

Narara Valley Baptist Church Structure (Detailed Description)

In November 2005, Narara Valley Baptist Church decided to change the way in which its leadership was structured. It was identified that the then Servant Leadership structure was too large and trying to do too many things at once, and as a result, doing few things well.

It was decided a breakup of responsibilities would better allow people to focus their giftedness and energy. This saw the formation of four teams:

- *Vision Leadership Team*

The Vision Leadership Team was called to seek God's leading regarding present challenges and future initiatives. Each year the Vision Leadership Team was to present the budget for the church's approval.

- *Pastors & Staff Team*

The Pastors and Staff team was called to provide leadership in the implementation of the vision of NVBC, particularly within the ministry area to which they are called.

- *Ministries Directions Team*

The Ministries Directions Team (under the leadership of the Ministries Director), was called to provide coordination and leadership support to non-pastor led ministries at NVBC as they seek to realise our vision.

- *Support Team*

The Support Team (under the leadership of the Administrator), was called to provide support to the Vision Leadership Team and Ministries Directions Team as they seek to realise the vision of NVBC. This support was to be in the areas of: administration; finance; facilities; and special projects.

Periodically the Vision Leadership Team, Pastors & Staff, Ministries Director and Administrator would meet as a collected body called the 'Church Leadership Team', to discuss current church-wide leadership issues.

In 2007 the Church Leadership Team identified structural issues as a key item to be addressed. There have seen some positive break-throughs with the current structure, and there have also been some drawbacks:

- *Breakthroughs:*
 - ✓ A challenging vision has been sought, discerned and communicated which the old Servant Leadership model rarely afforded time for
 - ✓ Leaders have been able to focus in the area of their gifting and passion rather than being a 'jack-of-all-trades'
 - ✓ Ministry leaders have been cared for and equipped
 - ✓ Reduced number of meetings deemed 'irrelevant' by many in the room

- *Drawbacks:*
 - ✗ Lack of clarity about which team is leading the church
 - ✗ Inadequate communication between various teams
 - ✗ Confusion about the role of each team
 - ✗ Questions about the role of the VLT after vision has been communicated (ie. Do they then lead the 'implementation' stage? Do they delegate to others?)
 - ✗ Lack of support and accountability structures for the Senior Pastor
 - ✗ Lack of legal structure to access government and non-government grants
 - ✗ Insufficient attention to the culture of NVBC

These drawbacks were seen as symptomatic of a structure that does not provide adequate review processes.

As a result of the government policy of providing finance for chaplaincy in schools, there was a need to create an incorporated association (CoastCare Inc.). This association is for the purposes of sourcing funding to fulfil the on-going Vision and Mission of the church and is controlled by Narara Valley Baptist Church.

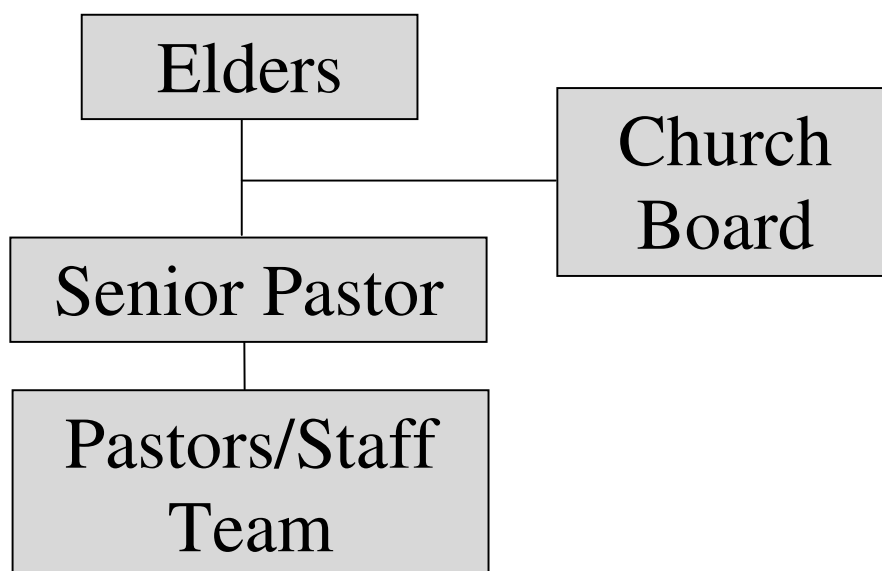
In late 2007, Pastor Craig and subsequently the Pastor/Staff team spent time with Resolve Consulting to seek their counsel on leadership structure. Resolve have both financial and organisational restructure experience with over 300 churches, Christian Schools and not-for-profits and are uniquely placed to provide wise counsel.

