

APPOINTMENT AND AFFIRMATION OF LEADERSHIP AND MINISTRY TEAMS

Biblical Mandate

The Scriptures teach that a plurality of leaders is to provide the overall spiritual care of each fellowship of believers. (Acts 14:23; 22:17-8; Phil. 1:1; Titus 1:5) They are responsible to Christ, the Head of the church. At CCC they are called the "Leadership Team" and this term is synonymous with the term "elders."

QUALIFICATIONS OF LEADERSHIP TEAM

A list of qualifications is found in 1 Tim. 3:1-7, 2 Tim. 2:24-26, Titus 1:5-9 and 1 Peter 5:1-5. It is to be noted that the qualifications have to do more with character and maturity than they do with abilities or giftedness. This means that the variety of people on this team will result in a variety of gifts, some public and some more private in nature. They will, however, model the Christian faith.

The following list is not to be considered a complete checklist but rather a composite picture of spiritual maturity to which all Christians should aspire.

Both men and women are eligible to serve as members of both the Leadership and Ministry teams.

1. They must have a desire to do the work.
2. They should have a good relationship in their homes and with their families.
3. They should be persons of steady proven character, with a solid reputation both within the church fellowship and in the community.
4. They should be able to teach, not necessarily publicly, but should have a sound grasp of the Scriptures and should be able to explain the word of God to others.
5. They should not be new to the faith. Age is not the determining factor (Timothy was young) but spiritual maturity is what matters.
6. They should not be quarrelsome and self-willed, but rather marked by gentleness. They should be team players.

7. Possessions or money should not dominate their lives.
8. They should be free from addictive behavior.

FUNCTIONS OF THE LEADERSHIP TEAM

1. Leadership

- * Establish the goals and direction of the congregation.
- * Determine the services and programs of the church.
- * Empower leaders in areas of ministry and spiritual gift.
- * Ensure that the vision of the church is clearly understood and embraced.
- * Release the spiritual gifts within the body of Christians for the benefit of the body.
- * The Leadership Team will appoint the Ministry Team leaders.

2. Pastoral

- * Pray for the congregation (James 5:14; Acts 6:4)
- * Ensure a relevant ministry of the Scriptures (1 Tim. 3:2; 5:17; Titus 1:9)
- * Model Godliness and a mature Christian faith. (1 Peter 5:3)
- * Model a passionate spirituality and love for God.
- * Care for those with special needs (Ezekiel 34:1-6; John 10:11)
- * Protect the church from false teaching (Acts 20:28-31; Titus 1:9)
- * Equip the church for ministry roles (Ephesians 4:12)
- * Work with the pastoral staff in pastoral care and support.
- * Meet regularly with Ministry Team Leaders for pastoral care and support.

APPOINTMENT OF LEADERSHIP TEAM

1. The term "Leadership Team" is to be considered equivalent to the term "elders" as used in Scripture.
2. The raising up of spiritual leaders involves a blending of Divine activity and human response. We anticipate this process taking place at CCC.
3. When God raises up leaders there is always a corresponding recognition of them by others. Examples: Moses (Exodus 4:14-16; 14:31; 19:9); Joshua (Joshua 3:7; 4:14); Samuel (1 Sam. 3:19-20; 1 Chronicles 17:7; Psalms 18:43-45); Paul and Barnabas (Acts 13:1-2); Phoebe (Romans 16:1-2).

4. All leaders would confirm acceptance of the church's Statement of Faith and Core Values.

PROCEDURES FOR APPOINTMENT OF THE LEADERSHIP TEAM AT CAMBRIDGE COMMUNITY CHURCH (CCC):

1. Prior to the implementation of the appointment process messages will be preached from the pulpit, on the Function of the Leadership Team and the qualifications of its members.
2. After such ministry the Survey for Leadership Team Review will be handed out to the membership of CCC with an explanation as to its purpose and how the appointment of the Leadership Team takes place at CCC.
3. The Leadership Team consists of six to eight members. The pastoral staff, included in that number, are members of the Leadership Team by virtue of their position. The surveys will be returned within three weeks from the date of distribution.
4. The existing Leadership Team, because of their knowledge of the people in the congregation, may suggest names to be considered. Any other member can nominate men or women as members of the Team.
5. The existing Leadership Team will review the forms and determine the other members to be appointed. Although the forms are not to be considered voting documents, they will certainly give indications as to the persons who have the confidence of the congregation.
6. Two existing members will meet with each person being considered, to review the responsibility of serving and to determine if the Holy Spirit is leading the person to serve in this way.
7. Once the persons have agreed to serve an announcement will be made to the congregation proposing their names.
8. Any objections or questions will be discussed with the individuals concerned.
9. When the process is complete an announcement will be made to the congregation and a time of dedication and prayer will be held during the service to affirm and encourage them.
10. Leadership Team members are appointed for a two-year term. They may serve for 3 two-year terms and then must take two years off before being eligible for reappointment.

11. A member must resign if the remaining members unanimously determine that his or her role should terminate.

The survey form allowing recommendations from the congregation will take a format similar to the following:

CAMBRIDGE COMMUNITY CHURCH

SURVEY FOR LEADERSHIP TEAM REVIEW

We believe the Scriptures teach that a group of mature persons are to provide the overall spiritual care of each fellowship of believers. (Acts 14:23; 22:17-8; Phil. 1:1; Titus 1:5)

The following are presently serving as members of the Leadership Team. To affirm please enter an X where indicated:

_____ Affirmed _____
_____ Affirmed _____
_____ Affirmed _____

The existing Leadership Team would encourage you to consider the following persons:

_____ Affirmed _____
_____ Affirmed _____

After prayerful consideration and review of the qualifications please list below the persons you would consider for the Leadership Team at CCC, including the above recommendations and others you feel should be considered.

_____ _____
_____ _____

APPOINTMENT OF MINISTRY LEADERS

1. The Leadership Team appoints the Ministry Leaders who become the Ministry Team of the Church.
2. The terms and conditions of the appointment will be clearly defined in writing.
3. Ministry Team Leaders must be members of CCC.
4. Each Ministry Team Leader will meet quarterly with the Leadership Team for reporting on the particular ministry and for prayer and support.
5. Pastoral staff will work with the Ministry Team Leaders to ensure the effectiveness of their ministries.