

New Community Church
A Family of House Churches

Leadership Structure
& Bylaws

Adopted
September 2019

Name: New Community Church A Family of House Churches
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Revision History

August 1, 2022

Deleted from page 6 - Is a member of New Community Church.

Added to page 7-8 in green:

1. The candidate's **respective regional elders** vet the candidate.
 - a.
 - b. Upon full consensus of the candidate's **regional elder(s)**, the candidate will be recommended to the full Elder Team for further consideration.
 - c.
2. The full Elder Team then also vets the candidate.
 - a. The Elder Team interviews the candidate and his spouse, if he has one. **They prayerfully discern their character and experience in the faith, disciple-making, biblical doctrine, and agreement with New Community's Statement of Faith, etc. [The Five C's of Leadership](#) is a helpful resource for discernment.**
 - b. **The Elders devote time to pray.**
 - c. If there is not full consensus after the interview **and prayer**, the Elder Team will make recommendations for further development.
 - d. Upon full consensus of the Elder Team, the candidate will be presented to the family of House Churches at a weekend Gathering for their **affirmation consideration**. Members will have 30 days to present any biblical disqualifications of the candidate using the Charges Against Elders process described below before the candidate is installed as a new elder.
 - e. **After 30 days the individual is affirmed publicly before the full gathering of house churches.**

Sept. 12, 2022

Added to page 17 - [The Five C's of Leadership](#) is a helpful resource for discernment.

Deleted from page 17 - Is a member of New Community Church.

Sept. 11, 2023

Changed definition of member/membership.

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INTRODUCTION

New Community Church (a.k.a. New Community) is a family (a.k.a. Network) of many House Churches¹ that regularly come together as an extended family for corporate worship, preaching and other disciple-making efforts; therefore, all oversight and leadership reflect that biblical model.

Central to our leadership structure is the reality that Jesus is the head of the Church (Col. 1:18; Eph. 1:22). He is the Senior Pastor at New Community and we look to Him to build and guide us (Matt. 16:18). Beyond that, Jesus appoints leaders called Elders (Acts 20:28) who serve as “under-shepherds” to Jesus and are meant to imitate His servant leadership (John 13:13). Elders in the New Testament are also referred to as pastors, bishops or overseers. Elders are always spoken of in plurality because God intends for more than one man to lead and rule over a church as a safeguard for both the church and the man.

Elders are men chosen according to clear biblical requirements (1Tim. 3:1-7; Titus 1:5-9). The following passages specifically discuss the duties and responsibilities of an elder (1 Tim. 5:17; 1 Tim. 3:4-5; 1 Peter 5:2-5; Heb. 13:7; Acts 20:28; Eph. 4:11; 1 Tim. 3:2; 1 Tim. 5:17; Titus 1:9; Mt. 18:15-17).

In order to oversee² the New Community family of House Churches, Elders also work in specific leadership teams that are tasked with various roles and responsibilities. These leadership teams (and their relationship to one another) are the focus of this document.

¹ House Churches are families of missionary servants committed to growth in spiritual maturity as Jesus’ disciples who make disciples according to the scriptures and eventually reproduce new house churches that carry out the Great Commandment and the Great Commission (Acts 2:42-47; Matt. 22:37-39, 28:18-20).

² Oversight defined: Exercising watchful and responsible care to ensure alignment with Kingdom principles and values that govern how we execute and implement the Strategic Plan as approved, published, and updated by the Elders. See Part Three: Definitions and Notes of Clarification for a description of the Strategic Plan.

OVERSIGHT OVERVIEW

The following is an outline of the New Community leadership structure.

1. Broad Oversight is provided by the Elder Team and Support Teams
 - a. The Elder Team, operating by consensus³ decision-making, oversees New Community's vision, doctrine, discipline, strategy, and other broad decision-making. The Elder Team oversees New Community staff, deacons⁴ (if any) and House Church Shepherds.
 - b. The Elder Team may utilize other support teams as needed.
2. Specific ministries and House Churches are overseen by:
 - a. Regional Leadership Teams (a.k.a. Leadership Huddles)
 - b. House Church Shepherds
 - c. The Servant Team
 - d. Paid staff tasked with supporting the House Church family and it's ministries
 - e. New Community Members as appointed

³ **Consensus** - being in one accord, which may include members deferring to the general consensus of the group.