June 2009

The Resolve ministry governance framework is a framework which needs to be adapted to the individual context (in our case, a church). The Pastor/Staff team contacted 10 individuals from both within and outside NVBC and showed them the Resolve framework and asked for their comments. These proved quite helpful and helped us to adapt the model to NVBC.

The adapted Resolve model shares some similarities with our existing framework, yet there are also some significant differences. It is hoped this new model will build upon the positives we already experience, and address the negatives in a helpful manner.

The following diagram attempts to provide a pictorial description of the proposed structure.

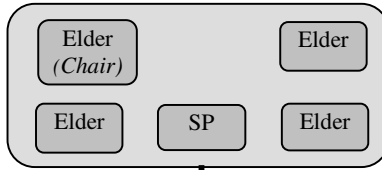


The diagram on the next page, attempts to provide a more detailed description of how these relationships will interact.

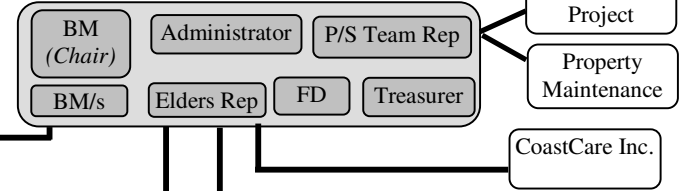
NOTE:

The Elders are accountable to the Partners to ensure the appropriate processes are in place for the progressive pursuit of the Vision, Mission and Values. The Elders delegate responsibility, via the structure below, for components of this pursuit to the Senior Pastor, Pastors/Staff and/or the Church Board. Elders are not normally involved in day to day matters.

