



We are so thankful... for your involvement in volunteer ministry, leadership, or part of the paid staff at Community Church.

We welcome everyone to come and be part of what God is doing in and through Community Church. We desire everyone to become wholly devoted followers of Christ and believe it is best accomplished by the Word of God, the Holy Spirit and with the help of fellow believers, leaders, teachers and mentors.

Many important aspects shape a person to become a wholly devoted follower of Jesus, such as understanding your passion, talents, Spiritual Gifts, and your experience. We believe that anyone who actively seeks to become like Christ will become a leader to someone else. So whether you are a volunteer or paid staff, we see you as a representative of Jesus Christ and a leader.

Throughout the Bible, leadership is defined. Titus and Timothy give us a great picture of what it means to be a leader and we suggest that every leader take time to read these passages. There are many forms of leadership. For example, a volunteer who serves in the nursery may not oversee a large staff; however, their role is vital! Possibly leading someone to Christ because of his or her actions or attitudes. When a person moves into formal leadership, there are additional disciplines to which God calls every leader.

We have made an effort to outline some of the practical applications of serving and leading at Community Church. We ask you to take time to read this, ask questions if you are not sure how it applies to you, and then incorporate these principles in your role as a leader.

LEADERS

Lead By Example

Are **E**ncouragers

Are **A**uthentic and **A**vailable

Pursue Personal **D**evelopment and Are **D**isciple Makers

Empower

Build **R**elationships And Are Above **R**eproach

Serve Others And Lead Others Into **S**ervice



A Relationship With “The Lord”

The first and foremost requirement for becoming a leader at Community Church is to have accepted Christ as your Savior. Without a true presence of the Lord being established in your life, you will not experience the help of the Holy Spirit nor all He can bring to your life. Also, you as a leader must be active in pursuing and developing your relationship with the Lord.

Building Relationships “With Others”

Building relationships is the centerpiece of ministry. Jesus modeled it in His ministry so we should, too. We ask ministry leaders to build relationships with those they serve and those they serve with. This is accelerated through fellowship outside of scheduled church activities. Get to know your people and do life together. Love one another as Christ loved us. The most powerful ministry occurs when believers journey through life together as they follow Christ and serve others.

“Serving” Those In Your Ministry

Colossians 3:23 says, *“Whatever you do, work at it with all your heart, as working for the Lord”*. We ask leaders to lead, model and serve with this type of attitude.

Leading Others “Into Service”

Giving your life away for others is what Christ did for us. We believe serving others is one of the greatest reflections of Christ in our life. We also believe the greatest Spiritual growth can occur when a person gives their life in service for another.

Mark 10:45 says, *“For even the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many.”*

We ask leaders to find ways of leading their ministry into serve for others.

Practical Care

We ask that **every ministry leader** coordinate hospital, surgery or sick at home follow-up for those within their ministry. Also, our church staff needs the help of every leader to communicate this same information to our Care Ministries Coordinator and the front office so additional pastoral follow-up can occur. Every leader must have active communication with the pastor or leader that is over their ministry.



Be Informed

Communication is vital to any relationship, team or organization. People naturally go to leaders for information or to bring information to them. Leaders represent the culture of an organization and bring continuity **in and between groups**. These realities make it important for leaders to stay familiar with the ministries and activities within the church or at least know how to resource the information.

Doctrine

When leaders are teaching or answering questions on doctrine, they are to represent what has been outline in the document titled "What We Believe". This document can be found at the information table in the foyer or on our website under "About Us – Beliefs & Expectations".

Personal Development

Life is a journey and leadership is a journey as well. God has led you to be part of helping others grow and this will be best done when you are growing, too.

Most important to your growth is your knowledge of the Word and your relationship with the Lord. Secondly, is growing your abilities in being a leader. Remember, **you cannot impart what you do not possess**.

We ask ministry leaders to attend training opportunities offered by the church as they become available.

Above Reproach

At Community Church, we are committed to protecting the integrity of our ministry leaders and the reputation of our Lord. The Bible says church leaders are to be "above reproach".