⁴ New Community recognizes there are certain roles within the network that serve a deacon-like function and therefore these roles should meet the biblical qualifications of a deacon as set forth in scripture (1 Tim. 3:8-12; Acts 6:1-8). The Servant Team consists of Servant Leads who serve a deacon-like function.

ELDER OVERSIGHT

Elders

Purpose

The main purpose of an Elder is to equip and encourage House Church Shepherds to make disciples and plant House Churches that carry out the Great Commandment and the Great Commission i.e. reproducing disciples and planting other House Churches. They also oversee all matters related to the overall operation and ministry of New Community, conduct church discipline, pray for members, teach and equip leaders.

Qualifications

1. Meets the biblical qualifications as set forth in 1 Timothy 3 and Titus 1.
2. Actively engages in personal discipleship relationships.
3. Actively participates in a New Community House Church and regularly engages in a regional Gathering. Candidates being considered for eldership should have experience shepherding a House Church. Once commissioned as an elder they will continue to be actively involved in shepherding in their own House Church. It is recommended that the new elder take prudent steps to share his shepherding responsibilities among a House Church leadership team since eldering requires additional shepherding at a regional level.
4. Actively participates in regional leadership meetings.
5. New Community Church strongly encourages elders to serve based on their gifting.
6. Has a solid understanding of and agreement with scripture (Titus 1:9), the New Community Statement of Faith, this Leadership Document, House Church philosophy of ministry, and other New Community positional documents.
7. New Community encourages Elders to rotate on and off the Elder Team. Annually, each elder will be reassessed based on the qualifications listed in this document and be asked if they will be able to faithfully carry out the following commitments with a spirit of joy and generosity.

- a. Participate faithfully in Elder Team meetings and house church shepherd meetings
- b. Pray regularly for your fellow Elders and assigned House Church shepherds
- c. Meet with your assigned House Church shepherds at least bi-monthly
- d. Visit each of your assigned House Churches at least annually
- e. Is able to serve, without reservation, and with a free conscience

Appointment

1. By the first meeting in October, the Elders will affirm the Elders for the coming year.
2. The affirmed Elders will then be presented to the members for their affirmation. Members will have 30 days to present any biblical disqualifications of an elder that may disqualify them from serving. The method for presenting the disqualification shall follow the “Charges Against Elders” described later in this document.
3. By the first Elder meeting in December, the Elders will appoint from among the Elders an Elder Chairman and Co-Chairman for the coming year. They will also appoint a Chairman for each of the teams, if needed, listed below:
 - a. Regional Leadership Teams
 - b. International Disciple-Making Team
 - c. Finance & Operations Team
4. Additionally, Elders may be asked to serve as Chairman of other ad hoc teams for the upcoming year.
5. Family members shall not serve as Elders concurrently.
6. In situations where the Elder Chairman is no longer able to complete his term, the Elder Co-Chairman will complete the unfulfilled term of the vacated position.
7. In situations where an Elder is no longer able to complete their term, the Elders will appoint a new Elder (preferably from the same region) to serve out the term.

New Elder Appointment

1. A candidate for Elder expresses interest in or is invited to pursue serving as an Elder.
2. The candidate completes an Elder Application.
3. The candidate’s House Church Shepherd (or other House Church Member if the Candidate is the Shepherd) fills out an Elder Recommendation Form.
4. The candidate’s respective regional elders vet the candidate.

- a. At least one Elder within the candidate's Region meets with the candidate's House Church to gain further insights into the Candidate's qualifications and desire to serve as an Elder.
 - b. Upon full consensus of the candidate's regional elder(s), the candidate will be recommended to the full Elder Team for further consideration.
 - c. If there is not full consensus, the Elder(s) in the candidate's region will make recommendations for further development.
5. The full Elder Team then also vets the candidate.
- a. The Elder Team interviews the candidate and his spouse, if he has one. They prayerfully discern their character and experience in the faith, disciple-making, biblical doctrine, and agreement with New Community's Statement of Faith, etc. [The Five C's of Leadership](#) is a helpful resource for discernment.
 - b. The Elders devote time to pray.
 - c. If there is not full consensus after the interview and prayer, the Elder Team will make recommendations for further development.
 - d. Upon full consensus of the Elder Team, the candidate will be presented to the family of House Churches at a weekend Gathering for their consideration. Members will have 30 days to present any biblical disqualifications of the candidate using the Charges Against Elders process described below before the candidate is installed as a new elder.
 - e. After 30 days the individual is affirmed publicly before the full gathering of house churches.