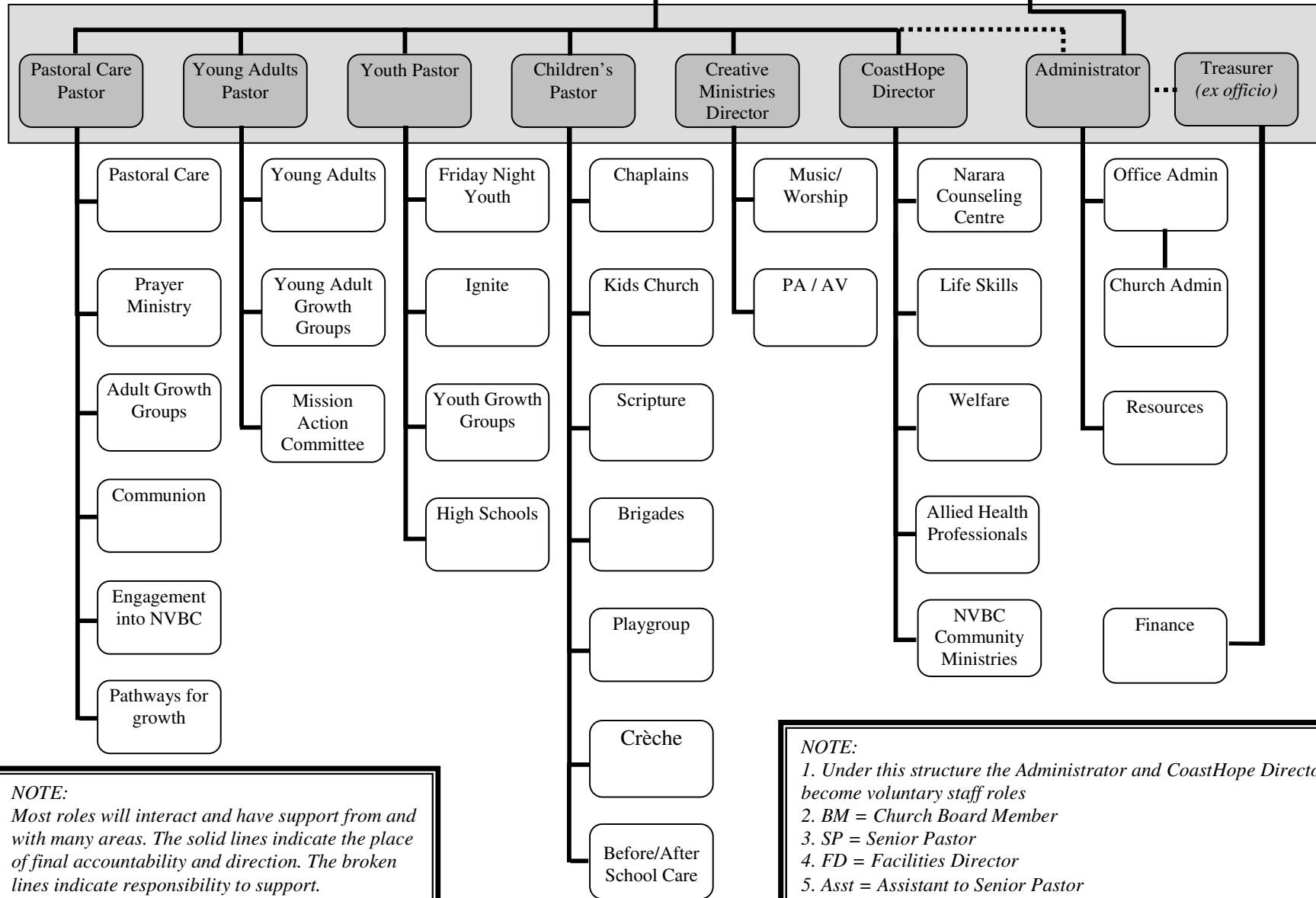
Elders



Church Board



Pastors/Staff Team



NOTE:

Most roles will interact and have support from and with many areas. The solid lines indicate the place of final accountability and direction. The broken lines indicate responsibility to support.

NOTE:

1. Under this structure the Administrator and CoastHope Director become voluntary staff roles
2. BM = Church Board Member
3. SP = Senior Pastor
4. FD = Facilities Director
5. Asst = Assistant to Senior Pastor

Structure Explained

This document attempts to apply the principles of Scriptures relating to how a New Testament church is led in our context. The structure seeks to have a focus on the spiritual health of the church, while at the same time addressing the mandatory administrative, legislative and organisational requirements. Our experience in the past tells us that the focus can often be drawn to one of these areas at the expense of the other, if they are only managed by a single group.

Elders

Elders Role: Elders, by the grace of God, exercise leadership and oversight of the church.

Leadership and oversight in this context means the Elders are ultimately responsible to ensure the church functions as God would have it. As the Elders seek to exercise leadership and oversight, they shall:

1) Invest time in their own spiritual formation, prayer and (for some) teaching the Word (Acts 6:2-4). The Elders invest time waiting on God in prayer and interceding for the church. They care about the spiritual and physical well-being of the church, regularly praying for the sick. Some Elders may also be involved in the teaching ministry. Elders will give time to spiritual disciplines/ practices which feed their soul. Elders shall mutually support one another and from time to time may wish to seek insight and wisdom from outside NVBC.

2) Actively watch out and promptly respond to the spiritual health of the church (Acts 20:28, 1 Peter 5:2). The Elders keep watch to see: the church remains on a true course biblically; its members are being appropriately shepherded & taught; restoration-focused discipline takes place; and the church is being well lead. They ensure that processes are in place for the regular monitoring (no less than annually), of the spiritual health of the church. They also ensure there is timely and appropriate response to areas of concern and/or celebration. The Elders shall ensure that processes are in place for the discovery, development and deploying of spiritual gifts.

