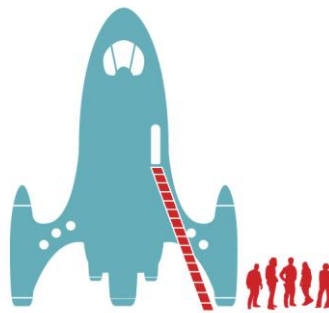


The Starfish and the spider: A new old approach to leadership

Rocket-ship leadership:

A rocket-ship leadership model tells people that church is the destination. It is usually personality driven with one charismatic leader at the top and the message sent to the church is: Serve this vision. The subtle ideology that underpins a rock ship ideology of church is that the **rocket ship = ministry**. This term ministry has been distorted to mean people who hold pastoral positions in churches.



The early Church:

By Act's 4:4 membership of the first church had swelled to 5000, numbering only men. This indicates that with women and Children the church would be close to 15000 in population.

A pluralistic model of leadership grew this model of church. Jesus was the head and the 12 apostles were the "Overseers" of the church. There was no hierarchy among the apostles. They each contributed to teaching, ministry and prayer on equal standing.

This was not a leadership model limited to the early church alone. God has always seen communities led by community. The trinity is a great example of this. Another example is the fact that God chose 40 people to author the bible, not just one.

The rise of one-man leadership

The pursuit of power and control led to one-man leadership.

In 313AD Christianity was instituted as the Roman empires religion. The catalyst to this decision was Emperor Constantine's conversion to Christianity 312AD.

Edict of Milan: The Edict of Milan was a letter signed by emperors Constantine and Licinius that proclaimed religious toleration in the Roman Empire. The letter was issued in AD 313, shortly after the conclusion of the Diocletianic Persecution.

Constantine became a great patron of the Church, and set a precedent for the position of the Christian Emperor within the Church, merging religion and politics. It was largely due to these influential moves made by Constantine, that a hieratical structure of the church was adopted.

Following the decisions made by Constantine many pagan temples were handed over to the Christians and specific times for worship were initiated.

Structure of the early church:

TITLE	ROLE
Disciples / Congregation	Body of believers
The twelve apostles	Divinely appointed overseers (Elders)
Seven Chosen (Deacons)	Assistants to Elders in delegated areas

Philippians 1:1 To all the saints in Christ Jesus who are at Philippi, with the overseers and deacons:

Philippians 1:1b (ESV) brings the 3 groups of church-people together in one compact salutatory statement: "To all the saints in Christ Jesus who are in Philippi, with the overseers and deacons..." Here we have "saints" (Greek: *hagios*), "overseers"(Greek: *episkopos*), and "deacons" (Greek: *diakonos*). On this verse, New Testament scholar Gordon Fee explains, "The word *deacon*, which means 'servant,' is most commonly used by Paul to designate those who serve others..."[1]. So the church, I believe, is comprised of the Saints who constitute the Priesthood of Believers, the Elders/Overseers who provide oversight, and the Deacons who serve in accordance with the initiatives and values of the Elders.
Trevor Hamaker: Varsity Faith.

Growth = problems = leadership crisis = change.

Elders = Overseers

- Attributes of Elders:
- Above reproach
 - Sober minded
 - Self-controlled
 - Respectable
 - Hospitable
 - Thought well of by outsiders
 - Able to teach
 - Not recent converts
 - Not drunkards
 - Gentle, not quarrelsome
 - Not lovers of money.

Qualifications for Overseers

1The saying is trustworthy: If anyone aspires to the office of overseer, he desires a noble task. **2**Therefore an overseer must be above reproach, the husband of one wife, sober-minded, self-controlled, respectable, hospitable, able to teach, **3**not a drunkard, not violent but gentle, not quarrelsome, not a lover of money. **4**He must manage his own household well, with all dignity keeping his children submissive, **5**for if someone does not know how to manage his own household, how will he care for God's church? **6**He must not be a recent convert, or he may become puffed up with conceit and fall into the condemnation of the devil. **7**Moreover, he must be well thought of by outsiders, so that he may not fall into disgrace, into a snare of the devil.

Blueprint's overseers are:

Jonathan and Janine Cutts
Brook and Katie Turner
Vaughan and Julia Flanagan
Scott Reeve
Willie Durbin

Deacons = responsible for delegated duties

Qualifications for Deacons

8 Deacons likewise must be dignified, not double-tongued, not addicted to much wine, not greedy for dishonest gain. **9**They must hold the mystery of the faith with a clear conscience. **10**And let them also be tested first; then let them serve as deacons if they prove themselves blameless. **11** Their wives likewise must be dignified, not slanderers, but sober-minded, faithful in all things. **12**Let deacons each be the husband of one wife, managing their children and their own households well. **13**For those who serve well as deacons gain a good standing for themselves and also great confidence in the faith that is in Christ Jesus.