Charges Against Elders

If any member of New Community has a grievance with an Elder or is aware of sinful behavior, they should first go to the elder privately in love and seek biblical resolution in accordance with Matthew 18:15-20. If the grievance is not resolved, or the elder refuses to acknowledge the sin and repent, they should request a meeting with the elder along with two or three witnesses in accordance with 1 Timothy 5:19. If the issue is still unresolved as a result of the meeting it should then be taken to the Chairman of the Elders (or Co-chairman, if it involves the Chairman). The Chairman (or Co-Chairman) will seek biblical reconciliation in accordance with Matthew 18:15-20 and 1 Timothy 5:19-20.

Elder Oversight Team

Membership

The Elder Team is composed of at least three male New Community members who meet the qualifications of an elder set forth in 1Tim. 3:1-7 and Titus 1:5-9, plus Staff Team Lead(s). This team can be added to as needed by a consensus of the Elder Team. They will conduct team meetings at least monthly. It is recommended that there be a sufficient number of Elders to support the initiatives of the family of House Churches and directly oversee the House Churches in each region. Ideally, each Elder oversees no more than four House Churches, including their own.

Responsibilities

The Elder Team provides oversight in these areas:

1. Doctrinal Oversight

- a. Statement of Faith
- b. Positional papers that provide unity, clarity and missional alignment.
- c. Ensures messages/media and other interactions fully align with sound Biblical doctrine, New Community's Statement of Faith, Leadership Document, other New Community positional documents, and the House Church philosophy of ministry.
- d. Assess the spiritual maturity and needs of the family of House Churches.

2. Directional Oversight (Mission, Vision, Teaching Plan, Strategic Initiatives)

- a. Ensures faithfulness to our calling to make disciples.
- b. Ensures oversight of the overall Mission, Vision, and Strategic Plan.
- c. Annually reviews and updates the Strategic Plan, as needed, by the first meeting in October.
- d. Reviews and updates this Leadership Document as needed.
- e. Teaching Oversight (Acts 6:4; Titus 1:9-14; 2:1, 1 Timothy 3:2; 4:11,13,16; 2 Timothy 4:2)
 - i. Approves Gathering preaching plan
 - ii. Approves Gathering speakers
 - iii. Approves House Church equipping plans
- f. Oversees Other Support Teams
 - i. Regional Leadership Teams

- ii. Servant Teams
- iii. Other ad hoc support teams
- g. Approve the appointment and removal of:
 - i. Elders
 - ii. Team Leads, which are restricted to:
 1. Staff Team Lead(s)
 2. Preaching Team Lead(s)

3. Administration Oversight (Budget, Policies, Human Resources, Facilities)

- a. Oversees Business Support including:
 - i. Annual budget oversight:
 1. Personnel
 2. Domestic Disciple-Making
 3. International Disciple-Making
 4. Administration
 5. Network Support, i.e., Operations
 6. Capital
 - ii. Budget Approval Guidelines
 1. October Elder Meeting - Approves percentage of budget allocated to the above six categories.
 2. November Elder Meeting - Reviews final recommendations.
 3. December Elder Meeting - Approves annual budget.
- b. Oversees the hiring and removal of Team Leads
- c. Oversees other Support Entities, e.g., New Community United concept
- d. Oversees a collective experience every six months for all oversight teams for prayer, communication, and collaboration
- e. Other ad hoc administration-related teams as needed.

4. Prayer Oversight (Acts 6:4; 2 Timothy 1:1-2)

- a. Encourages the fervent ministry of prayer in our personal lives & ministry
- b. Encourages prayer in all New Community events and gatherings

5. Discipline Oversight (Elders, Team Leads)

- a. Oversees the biblical process of handling grievances or accusations of sinful behavior against any Elder (1 Timothy 5:19).
- b. Oversees the biblical process of handling grievances or accusations of sinful behavior against any Team Lead.

