



LEADING AND SERVING IN COMMUNITY

We are so thankful...

for your involvement in ministry as a volunteer, leader, or part of our paid staff. We celebrate everyone who participates in what God is doing in their lives and through Community Church.

Our vision is for everyone to become fully 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 fully devoted follower of Jesus, such as understanding your spiritual gifts, passions, abilities, personality, and your experiences. 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.

We ask everyone who is a volunteer, leader, or is a paid staff member to read and agree with all aspects of Leading and Serving In Community. Additionally, we require a background check if you are on staff or serve with anyone under 18 years old, over 65-year-old, or deal with homebound individuals,

If you are not sure how our vision, mission, values, culture, or expectations apply to you, please contact one of our Directional Leaders.

OUR MISSION LOVE GOD. LOVE OTHERS.

This involves pursuing all generations with the love of Jesus Christ and helping them know Him.

- We are a people who share God's love with all people, no matter their choices.
- We believe God has called us to be a catalyst for His Kingdom by supporting and celebrating “The Church” locally and globally.
- We believe that with God, nothing is impossible, and we are trusting Him for the journey ahead.
- We are committed to helping individuals know God and make Him known.

OUR GUIDING VALUES

WE BELIEVE

with God, all things are possible.

WE FOLLOW

God's Word and the Holy Spirit.

WE WORSHIP

in Spirit and Truth through creative expression.

WE CONNECT

people through care, service, and groups.

WE GROW

with intentionality in faith and Biblical knowledge.

WE SERVE

the body of Christ joyfully and with integrity.

WE STEWARD

God's resources well and believe in radical generosity.

WE EMPOWER

all generations to GO into the world and BE The Church.

OUR MINISTRY CULTURE

Becoming more like Christ is my primary objective.

My area of ministry is the **workbench** God will use
to **shape me** into the image of Christ.

I am to **prepare** my heart in advance and show up early, **modeling** Christ
so, He can do great things in others through me.

WHAT WE BELIEVE

When leaders and volunteers are teaching or answering questions on doctrine, they are to represent the beliefs and practices of Community Church. Here are some of our basic beliefs and practices.

The Bible is our Sole Authority

Since **God's Word** is the only completely reliable and truthful authority, we accept the Bible as our manual for living and for determining our purpose and structure.

"The whole Bible was given to us by inspiration from God and is useful to teach us what is true and make us realize what is wrong in our lives; it straightens us out and helps us to do what is right." II Timothy 3:15 (TLB)

Psalms 1:2; 119:11, 72, 105, 130, 140; Proverbs 29:18; 2 Timothy 3:16; 2 Peter 1:21; 1 Corinthians 9:22-23; 14:22-25; Colossians 4:2-6; Matthew 28:19-20; Romans 12:1-2; Ephesians 4:11-12; 5:19-20; 1 Timothy 2:1-2; 4:6, 13, 16; 2 Timothy 2:2; 3:16&17; Philippians 1:9-10; 4:8-9; Colossians 1:10-12; Colossians 3:16-17; 2 Timothy 2:15

Spirit-led Living is the Means

We believe the only way possible to live the Christian life is by God's power within us. So, we seek to practice a daily dependence on **God's Spirit** to enable us to do what is right and to be like Him.

(Jesus said) "I am the Vine; you are the branches. If you abide in me and I in you, you will bear much fruit; but apart from me you can do nothing." John 15:5 (NCV)

Philippians 2:13, Ephesians 5:18

Changed Lives is our Win

The truths of the Bible ministered in grace within the fellowship of believers, produce **changed lives**. For lives to be changed, all three elements are necessary. A person is transformed from the inside out, not from the outside in. Society is best changed by changed people. We practice personal sharing about Christ and inviting friends to church.

"Always be prepared to give an answer to everyone who asks you to give the reason for the hope that you have." 1 Peter 3:15 (NIV)

Luke 19:1-9; John 8:1-11; John 12:1-11; Matthew 6:14-15; 1 John 1:7-9; Hebrews 10:24-25; Philippians 2:1-5; Romans 12:1-2; 2 Corinthians 5:17; Ephesians 2:1-10; 1 Peter 1:16; 1 John 1:7-9

Every Believer is a Minister

Every believer receives spiritual gifts at the time of salvation. Through these gifts, believers find fulfillment and effectiveness in serving Christ. We place our emphasis on Scripture being the tool God uses to develop our faith and equip us for ministry.

Therefore, we are dedicated to assisting believers in discovering, developing, and demonstrating their gifts. We are also committed to a church organization built on spiritual gifts.

Romans 10:17; 1 Corinthians 1:21; 1 Timothy 1:3-8; 1 Timothy 4:9-13; 2 Timothy 3:16-17; Colossians 2:8; Romans 12; 1 Corinthians 12; Ephesians 4:11-16; 1 Peter 4:8-11

Generosity is our Lifestyle

We believe giving is a reflection of our **heart**, our **trust**, our **commitment**, and our **faith**. We should **give** as God has given to us; fully and because of love. *2 Corinthians 9:5-8*

Every dollar given has come from the offerings from God's people. We ask that volunteers check with their leaders before contracting or spending funds. If they do get authorization, then a Financial Request is to be completed stapling the receipt attached to the back, then have your Directional Leader sign it.

We are Self-Governing

The recognized head of our church **is Christ** (not any person, group, or religious organization). While recognizing the value of associating and cooperating with other groups of Christians, we believe every local church should be **self-governing** and **independent** from any denominational control. In relating to future "daughter churches" that we sponsor, we will encourage each congregation to determine its own strategy, structure, and style.

