

One Life Church Leadership Structure

This document outlines the procedures used by One Life Church in selecting key leadership for the church body. This document will also provide an accountability structure for ministry leaders and provide information to the church body. While it is impossible to forecast the future needs of the church, the intent of this document is to provide a scalable framework that supports the ongoing mission of One Life Church.

In addition to recognizing Jesus as the head of the body, One Life Church's government is structured around five teams of people (see FIG. 1):

1. Elders
2. Executive Staff
3. Paid Staff
4. Member Care
5. Ministry Support Teams

One Life Church Elder

One Life Church is a body of believers that seeks to implement structures and processes that are consistent with the beliefs and practices of the first century church. As a result, One Life Church™ has attempted to replicate the pattern of leadership outlined throughout scripture.

The team of elders is comprised of no fewer than one elder for every one hundred people in average attendance with no less than two elders, not including the Lead Pastor, and no more than twelve, including the Lead Pastor. The Lead Pastor is a permanent member of the eldership team. In addition, the role of elder, throughout scripture is a responsibility that is placed solely on men.

The Lead Pastor will meet with the elders on a monthly basis, not less than ten times per year.

Purpose of Elders

Throughout scripture, eldership typically has three distinct roles:

1. Pray for the Flock - Scripture is clear that prayer is one of the primary responsibilities of an elder. One Life Church elders are men who commit to pray and fast for the church and her leadership on a regular basis.
2. Pastor the Flock - One of the primary roles of an elder is to ensure that the members, to which they have been entrusted, are receiving appropriate and adequate care, spiritual nourishment and

protection. As a shepherd, these men are to ensure that each member is in a relationship of mutual accountability and encouragement.

Scripture also charges elders with the responsibility to oversee the direction of the church on a macro level without involving themselves in the day-to-day administration of ministry. Elders are not expected to oversee specific projects or ministry areas, instead they are function as overseers for the entire organization. As the organization grows, this will become their primary mode for pastoring.

Elders do not determine programming. This responsibility falls to the executive staff. However, the elders are responsible for evaluating programming based on its appropriateness and effectiveness in furthering the overall mission of One Life Church

3. Protect the Flock - A biblical elder is responsible for the church's spiritual condition, direction and the church's biblical doctrine. It is the elder's God given responsibility to protect the church from false teachings and division. As a result, elders will be called upon to confront dissension, gossip, immorality and false teaching as outlined in Matthew 18.

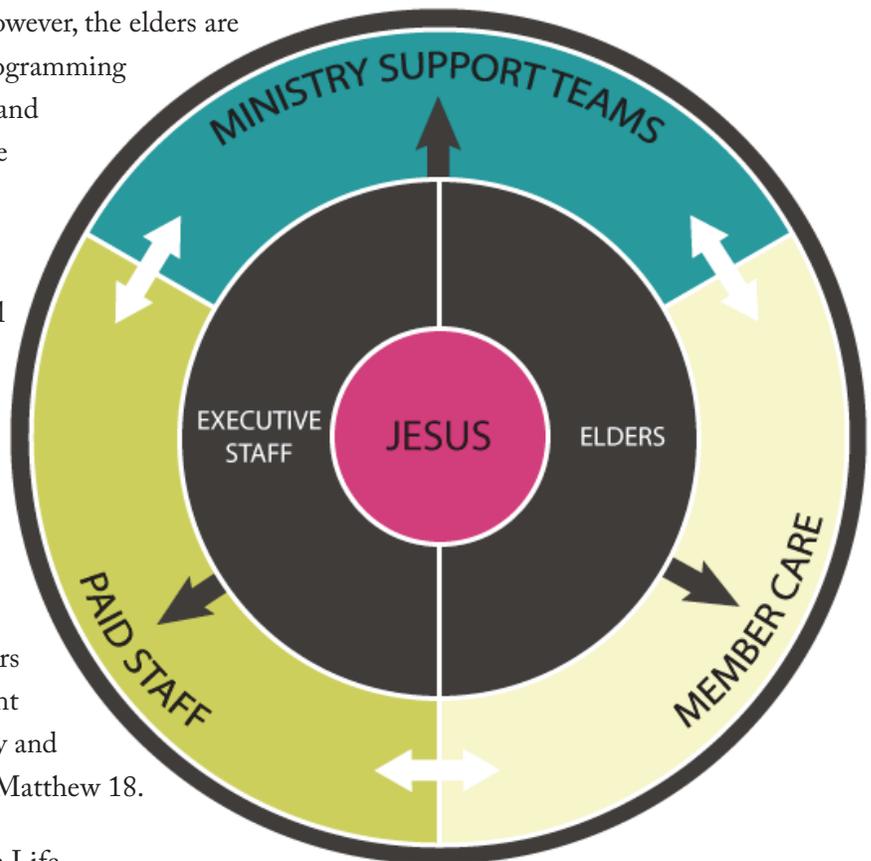


FIG 1: *working structure of One Life Church*

You might even say, that One Life Church is staff lead and elder protected.