3) Provide a place of support and accountability for those who report to the Eldership (1 Timothy 5:17-19). Within the Scriptures we see evidence of a plurality of Godly

leadership, never a 'one-man-band'. The Senior Pastor shall be an Elder, but shall not chair the Eldership. The Elders shall ensure that there is appropriate structured development opportunities, and counsel available for those who report to the Eldership. The Senior Pastor shall review the ministry of the church with the Elders and in consultation with them, provide strategic direction and instigate policy initiatives. The Senior Pastor and the Church Board will also regularly report to the Elders on those matters delegated.

4) *Discern and approve Vision and strategic direction (Acts 15)*. The Elders, along with the Pastors/Staff and Church Board, shall seek God for Vision and strategic direction of the church. Whilst it will be the Pastors/Staff who will manage the implementation of ministry (according to Vision, Mission and values), the Elders shall provide accountability and support (again according to Vision, Mission and values). Given the nature of this aspect of Eldership ministry, it is sensible for some of the Elders to have prudence in such areas as oversight, discernment and vision.

5) *Discernment & Development*. The Elders shall ensure there are appropriate processes within the church for discernment and subsequent development. Discernment relates to processes for those seeking wisdom in their life and/or ministry. Development relates to proactively equipping for ministry, including ensuring the church also has sufficient leadership.

6) *Legislative & Other Requirements*. The Elders, along with the Pastors/Staff and Church Board, shall ensure that appropriate provisions are in place for Narara Valley Baptist Church to comply with its legislative and other requirements.

7) *'Bridging Leadership'*. In the situation where the Senior Pastor's ministry comes to a conclusion, or is on extended leave, the Elders shall recommend appropriate ways forward.

The 4 C's

1) *Character (1 Timothy 3:2-7, Titus 1:6-9, 1 Peter 5:1-4)*. When you look at the role of an Elder in Scripture, most teaching isn't about job descriptions, it's primarily about character. See Appendix #1 for a list of biblical criteria for Elders.

2) *Competency (1 Timothy 3:2)*. One of the key character attributes of Elders is that they are prudent. Elders are sober, sensible, wise, balanced in judgment, not given to quick, superficial decisions based on immature thinking. Elders are those who demonstrate this kind of competency. Given the nature of some aspects of Eldership ministry, it is sensible for some of the Elders to have prudence in such areas as oversight, discernment and vision.

3) *Chemistry (1 Timothy 3:1-7)*. Many of the Elder character attributes listed in 1 Timothy relate to awareness in the area of interpersonal relationships. Elders work closely together as a team and therefore must be able to get on with each other. Elders will not be Ministry Team leaders, as this may provide conflict of interest for them when in their role of providing accountability.

4) *Commitment (1 Timothy 1:12)*. All roles come with an appropriate level of responsibility. It is important therefore, that those who fulfil these roles come to them with a level of commitment which matches those responsibilities.

Senior Pastor

Senior Pastor's role: By the grace of God, the Senior Pastor will provide spiritual leadership in the formation and implementation of the Vision, Mission and Values. He will actively watch out and promptly respond to the spiritual health of the church.

As the Senior Pastor seeks to exercise leadership, he shall:

1) *Seek God in prayer (John 5:19, Jeremiah 29:11-14).* The Senior Pastor shall invest time waiting on God in prayer for both his own relationship with God and also direction for Narara Valley Baptist Church. Henri Nouwen writes *"If there is any focus that the Christian leader of the future will need, it is the discipline of dwelling in the presence of the One who keeps asking us, 'Do you love me?' ... The central question is, 'Are the leaders of the future truly men and women of God, people with an ardent desire to dwell in God's presence, listen to God's voice, to look at God's beauty, to touch God's incarnate Word and to taste fully God's infinite goodness?"*¹ We desire a Senior Pastor who leads from a place of intimate relationship with God – who gives time to spiritual disciplines/ practices which feed his soul.

