

Biblical Eldership Resources - Implementation

Motivation Worksheet - Pastor

As you work through the following questions, ask the Lord to reveal the “*thoughts and intentions of the heart*” (Heb. 4:12). Hopefully, this exercise will be a catalyst in helping you uncover hidden motives.

1) Do you have a conviction about biblical principles of eldership and church government?

What *events* have contributed to your conviction about BE?

What *resources and personal study efforts* have contributed to your conviction about BE?

2) Do you have a genuine love for the church (“which he purchased by his own blood” Acts 20:28) that is motivating this desire?

Describe your love for the believers at your church. What does that mean to you?

What do you think will be the tangible benefits of BE to the church? Describe them.

3) Describe the history of leadership at your church.

What leadership structure did the church begin with?

What changes have taken place over the years? Why? What were the results?

How did the congregation handle leadership changes in the past?

Outline a brief history of the current pastors and/or key leaders who have served the congregation in the past and describe the impact of their ministry on the direction of the church.

Who are the opinion-makers and influencers in the church?

4) Does your current leadership structure involve “lay-pastors” or significant “lay-leaders”?

How is that going? Is there a sense of harmony with the pastor/pastoral staff?

How long have the other leaders been in their positions?

5) How would you describe your relationship to the rest of the leadership of the church? To the congregation?

6) Describe the people’s response to your leadership.

7) What is your main reason for desiring biblical eldership for your church?

8) Are any of the other leaders familiar with, or do they embrace, BE? Describe.

9) On scale of 1 to 10, indicate where you are in your experience right now:

<i>Fulfilled</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>	<i>Frustrated</i>
<i>Energized</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>	<i>Tired</i>
<i>Encouraged</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>	<i>Beat down</i>
<i>Visionary</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>	<i>Hemmed in</i>
<i>Focused</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>	<i>Conflicted</i>
<i>Balanced</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>	<i>Overworked</i>
<i>Lifted up</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>	<i>Weighed down</i>
<i>Secure</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>	<i>Threatened</i>
<i>Joyful</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>	<i>Despondent</i>
<i>Hopeful</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>	<i>Defeated</i>

10) How would you describe the effectiveness of the your leadership in the church?

<i>Visionary</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>	<i>In a rut</i>
<i>Caring</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>	<i>Distant</i>
<i>Engaged</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>	<i>Detached</i>
<i>Focused</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>	<i>Aimless</i>
<i>Balanced</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>	<i>Overworked</i>
<i>Equipping</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>	<i>Possessive</i>
<i>Secure</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>	<i>Threatened</i>
<i>Inspiring</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>	<i>Deflating</i>
<i>Challenging</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>	<i>No-challenging</i>

11) Is there conflict or tension among the leadership which is hindering the church?

Describe the situation.

How has this been addressed in the past? What have been the results?

What steps are being taken to deal with this conflict?

Do you personally have tensions with any of the leaders?

12) Is there lack of confidence in the leadership?

How would you describe this lack of confidence?

Is this concern widely shared? By who?

Is there a Diotrephes in the church that is preventing effective leadership (3 John 9)?

What is your relationship to that person?

Are you that person?

NOTE: We encourage you to review your responses with someone close to you (spouse, close friend or fellow leader/pastor) as an objective evaluation of your responses.