

Core Leadership Team (CLT) Development

Ephesians 4:11 And it was He who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, ¹²to equip the saints for works of ministry and to build up the body of Christ, ¹³until we all reach unity in the faith and in the knowledge of the Son of God, as we mature to the full measure of the stature of Christ.



CURRENT CORE GROUP MEMBERS

1

Ryane Adeniran

2

Steve and Carie Lounsbury

3

Kirk and Jen Nascimento

4

Newby and Sherlett Newbill

5

Mark and Catherine Shump

6

CJ and Sheree Wakefield

7

George Yang



CLT Development Process

Healthy Church Survey →

VIM Biblical Leadership Activity →

Discussion and Plan Development →

Collection of Nominations →

Vetting of Nominees →

Selection of CLG Members →

Delegation of Responsibilities →

FAQs

Can I nominate myself?

Are there age requirements?

Do they have to be married?

Can I nominate one of the spouses only?

How will you ensure that leaders are emotionally and spiritually mature?

Will there be training or mentoring for potential future leaders?

What is the selection criteria?

SELECTION CRITERIA

1. Choose Leaders Based on Biblical and VIM-Aligned Qualities

Ephesians 4:11-13

Hebrews 13:7

Hebrews 13:17

- **Vision:** Leaders who build up the church, model faith worth imitating, and foster unity and joy.

- **Intention:** Leaders who engage relationally, lead with humility & accountability, & care for souls.

- **Means:** Leaders who shepherd, teach, and lead with maturity, integrity, and spiritual growth.

2. Develop a Relational, Accountable Leadership Culture

HEALTHY CHURCH SURVEY

– **LOVING FAMILY**

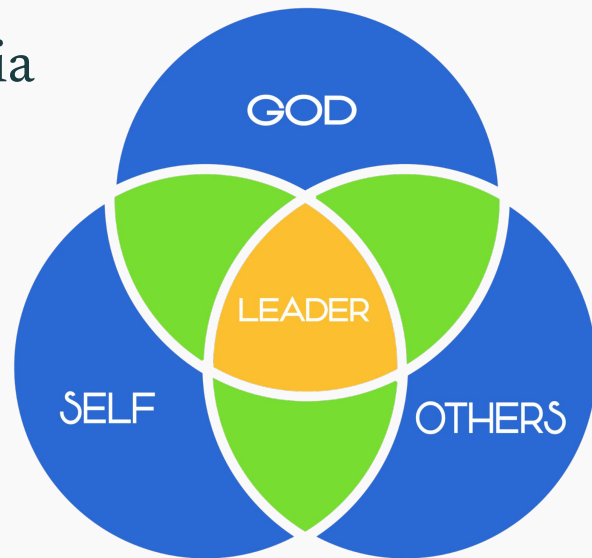
- Leaders are to be **relationally connected** (with God and others).

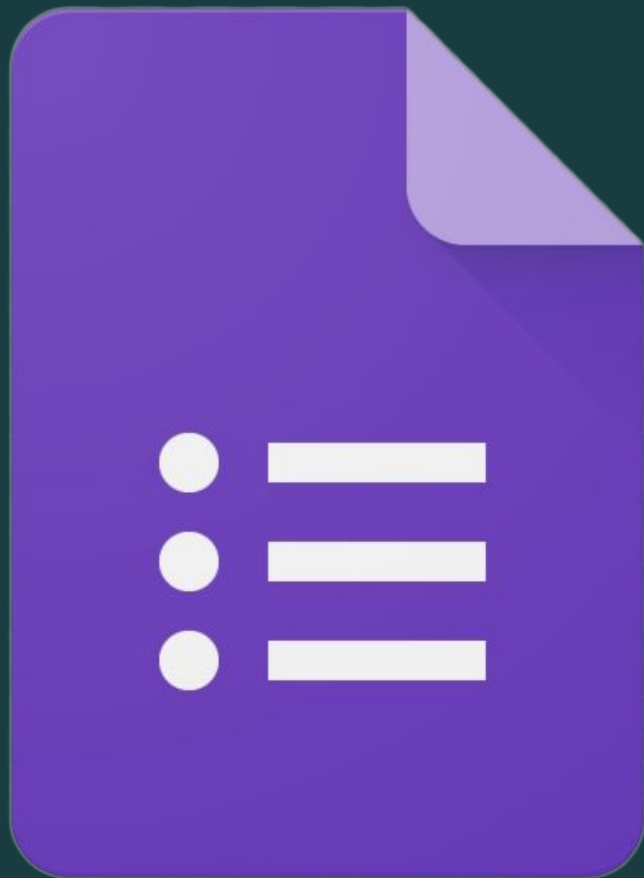
- **Accountability** and shared **responsibility** are essential.

- The goal: a healthy, unified leadership team that models **Christlike maturity** for the whole church.

