

The background is a solid dark blue color. On the right side, there are several overlapping, semi-transparent white curved lines that sweep from the top towards the bottom, creating a sense of motion or a stylized 'C' shape.

How Our Church is Led

The head of Mainstreet Church is Jesus Christ.

As an organization, we seek to reflect His priorities in all we do and how we do it.

No decision is ever made that would knowingly contradict any of Jesus' teaching.

In addition, through the guidance of the indwelling Holy Spirit, we endeavor to discern God's program for us as a church.

Whenever we implement a plan, we keep one eye on our effectiveness, and the other on the next step God seems to be showing us.

Multifaceted Leadership

On a human level, two groups of people direct the ministries of Mainstreet Church. Those bodies are the elders and the staff.

The elders are members of the body who provide general watch care and oversight. They continually evaluate the teaching ministry of the church and review major ministry decisions and strategic initiatives. They use their wisdom, discernment, and shepherding gifts to ensure the church remains on a true course biblically. Scripture indicates that the ultimate decision making authority in the church rests with the elders. Elders should not be bogged down with the detail of 'hands on' ministry, but should be building relationships and looking at the overall direction, needs and ministry of the church.

The staff develops and directs the day-to-day ministries of the church and they are given authority in their ministry areas. They are paid so that they can devote the best hours of their day to building ministries.

The Senior Staff – a sub-grouping of the key leaders on staff – directs the staff as a whole. The staff then supports the strategies and priorities determined by the Senior Staff. The main job of the staff is to build and coordinate teams of volunteers so that ministry can happen. The Senior Staff's main function is to give leadership to the staff and church.

The Role of Elders

The New Testament is clear that the church is to be led by a plurality of godly leaders under the oversight and watch care of elders. The elders are given ultimate responsibility and authority to see that the church remains on a true course biblically, that its members are being appropriately shepherded, that the body is being fed through insightful and accurate biblical teaching, and that the life of the church is being well managed with the assistance of other competent and godly leaders. They are to care about the spiritual and physical well-being of members, regularly praying for the sick. They are to guard the body against harmful influences, confronting those who are contradicting biblical truth or who are continuing in patterns of sinful behavior. In doing so, they are to keep closing potential entrances for Satan, so that the truth of Christ will remain credible to both the congregation and the community (1 Peter 5:1-4; Acts 20:28-31; Titus 1:9; James 5:14). The Lead Pastor shall act as lead elder. The responsibility of the lead elder is to set the agenda and chair the elder meetings.

Biblical Qualifications for Elders

Elder qualifications are summarized in 1 Timothy 3:2-7 and Titus 1:6-9

1. **Above Reproach** – Elders must lead by example and demonstrate a lifestyle free of patterns of sin.
2. **Husband of one wife** – Elders, if married, must be devoted spouses.
3. **Temperate** – Elders must be self-controlled, enslaved to nothing, free from excesses.
4. **Prudent** – Elders must be sober, sensible, wise, balanced in judgment, not given to quick, superficial decisions based on immature thinking.
5. **Respectable** – Elders must demonstrate a well-ordered life and honorable behavior.
6. **Hospitable** – Elders must be unselfish with their personal resources. They must be willing to share blessings with others.
7. **Able to teach** – Elders must be able to communicate truth and sound doctrine in a non-argumentative way.
8. **Not addicted to wine** – Elders must be free from addictions and willing to limit their liberty for the sake of others.
9. **Not pugnacious or quick tempered** – Elders must be gentle, patient, and able to exercise self-control in difficult situations.
10. **Not contentious** – Elders must not be given to quarreling or selfish argumentation.
11. **Free from the love of money** – Elders must not be stingy, greedy, out for sordid gain, or preoccupied with amassing material things.
12. **Manage own household** – Elders must have a well-ordered household and a healthy family life.
13. **Not a new convert** – Elders must not be new believers. They must have been Christians for long enough to demonstrate the reality of their conversion and depth of their spirituality.
14. **Good reputation with outsiders** – Elders must be well-respected by unbelievers and free from hypocrisy.
15. **Not self-willed** – Elders must not be stubborn, prone to force opinions on others, or abuse authority. They must be servants.
16. **Loving what is good** – Elders must desire the will of God in every decision.
17. **Just** – Elders must desire to be fair and impartial. Their judgments must be based on scriptural principle.
18. **Devout** – Elders must be devoted Christ-followers seeking to be conformed to His image. They must be committed to prayer, worship, the study of Scripture, and the guarding of their own walk.
19. **Holding fast the faithful Word** – Elders must be stable in the faith, obedient to the Word of God, continually seeking to be controlled by the Holy Spirit.

