



In 2016, after 18 months of extensive prayer, comprehensive exploration and discussion by the church's Elder Board, the church membership affirmed adopting a team leadership model instead of having a single senior pastor. Walnut Hill's Lead Pastors serve in partnership, taking on the traditional responsibilities of senior pastor, while continuing to oversee and advance key areas in the life of the church.

### **What stands out about team leadership?**

#### **It's Biblical**

As Professor Dr. Mark McCloskey states, "New Testament church leadership is decidedly plural in nature. A 'team' of Elders, not one supreme leader, was charged with the care and feeding of the local congregation."

Ecclesiastes 4:9-12 encourages us, "Two are better than one ... and a chord of three strands is not easily broken." By combining diverse spiritual gifting, styles, perspectives and experiences present in multiple godly leaders, our leadership will be strong.

#### **It's Effective**

Churches around the country are increasingly turning to a team leadership approach and are thriving under it. The model encourages and supports effective strategic ministry planning and execution, promotes a healthy organizational culture, has real stewardship and fiscal strength, and facilitates communication at all levels.

#### **It's Catalytic**

A team approach to leadership allows for a dedicated focus and increased capacity from very practical reasons, like covering for each other during vacations, emergencies and sickness, to providing a broader, more diverse point of view on critical issues facing our church.

A team approach to leadership models the sharing of responsibility and encourages every person to get involved. Each of the three Lead Pastors leads a focused team of pastors, directors and support staff who are all interconnected at the highest level. This interconnectedness promotes high levels of communication throughout all departments and ministry areas.

A team approach to leadership also supports our vision in a meaningful way as a church family. Our vision to "ignite a passion for Jesus in New England" has a well-established foundation upon which we can become even more intentional within each area.