

Elder Structure

OF AWAKEN LAS VEGAS



AT AWAKEN LAS VEGAS,

we affirm a biblical model of church leadership rooted in the New Testament that reflects the unity, diversity, and function of the Body of Christ. Our elder structure is designed to embody the collaborative, servant-hearted leadership seen in Scripture and modeled perfectly within the Trinity. This document outlines the three categories of elders within Awaken Las Vegas: the Board of Elders, the Staff Pastors, and the Care Shepherds.



1. BOARD OF ELDERS

PRIMARY ROLE: Oversight and Governance

The Board of Elders not only functions as the spiritual and organizational guardians of the church but also courageously advances the vision and mission by faith. They are responsible for seeking God's direction for the church and implementing strategic initiatives to advance both the local church and the Awaken Church Community. The Board of Elders works to preserve the vision and mission of Awaken Las Vegas, ensuring operations are aligned with our core values and that integrity and accountability are upheld in every area.

Key Responsibilities:

- Organizational oversight and directional leadership
- Financial accountability, including significant financial decisions
- Accountability for the Lead Pastor
- Oversight of the Awaken Christian Academy (school)
- Long-range strategic planning and development

Biblical Support:

- Acts 20:28 – “Keep watch over yourselves and all the flock of which the Holy Spirit has made you overseers.”
- 1 Timothy 3:1-7 – Qualifications for overseers
- Titus 1:5-9 – Appointing elders in every town

Reflecting the Trinity:

The Board of Elders reflects the role of the Father, establishing authority, order, and long-term vision for Awaken Las Vegas (Ephesians 1:11).

**Awaken Las Vegas ministers with the Biblical conviction that Elder governance of the church is a role specifically assigned to men in the church.

Lead Pastor

Awaken Las Vegas operates under a plurality of elders, where spiritual authority and oversight are shared among qualified men who shepherd the church in accordance with Scripture. Among this group, the Lead Pastor serves as the lead elder, functioning as first *among equals*.

As the lead elder, the Lead Pastor provides visionary leadership, sets the tone for preaching and doctrinal fidelity, and serves as the primary communicator of the church's mission. He collaborates closely with the other elders on the Board of Elders, who share collective responsibility for the governance, direction, and spiritual health of the church.

While the Board of Elders holds equal authority in decisions, the Lead Pastor carries unique responsibilities in ministry execution, leadership development, and the day-to-day shepherding of staff and congregation. The Board holds the Lead Pastor accountable through regular evaluation, prayerful oversight, and shared discernment.

This model reflects the New Testament pattern of team-based elder leadership (Acts 14:23; Titus 1:5), while recognizing specific spiritual gifting and calling for leadership within the team (1 Timothy 5:17).

2. STAFF PASTORS

PRIMARY ROLE: Execution of Vision and Mission

Staff Pastors are vocational leaders who serve on the front lines of ministry, turning vision into action. They lead departments, direct teams, preach, teach, and disciple, functioning as under-shepherds of Jesus Christ.

Key Responsibilities:

- Leadership of ministries and teams
- Teaching, preaching, and doctrinal leadership
- Ministry execution and alignment with strategic goals
- Discipleship and pastoral care

Biblical Support:

- Ephesians 4:11-12 – “He gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry.”
- 2 Timothy 4:2 – “Preach the word; be ready in season and out of season...”

Executive Leadership Team:

The Executive Team at Awaken Las Vegas serves as the leadership core among the Staff Pastors, responsible for implementing the vision and priorities set by the Board of Elders. While the Board steers vision-level direction, the Executive Team leads in ministry-level strategy and development in alignment with that vision. This team typically includes the Lead Pastor and other key ministry executives.

- **To the Staff Pastors:** The Executive Team leads, coaches, and holds Staff Pastors accountable to ministry goals, team health, and spiritual integrity. They ensure all ministry departments operate with unity and excellence.
- **To the Board of Elders:** The Executive Team functions under the spiritual and organizational oversight of the Board. They report regularly on church operations, strategic goals, and pastoral health. The Board entrusts them with decision-making authority in day-to-day matters, while retaining oversight of doctrine, vision, and large-scale initiatives.

This structure fosters strong communication, alignment, and mutual accountability between governance and operations.

Reflecting the Trinity:

Staff pastors mirror the role of the Son, who was sent to carry out the mission of the Father (John 6:38). They embody servant leadership and incarnational ministry.

3. CARE SHEPHERDS (MEN AND WOMEN)

PRIMARY ROLE: Shepherding and Nurturing the Congregation

Care Shepherds function as pastoral shepherds within the body, offering wisdom, prayer, care, and encouragement. These men and women serve as the relational heartbeat of the church, ensuring that people are not lost in the crowd but are spiritually nourished and practically supported. The Care Shepherds operate under the oversight of the Senior Associate Pastor of Care.

Key Responsibilities:

- Shepherding the congregation through prayer and presence
- Home and hospital visitation, follow-up care
- Marriage and family support
- Discipleship and encouragement of the flock
- Supporting pastoral staff in counseling and relational ministry

Biblical Support:

- 1 Peter 5:2 – “Be shepherds of God’s flock that is under your care, watching over them...”
- James 5:14 – “Is anyone among you sick? Let them call the elders of the church to pray over them.”

Reflecting the Trinity:

Care Elders reflect the ministry of the Holy Spirit, our Comforter, Advocate, and Helper (John 14:26; Romans 8:26), gently guiding, nurturing, and interceding on behalf of the people.

Unity in Diversity: A Trinitarian Reflection

This elder structure intentionally mirrors the Triune nature of God. The Father plans, the Son executes, and the Spirit nurtures and empowers. Likewise, the Board of Elders casts long-term vision and provides accountability; Staff Pastors execute and equip; Care Shepherds nurture and sustain. Together, they form a complete, interdependent leadership community, glorifying God through servant-hearted collaboration.

CONCLUSION

Our elder structure is not a hierarchy of power but a reflection of relational leadership rooted in Scripture and the nature of God. Each role is essential and interwoven with the others to faithfully shepherd the church, equip the saints, and carry out the Great Commission.