

Leadership and Leadership Teams At Mountain View Community Church

We believe that Scripture provides specific guidelines for the selection of leaders in the local church. 1 Timothy 3:1-13 and Titus 1:6-9 state the biblical requirements for those who hold the office of elder or deacon and deaconess. The Bible does not specifically address requirements for other positions of leadership within the church. However, we believe that the teaching of the Scriptures provides us with general biblical guidelines for the selection of other leaders. Some passages that would provide direction for the kind of character qualities that are essential to leadership and which are directed to all believers are:

- Proverbs 11:13** “A gossip betrays a confidence but a trustworthy man keeps a secret.”
- Galatians 5:19-21** “The acts of the sinful nature are obvious: sexual immorality, impurity and debauchery; idolatry and witchcraft; hatred, discord, jealousy, fits of rage, selfish ambition, dissensions, factions and envy; drunkenness, orgies and the like.”
- Galatians 5:22-23** “But the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control.”
- Ephesians 4:2-3** “Be completely humble and gentle; be patient, bearing with one another in love. Make every effort to keep the unity of the Spirit through the bond of peace.”
- Colossians 3:15** “Let the peace of Christ rule in your hearts, since as members of one body you were called to peace. And be thankful.”
- 2 Timothy 2:2** “And the things you heard me say in the presence of many witnesses entrust to faithful men who will also be qualified to teach others.”
- Hebrews 13:17** “Obey your leaders and submit to their authority. They keep watch over you as men who must give an account. Obey them so that their work will be a joy, not a burden, for that would be of no advantage to you.”
- James 3:17** “But the wisdom that comes from heaven is first of all pure; then peace-loving, considerate, submissive, full of mercy and good fruit, impartial and sincere. Peacemakers who sow in peace raise a harvest of righteousness.”
- Matthew 25:21** “His master replied, ‘Well done, good and faithful servant! You have been faithful with a few things; I will put you in charge of many things.’”

We believe that God commands Christian leaders to be characterized by a humble, peace-loving, submissive, and Christ-centered spirit. Christian leaders cannot be proud, seekers of personal ambition, complainers (i.e. squeaky wheels), gossips and troublemakers. They must be team players who put the goals of the team and the church before their own personal interests. They must have proven first to be faithful in a few things before they are put in charge of many things (Matthew 25:21). At Mountain View we will look for these kind of godly men and women who have a proven track record, whom we will prayerfully select to serve as leaders in the church body.

In addition to the character qualities stated in the Scriptures previously mentioned, we believe it is wise that those who serve in recognized positions of leadership at MVCC should also meet the following qualifications:

I Individuals must be devoted followers of Christ who have attended C.L.A.S.S. 101 and are supportive of the statements (purpose statement, beliefs, distinctives), strategy (target and vision) and structure (leadership structure, constitution and by-laws, membership covenant expectations) of the church. We believe it is essential that leaders be supportive of not only the church doctrine but also the stated philosophy of MVCC,

for the sake of the unity of the church. They must also be regular attendees of the Worship Service. Elders,¹ deacons/deaconesses, church officers (chairman, vice-chairman, secretary, and treasurer), ministry team leaders and members (purpose and people ministry teams), along with watch-care workers, must also be members of the church.

II The leader of each team will be prayerfully selected² by the elders or pastoral staff and be approved by the elders. Members of leadership teams will be prayerfully selected by the current team leaders and approved by the elders or pastoral staff. MVCC will not ask for volunteers³ for leadership teams since this does not appear to have been the example of Christ (Luke 6:12-16), nor the pattern of apostolic teaching (Titus 1:5). People will have opportunities to express their interest in serving in certain ministries and will be encouraged to identify and use their spiritual gifts (e.g. by taking C.L.A.S.S. 301, etc.), yet volunteers will not be sought for leadership positions.

Each team will be expected to establish a written vision statement for the team, including the qualifications and expectations of individuals they are seeking to recruit as team members. These papers must be approved by the pastoral staff and elder board.

III Individuals must be supportive of the vision statement of the team⁴ on which they serve and be team players.

IV Team leaders will be expected to be team players⁵. They will be expected to be initiating leaders⁶ who:

- A. Present first drafts, not final proposals,
- B. Seek input from the team, and
- C. Follow the team's advice.

Notes:

- 1 Elders must have taken Elder in Training.
- 2 See Luke 6:12-16 for Jesus' example and Acts 13:2-3 for the example of the early church. See also Acts 20:28, "...of which the Holy Spirit has made you overseers." As we pray, the Holy Spirit will show us who he is raising up to be leaders in the church. Leadership is a divine calling.
- 3 We acknowledge that the leaders God is raising up will aspire (1 Timothy 3:1) to the position, but we see a difference between aspiring to a position and demanding a position of leadership. Those who demand a position of leadership may have a problem of pride and self-ambition that needs to be dealt with first. They should not be placed in leadership until they have proven to be faithful and humble.
- 4 Such teams include the following:
 - a. Purpose Ministry Teams
 - 1) Worship
 - 2) Fellowship
 - 3) Outreach
 - (a) Home Outreach

- (b) Missions
- 4) Discipleship

b. People Ministry Teams

- 1) Children's Ministry
- 2) Student Ministries
- 3) Adult Ministries
 - (a) Marrieds
 - (b) Men's Ministry
 - (c) Seniors
 - (d) Singles
 - (e) Women's Ministry

c. Church Operations Team

- 5 A team player possesses two primary characteristics: (1) A willingness to subordinate his/her own personal goals for the benefit of the team, and (2) A commitment to the unity of the team for the purpose of meeting a common goal.

Philippians 2:2-4 says, "Make my joy complete by being like-minded, having the same love, being one in spirit and purpose. Do nothing out of selfish ambition or vain conceit, but in humility consider others better than yourselves. Each of you should look not only to your own interests, but also to the interests of others."

- 6 Leadership is often plural in the New Testament church. References to elders and deacons/deaconesses are primarily plural, even in small churches (Phil. 1:1; James 5:14). Just as when elders lead, normally they lead as a group rather than as individuals, so too we expect our leadership teams to lead as a group and not as individuals. Although we strongly believe in the plurality of leadership, we also believe that effective teams have an initiating team leader who is the primary source for directing, motivating, and casting the vision for the team. This is seen in the New Testament example of Peter who served as the man of action and motivator for the other eleven apostles and who was chosen by Jesus for this task (Matthew 16:18). These team leaders should lead, yet seek input and guidance from fellow team members.

The Elders of Mountain View Community Church
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