Look for leaders who:

- a. Are known for their **Christlike** character and being an example in the church.
- b. Are faithful in service and **engaged** in the life of the church.
- c. Meet the **biblical** leadership profiles and criteria (Eph 4:11-13, Heb 13:7 & 17).
- d. Have mostly achieved **Adult** maturity.
- e. Are already **leading** (even informally).
- f. **Could be future Westside Elders*





Google Form

- Pray
- Anonymous
- Includes current CLT members
- Nominate up to 2 additional people
- Complete form again to add more nominations
- Will be texted out at 8:30pm
- Form closes November 18th

The Westside Church

Guidance from Stephen Staten, Life Model Works

Shepherds

Developing leaders after God's heart



Ephesians 4:11-13

So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, **12** to equip his people for works of service, so that the body of Christ may be built up **13** until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.



Pastor=Shepherd

poimēn

poy-mane'

a shepherd (literally or figuratively): - shepherd, pastor.



Apostle
Prophet
Evangelist
Shepherd
Teacher

Ephesian 4:11



Shepherd - Overseer - Elder

Shepherd(Pastor) → Ephesian 4:11

Overseer → 1 Timothy 3:1-7

Elder → Titus 1:5

Overseer = Elder → Titus 1:5,7

Elder = Overseer = Shepherd → 1 Peter 5:1-4



1 Peter 5:1-4

1 To the elders among you, I appeal as a fellow elder and a witness of Christ's sufferings who also will share in the glory to be revealed: 2 Be shepherds of God's flock that is under your care, watching over them—not because you must, but because you are willing, as God wants you to be; not pursuing dishonest gain, but eager to serve; 3 not lording it over those entrusted to you, but being examples to the flock. 4 And when the Chief Shepherd appears, you will receive the crown of glory that will never fade away.



Considerations

Like everyone else, elders have strong areas and weak areas. It is helpful to identify their best contribution. For example:

- Exceptional pastoring of marriage and families
- Handling complex divorce & remarriage issues
- Mediating personal conflicts
- Managing a crisis
- Major decisions around finances

An elder is not a “ruler” and limits of their individual and collective authority should be defined

Biblical Foundations

Scriptural Basis for Eldership

Old Testament

The Old Testament outlines the role of elders as leaders who guide, protect, and teach the community, reflecting God's authority and care for His people.

New Testament

In the New Testament, elders are described as shepherds of the flock, responsible for spiritual oversight, teaching, and modeling Christ-like behavior within the church community.

Old Testament

- Important spiritual matters (Leviticus 4:13–21)
- Burdens of the people (Numbers 11:16–17)
- Dealing with crimes (Deuteronomy 21:1–9)
- Disciplinary issues (Deuteronomy 22:13–21)
- Helping the flock remember their history (Deuteronomy 32:7)
- Ministry - feeding the flock, strengthening the sick, healing the diseased, binding up the broken, seeking the scattered lost sheep, caring for the perishing, and sustaining the standing. (Ezekiel 34:1–17)



Old Testament

(Ezekiel 34:12–16, NIV):

- “As a shepherd looks after his scattered flock ... I will rescue them ... I myself will tend my sheep and have them lie down... I will search for the lost and bring back the strays. I will bind up the injured and strengthen the weak.”





New Testament

- Involvement in major decisions (Acts 15:1-29)
 - Guardians of the flock (Acts 20:13-30)
 - Selection under normal circumstances (1 Timothy 3:1-7)
 - Placement because there is a problem (Titus 1:5-16)
 - Additional role(s) of elders (1 Timothy 4:14, 5:17-21)
 - Considerations for shepherds (1 Peter 5:1-4)
 - Some Elders direct affairs (1 Timothy 5:17)
 - Handling financial matters (Acts 11:29-30)
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New Testament

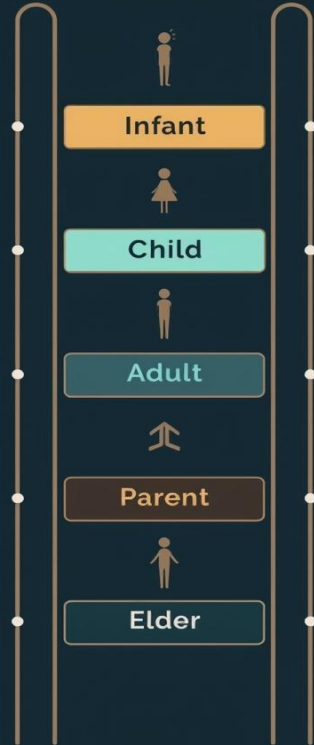
- "Acts 20:28–31 (NIV)
 - Keep watch over yourselves and all the flock of which the Holy Spirit has made you overseers. Be shepherds of the church of God, which he bought with his own blood. I know that after I leave, savage wolves will come in among you and will not spare the flock. Even from your own number men will arise and distort the truth in order to draw away disciples after them. So be on your guard! Remember that for three years I never stopped warning each of you night and day with tears."
-

New Testament

- 1 Timothy 3:1-7
 - 1 Here is a trustworthy saying: Whoever aspires to be an overseer desires a noble task. 2 Now the overseer is to be above reproach, faithful to his wife, temperate, self-controlled, respectable, hospitable, able to teach, 3 not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money. 4 He must manage his own family well and see that his children obey him, and he must do so in a manner worthy of full respect. 5 (If anyone does not know how to manage his own family, how can he take care of God's church?) 6 He must not be a recent convert, or he may become conceited and fall under the same judgment as the devil. 7 He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil's trap.
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Stages of Maturity



Life Model

What Elder Maturity Looks Like - Ephesians 4:14-15

- Returns to joy quickly after upset and helps others do the same.
- Creates safety, joy, and belonging across ages and backgrounds.
- Guards their own heart and the flock's heart with healthy boundaries.
- Thinks generationally — mentors and multiplies maturity, not just doing ministry alone.
- Handles conflict without cutting off or controlling people.
- Leads from love-bonds with God and people, not from fear, duty, or image.