- c. General oversight to ensure a biblical process across the family of House Churches for handling grievances or accusations of sinful behavior (Matthew 18:15-17).
- d. When required, oversees biblical discipline and appropriate restoration of members within their respective Region.

6. Discipleship Oversight

- a. Equips, coaches, trains and counsels House Church Shepherds (Titus 2:1; Heb. 13:7, 17; Eph. 4:12; Proverbs 15:22).
- b. Confirms new House Church Shepherds.
- c. Provides oversight of House Churches, which means having regular contact with House Church Shepherds in his region and visiting House Churches to provide encouragement and assistance as required.
- d. Recommends new Elder candidates in compliance with the Elder Appointment process.
- e. Actively supports and oversees Regional Gatherings as needed.
- f. Recommends any needed modification/clarification of New Community doctrine to the Elder Team.

ELDER OVERSIGHT ROLES

The following elder roles serve to provide ministry oversight at a broad level.

1. Elder Chairman
2. Elder Co-Chairman
3. Staff Team Lead(s)

Elder Chairman

The Elder Chairman serves as the primary facilitator of the Elder Team unless otherwise designated. His leadership is critical to the team's health and effectiveness.

Responsibilities

General Responsibilities:

1. **Organizational Leader of the Elder Team** – The Chairman’s role is to give practical and specific guidance to the team concerning the Strategic Plan, current goals and the regular responsibilities of the Elder Team. He also ensures that the Elder Team follows this Leadership Document, New Community’s Doctrinal Statement, and any governing policies or practices established by this team.
2. **Accountability Partner and Co-Laborer with Co-Chairman** -- The chairman works closely in conjunction with the Co-Chairman and Staff Team Lead(s) to align ministry efforts, keep elders informed concerning upcoming events, initiatives and decisions, develop meeting agendas, and maintain a personal accountability relationship with the Co-Chairman. The Chairman and Co-Chairman bring to the elders recommendations for final decisions.

Specific Responsibilities:

1. Prepares Elder Team Meeting Agendas
 - a. The Elder Team meets no less than monthly at an agreed upon time and place.
 - b. Agendas are developed in consultation with the other Elders & Staff Team Lead(s).
 - c. Insures review of recurring agenda items, i.e., financial update, sermon review, personal accountability check-in, disciple-making efforts, etc.
 - d. Communicates the agenda to the Elder Team no less than two days in advance of any meeting.
 - e. Distribute meeting notes and minutes from the previous meeting no later than one week after a meeting.
2. The Elder Meeting
 - a. Opens the meeting in prayer, scripture reading, and/or a biblical challenge. The chairman can delegate these duties as he sees fit.
 - b. Guides the meeting by striking a balance between keeping the team on task, praying, and leaning on the Spirit’s direction.
 - c. Ensures minutes are taken at each meeting. The Elders recommend that an Elder be appointed as the regular note-taker for the year.
 - d. Leads the team to specific consensus decisions.
3. Maintains regular communication with Staff Team Lead(s), Elders and the Chairmen of each Team.

4. Together with the Elder Co-Chairman, helps encourage the Elder Team to come alongside one another by:
 - a. Praying regularly for each Elder and his family;
 - b. Being available for one another as needs and personal concerns arise;
 - c. Reminding the team of the New Community mission and vision and how it relates to the current ministry year objectives
 - d. Along with the other Elders, insuring that anyone struggling to fulfill their elder responsibilities is adequately supported and their responsibilities are carried out.
5. Annually leads the team to identify the next Elder Chairman and Co-Chairman, the Chairman for each support team (if any), and the Chairman for each region for the coming year.

Qualifications

Any Elder serving as Chairman has had at least one year of experience on the Elder Team. It is advised that the Elder Chairman not chair other Elder teams during their tenure as Elder Chair. Due to the significant time commitment this responsibility represents, the Elders also recommend that he not be the primary shepherd in a House Church. The Elder Team Chairman may not serve more than two consecutive years as the Chairman.

Elder Co-Chairman

Responsibilities

The Elder Co-Chairman will assist the Elder Chairman in carrying out his responsibilities as directed by the Chairman and/or by the Elder Team. The Co-Chairman will carry out any or all of the responsibilities of the Chairman in the Chairman's absence.