*"But among you there must not be even a hint
of sexual immorality, or of any kind of impurity, or of greed,
because these are improper for God's holy people."*

Ephesians 5:3



Here are some of practical ways that can help you fulfill “above reproach” as it relates to your ministry:

1. Avoid making a ministry visit to or an appointment with a person of the opposite sex, unless chaperoned. This includes home visits, a lunch, or other types of appointment.
2. Do not counsel the opposite sex more than twice without that person's mate, parent, or other party being present. (Refer them to a professional if they need additional help.)
3. Do not discuss detailed sexual problems with the opposite sex, even in a counseling situation. (Refer them to a professional.)
4. Do not discuss your marriage problems with an attendee of the opposite sex.
5. Every leader must be careful how they show affection to others in public. We ask you to refrain from tight frontal hugs or passionate kissing of the opposite sex at church events. Appropriate public display of affection to spouses and family members is always acceptable.
6. Leaders of youth must not start a romantic relationship with a pre-college student who is involved in our youth ministry.
7. All leaders and volunteers of children and youth are to have a background check.
8. Do not hold ministry monies given to you or collected by you. All monies are to be properly identified and put in our drop safe as soon as possible.
9. We ask that you find out what financial accountabilities are expected in your position and become proficient in them.
10. Pray for the integrity of those who serve with you as well as other ministry leaders. Make your ministry team your protective ally.

“And let us consider how we may spur one another on toward love and good deeds.”

Hebrews 10:24



Promote Unity & Resolve Conflict

Promoting Unity and Resolving conflict is paramount in the Kingdom of God.

“But He knew their thoughts and said to them, “Any kingdom divided against itself is laid waste; and a house divided against itself falls.”

Luke 11:17

God desires communication centered in truth. This prevents Satan from gaining a foothold. Therefore, we as **leaders must guard** what comes out of our mouths or is shared with others. And with our world of technology this would include texting, Twitter, Facebook, and all other social media.

²⁹ Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen.³⁰ And do not grieve the Holy Spirit of God, with whom you were sealed for the day of redemption. ³¹ Get rid of all bitterness, rage and anger, brawling and slander, along with every form of malice.³² Be kind and compassionate to one another, forgiving each other, just as in Christ God forgave you.

Ephesians 4:29-32 (NIV)

“He who covers over an offense promotes love, but whoever repeats the matter separates close friends.”

Proverbs 17:9 (NIV)

²⁵ Therefore each of you must put off falsehood and speak truthfully to his neighbor, for we are all members of one body. ²⁶ “In your anger do not sin”: Do not let the sun go down while you are still angry, ²⁷ and do not give the devil a foothold.

Ephesians 4:25-27 (NIV)

You as a Community Church leader are encouraged to follow the scriptural example in Matthew 18 for resolving conflicts and lead others to utilize this same practice.

¹⁵ “If your brother sins, go and show him his fault in private; if he listens to you, you have won your brother. ¹⁶ “But if he does not listen to you, take one or two more with you, so that by the mouth of two or three witnesses every fact may be confirmed.”

Matthew 18:15-16



Leading and Serving At Community

In accordance with God's Word, we ask all Community ministry leaders to follow these guidelines in resolving conflict:

- In all conflicts, I will seek to respond in a Christ-like manner and not give in to my natural human feelings and emotions.
- I will pray and seek the Lord's comfort and guidance in the matter.
- I will not seek to find others who have been offended, nor will I seek to validate my hurt by finding potential mediators before meeting with the person who has offended me.
- I will first go to the person alone who has offended me and seek to resolve our differences and restore the relationship. I will value the restoration of the relationship above the exposing of that person's possible sin. I will listen to his/her point of view without judging.
- If going to the person first does not resolve the conflict, I will seek the help of a Christian third party to help both of us see what we need to do to glorify God in our relationship. I will make sure that this third party is spiritually mature and neutral in regards to this issue. I will keep an open mind to the advice of the third party and seek to change my attitude and actions as I am advised.
- If the third party cannot affect a resolution, and agrees with my concern, I will seek the help of two or three other witnesses who can intercede in the matter and seek God's glory in this conflict.
- I will not allow anyone to criticize another ministry leader without first following the scriptural guidelines in resolving conflict. In order to avoid gossip and hurt feelings, I will not discuss this matter without the offending party present.
- As a last resort, if the conflict cannot be resolved, I will act in a manner pleasing to God, even if it means removing myself from the source of the conflict.

Event Planning & Calendaring

We ask leaders to submit for approval an "Event Form" for all ministry activities and events affecting more than 6 individuals or families of Community Church whether on campus or off-site. This is to insure the Master Calendar is updated and conflicts are minimized.