2) *Lead and shepherd leaders for the fulfilment of the Vision, Mission and Values. (2 Timothy 2:2).* The Senior Pastor shall provide overall leadership to the Pastors/Staff team to ensure that the Vision, Mission and Values are being implemented with excellence. The Senior Pastor shall ensure processes are in place for the regular monitoring (no less than annually), of the spiritual health of ministries led by the Pastors/Staff team. He shall also ensure there is timely and appropriate response to areas of concern and/or celebration. The Senior Pastor shall invest into the members of the Pastors/Staff team to:

- encourage their character development
- extend their competency in their area of calling
- develop team chemistry

In the event the Senior Pastor is absent (eg. annual leave, illness, etc), he shall appoint one of the Pastors to act in his place during that time.

¹ . Henri Nouwen *In The Name Of Jesus – Reflections On Christian Leadership* (London: Darton, Longman and Todd, 1989)

3) *Provide a place of support and accountability for the Pastors/Staff team (1 Timothy 5:17-19).* Within the Scriptures we see evidence of a plurality of Godly leadership, never a 'one-man-band'. The Senior Pastor shall ensure that there is appropriate structured development opportunities, and counsel available for the Pastors/Staff team as required. The Senior Pastor shall review the ministry of the church with the Pastors/Staff team and in consultation with them, provide and receive input on strategic direction and policy initiatives. The Senior Pastor will also regularly report to the Elders on those matters delegated to the Pastors/Staff team.

4) *Preach & Teach (Ephesians 4:11-12).* Whilst being part of a preaching team, the Senior Pastor shall preach on a majority of Sundays. The Senior Pastor, in consultation with the pastors and Elders, shall set the preaching program at Narara Valley Baptist Church.

5) *Invest time in the development of spiritual gifts (2 Timothy 1:6-7).* The Senior Pastor, along with the Elders, shall seek out opportunities to develop spiritual gifts within the church.

The 4 C's

(Note: As the Senior Pastor in many senses ministers as a 'teaching Elder', there is understandably some overlap with the 4 C's already identified above).

1) *Character (1 Timothy 3:2-7, Titus 1:6-9, 1 Peter 5:1-4).* When you look at the role of a teaching Elder in Scripture, most teaching isn't about job descriptions, it's primarily about character. See Appendix #1 for a list of biblical criteria for Elders.

2) *Competency (1 Timothy 3:2).* As a teaching Elder and leader of leaders, the Senior Pastor will have spiritual gifts in preaching/teaching and leadership. As with other Elders, the Senior Pastor will be a prudent person (sober, sensible, wise, balanced in judgment, not given to quick, superficial decisions based on immature thinking). Given the nature of some aspects of this ministry, it is sensible for the Senior Pastor to have prudence in such areas as: strategic direction; accountability and management. The Senior Pastor shall also have appropriate theological qualifications.

3) *Chemistry (1 Timothy 3:1-7)*. Many of the Elder character attributes listed in 1 Timothy relate to awareness in the area of interpersonal relationships. The Senior Pastor works closely together with many individuals and teams and therefore must be relationally aware. The Senior Pastor will not be a Ministry Team leader, as this may provide conflict of interest for him.

4) *Commitment (1 Timothy 1:12)*. All roles come with an appropriate level of responsibility. It is important therefore, that those who fulfil these roles come to them with a level of commitment that matches those responsibilities.

Pastors/Staff

Pastors/Staff role: By the grace of God, Pastors/Staff are responsible to lead the development and implementation of the Vision, Mission and Values, particularly within the ministry area to which they are called.

As the Pastors/Staff seeks to lead the implementation of Vision and values at Narara Valley Baptist Church, they shall, under the leadership of the Senior Pastor and via delegated authority:

1) Invest time in their own spiritual formation and prayer (1 Timothy 4:7-8). Pastors/Staff are to lead from a place of godliness rather than frenzied activity. This will see time given to spiritual disciplines/ practices which feed their soul.

2) Lead and shepherd ministry leaders for the fulfilment of the Vision, Mission and Values (Hebrews 13:17). All ministries shall have oversight from, and accountability to, a Pastor or Staff member. The Pastors/Staff team will often consist of those serving: full time; part-time; or in a voluntary capacity. However it is seen as important for the purpose of ministry alignment, that every ministry have representation to the Pastors/Staff team.