The Elders will also take on the following roles in an effort to protect the flock:

- Encourage and keep the Lead Pastor accountable in his leadership of the staff and church.
- Encourage staff and volunteers in their ministries.
- Conduct staff hiring interviews for executive staff and give feedback to the final decision in those hiring matters.
- Support and advise the Executive Staff on the firing of ministerial staff.

- Pray and fast for staff members who have issues impacting their spiritual life and/or effectiveness in ministry.
- Removal of the Lead Pastor if he were to require dismissal for cause. If this were to become necessary, the Elders would notify the Lead Pastor that dismissal was under consideration.

Biblical Qualifications for Eldership:

All elders are required to meet the qualifications for elder/overseer as outlined in 1 Timothy 3:1-7 and Titus 1:5-9.

Here is a trustworthy saying: If anyone sets his heart on being an overseer¹, he desires a noble task. Now the overseer must be above reproach², the husband of but one wife³, temperate, self-controlled, respectable, hospitable, able to teach, not given to drunkenness⁴, not violent but gentle, not quarrelsome, not a lover of money⁵. He must manage his own family well and see that his children obey him with proper respect. If anyone does not know how to manage his own family, how can he take care of God's church? He must not be a recent convert⁶, or he may become conceited and fall under the same judgment as the devil. He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil's trap.

1 Timothy 3:1-7

The reason I left you in Crete was that you might straighten out what was left unfinished and appoint elders in every town, as I directed you. An elder must

¹ Scripture is clear that an Elder must have a God given desire to lead. In no way should a candidate accept the position under coercion, guilty or obligation.

² Literally, "above any accusation of impropriety"

³ Both 1 Timothy 3:2 and Titus 1:6 state that an elder must be the husband of but one wife. At One Life Church™ we understand this to literally mean, "not a chaser of women." Though, marriage can be a helpful proving ground to test the spiritual maturity of a Christian, if a prospective elder is married, it provides additional evidence for or against his worthiness of the position. Marriage, however, is not a requirement for eldership. If a single man is qualified, he may serve.

⁴ We understand that while the Bible prohibits drunkenness (Ephesians 5:18) it does not prohibit the consumption of alcohol.

⁵ Each candidate will receive the tithe-test as a pre-qualifier to eldership and is required to have tithed for at least two years prior to his appointment. If time is divided, candidate must have at least 18 months consistent tithing prior to nomination to be considered for eldership.

⁶ Candidate for elder must be an active serving and tithing member at One Life Church for at least two years prior to nomination.

be blameless⁷, the husband of but one wife⁸, a man whose children believe and are not open to the charge of being wild and disobedient. Since an overseer is entrusted with God's work, he must be blameless—not overbearing, not quick-tempered, not given to drunkenness⁹, not violent, not pursuing dishonest gain. Rather he must be hospitable, one who loves what is good, who is self-controlled, upright, holy and disciplined. He must hold firmly to the trustworthy message as it has been taught, so that he can encourage others by sound doctrine and refute those who oppose it.

Titus 1:5-9

In addition, a candidate for elder must have been a baptized believer for at least five years prior to his appointment to office, an active attender at One Life Church for at least three years¹⁰, a tithing member of One Life Church for at least two years¹¹, actively involved in ministry leadership at One Life Church for at least two years¹² and regularly participates in a One Life Church small group.

Furthermore, in light of the increased expectations imposed upon elders and their families, we feel it is wise to choose elders who have continued in their first marriages. The only exception to this would be in the case of a deceased spouse or man who has never been married.

Expectations for Eldership:

- ▶ *Attendance* - Every elder is expected to maintain consistent regular attendance. Elders are to be present for Sunday morning and Various Leaderships meetings. Elders are also expected to attend all monthly Elders meetings.
- ▶ *Stewardship* - Elders are expected to be faithful stewards. They are to be responsible in the way they conduct their personal business and financial affairs. Elders are to support the ministry of the church through their sacrificial financial giving (tithing is the minimum standard)
- ▶ *Ministry* - Being an elder is not a passive position. Elders are expected to be actively involved in the ministry leadership of the church. They are to be an extension of the leadership and ministry to the congregation.

⁷ See note in 1 Timothy 3:1-7

⁸ See note in 1 Timothy 3:1-7

⁹ See note in 1 Timothy 3:1-7

¹⁰ a total of 3 cumulative years of consistent active attendance is required. If time is divided, candidate must have at least 18 months consistent active attendance prior to nomination to be considered for eldership.

¹¹ a total of 2 cumulative years of tithing is required. If time is divided, candidate must have at least 18 months consistent tithing prior to nomination to be considered for eldership.

¹² leadership is defined as any role where candidate has served on any One Life Church ministry team and applied consistent positive influence within that team over the past two years.

- ▶ *Training* - Learning is a lifelong process. Elders are expected to have participated in a six month mentorship process and are expected to continue to learn how to better serve the church.
- ▶ *Example* - Elders must set the example for the church family. Their lifestyle must be free of addictive drugs, drunkenness and sinful habits. Their marriage must be strong and free from activities that might be construed as unholy.
- ▶ *Doctrine* - Elders will be charged to faithfully support and uphold the One Life Church™ statement of faith.
- ▶ *Confidentiality* - Elders will keep leadership and personal congregational matters confidential.
- ▶ *Prayer* - Elders will faithfully pray for the Lead Pastor, the staff and for the church on a regular basis.

