

The Leadership Team

The Meeting Place Church

We believe God has called the Leadership Team and Lead Pastor to be the primary visionary and strategic leaders of this church. Leadership Team refers to the community of leaders who are serving as Elders or Overseers. By Lead Pastor, we are referring to the pastoral staff member who oversees and implements ministry strategy.

Key Passages To Consider

I Peter 5:1-4

To the elders among you, I appeal as a fellow elder and a witness of Christ's sufferings who also will share in the glory to be revealed: Be shepherds of God's flock that is under your care, watching over them—not because you must, but because you are willing, as God wants you to be; not pursuing dishonest gain, but eager to serve; not lording it over those entrusted to you, but being examples to the flock. And when the Chief Shepherd appears, you will receive the crown of glory that will never fade away.

Titus 1:5-9

The reason I left you in Crete was that you might put in order what was left unfinished and appoint elders in every town, as I directed you. An elder must be blameless, faithful to his wife, a man whose children believe and are not open to the charge of being wild and disobedient. Since an overseer manages God's household, he must be blameless—not overbearing, not quick-tempered, not given to drunkenness, not violent, not pursuing dishonest gain. Rather, he must be hospitable, one who loves what is good, who is self-controlled, upright, holy and disciplined. He must hold firmly to the trustworthy message as it has been taught, so that he can encourage others by sound doctrine and refute those who oppose it.

I Timothy 3:1-7

Here is a trustworthy saying: Whoever aspires to be an overseer desires a noble task. Now the overseer is to be above reproach, faithful to his wife, temperate, self-controlled, respectable, hospitable, able to teach, not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money. He must manage his own family well and see that his children obey him, and he must do so in a manner worthy of full respect. (If anyone does not know how to manage his own family, how can he take care of God's church?) He must not be a recent convert, or he may become conceited and fall under the same judgment as the devil. He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil's trap.

James 5:13-16

Is anyone among you suffering? Let him pray. Is anyone cheerful? Let him sing praises. Is anyone among you in trouble? Let them pray. Is anyone happy? Let them sing songs of praise. Is anyone among you sick? Let them call the elders of the church to pray over them and anoint them with oil in the name of the Lord. And the prayer offered in faith will make the sick person

well; the Lord will raise them up. If they have sinned, they will be forgiven. Therefore confess your sins to each other and pray for each other so that you may be healed. The prayer of a righteous person is powerful and effective.

Hebrews 13:17

Have confidence in your leaders and submit to their authority, because they keep watch over you as those who must give an account. Do this so that their work will be a joy, not a burden, for that would be of no benefit to you.

Acts 6:2-4

So the Twelve gathered all the disciples together and said, "It would not be right for us to neglect the ministry of the word of God in order to wait on tables. Brothers and sisters, choose seven men from among you who are known to be full of the Spirit and wisdom. We will turn this responsibility over to them and will give our attention to prayer and the ministry of the word."

See Acts 20:18-35 (verses 28-31a are written below)

Keep watch over yourselves and all the flock of which the Holy Spirit has made you overseers. Be shepherds of the church of God, which he bought with his own blood. I know that after I leave, savage wolves will come in among you and will not spare the flock. Even from your own number men will arise and distort the truth in order to draw away disciples after them. So be on your guard!

Role of the Leadership Team

1. To provide spiritual leadership to the church family, supplying shepherding, protection, oversight and prayer
2. To oversee the financial, and administrative health of the church
3. To help shape new major vision, direction, and policies
4. To ensure sound biblical teaching throughout the church (to watch for false teaching anywhere and to bring this to the attention of the Lead Pastor immediately)
5. To assist the Lead Pastor in difficult relational breakdown situations
6. To hire, oversee, support and manage the performance of the Lead Pastor
7. To borrow money and incur indebtedness on the church's behalf, and cause to be executed and delivered for the church's purpose, in the church's name, promissory notes, deeds of trust, mortgages, pledges, and other evidences of debt and securities
8. To lead in the event that the Lead Pastor resigned, needed to be disciplined, removed, or replaced

We understand these functions in the following way:

1. **To provide spiritual leadership to the church family through shepherding, protection, oversight and prayer.**

In accordance with the Scriptures cited at the beginning of this document, Leadership Team members provide spiritual leadership for the church family. This includes but is not limited to:

- Living exemplary, Christ-honoring lives: able to say to the people of our church, "imitate me as I follow Christ (I Corinthians 11:1)"
- Engaging in personal spiritual practices which build a strong and authentic inner life, enabling biblical thinking and Spirit-led decision making: an ability to hear the voice of God, discern His leading, and obediently follow Him even in the face of difficulty or opposition (I Timothy 4:6-16, John 14:26)
- Being visible and available to the ministry staff, the volunteer leaders, and the church family, especially for prayer and encouragement (James 5:13-18)
- Nurturing and demonstrating the heart of a servant (Mark 10:42-25, Philippians 2:3-5)
- Discipling/mentoring future potential team members (I Timothy 2:1-2, Matt. 28:18-20)