3) Contribute to the discernment and fulfilment of the Vision, Mission and Values (Acts 15). The Elders along with the Church Board and Pastors/Staff shall seek God for Vision and strategic direction of the church. Whilst the Elders provide accountability and support (according to Vision and values), the Pastors/Staff together with the Church Board will manage and be involved in the implementation of ministry.

4) Oversee the commencement and conclusion of ministries (Acts 6:1-7). All ministries have a season which includes both commencement and conclusion. Pastors/Staff shall ensure that current and potential ministries advance the Vision, Mission and Values of NVBC. Where necessary they shall facilitate the healthy commencement and conclusion of ministries.

5) Develop leaders in their area of ministry (2 Timothy 2:2). A key cornerstone of any church is both the quality and quantity of leaders it raises up. Pastors/Staff shall invest time identifying, developing and releasing Godly leaders, particularly in the area of their expertise.

Pastors shall:

1) *Build people in their faith and equip them for ministry (Ephesians 4:11-12)*. A key role of pastoral leadership is to “to equip God’s people for works of service so that the body of Christ may be built up”. Pastors are not the ‘paid professionals’ who do the entire ministry. Rather, all believers in Jesus are ‘ministers’.

Staff shall:

1) *Provide expertise in the area to which they are called (1 Corinthians 12:4-6)*. Staff contribute a wide variety of gifts and abilities, which complement and support those of the pastors.

The 4 C’s

1) *Character (1 Timothy 3:8-13, James 1:1)*. Within the Scriptures we see a wide variety of spiritual gifts are mentioned, yet when people step up into senior leadership using those gifts they are often called ‘diakonos’ which means: “servant”. See Appendix #2 for a list of biblical qualifications for those in such a role.

2) *Competency (1 Timothy 3:13)*. Pastors/Staff are called to ‘serve well’. They are to use their God-given gifts and abilities with a spirit of excellence which honours God and inspires people. Pastors shall have, or be willing to obtain, appropriate theological qualifications.

3) *Chemistry (1 Timothy 3:8-13)*. Like Elders, many of the character attributes listed in 1 Timothy relate to awareness in the area of interpersonal relationships. Pastors/Staff work closely together as a team and therefore must be able to get on with each other.

4) *Commitment (1 Timothy 1:12)*. All roles come with an appropriate level of responsibility. It is important therefore, that those who fulfil these roles come to them with a level of commitment that matches those responsibilities.

Church Board

Church Board role: By the grace of God, the Church Board is responsible for the more pragmatic matters associated with the Vision, Mission, Values and day to day administration.

As the Church Board seeks to do this they shall:

1) Invest time in their own spiritual formation and prayer (Acts 6:2-4). The Church Board invest time waiting on God in prayer and interceding for the church. The Church Board will give time to spiritual disciplines/ practices which feed their soul. Church Board shall mutually support one another and from time to time may wish to seek insight and wisdom from outside NVBC. The Church Board will more than likely exercise some of the more 'practical' and/or administrative spiritual gifts.

2) Provide a place of functional support for the implementation of elements of the Vision, Mission and Values and day to day administration (Acts 6:2). It is often the case the Spiritual oversight of the Church does not receive the time and attention it scripturally and appropriately deserves. The usual reason for this is the distraction of day to day administration which continually require attention. A Church Board should afford the Elders appropriate time and attention by taking care of these matters. Acts 6:2 reflects this principle when the elders of the Jerusalem church state ... "It would not be right for us to neglect the ministry of the word of God in order to wait on tables."

3) Develop, implement and monitor processes to ensure Narara Valley Baptist Church complies with its legislative and other requirements (eg. OH&S, Child Protection, etc) Legislative requirements need to be attended to; it is similarly the case these matters also distract away from the Spiritual oversight of the Church. Having a separate group attending to these requirements will also provide the Elders with further space and time to concentrate on their calling.

