

HOUSE LEADERSHIP

Team Leadership

As we have come to see, both in the Word of God and in practice, leadership in the form of a team is both the most effective and the most beneficial for spiritual growth and health. We see, beginning in the Trinity, Father, Son and Holy Spirit are working in concert in creation, in salvation and in upholding the Universe. In the Church of Jesus we see in the Scriptures that the design of God for leadership is a team of men, called elders or overseers, to lead and care for the flock. We see even in Biblical apostolic work that Paul and the other apostles worked with teams to accomplish the spreading of the Gospel.

This being said, the eldership has concluded that as our fellowship has matured in the Lord so we must continue maturing in our structures and culture. One of the ways we have determined to do so is to move our House Leadership from a one person model to a team leadership model.

Our Current Model: Our current House Leadership model (pictured below) involves the House Leader operating as CEO of the House. This puts a great deal of burden on one person to be both spiritually and practically responsible for the House, and the other folks with responsibilities operate under him or her.

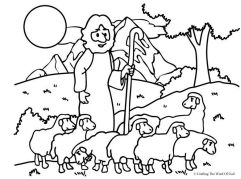


Our New Model: Our new model of House leadership (pictured below) will involve responsibility for the House to be equally distributed under three separate roles, with the House Leader position changing its name to the House Pastor. The responsibilities of these roles will be explained in depth shortly.



House Pastor: The role of “House Leader” will be renamed “House Pastor” to reflect the change of emphasis from an executive role to a more pastoral, shepherding responsibility. This role will no longer be responsible for practical needs, such as budgets, organization, etc. but will carry on (to an even greater degree) the spiritual responsibilities of the House Leader. The House Pastor will be the “first among equals” in the leadership of the House in the sense that they will still play the most prominent role in the day-to-day direction of the House due to the priority of spiritual needs over practical. Also, because of this, the House Pastor will absorb the role of the Prayer Coordinator—facilitating prayer meetings and communications for the House.

General Responsibilities of the House Pastor:



Gather the Flock: One of the most important responsibilities of a shepherd is to keep the flock from scattering, i.e. maintaining unity. The House Pastor will have the responsibility of recognizing and addressing the challenges to unity that the House faces. It is also important that the House Pastor helps to keep the House focused on the particular mission(s) they have been given from the Lord.

House Meetings: The House Pastor will be responsible for holding and facilitating House meetings as needed— whether regular meetings or special meetings.

Brothers/Sisters in Arms: The House Pastor will continue to be responsible for assigning BIAs and SIAs within the House and, because of this will still be ultimately responsible for rooming assignments.

Mend the Broken: Another very important responsibility a shepherd has is to attend the wounded in the flock. The House Pastor will be primarily responsible for seeing that members of the House who are struggling or weak in the faith are cared for and disciplined through difficulties. This will continue to involve communicating regularly with the elders in order to make sure struggling brothers or sisters receive the care and attention needed. Also, the House Pastor will primarily care for newer/weaker believers when they enter the House.

Feed the Sheep: Finally, while the first two points are generally addressing negative potentials (disunity and care for the struggling) in a House it is also important that House Pastor looks forward positively for the spiritual health and maturity of the House. Whether this is bringing resources to the House to build people up, coordinating times of prayer or fasting on behalf of housemates in need, or helping to hold people accountable to a healthy spiritual life; a House Pastor works under the Spirit's guidance to help build people towards maturity.

Changes in Responsibility: The House Pastor will not carry some of the responsibilities currently held by the House Leader. These are primarily summed up in the fact that they will no longer be responsible for (1) appointing House roles, or (2) overseeing House roles. While they should still care for the House Coordinator and House Treasurer as brothers/sisters they no longer carry the responsibility of overseeing the tasks/responsibilities of these roles. House Pastor's should defer to these other roles in their area of responsibility, as they should do the same towards the House Pastor—all working together for the spiritual health and unity of the House, serving all the members living there, and advancing the Kingdom as one.

House Coordinator: The role of "House Coordinator" will continue with it's present title, but will change from operating beneath the House Leader to being the role with the primary responsibility for the practical needs of the House (minus finances which will be overseen by the House Treasurer). While the House Pastor carries the primary spiritual leadership-responsibilities in the House, the House Coordinator carries the primary practical leadership-responsibility in the House.

General Responsibilities of the House Coordinator:

Spoke in the Wheel: It is crucial that the House Coordinator should not do all the work, but instead delegates practical responsibilities; helps them to work together in unity; and holds them accountable to be done properly. Whether it is house dinners, grocery shopping, house events, cleaning, or whatever else, the House Coordinator acts as the "spoke in the wheel," helping to make the different aspects of the House and it's ministry work together.



