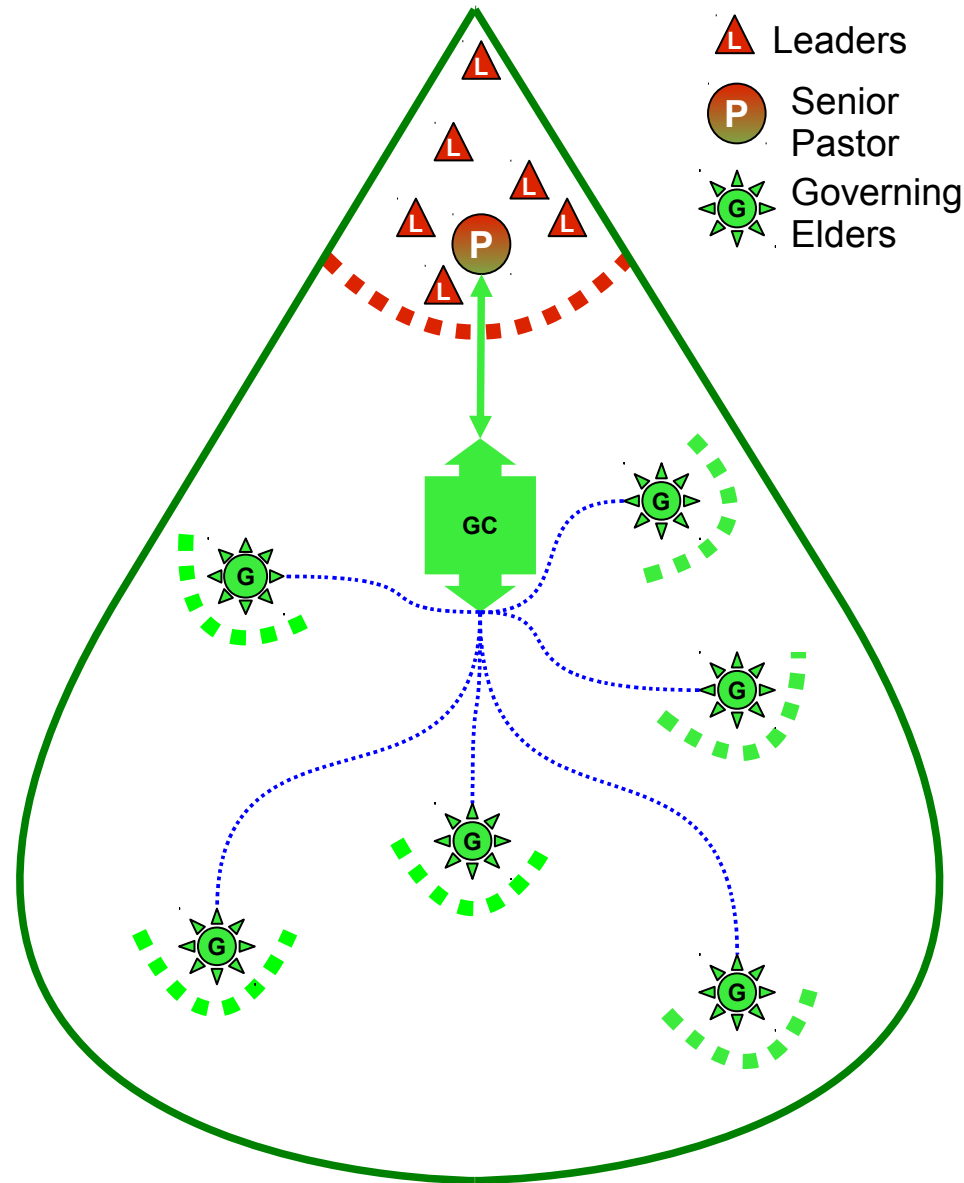


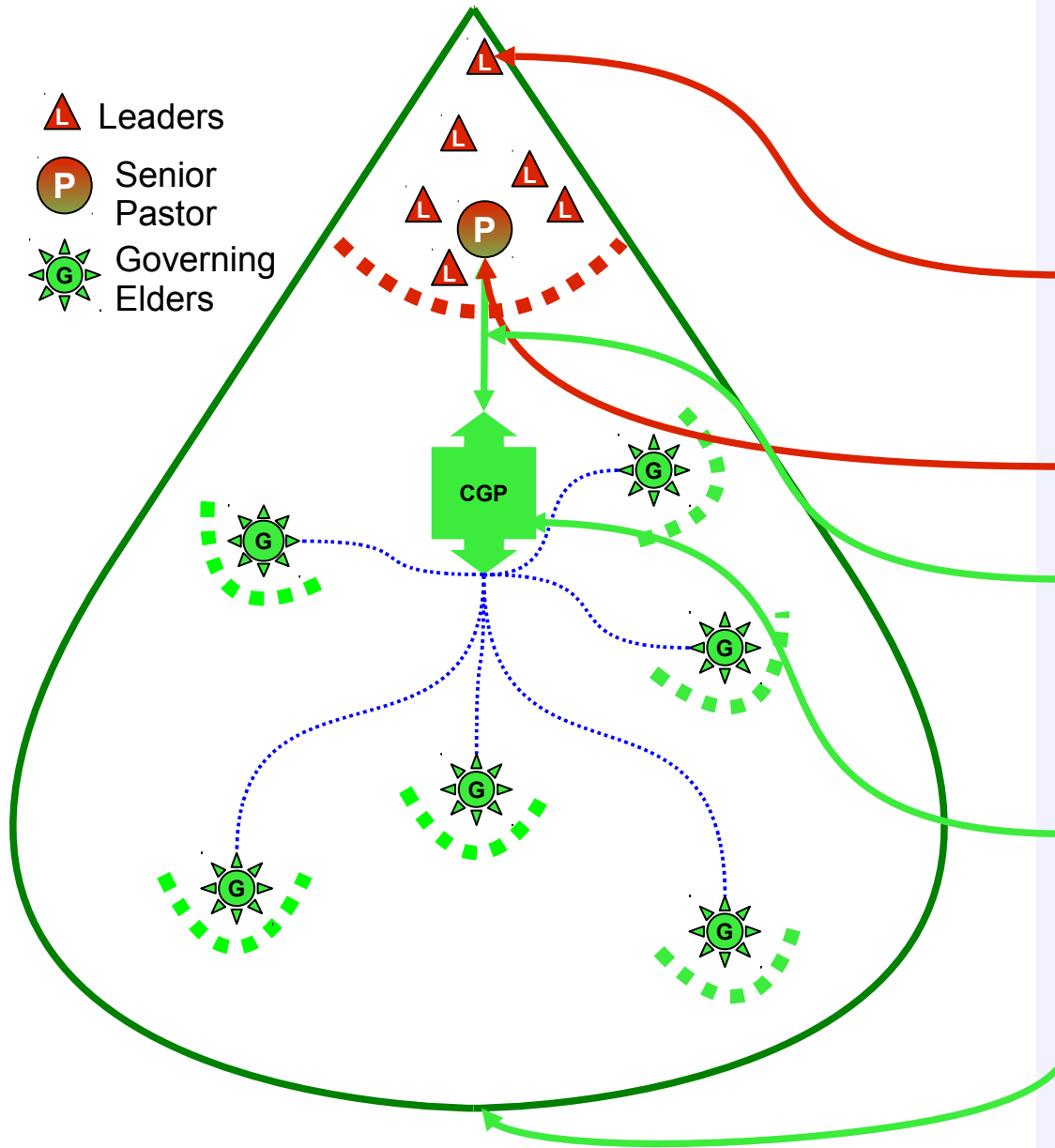
# The tear-drop model

- **Leaders lead from the front**
- **They seek to move the group forward**
- **They call people to change**
- **They run the risk of disconnection**



- **Governing elders lead from among the people**
- **They seek to support leaders and hold them to account**
- **They run the risk of resisting healthy change**

# The tear-drop model



- Leaders
- Senior Pastor
- Governing Elders

## Potential Areas for Church Development

- **Leadership Team Development**
  - Teamwork – Vision, Covenant and Supportive Environment
  - Leadership Practices
- **Senior Pastor's Development**
  - Mentoring / Coaching
- **Pastor – Governance Linkage**
  - Delegation / Empowerment
  - Accountability / Review
- **Governance Development**
  - Governance Process
  - Teamwork (cf LTD above)
- **Congregational Health**
  - Mission & Ministry
  - Community
  - Organisational Health