4) Ensure the development and oversight of strategic or required policy matters, including matters delegated by the Elders. As a matter of course, the church will need on-going policies associated with it's day-to-day operates as it pursues the Vision, Mission and Values (eg. Lock up procedures, hire of facilities, etc)

5) *Provide a place of support and accountability (1 Timothy 5:17-19)*. Within the Scriptures we see evidence of a plurality of Godly leadership, never a 'one-man-band'. The Church Board shall provide a place of support and accountability in matters relating to legislative and other requirements.

The 4 C's

1) *Character (1 Timothy 3:8-13, James 1:1)*. Within the Scriptures we see a wide variety of spiritual gifts are mentioned, yet when people step up into senior leadership using those gifts they are often called 'diakonos' which means: "servant ". See Appendix #2 for a list of biblical qualifications for those in such a role.

2) *Competency (1 Timothy 3:13)*. The Church Board is called to 'serve well'. They are to use their God-given gifts and abilities with a spirit of excellence which honours God and inspires people. The areas of gifts and abilities exercised within the Church Board may vary from time to time according to the needs of the Vision, Mission and Values.

3) *Chemistry (1 Timothy 3:8-13)*. Like Elders, many of the character attributes listed in 1 Timothy relate to awareness in the area of interpersonal relationships. The Church Board works closely together as a team and therefore must be able to get on with each other.

4) *Commitment (1 Timothy 1:12)*. All roles come with an appropriate level of responsibility. It is important therefore, that those who fulfil these roles come to them with a level of commitment that matches those responsibilities.

Partners (formerly 'Members') Of Narara Valley Baptist Church

Partners' role: Partners are active in the fulfilment of Vision, Mission and values, and provide a place of accountability and support in ministry oversight.

Within the Scriptures there are many metaphors used to describe the church. Images such as: 'the body'; 'living stones'; and 'royal priesthood'. Partners recognise that ministry is to be engaged in by all believers, not just 'the paid professionals'.

The redemptive potential of Narara Valley Baptist Church will never reach fulfilment unless we all capture Vision, carry out the Mission and are committed to the values.

Partners are actively engaged in the implementation of Vision, Mission and values at Narara Valley Baptist Church, and provide a place of accountability and support in ministry oversight. They shall engage in "The Six G's":

1) *Grace (Ephesians 2:8-9)*. Partners are saved by, and live in the grace of Jesus. This grace is not a license to sin, but rather the empowering presence of God to live a holy, God-honouring life.

2) *Growth (2 Corinthians 3:18, 2 Peter 3:18)*. Partners engage in spiritual disciplines/practices which feed their soul. Partners desire to see on-going evidence of their life changing to reflect Christ.

3) *Group (Acts 2:46)*. Partners participate in the body of Christ and connect with others in significant relationships. Partners are strongly encouraged to make our Sunday gatherings and participation in a Growth Group a high priority.

4) *Gifts (John 13:12-15, Romans 12:6-8)*. Partners serve in the area of their giftedness and passion. With Jesus, they take up the servant's towel and seek to serve more than be served. This will see each Partner actively seeking to discover, develop and deploy their spiritual gift(s), skills and abilities.

5) *Giving (Proverb 3:9-10, 2 Corinthians 9:6-7)*. Partners seek to honour God with their material resources (including time) and support the church using the biblical precedent of the tithe as a goal to reach or exceed.

6) *Governance (Acts 13:1-3, Hebrews 13:17)*. Partners provide a place of accountability and support for the Elders. They set apart Pastors, Elders and Church Board to their respective roles and seek to make their ministry a joy and not a burden. They both affirm and support the annual budget. They make decisions regarding the purchase or sale of property.

The 4 C's

1) *Character (John 15:5)*. Our connection with Jesus is the source of everything we have to give to others. As Jesus said "Apart from me you can do nothing". Partners recognise a yielded heart is a powerful tool in God's hands. They therefore seek to attend to their own personal purity and spiritual growth to increasingly reflect Jesus.

2) *Competency (1 Corinthians 12:4-7)*. Like those who lead them, Partners are to use their God-given gifts and abilities with a spirit of excellence which honours God and inspires people.

