

# HOPEFELLOWSHIP LEADERSHIP STRUCTURE

## 1. EXECUTIVE TEAM/ DIRECTIONAL LEADERSHIP TEAM (DLT)

- **Who's on it?**
  - Lead Pastor, Executive Pastors
- **Primary Role:**
  - Provides day-to-day leadership and operational oversight for the church.
  - Shapes and implements the mission, vision, and strategy of Hope.
  - Directly manages staff, ministries, and resources to align with the church's values and goals.
  - Oversees hiring, firing, and organizational structure of staff.
  - Makes tactical and operational decisions that keep the church moving forward.
  - Oversees Lead Team and all ministry and departmental leaders.
- **Focus:**
  - Execution, alignment, and leadership of people and ministries.

## 2. BOARD OF DIRECTORS

- **Who's on it?**
  - **Qualified leaders** chosen for wisdom, experience, and ability to handle organizational oversight.
- **Primary Role:**
  - Oversees the financial integrity and stewardship of the church.
  - Approves the annual budget, ensuring resources match mission and vision.
  - Provides accountability and protection around major organizational and legal decisions.
  - Works closely with the Directional Leadership Team to ensure fiscal responsibility.
  - Chooses Lead Pastor in transition, for Elder ratification.
  - Members of the Board of Directors are chosen from the Elder Team, by the Lead Pastor and current Board of Directors.
- **Focus:**
  - Fiduciary responsibility, legal oversight, and governance in financial matters.

## 3. ELDER TEAM

- **Who's on it?**
  - **Spiritually mature leaders** recognized by the church for their faith, wisdom, and integrity. Selected by Executive Team/DLT.

■ **Primary Role:**

- Provides spiritual covering, encouragement, and accountability for the Lead Pastor and the entire church body.
- Serve as the voting members of the Church for the following acts of the Church:
  - Removal of members of the Board of Directors
  - Ratification of prospective candidates to the position of Lead Pastor.
  - The proposed purchase or sale of assets in excess of 50% of the Church's total annual income.
  - Approval of an amendment of the Bylaws presented by the Board of Directors.
- Pray for the Pastoral team and local church.
- Defend, protect, and support the integrity of the pastoral team and unity of the local church.
- Pray for the sick.
- Mediate disputes among the church body.
- Elders are nominated and elected by a two-thirds vote of the Board of Directors.
- Terms for Elders are 3 years.

■ **Focus:**

- Spiritual support, pastoral accountability, church unity.

## 4. LEAD TEAM

■ **Who's on it?**

- Campus Pastors and Department/Ministry Leads

■ **Primary Role:**

- Provides leadership and oversight for campuses and ministry departments.
- Translates the overall mission and direction (set by the DLT) into the life of each campus and ministry.
- Ensures consistency and alignment across campuses and ministries while adapting to local/community needs.
- Brings input, feedback, and perspective from the front lines of ministry back to the Directional Leadership Team.

■ **Focus:**

- Campus health, ministry effectiveness, and carrying out vision in practical, local ways.

## HOW THEY WORK TOGETHER

- The Directional Leadership Team **leads and steers** the church's overall mission and strategy.
- Lead Team **implements that mission on the ground**, leading people and ministries at the campus and department level.
- The Board of Directors **ensures wise stewardship** of finances and organizational governance.
- Elders **ensure spiritual health, church unity, and pastoral accountability**.