The Purpose of Elders at Mainstreet Church

1. To protect the overall ministry of the church while encouraging sound doctrine
2. To be prayer warriors and spiritual leaders
3. To help share, shape and communicate the vision of the Lead Pastor
4. To provide a shepherding ministry for our people
5. To be Godly believers who surround the pastor for the sharing of accountability and wisdom. They also communicate a strength and foundation to the church.

Duties of the Elders of Mainstreet Church

To develop with the Lead Pastor the vision and direction for the local church and to share in the following areas:

1. To serve as the Human Resource Team for the Lead Pastor
2. To faithfully use spiritual gifts within the ministry of the church
3. To serve as a consultant group to any ministry group or individual that seeks insight
4. Be available for dealing with church discipline as the need arises
5. To help communicate the vision of the church to the congregation
6. Help with spiritual guidance for the congregation
7. Be available for times of anointing and special prayer
8. Greet and encourage the people of the congregation
9. Do hospital visitation with a pastor as need arises, or periodically visit in place of the pastor
10. Be accountability partners with the Lead Pastor
11. To be responsible for legal, financial and property issues of Mainstreet Church

Other Considerations:

In addition, elders must be members of Mainstreet Church. Spiritual Gifts of leadership and discernment are important primary gifts for an elder to have. Other gifts may be helpful, but these are crucial in order to be effective spiritual leaders and decision-makers in the body. Some of the temperament traits that should be looked for in potential elders are:

- Relates well with people and is sensitive to their needs
- Likes long-range thinking and planning
- Discerning
- A big-picture thinker
- A servanthood model of ministry
- Emotional maturity
- Ability to work in a team environment
- Not a power holder
- Not a seeker of status

Selection of Elders

Scripture gives evidence of the first elders being appointed by the founders of the church. By this example it is implied that the existing spiritual leadership of a church be intimately involved in the process of selecting elders to ensure selection based on spiritual rather than superficial qualifications. Beyond this, there are no specific guidelines given regarding the selection process. It would therefore appear that freedom is given to the individual church to develop a process that will best serve its own special needs and situations (Acts 14:21; Titus 1:2).

Process for Elder Selection

If the elders determine that additional elders are needed, they shall initiate the following process for elder selection:

1. The existing elders shall appoint a nominating committee consisting of at least three members, none of whom currently serves as an elder or currently aspires to be an elder. For the purpose of order, one member of the nominating committee shall be chosen by the committee as chairman of the committee.
2. The nominating committee will meet with the elders to review the qualifications for elders and determine questions that should be posed to the candidates.
3. The congregation shall be provided with teaching regarding the biblical qualifications for elders and their scriptural role.
4. With the biblical qualifications in mind, members of the congregation will be given 30 days to submit prayerfully the names of members for consideration as elder.
5. Members whose names are submitted shall be so informed, and they shall be urged to engage in self-appraisal and personal evaluation in light of the scriptural qualifications. Any person may withdraw at that point if they do not aspire to the position of elder (1 Timothy 3:1) or do not believe that they adequately meet the qualifications.
6. The nominating committee shall review the names of the nominees and shall conduct interviews with each nominee.
7. After prayerfully considering each nominee, the nominating committee shall make final recommendations to the elders. Those nominees who have not been recommended to the elders shall be informed by the nominating committee as to the reason for their not being recommended, with reference to whatever qualifications might not have been fulfilled.
8. The elders shall review the nominees and make a final selection. Nominees not selected at this point shall also be given reason by the elders as to why they were not selected.
9. The names of the prospective elders shall be brought before the members of the church, who will be given 30 days to show cause why any one of the prospective elders would not be qualified to serve. Consistent with Matthew 18:15 and Matthew 5:24, any members with such 'cause' must first express his or her concern to the prospective elder and then must also express his or her concern to the board of elders for consideration.