Dismissal of an Elder:

If it becomes apparent that an elder should not serve in the office of elder, he may resign, or by three-fourths vote of the elders (excluding the elder under consideration) be immediately retired from the office. His position will remain vacant until the next regularly scheduled appointment or until the current elders choose a suitable replacement.

Elders have the authority to dismiss the senior pastor without organizational approval by a three-fourths vote of all elders, excluding the Lead Pastor. If dismissal of the Lead Pastor is being considered, other executive staff must be invited to discussion regarding his dismissal.

Appointment of Elders:

Below is the procedure for nominating, testing and approving elders at One Life Church:

Eight months prior to the appointment of elders, an opportunity to nominate candidates for eldership will be made available to the congregation through the confidential submission of nomination forms to the elder nomination team. Nominations will be accepted for two weeks.

A nomination team consisting of one elder (selected by the elders), the Lead Pastor, a staff member and lay leader will convene to perform an initial review of each nomination based on the qualifications stated above. Each candidate will then be informed of their nomination and will have the opportunity to personally accept or decline the nomination. At that time, an interview will be scheduled with the candidate and the nomination team. This process must be completed by the nomination team within six weeks.

Following the candidate's interview with the nomination team, each approved candidate will begin their six month elder mentorship, which will include biblical study of church leadership and auxiliary participation in monthly eldership meetings.

At the conclusion of the mentorship process, the candidate will be approved by the eldership, and then each candidate will be presented to the congregation for review. During this time, congregation members will have the opportunity to use the above biblical qualifications to personally evaluate each candidate. If any member feels that any candidate is not biblically qualified for the office of elder, he must

submit a signed letter to the nomination team listing the reasons for the candidate's disqualification. (each letter will remain confidential)

After each candidate has completed this process and has been approved by the current elders, the candidate will be presented to the congregation and will immediately begin their three year commitment.

Term of Eldership:

Each approved elder will serve for a three year term followed by one year off. The Lead Pastor will serve as a permanent member of the eldership.

Executive Staff

The Lead Pastor selects the executive staff. The purpose of this group is to determine programming, give vision to the various ministries of the organization, and oversee the day-to-day operations. The Lead Pastor is responsible for selecting one staff member, at his discretion, to regularly attend and give input at eldership meetings. This staff member will be chosen and appointed on a yearly basis. The executive staff is accountable to the Lead Pastor. All executive staff members are required to meet the character qualifications as outlined in 1 Timothy 3:1-7 and Titus 1:5-9.

Paid Staff

The church ministerial and support staff is directly accountable to the Executive Staff. On the occasion that an elder is hired by the organization as church staff, that individual would immediately forfeit their role as an elder and begin serving under the leadership and direction of the Executive Staff.

Ministry Support Teams

Ministry Support Teams are teams that manage the business side of One Life Church. These teams are designed to support and facilitate ministry, not control it. These teams are ultimately responsible to the oversight of the eldership but are managed on a daily basis by the executive staff. These teams might include the stewardship team, missions team, personnel team, pastor accountability team, etc.

Pastor Accountability Team

The pastor accountability team is a group of men to whom the Lead Pastor is accountable regarding issues relating to his qualifications to serve. The members of this group will be selected by the Lead Pastor and approved by elders. They may be church members or non-church members. The members of the pastor accountability team do not serve a pre-determined term. However, each member must be reaffirmed by the elders each year, and report no less than annually to the elders.

Member Care

The ministry of Member Care embodies the work of the Eldership and ensures that members are receiving appropriate and adequate care, spiritual nourishment and protection. Though small group ministry is the primary ministry of the church, community groups are the primary pastoring tool by which the elders shepherd. As a result, the elders will be directly responsible for serving, confronting, protecting and caring for small group coaches and leaders.

Elder Nomination Form

To nominate a candidate for the office of elder at One Life Church, please complete this form and return it to a member of the nomination team or to the following address: PO Box 620908, Charlotte NC 28269.

* * * * *

I nominate the following person for the position of Elder at One Life Church:

Nominee's Name: _____

Nominee's Address: _____ Phone: _____

Have you notified this person of this nomination? YES NO

Qualifications:

Please let us know about the above nominees qualifications by completing the below section.

This candidate meets the biblical qualifications outlined in 1 Timothy 3:1-7? YES NO

This candidate meets the biblical qualifications outlined in Titus 1:5-9? YES NO

This candidate has been baptized believer for at least 5 years? YES NO

This candidate has actively attended One Life Church for at least 3 years? YES NO

This candidate is actively involved in a small group? YES NO

This candidate is actively involved in ministry leadership at One Life for 2 years? YES NO

* * * * *

Your contact information

Signature: _____

Name: _____

Address: _____ Phone: _____