

An Overview of our Leadership Structure at Jericho Ridge

Every church needs spiritual and administrative leadership. Here at Jericho, in keeping with our MB heritage, the Elders team is the governing council of our church. This team of faithful servants gives leadership to the church family in the following spheres:

Three Main Spheres of Contribution for Elders:

1. Faith (Hebrews 11:1-6)

Elders who know their God and believe His word will lead the church family into God's preferred future. Their approach to challenges will be to humbly turn to God and seek His strategy for victory and advance. They will never be satisfied with management or mere maintenance; rather they will look ahead, applying the promises of God's word to the challenges of tomorrow.

2. Teaching (1Timothy 4:11-16)

Elders who are maturing in the word of God will instruct the family of God in Christian living. Teaching is not limited to "classroom" style instruction; rather it is the ability to pass on the principles of God's word on life to another. Questions of lifestyle and belief will be dealt with by careful study and application of the Bible.

3. Shepherding (Acts 20:28-31)

Elders recognize that the church is to be watched and protected. Each member of the church family needs individual attention just as the whole family needs to be kept together. Elders ensure that the flock is properly tended. That each one is secure in following leadership. When "wolves" threaten the flock the elders take up the defense in accordance with scripture. When the family finds itself in conflict the elders take on the role of peace-makers and where necessary they exercise church discipline according to scripture.

How are Elders selected and what are they responsible for?

- The Elder Board is made up of those affirmed by the membership of Jericho Ridge Community Church at a meeting of the membership. The current bylaws require a 75% affirmation of those in attendance at the meeting. The elders may serve for 2 consecutive three year terms.
- Elders meet each month for a prayer meeting the first Tuesday of the month and an operations meeting on the third Tuesday of each month
- Elders are responsible for evaluating, encouraging, hiring and firing of the lead pastor at JRCC. The lead pastor is responsible for this process with the staff.
- The lead pastor is an ex officio member of the Elder Board and participates in all aspects of the Elder Board meetings except those items that deal with the performance and/or compensation of the lead pastor. Other pastoral staff may be invited at the discretion of the Elder Board.
- The number of elders shall be between 7 and 10. The lead pastor shall work with the moderator to give leadership to the elders.

Jericho Ridge Community Church Elders are committed to:

Integrity

Elders accept the challenge of having their moral and ethical lives as an example for others to follow. In monthly meetings all members of the eldership are expected to speak honestly one to another.

Dependence on God

Elders of the church are to be people of faith and vision. When faced with challenges we look to God. We cultivate a "can do" attitude.

Mentoring Future Leaders

Leadership is about preparing the church for tomorrow as well as caring for the needs of today. Elders are always nurturing leaders for the future.

Leading by Example

In all areas of life seeking to be an example to the flock. Elders are expected to be generous givers and servants in the church family.

Knowing the Sheep

An elder is to "shepherd the flock" this means that the elders will work at relationships within the church family. The elder's home ought to be a place of hospitality.

Keeping Confidences

Elders support one another and the pastoral staff by speaking the truth in love. Confidential issues discussed among leaders are kept in strict confidence until such time and place they can be appropriately shared with others.

How does the Elders Team Operate?

Decision Making:

Generally consensus is sought among all members of the Elder Board before agreeing to a decision. If consensus is not gained the decision is delayed to the following meeting. In some instances a decision is simply necessary and can not be delayed. In those rare instances a majority of Elder Board members is required and the names of those Elders objecting or abstaining from the decision are noted. Standing Committees have been established to facilitate decision making, spread out the work load and develop leadership in the congregation (see the separate list of Committees).

General Philosophy:

Although the responsibility of providing leadership of a local church is a significant responsibility, we try not to take ourselves too serious. As a result we try to maintain a casual tone to our meetings that is not too bogged down in bureaucracy. Minutes are taken and decisions are recorded. We also work hard to exhibit unity as an Elder board. As a result, as Elders we try to speak with one voice and support the actions taken by the Elders Board. As individuals we listen carefully to the concerns of those in the congregation, but never publicly undermine the Elder Board or pastoral staff and ministry leaders.

About Committees

The Elders team organizes itself into committees in order to work effectively. Unless otherwise determined:

- Each committee shall have a chair selected by the members of the Committee
- Committees will meet as required by the Committee
- Committees recommend policy for approval by the entire board
- Certain issues may involve the creation of specific committees as determined by the Elder Board
- Staff may serve on committees
- Member volunteers may be recruited for certain expertise

1. Executive Committee

Ensure effective board processes, structures and roles, including retreat planning, committee development, & board evaluation, orientation and training; serve in advisory capacity to lead pastor; sets agenda for board meetings. The Executive Committee will consist of the Moderator (chair), Secretary, Treasurer and Lead Pastor (ex officio).

2. Missions Committee

Leads development and review of missions policies and procedures; sets support levels; reviews applications for support and recommends proposals to full board; maintains relationship with supported missionaries to facilitate communication with membership, encourage, address needs, etc. The Missions Committee will be chaired by a member of the Elder Board and consist of at least two members of the congregation who are affirmed by the Elder Board.

3. Personnel Committee

Guides development, review and authorization of personnel policies and procedures; leads evaluation of the lead pastor; sets compensation and benefit packages.

4. Facilities Committee

Leads process to assess immediate and future facility needs; searches for appropriate facilities and negotiates lease agreements

5. Benevolence Committee

Develops and reviews benevolence policies and procedures; reviews and makes decisions on the dispersal of benevolence assistance within the guidelines of the Benevolence Policy. The Benevolence Committee consists of at least two Elders and one pastoral staff member. Due to privacy concerns only Elders and staff may be members of the Benevolence Committee.

6. Governance/Policy Committee

Leads development and review of church policies to ensure ministry effectiveness, stewardship of resources, compliance with regulatory authorities, etc.

**Jericho Ridge Community Church
Leadership Structure
As at April 26, 2009**



Elders Team

Moderator	Joel Schacter
Treasurer	Bryan Reddekopp
Secretary	Al Thiessen
	Arnie Friesen
	Curtis Cottrell
	Dale Moore
	Derek Rogusky

Winter 2009 JRCC Ministry Leaders

Worship Leaders:	Aaron Rowe
	Kevin Klassen
	Dan Martens
Hospitality Ministry	Isobel Leung, Pam Price
Technical Ministry	Aaron Gleitman
her community (Women)	Meg Sumner
Facilities	Brian Cool
Front Lines	Jeneah Lightfoot
Volunteer Development	Judy Friesen
Prayer	Dave & Jacqueline Pasko
RidgeMen	Adam Drake

Staff Team

Lead Pastor	Brad Sumner
Associate Pastor	Keith Reed (Pastoral Care, Discipleship & Ministry Management)
Kids @ The Ridge Director	Ruth Ellen Crossley
Administrative Coordinator	Jon Mair
Student Ministry Intern	Anita Manderson (Pre-High)