2. To oversee the financial, and administrative health of the church.

Financial/Administrative leadership would include, but is not limited to:

- Making major business, financial, facility and legal decisions in partnership with Lead Pastor and treasury team.
- Doing corporate business
- Developing the budget

3. To help shape new major vision, direction, and policies.

This would include, but is not limited to the following:

- Confirming major philosophical decisions about vision and strategy
- Planning strategically for long-range ministry goals
- Confirming theological positions presented by the Lead Pastor

4. To ensure sound biblical teaching throughout the church (to watch for false teaching anywhere and to bring this to the attention of the Lead Pastor immediately).

The Leadership Team is expected to oversee and evaluate teaching to check for balance, theological content, scriptural integrity, the true heart of God, and the mission of this church etc. This will also mean protecting and, when needed, contending for the vision and core values God has revealed for The Meeting Place Church (Titus 1:9).

5. To assist the Lead Pastor in difficult relational breakdown situations.

From time to time, relational breakdown occurs that is not repaired or reconciled through normal attention to conflict resolution.

This may require active involvement in church discipline matters according to the pattern established in Matthew 18. Someone with a grievance is first encouraged to go to the individual with whom there is breakdown to work things out. Personal problems should not come to the Leadership Team until the Lead Pastor has actively been part of resolution and the Matthew 18 process has been followed carefully and faithfully.

Character Traits and Qualities of Leadership Team Members

- ★ Spiritual gifts of leadership, shepherding, and discernment
- ★ Emotional maturity
- ★ An observable love for God and for the vision, mission, and core values of The Meeting Place
- ★ Demonstrates a track record of competent leadership at TMP.
- ★ A servant's heart
- ★ Financial wholeness, faithfulness and generosity
- ★ No agendas or theological beliefs that are inconsistent with our statement of faith and core values
- ★ Ability to work with humility on a high-trust and high-communication team
- ★ Close association with the Lead Pastor should not be a motivating factor
- ★ Able and willing to make the time commitment necessary
- ★ Fits the chemistry of the Leadership Team

Selection of Leadership Team Members

TMP recognizes the need for the ongoing growth and renewal of the Leadership Team and will maintain an open policy for new members to be recommended to the Team at any time by current Partners. Leadership Team will also specifically engage Partners in the process of new individuals being considered for Leadership Team by requesting recommendations at least four months prior to the AGM.

Whenever individuals with potential leadership ability are identified, the current Leadership Team will prayerfully consider inviting them to the team in accordance with the requirements described in this document and by evaluating their current level of leadership at TMP. Leadership Team will make the final decision regarding which Partners will be recommended to become members of the team.

Should a particular Partner accept an invitation to the Leadership Team, Partner affirmation will occur at the Annual General Meeting or at other official TMP business meetings held at other times during the year.

Leadership Team will inform Partners of individuals being recommended for Leadership Team through a public communication occurring at least two weeks prior to the TMP business meeting in which the Partner affirmation will occur.

Decision-Making Authority

Decisions are reached through a consensus process. We do not need unanimity on every decision. However, we hold unity as a very high value and would proceed only with great caution and conviction on a decision where we were not unanimous. We expect and practice deferring to one another and valuing the leadership of the Holy Spirit speaking to individuals

among us (and in our church family) as well as the expertise in a specific area each team member may bring to the team (finances, long-term ministry experience, understanding of the soul, etc.).

Therefore, this may mean that a team member may "agree to support" the team, even if throughout our discussion there has been a differing opinion. We will always move cautiously and prayerfully when this is the case. All team members exercise leadership oversight and carry equal authority in decision-making.

Number of Leadership Team Members

We want the team to be small enough to be able to have discussions and make decisions with some relative speed, but not so small that the church family is not well represented nor the scope of diversity too narrow. We would seek for the team to be no smaller than three members (including the Lead Pastor) and no larger than nine.

Questions We Will Regularly Ask Ourselves

1. Does our leadership structure encourage or stymie the exercising of leadership, shepherding, and discernment gifts?
2. How much input into the decision-making process do those outside the Leadership Team (staff, volunteer leaders, ministry team members, etc.) have? Should it be more? Less? Is the church family, in general, fairly represented?
3. Does our system work? Are team members actually fulfilling the roles detailed in this document?
4. Is the structure flexible enough to change as the church grows and demands are greater? Should the structure be adjusted?
5. Is the team getting involved in relational breakdown issues too early (Matthew 18 has been followed by the individuals in conflict)?
6. Are we as a church moving towards maximizing our redemptive potential?