Lessons Learned and Observations (Steve Staten)

- Teamwork between Elders and Evangelists
- Importance of teaching the congregation (role, qualifications)
- Settle interpretations beforehand—“must be the husband of but one wife” and “believing children” or “allegiant children”
- Important to protect the candidates/families (ex: overall confidentiality, distant past, wellness conditions, challenges with family members, etc.)
- Important to not overlook the elder’s wives (1 Timothy 3:11)
- ...and not overlook a candidate’s situational limitations

A Proven Process for Surfacing Elders



Teach

Share scripture and principles guiding elder selection.



Invite

Encourage participation from the congregation in the process, suggest candidates.



Evaluate and Train

Ministers, Elders and Staff Assess readiness and spiritual maturity of candidates. Engage training.



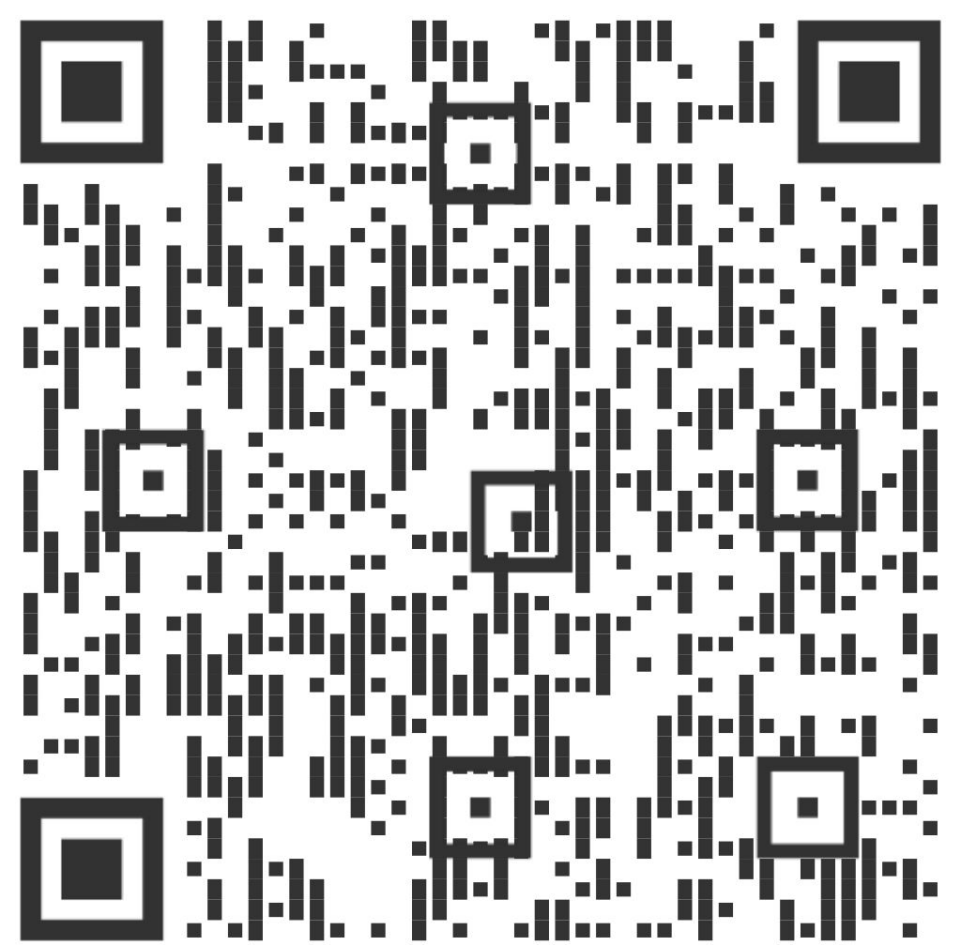
Prayer and Confirmation

Present names, pray, fast and appoint in corporate unity.

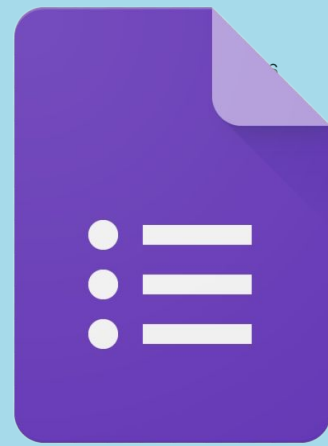


Prayer for Wisdom

- 01 Unity in prayer fosters community and shared purpose.
- 02 Praying together enhances our **spiritual discernment and understanding**.
- 03 A collective commitment to prayer strengthens **our bond as believers**.



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