"Christ is the head of his Body, the church. He is the source of the Body's life..." Colossians 1:18 (GN)

We Believe in Immersion

We practice **baptism** by immersion under water - the way Jesus was baptized. We believe salvation is through the blood of Christ, and baptism, is our confession of salvation.

"For when you were baptized, you were buried with Christ, and in baptism you were also raised with Christ..." Colossians 2:12 (GN)

We Are an Elder Led Church

The New Testament clearly teaches the church is to be led by a **plurality of Godly leaders (elders)**. Their assignment falls into **four** categories. **First**, they are given both the responsibility and authority to skillfully and lovingly **lead** the flock. **Next**, they are to

feed the flock, offering accurate and insightful teaching of the Scripture. **Third**, they are to **care** for the flock. This care is shown in the love, concern, prayers, ministry, and adept management of church resources. **Finally**, they are to **protect** the flock from harmful influences and beliefs.

These leaders are known by **three titles**, each of which reveals a separate aspect of their function. All three titles are used in 1 Peter 5:1-2

"Therefore, I exhort the elders among you, as your fellow elder and witness of the sufferings of Christ, and a partaker also of the glory that is to be revealed, shepherd the flock of God among you, exercising oversight not under compulsion, but voluntarily, according to the will of God; and not for sordid gain, but with eagerness;" (NASB)

They are **first** called "**elders**." An elder (Greek "presbuteros") is a Godly leader, whose wisdom and maturity are respected by God's people. **Next**, these are leaders who give oversight. That is, they are "**overseers**" (Greek "episkapos"). An overseer is a person who is a good manager of resources and guardian of people. **Finally**, these leaders are called "**shepherds**," which is also translated as "**pastors**" (Greek "poimain"). This word refers to the role of caring for and leading the flock.

It is important to note that within the New Testament model of church organization, authority for leadership is not granted to just one individual pastor, nor is it given as democratic rule by the congregation. Instead, the Scripture states that authority for leadership is conducted by a **plurality of leaders** who are appointed by the church and accountable to God.

The Scriptures further teach that when the elders are supported by the church, both the church body and individual Christians will flourish. (Heb. 13:17; 1 Thess. 5:12-13; 1 Pet. 5:1-5; Acts 20:28). These elders do not form a separated "clergy class" of Christians. Instead, the elders, some of whom fill church vocational roles, others non-vocational roles, **are brothers** with the people, **always seeking God's best** for the members of the church. (Acts 14:23; Titus 1:5; 2 Cor. 8:19)

"Be on guard for yourselves and for all the flock, among which the Holy Spirit has made you overseers, to shepherd the church of God which He purchased with His own blood." Acts 20:28 (NASB)

"For this reason, I left you in Crete, that you might set in order what remains, and appoint elders in every city as I directed you." Titus 1:5 (NASB)

EXPECTATIONS

A Relationship with The Lord

The most important element of leading or serving 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. If you have a role of formally leading or teaching others, salvation is a requirement.

Building Relationships with Others

Building relationships is the centerpiece of ministry. Jesus modeled it in His ministry, and so should we. We ask ministry leaders and volunteers to build relationships with those they serve with and those they serve. Relational growth occurs best through fellowship outside of scheduled church activities.

Practical Care

We ask every ministry leader and volunteer to communicate within their ministry and with the staff, hospital, surgery, or sick at home follow-up needs for those within their ministry area. Please keep the front office and the CARE Ministry leadership informed so additional pastoral follow-up can occur.

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 is best done when you are growing too. Most important to your growth is your knowledge of the Word and your relationship with the Lord.

Second, it is growing your abilities as a leader or volunteer. Remember, **you cannot impart what you do not possess.**

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."

*"Whatever you do, work at it with all
your heart, as working for the Lord". Colossians 3:23 (NLT)*

*"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 (NIV)*

Here are some **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 appointments.
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. 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.
8. We ask that you find out what financial accountability is expected in your position and become proficient in following budget guidelines and in reporting.
9. 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 (NIV)

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 (NASB)

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 (NASB)

In accordance with God's Word, we ask all Community ministry leaders and volunteers 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 regard 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.

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

*"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." Mark 10:45 (ESV)*

Be Informed

Communication is vital to any relationship, team or organization. Leaders and volunteers 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.

Security

Security is a top priority. Along with emergency evacuation plans, we have response teams, video surveillance, and in every room a wireless 911 Emergency button. Additionally, there are a number of staff, MDO, and volunteers who are trained in CPR.

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 ensure the Master Calendar is updated and conflicts are minimized.

Formal Leadership

When a person moves into formal leadership, there are additional disciplines found in Titus and Timothy. These books give us a great picture of formal leadership. The Elders,



Pastors, and Directional Leaders may also give additional requirements for certain formal leadership positions.

As a result of these guiding values...

...we will [staff](#), [structure](#), [preach](#), [teach](#), [sing](#), [budget](#), [calendar](#), [evaluate](#), and [build](#) according to the purpose God reveals. This will bring glory to Him through our lives.

"For from him and through him and to him are all things. To him be the glory forever! Amen." Romans 11:36 (NIV)

Volunteer & Leader Acknowledgement

I acknowledge that I have been given a personal copy of the Community Church 2020 version of "Leading and Serving in Community," have read it, and agree to follow to the best of my ability what has been outlined in it.

Ministry Areas I Currently Serve In:

Check All Applicable

- ☐ Directional Leadership
- ☐ Worship Ministries
- ☐ Host Ministries
- ☐ Care Ministries
- ☐ Kids Ministries
- ☐ Student Ministries
- ☐ Adult Ministries
- ☐ Support Ministries
- ☐ Facility & Grounds
- ☐ Other: _____

SIGNATURE

PRINTED NAME

DATE