Qualifications

Elders serving as Co-Chairman have at least one year of experience on the Elder Team. The Elders encourage the Co-Chairman not to chair other Elder teams during their tenure. Due to the significant time commitment this responsibility represents, the Elders also recommend that he not be the primary shepherd in a House Church. The Elder

Co-Chairman may not serve more than two consecutive years as the Elder Co-Chairman.

Staff Team Lead

Responsibilities

The Staff Team Lead is responsible for directing, overseeing, and developing New Community staff, as well as ministry leaders and volunteers as needed, as they execute the Strategic Plan approved by the Elders. The Staff Team Lead reports directly to the Elder Team Chairman on behalf of the Elders (or another Elder as appointed by the Elder Team).

Qualifications & Appointment

1. Staff Team Lead is hired and/or removed by the Elder Team in consultation with the Finance & Operations Team.
2. The Staff Team Lead meets the biblical qualifications of an elder as set forth in 1 Timothy 3 and Titus 1.
3. He is a member of New Community.
4. He is actively engaged in personal discipleship relationships.
5. He has a solid understanding of and agreement with Scripture (1 Timothy 3:9), the New Community Statement of Faith, this Leadership Document, House Church philosophy of ministry, and other New Community positional documents.

Reporting

The Staff Team Lead meets regularly with each of their staff direct reports to review:

1. Progress to date on goals and objectives and challenges they are facing
2. Plans for the upcoming month
3. Prayer requests

The Staff Team Lead meets regularly with the Elder Team Chair (or other appointed elder) to review a similar report.

REGIONAL MINISTRY OVERSIGHT

The direct care and oversight of the family of House Churches and its regional gatherings is provided by:

1. Elders assigned to each region
2. Regional Leadership Teams (a.k.a. Leadership Huddles)
3. The Servant Team
4. House Church Shepherds
5. New Community staff tasked with supporting the New Community family of House Churches

Regional Leadership Teams

Purpose

The main purpose of these teams is to bring House Church Shepherds together to pray for, encourage and equip each other, and organize their House Church efforts toward making disciples, multiplying House Churches and forming gatherings that reproduce.

Membership

The Regional House Church Leadership Team is composed of Elders within the region, House Church Shepherds within the region, and other House Church participants who represent leadership in the region. Individuals are invited by the Elders to join the Regional Leadership Team. Membership in the Leadership Team is not required of House Church Shepherds but is an optional opportunity to work alongside the Elders. New Community envisions this opportunity as a means of encouraging relationships within the region, equipping House Churches, and identifying Elder candidates from among the body.

Qualifications

1. Leads or actively participates in a House Church.
2. Is a member of New Community.
3. Actively attends regional Gatherings.
4. Consistently and regularly contributes financially to the New Community budget.

Responsibilities

1. Encourages, supports, and spurs on one another in kingdom work.
2. Provides input and feedback to the Elders in the Elder selection process and other matters of interest to the region.
3. At the request of the Elders, assists in the allocation of funds for domestic and international disciple-making.
4. Applies budgeting parameters related to the funds supplied to the region for executing the New Community mission in each region.
5. Reviews and approves funding requests within the region.
6. Participates in regional and network equipping and training opportunities.
7. Communicates to House Churches opportunities and updates from the Elders and staff.
8. Provides the catalyst and structure for collaboration on missional efforts in the region.
9. Provides the catalyst and structure for the launch of new gatherings within the region.

House Church Shepherds

Purpose

House Church Shepherds live lives of faith and provide a living example of those who believe the gospel and walk in obedience to Jesus, biblically “feeding the sheep” entrusted to their care, resulting in multiplying disciples and House Churches that carry out the Great Commandment and the Great Commission.

The Shepherd’s role entails a great spiritual responsibility in the church as they oversee the discipleship of those God has entrusted to their care. This requires that House Church Shepherds depend on the Lord for all they do in their respective churches, as well as partner with others in that work. Throughout scripture, the biblical pattern for spiritual oversight is a plurality of leaders. Shepherds not only partner with other leadership teams in New Community to further the kingdom work of Jesus, but they seek to raise up others who will share the spiritual responsibility to which God has called them and eventually plant more discipling and evangelizing communities.

