



**SPIRITUAL FOUNDATIONS 2021**

# PURPOSE - STATEMENT OF FAITH - GOVERNANCE

**FOREWORD:** This *Spiritual Foundations* document has been prepared as a general statement of church policy and as an informational guide for church attenders and members as a supporting document to the By-Laws. The included provisions are designed to serve as guidelines rather than absolute rules. Exceptions or revisions to these guidelines may be made as needs or changes arise.

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## **PART ONE: PURPOSE**

**OUR MISSION:** *Being and Making Disciples of Jesus Christ*

**OUR TAG:** *Discovering Life Together*

**OUR PASSION:** *Impacting Community - Connecting People - Equipping the Church*

### **OUR CORE VALUES:**

**We are Dependent:**

*Relying on prayer, the authority of Scripture and power of the Holy Spirit for Christlike transformation*

**We are Genuine:**

*Investing in relationships that endure life's circumstances*

**We are Catalysts:**

*Making a difference, serving uniquely together*

**We are Compassionate:**

*Demonstrating the heart of Jesus by showing every person love, dignity and respect*

**We are Pioneers:**

*Pursuing any opportunity to engage the world with the Gospel*

### **OUR VISION:**

*Seeing Christ transform lives through a community hub, community groups, church plants and partnerships.*

## II. STATEMENT OF FAITH

**The first five articles** from the *Baptist Faith and Message 2000* affirm the historical, orthodox and evangelical beliefs concerning the Scriptures, person and works of God, nature of humanity, God's gracious gift of salvation through faith in Jesus Christ and God's purpose of grace.

**The next six articles** affirm historical, biblical positions on the church, baptism and the Lord's Supper, the Lord's Day, the Kingdom, Last Things, and Evangelism and Missions.

**The final seven articles** summarize distinctive commitments to Education, Stewardship, Cooperation, the Social Order, Peace and War, Religious Liberty, and the Family.

**Note:** Excerpts below are taken from the *Baptist Faith and Message 2000 with further annotations from North Metro Elders.*

### DOCTRINAL BELIEFS

#### 1. The Scriptures

The Holy Bible was written by men divinely inspired and is God's revelation of Himself to man. It is a perfect treasure of divine instruction. It has God for its author, salvation for its end, and truth, without any mixture of error, for its matter. Therefore, all Scripture is totally true and trustworthy. It reveals the principles by which God judges us, and therefore is, and will remain to the end of the world, the true center of Christian union, and the supreme standard by which all human conduct, creeds, and religious opinions should be tried. All Scripture is a testimony to Christ, who is Himself the focus of divine revelation.

Exodus 24:4; Deuteronomy 4:1-2; 17:19; Joshua 8:34; Psalms 19:7-10; 119:11,89,105,140; Isaiah 34:16; 40:8; Jeremiah 15:16; 36:1-32; Matthew 5:17-18; 22:29; Luke 21:33; 24:44-46; John 5:39; 16:13-15; 17:17; Acts 2:16ff.; 17:11; Romans 15:4; 16:25-26; 2 Timothy 3:15-17; Hebrews 1:1-2; 4:12; 1 Peter 1:25; 2 Peter 1:19-21.

#### **2. God**

There is one and only one living and true God. He is an intelligent, spiritual, and personal Being, the Creator, Redeemer, Preserver, and Ruler of the universe. God is infinite in holiness and all other perfections. God is all-powerful and all knowing; and His perfect knowledge extends to all things, past, present, and future, including the future decisions of His free creatures. To Him we owe the highest love, reverence, and obedience. The eternal triune God reveals Himself to us as Father, Son, and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being.

### ***God the Father***

God as Father reigns with providential care over His universe, His creatures, and the flow of the stream of human history according to the purposes of His grace. He is all-powerful, all knowing, all loving, and all wise. God is Father in truth to those who become children of God through faith in Jesus Christ. He is fatherly in His attitude toward all men.

Genesis 1:1; 2:7; Exodus 3:14; 6:2-3; 15:11ff.; 20:1ff.; Leviticus 22:2; Deuteronomy 6:4; 32:6; 1 Chronicles 29:10; Psalm 19:1-3; Isaiah 43:3,15; 64:8; Jeremiah 10:10; 17:13; Matthew 6:9ff.; 7:11; 23:9; 28:19; Mark 1:9-11; John 4:24; 5:26; 14:6-13; 17:1-8; Acts 1:7; Romans 8:14-15; 1 Corinthians 8:6; Galatians 4:6; Ephesians 4:6; Colossians 1:15; 1 Timothy 1:17; Hebrews 11:6; 12:9; 1 Peter 1:17; 1 John 5:7