Servant: Most importantly the House Coordinator is a servant. Because of this, the Coordinator does not make decisions for the House out of his/her own preferences, rather they serve the vision that the Lord has given to the House as a whole. The focus is to work to make the practical running of the House serve the spiritual goals and discipleship going on there.

Hospitality: Another important aspect of the House Coordinator role is to keep the House ready for hospitality. For every Christian home hospitality is a sacred duty that takes preparedness. The House Coordinator helps to keep the House prepared to be hospitable as well as, perhaps, organizing events, meals or offering lodging to meet various needs around the fellowship.

Shalom in Chaos: Finally, in the midst of the busyness of Kingdom life a House Coordinator helps to keep the House practically anchored in the peace of God, through cleanliness and orderliness. When difficulties arise they are only magnified by practical chaos and disorder, so one of the number one duties of the Coordinator is to be a “peacemaker” in the House.

Lazarus Room Coordinator: In Houses that host a Lazarus Room, the role of Lazarus Room Coordinator will be assumed by the House Coordinator. This will allow the Coordinator to sync the needs of the Lazarus ministry with the general needs of the House. This does not make the Coordinator primarily responsible for the spiritual care of individuals coming from the Lazarus ministry (no more so than other members of the House). The role is practical, making sure the room is properly managed, schedules are made and clear, and that the general flow of the ministry is attended to.

House Treasurer: The House Treasurer role will remain, to a large extent, the same as it has except for the fact that it will no longer be subordinate to the House Leader role. Financial distribution, tracking, budgeting and decisions are a very important part of every day life. Men and women of faithfulness and integrity are needed to serve to keep things operating both smoothly and above reproach.

General Responsibilities of the House Treasurer:

Connection Point: As the common purse fellowship grows it is critical that the communal finances not be seen as “Big Government.” This is our family’s finances, devoted to the service of God’s Kingdom. One of the House Treasurer’s most important roles is to connect their House members with information and updates from the community’s treasurer team. This way the House can understand financial decisions, pray for financial needs, and stay current with how funds are being used.

Servant: Again, the House Treasurer is not to be the “Master of Coin” or a financial dictator. The House Treasurer’s responsibility is (1) to keep the standards set by the Community Treasurer, and (2) to manage the House’s finances in accordance with the House’s stated needs and ministry vision/focus. For example, if the House decides to give away a portion of it’s money then it would be the Treasurer’s responsibility to help make this happen and adjust the budgets appropriately.

Buffer: The House Treasurer also seeks to set healthy limits on spending. Approving (and yes, even denying!) spending requests within the House as much as possible so that our CP is not hit with unnecessary expenses or overworking the Treasurers. Also, helping the House Pastor, House Coordinator and the House in general to understand and work with the budget in order to make informed decisions.

Serving in Unity: In order for a small group to work together there are several principles that are absolutely necessary. Otherwise leaders, instead of working in unison for the cause, fight each other for power and dominance.

Servants, not rulers: The Lord Jesus Himself taught us this crucial lesson: *Jesus called them together and said, "You know that the rulers of the Gentiles lord it over them, and their high officials exercise authority over them. Not so with you. Instead, whoever wants to become great among you must be your servant, and whoever wants to be first must be your slave— just as the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many."* **Matthew 20:25-28**

Leadership positions exist in the Kingdom of God for the sake of serving others, not for our own ego or fulfillment. Each member of a leadership team must view themselves as servants empowered to serve, not rulers with rights.

Prayer: Leaders that pray together, work together. Those who wish to be partners in the Gospel must make time to pray together in unity for God's guidance and wisdom. Even practical roles are done through the strength that is provided by God's grace in the Kingdom. As Peter tells us, *"If anyone serves, they should do so with the strength God provides, so that in all things God may be praised through Jesus Christ. To him be the glory and the power for ever and ever. Amen."* **1 Peter 4:11**

Although each role has clear delineations of responsibility this does not mean each leader "minds their own business"— instead they are united in prayer for one another.

Humility: Pride is the death of relationship. If those who should be working together are instead comparing themselves to each other or criticizing each other there is no good that will come from it. Instead, we are told, *"Do not think of yourself more highly than you ought, but rather think of yourself with sober judgment, in accordance with the faith God has distributed to each of you. For just as each of us has one body with many members, and these members do not all have the same function, so in Christ we, though many, form one body, and each member belongs to all the others. We have different gifts, according to the grace given to each of us."* **Romans 12:3-6**

Also, *"Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, not looking to your own interests but each of you to the interests of the others."* **Philippians 2:3-4**

Conclusion: We pray and expect that as we continue to be moldable and responsive to the guidance of the Holy Spirit the Lord will continue to bless us and use us for the glory of Jesus and the care of His family. Help us, Lord Jesus, to lead with humility and love. Amen.