10. At the end of the 30-day period, the prospective elders will be presented to the members of the church for affirmation by majority vote of the members present.

In the event of vacancy or special need, the elders may refer to previous nominees to make a selection, or they may re-initiate the whole selection process, as they deem necessary.

Term of Elders

Since Scripture indicates no fixed term for elders, no specific fixed term of office is recommended. Instead, each elder, upon appointment, shall be asked for a two-year commitment, subject to review, recommitment, and reaffirmation by the church body biannually.

During the period of annual review, both the individual and the other elders shall evaluate each member's continued service as an elder, again considering the biblical qualifications as well as any personal factors that might affect continued service. An individual's service as an elder may be discontinued by their own decision, or by the unanimous decision of the other elders.

Those elders renewing their commitment would again be presented to the members of the church body for affirmation. This will be done by listing the names of current elders and asking the membership this question, "Will you submit yourselves to this group of leaders?" A person's leaving the board of elders would not preclude their service as a future elder, subject to the regular selection process.

The Role of the Lead Pastor

Consistent with the New Testament concept of spiritual gifts, the Lead Pastor, like any member of the body, is uniquely gifted and should seek to minister primarily within his gift areas.

In addition to his pastoring role as an elder, the Lead Pastor is primarily responsible to be a teacher of the Word of God and to provide strategic leadership and vision to the body. His goal is to help mature believers through insightful and accurate presentation of biblical truth, equipping them to be the true 'ministers' in the body. He must strive to teach and lead by word and example, and he must stress both the understanding and the application of God's truth.

The Lead Pastor should not be responsible to consistently minister in areas unrelated to his primary function and giftedness. To burden him with other roles would rob him of planning time, study time, and devotion to the Word. This can lead to watered down, inaccurate teaching or ineffective leadership, both of which in turn weaken the body. As shepherds of the church, the elders are responsible to appoint other leaders with complimentary gifts to undertake areas and aspects of the ministry that cannot be filled by the Lead Pastor.

Teaching within the body should not be limited to the Lead Pastor. The New Testament emphasizes the need for teaching elders and/or the utilization of other members who are gifted in this area, thereby providing a variety of input and role models.

The Selection of the Lead Pastor

In the event of vacancy in the office of Lead Pastor, the elders shall be responsible to conduct a search for candidates and to fill the position.

The Role of Staff

Staff is hired to plan, organize, lead, assess and implement the daily ministry of the church and is given authority in their ministry areas. The Lead Pastor in consultation with the Elder Board hires all staff.

The Senior Staff

The Senior Staff oversees day-to-day operations of the church and provides the vision for future direction of the church. Senior Staff members include the Lead Pastor and selected staff positions determined by the Lead Pastor.

Through the Senior Staff, each ministry or department within the church has the opportunity to have their views expressed and issues addressed.

Procedure for Amending the Governance Document

Faithful but fallible people drafted this document. Should the Spirit of God point out the need to revise this document in any way, the elders shall present the suggested revisions to the members of the body for ratification by majority affirmation.

NOTE: Minor revisions not affecting the theology, ministry philosophy, or overall structure a governance shall be made at the discretion of the elders (e.g. rewording, clarification of ideas considered to be confusing, added scriptural support.)

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