### ***God the Son***

Christ is the eternal Son of God. In His incarnation as Jesus Christ He was conceived of the Holy Spirit and born of the virgin Mary. Jesus perfectly revealed and did the will of God, taking upon Himself human nature with its demands and necessities and identifying Himself completely with mankind yet without sin. He honored the divine law by His personal obedience, and in His substitutionary death on the cross He made provision for the redemption of men from sin. He was raised from the dead with a glorified body and appeared to His disciples as the person who was with them before His crucifixion. He ascended into heaven and is now exalted at the right hand of God where He is the One Mediator, fully God, fully man, in whose Person is effected the reconciliation between God and man. He will return in power and glory to judge the world and to consummate His redemptive mission. He now dwells in all believers as the living and ever-present Lord.

Genesis 18:1ff.; Psalms 2:7ff.; 110:1ff.; Isaiah 7:14; 53; Matthew 1:18-23; 3:17; 8:29; 11:27; 14:33; 16:16,27; 17:5; 27; 28:1-6,19; Mark 1:1; 3:11; Luke 1:35; 4:41; 22:70; 24:46; John 1:1-18,29; 10:30,38; 11:25-27; 12:44-50; 14:7-11; 16:15-16,28; 17:1-5, 21-22; 20:1-20,28; Acts 1:9; 2:22-24; 7:55-56; 9:4-5,20; Romans 1:3-4; 3:23-26; 5:6-21; 8:1-3,34; 10:4; 1 Corinthians 1:30; 2:2; 8:6; 15:1-8,24-28; 2 Corinthians 5:19-21; 8:9; Galatians 4:4-5; Ephesians 1:20; 3:11; 4:7-10; Philippians 2:5-11; Colossians 1:13-22; 2:9; 1 Thessalonians 4:14-18; 1 Timothy 2:5-6; 3:16; Titus 2:13-14; Hebrews 1:1-3; 4:14-15; 7:14-28; 9:12-15,24-28; 12:2; 13:8; 1 Peter 2:21-25; 3:22; 1 John 1:7-9; 3:2; 4:14-15; 5:9; 2 John 7-9; Revelation 1:13-16; 5:9-14; 12:10-11; 13:8; 19:16.

### ***God the Holy Spirit***

The Holy Spirit is the Spirit of God, fully divine. He inspired holy men of old to write the Scriptures. Through illumination He enables men to understand truth. He exalts Christ. He convicts men of sin, of righteousness, and of judgment. He calls men to the Savior, and effects regeneration. At the moment of regeneration, He baptizes every believer into the Body of Christ. He cultivates Christian character, comforts believers, and bestows the spiritual gifts by

which they serve God through His church. He seals the believer unto the day of final redemption. His presence in the Christian is the guarantee that God will bring the believer into the fullness of the stature of Christ. He enlightens and empowers the believer and the church in worship, evangelism, and service.

Genesis 1:2; Judges 14:6; Job 26:13; Psalms 51:11; 139:7ff.; Isaiah 61:1-3; Joel 2:28-32; Matthew 1:18; 3:16; 4:1; 12:28-32; 28:19; Mark 1:10,12; Luke 1:35; 4:1,18-19; 11:13; 12:12; 24:49; John 4:24; 14:16-17,26; 15:26; 16:7-14; Acts 1:8; 2:1-4,38; 4:31; 5:3; 6:3; 7:55; 8:17,39; 10:44; 13:2; 15:28; 16:6; 19:1-6; Romans 8:9-11,14-16,26-27; 1 Corinthians 2:10-14; 3:16; 12:3-11,13; Galatians 4:6; Ephesians 1:13-14; 4:30; 5:18; 1 Thessalonians 5:19; 1 Timothy 3:16; 4:1; 2 Timothy 1:14; 3:16; Hebrews 9:8,14; 2 Peter 1:21; 1 John 4:13; 5:6-7; Revelation 1:10; 22:17.

### **3. Man (Humankind)**

Man (humankind) is the special creation of God, made in His own image. He created them male and female as the crowning work of His creation. The gift of gender is thus part of the goodness of God's creation. In the beginning man was innocent of sin and was endowed by his Creator with freedom of choice. By his free choice man sinned against God and brought sin into the human race. Through the temptation of Satan man transgressed the command of God and fell from his original innocence whereby his posterity inherit a nature and an environment inclined toward sin. Therefore, as soon as they are capable of moral action, they become transgressors and are under condemnation. Only the grace of God can bring man into His holy fellowship and enable man to fulfill the creative purpose of God. The sacredness of human personality is evident in that God created man in His own image, and in that Christ died for man; therefore, every person of every race possesses full dignity and is worthy of respect and Christian love.