The apostle Paul exhorted Timothy to pass on what he had learned to other faithful people who would then teach others. That is the House Church model that New

Community embraces, and it is the work to which House Church Shepherds are called and commissioned.

While New Community offers equipping opportunities for House Church Shepherds, the completion of a class or program does not make a person a New Community House Church Shepherd. God gifts people and develops their character as He sanctifies them. It is a journey of dying to self and serving others, not aspiring to earthly recognition. New Community Elders are intimately involved in the process of identifying and confirming House Church Shepherds.

Qualifications

1. Meets the biblical qualifications of a deacon as set forth in 1 Timothy 3. [The Five C's of Leadership](#) is a helpful resource for discernment.
2. Actively engaged in personal discipleship relationships.
3. Actively participates in a New Community House Church and a Regional Gathering.
4. Has experience with leadership within a House Church setting.
5. Has a solid understanding of and agreement with scripture, the New Community Statement of Faith, this Leadership Document, other New Community positional documents, and house church philosophy of ministry.
6. Has successfully completed any core shepherd training that is required by New Community elders.

Selection Process

1. Individuals who meet the qualifications above are referred to the Elders in their region for consideration as a House Church Shepherd.
2. At least two of the Elders meet with the individual to prayerfully discern their character and experience in the faith, disciple-making, biblical doctrine, and agreement with New Community's Statement of Faith, etc.
3. Is affirmed publicly in the House Church and/or a Gathering as agreed upon by the Elders and/or the House Church members and leaders.

The Servant Team & Servant Leads

Purpose & Qualifications

The concept of “servant leads” comes from the New Testament appointment of deacons or servants. The term “deacon” comes from the Greek word *diákonos* meaning "servant" or "minister." Throughout the rest of this document we will use the term “servant leads” who comprise a “servant team” instead of “deacon”.

The only passage that mentions the qualifications for servant leads is 1 Timothy 3:8–13. This should not be taken as an exhaustive list. The similarities between the qualifications for servant leads and elders are striking. The focus of the qualifications is the character of the person who fills the office. A servant lead must be mature and above reproach.

Servant Leads at New Community will meet the qualifications set forth in 1 Timothy 3:8-13. Servant Leads will be actively involved in a New Community House Church and a regional Gathering.

Responsibilities

The main responsibility of servant leads is to serve the church in the logistical and material needs of the church so that the elders can focus on teaching the Word, equipping, and shepherding people under their care (Eph. 4:11; 1 Tim. 3:2; 5:17; Titus 1:9; Heb. 13:17). One of the notable qualifications missing from the list of deacon qualifications is the ability to teach (1 Tim. 3:2). This suggests that deacons don't have an official teaching role in the church, although it's clear from the example of Stephen (Acts 7) that such people may have that capability.

Even though Acts 6:1-6 is not necessarily referring to an official servant lead role, it does imply that there is a need for a division of labor that would allow other church leaders to be devoted “to prayer and to the ministry of the word” (v. 4). Seven men were chosen to handle more practical matters in order to allow the apostles freedom to continue their work. Beyond what we can see from the differences in qualifications, the Bible does not clearly indicate the function of servant leads. Nevertheless, we can learn from the wisdom of the apostles who delegated administrative responsibilities to godly people who were gifted to serve the needs of the church.

Based on what we see in Scripture, it seems each local church is free to define the tasks of servant leads based on their particular needs. The duties of servant lead may be anything

not related to teaching and shepherding the church. The elders may at their discretion appoint men or women as servant leads as needs arise. Such duties might include:

