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| <b>Hope Community Church of Elizabethtown<br/>Elder Manual</b> |                             |
| Policies, Procedures   |                             |
| Procedure: Leadership Guidelines                               |                             |
| Document #:  |                             |
| Date of Adoption/Revision: 04/04/2013                          | Jeff Zechman-Elder Chairman |

## **Hope Community Church Leadership Guidelines**

We read in James 3:1 “Not many of you should presume to be teachers...because you know that we who teach will be judged more strictly”. We also see many characteristics for church leaders in 1 Timothy 3. When it comes to leadership within the body of Christ, we believe it is a mistake to see one office as more prestigious than the other. We believe that each leadership position is more a matter of *calling* than status and we believe all of our leaders are ministers of Jesus Christ. Since all leadership at Hope are accountable to the headship of the elders, and ultimately to God, we have set standards for men and women who may direct, teach or lead in any setting sponsored by Hope Community Church. These can be summarized by the following:

### ***A. Possess a Personal Relationship With Jesus Christ.***

Developing a practical theology of understanding that upon conversion we enter into a personal relationship with God through Jesus Christ. Jesus is our mediator, the one who reconciles us to God, and justified by faith, we are united to Christ and have a spiritual desire for continually developing a personal, ongoing life of spiritual formation that makes us more and more like Jesus. "God is spirit, and his worshipers must worship in spirit and in truth." [John 4:24].

### ***B. Pursue Personal Holiness***

Our goal is that each leader would develop an attitude of grace -- giving God time to bring the fruits of Christ-likeness, (such as love, grace, humility and compassion), from among the thorns of our sinful pasts. We also recognize that sin grieves God and opens the door to the Enemy. It is particularly harmful when it involves leaders. An openly sinful life or an erosion away from sound Biblical principles will bring dishonor on the Lord Jesus Christ and will jeopardize the unity of the Hope Community Church as well as its mission to this community. “Put to death, therefore, whatever belongs to your earthly nature: sexual immorality, impurity, lust, evil desires and greed which is idolatry” [Colossians 3:5].

### ***C. Demonstrate Spiritual Gifts in the Area of Interest***

In the capacity of serving as a minister of Jesus Christ we desire a leader to be able to demonstrate the skills necessary to serve in a leadership capacity with consistency and a drive toward excellence. “All are not apostles, are they? All are not prophets, are they? All are not

teachers, are they? All are not workers *of* miracles, are they? All do not have gifts of healings, do they? All do not speak with tongues, do they? All do not interpret, do they? But earnestly desire the greater gifts” [1 Corinthians 12:29-31]

***D. Uphold and Honor Hope’s Statement of Faith.***

In a day in which we have such a prevalence of false teachers, we consider it *essential* that our leaders know and respect our 'Statement of Faith' confirming their support to honor our foundational doctrines. “Now the end of the commandment is charity out of a pure heart, and of a good conscience, and of faith unfeigned: From which some having swerved have turned aside unto vain jangling; Desiring to be teachers of the law; understanding neither what they say, nor whereof they affirm”. [1 Timothy 1:5-7]

***E. Commit to the Goals of Hope and Submit to the Leadership Direction of Hope***

Jesus Christ is the Head, Final Authority, and Chief Shepherd of the Church universal and of this local church [Ephesians 1:22, Colossians 1:18]. He delegated authority to His apostles to set forth accurate doctrine and oversee the church's establishment [John 17:1-22]. The apostles, in turn, committed the government of Christ's church and the guarding of sound doctrine to duly appointed elders in every local area [Acts 14:23]. Consequently, Christ has now delegated authority for shepherding and ruling to those whom He calls to serve as elders. The elders will delegate authority to those they confirm to be leaders and stewards of the mission, values and vision of the church.

***F. Value being Internally Strong***

We desire our leaders to connect in healthy relationships that allows for growth and accountability with other Hope members and attendees. We believe that church 'happens' in our daily lives, not just within the four walls of the church building, as each believer is motivated by the experience of Christ's love and forgiveness. We desire every leader to be wise investors of time, talents, and finances. “From whom the whole body, being fitted and held together by what every joint supplies, according to the proper working of each individual part, causes the growth of the body for the building up of itself in love” [Ephesians 4:16]

***G. Value being Externally Focused***

We desire our leaders to be "salt" and "light" within our surrounding community by purposeful participation in at least one secular or mission focused activity in order to build redemptive relationships with children or adults who do not have a personal relationship with Jesus Christ. “Do nothing from selfishness or empty conceit, but with humility of mind regard one another as more important than yourselves; do not *merely* look out for your own personal interests, but also for the interests of others.” [Philippians 2:3-4]

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