Genesis 1:26-30; 2:5,7,18-22; 3; 9:6; Psalms 1; 8:3-6; 32:1-5; 51:5; Isaiah 6:5; Jeremiah 17:5; Matthew 16:26; Acts 17:26-31; Romans 1:19-32; 3:10-18,23; 5:6,12,19; 6:6; 7:14-25; 8:14-18,29; 1 Corinthians 1:21-31; 15:19,21-22; Ephesians 2:1-22; Colossians 1:21-22; 3:9-11.

### **4. Salvation**

Salvation involves the redemption of the whole man and is offered freely to all who accept Jesus Christ as Lord and Savior, who by His own blood obtained eternal redemption for the believer. In its broadest sense salvation includes regeneration, justification, sanctification, and glorification. There is no salvation apart from personal faith in Jesus Christ as Lord.

**Regeneration**, or the new birth, is a work of God's grace whereby believers become new creatures in Christ Jesus. It is a change of heart wrought by the Holy Spirit through conviction of sin, to which the sinner responds in repentance toward God and faith in the Lord Jesus Christ. Repentance and faith are inseparable experiences of grace. Repentance is a genuine turning from sin toward God. Faith is the acceptance of Jesus Christ and commitment of the entire personality to Him as Lord and Savior.

**Justification** is God's gracious and full acquittal upon principles of His righteousness of all sinners who repent and believe in Christ. Justification brings the believer unto a relationship of peace and favor with God.

**Sanctification** is the experience, beginning in regeneration, by which the believer is set apart to God's purposes, and is enabled to progress toward moral and spiritual maturity through the presence and power of the Holy Spirit dwelling in him. Growth in grace should continue throughout the regenerate person's life.

**Glorification** is the culmination of salvation and is the final blessed and abiding state of the redeemed.

Genesis 3:15; Exodus 3:14-17; 6:2-8; Matthew 1:21; 4:17; 16:21-26; 27:22-28:6; Luke 1:68-69; 2:28-32; John 1:11-14,29; 3:3-21,36; 5:24; 10:9,28-29; 15:1-16; 17:17; Acts 2:21; 4:12; 15:11; 16:30-31; 17:30-31; 20:32; Romans 1:16-18; 2:4; 3:23-25; 4:3ff.; 5:8-10; 6:1-23; 8:1-18,29-39; 10:9-10,13; 13:11-14; 1 Corinthians 1:18,30; 6:19-20; 15:10; 2 Corinthians 5:17-20; Galatians 2:20; 3:13; 5:22-25; 6:15; Ephesians 1:7; 2:8-22; 4:11-16; Philippians 2:12-13; Colossians 1:9-22; 3:1ff.; 1 Thessalonians 5:23-24; 2 Timothy 1:12; Titus 2:11-14; Hebrews 2:1-3; 5:8-9; 9:24-28; 11:1-12:8,14; James 2:14-26; 1 Peter 1:2-23; 1 John 1:6-2:11; Revelation 3:20; 21:1-22:5.

## **5. God's Purpose of Grace**

Election is the gracious purpose of God, according to which He regenerates, justifies, sanctifies, and glorifies sinners. It is consistent with the free agency of man and comprehends all the means in connection with the end. It is the glorious display of God's sovereign goodness, and is infinitely wise, holy, and unchangeable. It excludes boasting and promotes humility. All true believers endure to the end. Those whom God has accepted in Christ, and sanctified by His Spirit, will never fall away from the state of grace, but shall persevere to the end. Believers may fall into sin through neglect and temptation, whereby they grieve the Spirit, impair their graces and comforts, and bring reproach on the cause of Christ and temporal judgments on themselves; yet they shall be kept by the power of God through faith unto salvation.

Genesis 12:1-3; Exodus 19:5-8; 1 Samuel 8:4-7,19-22; Isaiah 5:1-7; Jeremiah 31:31ff.; Matthew 16:18-19; 21:28-45; 24:22,31; 25:34; Luke 1:68-79; 2:29-32; 19:41-44; 24:44-48; John 1:12-14; 3:16; 5:24; 6:44-45,65; 10:27-29; 15:16; 17:6,12,17-18; Acts 20:32; Romans 5:9-10; 8:28-39; 10:12-15; 11:5-7,26-36; 1 Corinthians 1:1-2; 15:24-28; Ephesians 1:4-23; 2:1-10; 3:1-11; Colossians 1:12-14; 2 Thessalonians 2:13-14; 2 Timothy 1:12; 2:10,19; Hebrews 11:39-12:2; James 1:12; 1 Peter 1:2-5,13; 2:4-10; 1 John 1:7-9; 2:19; 3:2.