- **Facilities & Grounds:** The servant leads are responsible for managing the church property. This would include making sure the place of worship is prepared for gatherings, cleaning up, or running the sound system.
- **Kitchen/Events:** Food and event services require many hands. Servant Leads organize and maintain the kitchen and event services such as equipment set up, decorations, and clean up.
- **Baptism and Communion:** Sets up baptism tank and fills. Communicates with participants before the event on time and what to expect. Assists those baptizing and those being baptized, educating them on the process, and directing the baptism event. Sets out communion elements and communicates with Preaching Team Lead when more elements need to be ordered.
- **Benevolence:** Similar to what took place in Acts 6:1–6 with the daily distribution to the widows, the servant leads may be involved in administering funds or other assistance to the needy.
- **Finances & Operations:** While the elders should oversee the overarching financial business of the church (Acts 11:30), There may be certain matters the elders will delegate to Servant Leads. This would include collecting and counting the offering, keeping records, and so on.
- **Frontline: Greeters, Parking Attendants, Communion:** The servant leads could be responsible for distributing programs, seating the congregation, directing parking, or preparing the elements for communion.
- **IT:** Sets up and maintains wifi and internet services, TV monitors and, maintains and services computers, tabletops, and tablets.
- **Bands, Media, Sound, Lighting:** A variety of servants are needed to provide the logistics for Sunday gatherings.
- **Safety & Security:** This would include facility security, medical services and facility safety.
- **Family Ministry:** Department coordinators who provide oversight to the Infants, 2s N 3s, 4, 5 & K, Kidlife and Student Ministries should be asked to meet the qualifications of a servant lead.
- **International Missions:** Servant Leads can help the church track the distribution of mission funds, communicate with missionaries, organize short-term missions trips, and communicate missionary needs and opportunities to the church.

Appointment

Servant Leads are men and women who are approved and appointed by the elders or other persons designated by the elders as needs arise. A recommendation to appoint someone

as a Servant Lead will be received by the person's House Church Shepherd before approval is granted. The number of appointed Servant Leads is based on ministry need and availability of qualified men and women.

Servant Lead Oversight

Servant Leads will be overseen by a designated elder, staff person, or person appointed by the elders.

Communication & Accountability

Servant Leads make up the Servant Team. The Servant Team comes together with the staff and elders at least annually for vision casting, ministry celebration and ministry collaboration. The time, frequency and agenda of this meeting is determined by the elders and staff in consultation with Servant Leads. The Elder Chair, Co-Chair or a designated leader will moderate these meetings.

Each Servant Lead will provide the elders with a report prior to each Servant Team meeting that reflects the values and wins for their ministry area, along with any current ministry needs.

Servant Leads have access to elder meetings to communicate important ministry information, significant changes to their ministry area and when assistance is needed in hard situations. Servant Leads should contact the Elder Chair to be placed on the monthly elder agenda.

Ultimate oversight of this team is the responsibility of the Elder Team.

Servant Lead Term of Service

The elder, staff or leader for each ministry area will determine if they desire a term of service for their ministry area. Regardless of the term of service, each Servant Lead will be annually reassessed based on the qualifications listed in this document and be asked if they will be able to faithfully carry out the following commitments with a spirit of joy and generosity.

1. Participate faithfully in their house church and regional gatherings
2. Faithfully lead their team meetings and participate in Servant Team meetings
3. Pray regularly for their team members
4. Participate faithfully in any training that is provided
5. Are faithful and consistent in their financial support of New Community
6. Is able to serve, without reservation, and with a clear conscience

New Community Staff

New Community staff are tasked with supporting the House Church network. All staff will meet the biblical qualifications of a deacon as set forth in scripture (cf. 1 Timothy 3:8-13; Acts 6:1-7). Other staff-related matters will be communicated in an employee handbook approved by the Elder Team.

New Community Members

Membership in the Church is decided by Christ at the moment of faith. According to the New Testament, all who have accepted Christ as Savior are included in Christ and become members of Jesus' universal Church.

- Ephesians 1:13 And you also were included in Christ when you heard the message of truth, the gospel of your salvation. When you believed, you were marked in him with a seal, the promised Holy Spirit.
- Romans 12:5 So in Christ we, though many, form one body, and each member belongs to all the others.
- 1 Corinthians 12:13 For we were all baptized by one Spirit so as to form one body—whether Jews or Gentiles, slave or free—and we were all given the one Spirit to drink.

According to these passages, the only requirement to be a part of Jesus' Church is a decision to trust Jesus as Savior. This decision to accept by faith the sacrifice and resurrection of Christ as payment for a person's sins is enough to place you in new relationship with God and in new relationship with every other person who has also invited Jesus into their lives as Savior.