3) *Chemistry (John 13:34-35)*. The defining characteristic of God's people is to be their love for one another. Partners seek to reflect this reality in their relational world.

4) *Commitment (1 Timothy 1:12)*. All roles come with an appropriate level of responsibility. It is important therefore, that those who fulfil these roles come to them with a level of commitment that matches those responsibilities.

Community

The community we serve within does not have a 'role' as such. Rather, the community around us (locally, regionally and globally), is made up of people made in the image of God who receive, participate in and are blessed by who we are and the way in which we serve. We seek to serve within our community and at the same time, provide opportunities for the community to serve one another.

We intentionally communicate the Gospel in our service, in our words, and in power, in the hope that people might come to know, love, worship and serve Jesus, and in Him find fullness of life.

Our dream is that in increasing measure, the sort of wholeness only Jesus can bring to a life (Colossians 1:28), might be evidenced in our community. We long to see spiritual, physical, emotional and relational wholeness brought to our community through the people of NVBC being open and available to God's promptings. This may happen through organised ministries, but is more than likely to take place as we each live out the reality of the Gospel in our day to day experience.

We long to see one life after another experience transformation and increasing wholeness, and for our community to say "*God is truly here among you*" (1 Corinthians 14:25 NLT).

Appendix 1

BIBLICAL CRITERIA FOR ELDERS

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

1. **Above reproach** – Elders will lead by example and demonstrate a lifestyle free of patterns of sin.
2. **If Married** – Elders will be devoted to their spouse, they will also demonstrate a healthy family life.
3. **Temperate** – Elders will be self-controlled, enslaved to nothing, free from excesses.
4. **Prudent** – Elders will be sober, sensible, wise, balanced in judgement, not given to quick, superficial decisions based on immature thinking.
5. **Respectable** – Elders will demonstrate a well-ordered life and honourable behaviour.
6. **Hospitable** – Elders will be unselfish with their personal resources. They will be willing to share blessings with others.
7. **Able to Teach** – Elders will be able to communicate truth and sound doctrine in a non-argumentative way.
8. **Free from addictions** – Elders will be free from addictions and willing to limit their liberty for the sake of others.
9. **Not pugnacious or quick tempered** – Elders will be gentle, patient, and able to exercise self-control in difficult situations.
10. **Uncontentious** – Elders will not be given to quarrelling or selfish argumentation.
11. **Free from the love of money** – Elders will not be stingy, greedy, or pre-occupied with amassing material things.

12. **Not a new convert** – Elders will not be new believers. They will have been Christians for long enough to demonstrate the reality of their conversion and depth of their spirituality.
13. **Good reputation with outsiders** – Elders will be well-respected by unbelievers and free from hypocrisy.
14. **Not self-willed** – Elders will not be stubborn, prone to force options on others, or abuse authority. They will be servants.
15. **Loving what is good** – Elders will desire the will of God in every decision.
16. **Just** – Elders will desire to be fair and impartial. Their judgement will be based on scriptural principle.
17. **Devout** – Elders will be devoted Christ followers seeking to be conformed to His image. They will be committed to prayer, worship, the study of Scripture, and the guarding of their own walk.
18. **Holding fast to the faith** – Elders will be stable in the faith, obedient to the Word of God, continually seeking to be controlled by the Holy Spirit.

Appendix 2

BIBLICAL CRITERIA FOR 'DIAKONOS'

These criteria are summarized in 1 Tim 3:8-13, 4:12:

1. **Respectable** – Pastors/Staff will demonstrate a well-ordered life and honourable behaviour.
2. **Sincere** – Pastors/Staff will demonstrate integrity in speech, life, love, faith and purity.
3. **Free from addictions** – Pastors/Staff will be free from addictions and willing to limit their liberty for the sake of others.
4. **Honest** – Pastors/Staff will be honest in their dealings with others.
5. **Holding fast to the faith** – Pastors/Staff will be stable in the faith, obedient to the Word of God, continually seeking to be controlled by the Holy Spirit.
6. **Devoted to spouse and family** – Pastors/Staff, if married will be devoted to spouses. They will demonstrate a healthy family life.