The attributes of deacons:

- Dignified
- Not double tongued
- Generous, not greedy
- Holding the mystery of faith with a clear conscience
- Tested first
- Proved blameless

The need for deacons:

Acts 6:1-4 **1**Now in these days when the disciples were increasing in number, a complaint by the Hellenists arose against the Hebrews because their widows were being neglected in the daily distribution. **2**And the twelve summoned the full number of the disciples and said, "It is not right that we should give up preaching the word of God to serve tables. **3** Therefore, brothers, pick out from among you seven men of

good repute, full of the Spirit and of wisdom, whom we will appoint to this duty. **4**But we will devote ourselves to prayer and to the ministry of the word."

Similar to Acts chapter 6 Blueprint has identified the need for Deacons to administrate the various requirements needed to operate the church.

Deacons were chosen in Acts and have been chosen at Blueprint based on the following:

- Calling
- Anointing
- Ordaining
- Appointing

Blueprints Deacons are:

Jeremy Woods (Also sitting on eldership)

Abby Shaw (Also sitting on eldership)

Claire DeMaio

Mason Ward

Ben and Elise Johnson

Blueprint's approach to both Elders and Deacons is dynamic, meaning that it moves and grows and has room to change. The list of names here is representative of the present but Blueprint leadership recognizes the work of God raising up individuals on a regular basis within spiritual communities who may or may not be appointed to the above roles. It is important to remember that both Elders and Deacons are specifically called to the building up and equipping of the body of believers, therefore, this list of names does not include many who are outworking commendable Godly acts in the market place.

Carrying out the fivefold mandate:

Elders and deacons facilitate the ministry of the fivefold based around *Ephesians 4:11-16*

11And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, **12** to equip the saints for the work of ministry, for building up the body of Christ, **13** until we all attain to the unity of the faith and of the knowledge of the Son of God, to mature manhood, to the measure of the stature of the fullness of Christ, **14** so that we may no longer be children, tossed to and fro by the waves and carried about by every wind of doctrine, by human cunning, by craftiness in deceitful schemes. **15** Rather, speaking the truth in love, we are to grow up in every way into him who is the head, into Christ, **16** from whom the whole body, joined and held together by every joint with which it is equipped, when each part is working properly, makes the body grow so that it builds itself up in love.

The church exists to:

- Equip the saints
- Build up the saints
- Bring the saints to maturity

This value of Ephesians 4 is outworked at Blueprint through the launching pad analogy.

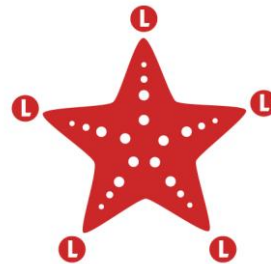
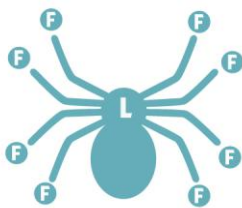


A launching pad is not a destination. It is a starting point, an environment from which people can be launched into their dreams and callings. The picture of the launching pad reminds all of us that there are no spectators in the Kingdom of God. Church is not about cheering on some super-star pastor. It is about the equipping of every single individual in the community to be fully released in their God given purpose.

The Starfish and the spider:

Spider – Centralized. central body with legs. Cut off the head and it dies.

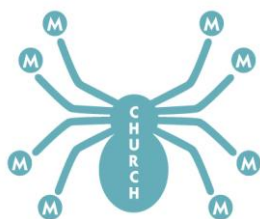
Starfish – Decentralized network. No head. Major organs are replicated throughout each arm. Cut it in half and you get two starfish.



Starfish leadership supports the corporate leadership outworked through the fivefold gift's outlined in the early church model and the epistles.

Spider Leadership mirrors the “one man leadership” imposed by Constantine on the church in the third century.

Starfish leadership launches visions and people into their designated destiny without trying to own or keep them for themselves.



Spider leadership gets every person and vision to serve the head of the spider ensuring that the head always rules and remains at all times the “main thing”.

At the centre of the spider is one mans vision.

At the centre of the starfish is Jesus and the Kingdom of God.

The values of the multiple armed approach to leadership at Blueprint are:

- A plural leadership model centered on Jesus and outworked through Elders and Deacons.
- The fivefold gifts outlined in Ephesians 4 having equal weight and influence in the church. The gifts are Evangelism, Shepherding, Teaching, Prophetic, and Apostolic.
- A commitment to launching people and new works into a place of autonomy and interdependence.
- A commitment to upholding the values of Mercy, Mission, Prayer, Calling and Equipping.



Where the focus remains for Blueprint leadership:

Luke 10: 17-20 **17**The seventy-two returned with joy, saying, "Lord, even the demons are subject to us in your name!" **18**And he said to them, "I saw Satan fall like lightning from heaven. **19**Behold, I have given you authority to tread on serpents and scorpions, and over all the power of the enemy, and nothing shall hurt you. **20** Nevertheless, do not rejoice in this, that the spirits are subject to you, but rejoice that your names are written in heaven."

Blueprint Elders, Deacons and Leaders will always be held accountable to the value of finding identity only in Jesus and not in positions of power and authority and the accomplishments that come with them.

Luke 12:32 "Fear not, little flock, for it is your Father's good pleasure to give you the kingdom."

We remember always that it is Jesus at the centre of the starfish and that it is our heavenly father who leads us. We are the sheep, he is the one true shepherd.