The Church is described in the New Testament in this global sense, but also at the city level:

- Paul, an apostle of Christ Jesus by the will of God, to God's holy people in Ephesus, the faithful in Christ Jesus (Ephesians 1:1).
- To the church of God in Corinth (1 Corinthians 1:2).
- To all in Rome who are loved by God and called to be his holy people (Romans 1:7).

And at the household level:

- Greet Priscilla and Aquila, my co-workers in Christ Jesus. They risked their lives for me. Not only I but all the churches of the Gentiles are grateful to them. Greet also the church that meets at their house.
- (Romans 16:3-5)
- Give my greetings to the brothers and sisters at Laodicea, and to Nympha and the church in her house.
- (Colossians 4:15)
- Jesus even notes that “where two or three gather in my name, there am I with them” (Matthew 18:20), indicating that He blesses even a small assembly of believers who are meeting because of Him.

This may not be a church that has many of the gifts of the Holy Spirit, or that is able to function as well as a larger gathering of Christians, but it is still a church because it is a gathering in the name of Jesus.

Becoming a mature, contributing and loving member of the church happens as we learn and apply God’s truth in our lives and speak His truth in love to the other members, obey the love one another commands with each other, serve each other with the gifts He has given, and carry out the Great Commission together. This is a primary reason why New Community strongly encourages involvement in a house church family of Christians.

A person who has made New Community their church home would be someone who regularly attends a New Community Gathering, regularly attends a New Community house church, willingly submit themselves to the oversight and discipline of the church and its leadership, and supports New Community ministry with their gifts, time, finances and resources to build the body of Christ and to extend the gospel.

DEFINITIONS & NOTES

The following is a list of terms and ideas used in this document that may need further defining and explanation.

Definition of Terms

1. **Strategic Plan** - The Strategic Plan is our roadmap for reaching our mission and vision. It is framed around these five questions:
 - a. **What does God want us to do?** This is our missional mandate and vision.
 - b. **Why are we doing it?** These are our core convictions or values.
 - c. **Where are we currently going with what we are currently doing?** This is assessing our current situation in light of what God wants us to do.
 - d. **How are we doing it?** This is our model, methodology, structures, resources, goals and objectives to accomplish what God wants us to do. What resources and steps are required to execute the plan?
 - e. **When are we successful?** This is stating in a clear, concise and compelling way our desired outcomes or ends. What are our environments designed to produce with resonant clarity? What does success look like in each of our environments? What metrics are we using?
2. **Consensus** - being in one accord, which may include members deferring to the general consensus of the group.
3. **House Church**
 - a. House churches operate under the oversight of New Community Elders.
 - b. House Churches are families of missionary servants committed to growth in spiritual maturity as Jesus' disciples who make disciples according to the scriptures and eventually reproduce new house churches that carry out the Great Commandment and the Great Commission (Acts 2:42-47; Matt. 22:37-39, 28:18-20).
 - c. House churches biblically have the freedom to baptize, celebrate the Lord's Supper, perform marriages (if licensed) and funerals.

Notes for Clarification

1. We are a single entity in terms of the legal aspects of our ministry as a 501(c)3 organization. At this time this makes the most sense due to the economics and simplicity of keeping proper records and fulfilling the requirements of the law.
2. Our desire is to regularly evaluate and simplify our structure but never to compromise the safeguards of assuring integrity and the witness of the gospel of Jesus Christ.
3. We believe that submission to the oversight structure that God has put in place, along with operating by consensus, always leads to more effective and unified ministry.
4. We understand that submitting to a plurality of elders for leadership entails a lot of give and take and will not always produce the fastest results, but it requires more energy and time seeking the Lord and His will, as opposed to submitting to man's will.
5. We believe in servant leadership; godly leaders are influencers, not controllers, to the greatest degree possible.
6. New Community is a work in progress with one leader, the Lord Jesus Christ, and our desire is to listen to the Spirit of God and obey as He gives direction, not become too focused on man's plans. This requires us to operate with the utmost faith in God in the midst of the uncertainty that often exists in a broken world.
7. This document is strictly for the use of the New Community family of House Churches and may not necessarily apply to any new networks or entities established in the future.
8. This document is a living document meant to describe how we serve our Lord and engage in disciple-making within the New Community family of house churches. Because this is a "living" document it will be reviewed on a periodic basis to reflect any updates to the structure and/or strategies for disciple-making.