "think tank" to work with Pastor and other leaders and serve as knowledge resource	Church Council	April 2009
<b>Hold Leaders Accountable</b>	Follow through on promises and commitments		
	Implement performance measures for program evaluation		
	Take action promptly to address problems that arise		
<b>Become More Spiritually Mature</b>	Provide an environment that encourages faithfulness		
	Increase faithfulness through more emphasis on (1) regular worship, (2) tithing, (3) structured Bible study		
	Treat individuals with respect at all times		



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<b>Improve Structure and Process of How We Lead</b>	1. Make meetings meaningful		
	• Don't meet without a purpose		
	• Hold meetings to a maximum amount of time		
	• Have an agenda for each meeting		
	• Distribute written reports and limit discussion of topics		
	2. Develop specific job descriptions for leadership and other positions		
	3. Assign tasks to persons and follow through – do not rework recommendations or outputs unnecessarily		
<b>Connect and Match Individuals within Congregation to Ministry Opportunities</b>	1. Establish a Volunteer Coordinator	Council	April 09
	2. Establish a database with individuals' talents, interests and availability		