### **North Metro Annotation: Eternal Security**

Eternal security is the phrase commonly used to refer to the doctrine of the perseverance of the saints, that true believers do not lose their salvation, but endure to the end. "Eternal"

addresses the nature of the life given to believers by God. First, it is everlasting in duration. Once this new life begins in a believer, it never ends. (1 John 5:13). Next, its source is God and is guaranteed by his promise. (Titus 1:2) "Security" addresses the preservation of the life given to believers by God. First, it is secure because it is defended by God. No one - including believers themselves- and nothing can penetrate his hand and carry off a believer. (John 10:28-29) Next, believers persevere in eternal life because it is God who does the preserving. He has declared in Scripture that he will complete his plan and purpose in each believer. (Philippians 1:6)

## **DOCTRINAL POSITIONS**

### **6. The Church**

A New Testament church of the Lord Jesus Christ is an autonomous local congregation of baptized believers, associated by covenant in the faith and fellowship of the gospel; observing the two ordinances of Christ governed by His laws, exercising the gifts, rights, and privileges invested in them by His Word, and seeking to extend the gospel to the ends of the earth. Each congregation operates under the Lordship of Christ through democratic processes. In such a congregation each member is responsible and accountable to Christ as Lord. Its scriptural officers are Pastors and Deacons. While both men and women are gifted for service in the church, the office of Pastor is limited to men as qualified by Scripture. The New Testament speaks also of the church as the Body of Christ, which includes all the redeemed of all the ages, believers from every tribe, and tongue, and people, and nation.

Matthew 16:15-19; 18:15-20; Acts 2:41-42,47; 5:11-14; 6:3-6; 13:1-3; 14:23,27; 15:1-30; 16:5; 20:28; Romans 1:7; 1 Corinthians 1:2; 3:16; 5:4-5; 7:17; 9:13-14; 12; Ephesians 1:22-23; 2:19-22; 3:8-11,21; 5:22-32; Philippians 1:1; Colossians 1:18; 1 Timothy 2:9-14; 3:1-15; 4:14; Hebrews 11:39-40; 1 Peter 5:1-4; Revelation 2-3; 21:2-3.

#### ***North Metro Annotation: Membership***

While the Bible does not command believers to become members, at NMC we value and encourage membership. There are numerous Scriptures that highlight the value of membership: for spiritual growth, instruction, and identity (Acts 2:42-43, 46-47, 4:32; 15:28-29, 1 Cor. 12:12-21; 14:40), for spiritual service and ministry (Acts 2:44-45; 4:33-34; 1 Cor. 1:12) and for spiritual accountability (Matt. 18:15-17; Acts 5:1-11, 15:12-30).

### ***North Metro Annotation: Church Officers***

Although it is common today to refer to men who serve in the office of Elder as “Pastor”, Scripture normally uses the term Elder and, less frequently, overseer or bishop. Elders are exhorted to shepherd (pastor) the flock that they oversee (1 Peter 5:2, Acts 20:28). It is one of their primary responsibilities, but the office itself is not called “pastor” in the New Testament.

At NMC, all the Elders shepherd and oversee the spiritual welfare of the church. We use the term “pastor” to designate an Elder who is serving on staff at the church (e.g. Lead Pastor, Associate Pastor) and “Elder” to designate those who are serving in that office, but not on staff. Elder duties include leading, teaching, guarding, disciplining, equipping, caring for the church body, as well as oversight of all ministries, operations, and finances of the church.

Deacons are ordained by the Elders to meet long-term and short-term needs of the church. The role of Deacons is to assist the Elders carry out the mission and vision of the church.

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While the overall governance of NMC is the responsibility of the Elders, congregational decisions are made through a voting process by NMC members on certain matters that are deemed major. The specific matters that are subject to a congregational vote are detailed in the NMC Bylaws.

### ***North Metro Annotation: Women in Church Leadership***

The New Testament contains numerous examples of men and women who work together in the church in a variety of roles. The NMC Elders are examining what the Bible teaches about women in ministry and church leadership. Using scripture and scholarship, we are seeking God’s plan for how to put that teaching into practice for North Metro Church today.

## **7. Baptism and Lord’s Supper**

Christian baptism is the immersion of a believer<sup>1</sup> in water in the name of the Father, the Son, and the Holy Spirit. It is an act of obedience symbolizing the believer's faith in a crucified, buried, and risen Savior, the believer's death to sin, the burial of the old life, and the resurrection to walk in newness of life in Christ Jesus. It is a testimony to believer’s faith in the final resurrection of the dead. Being a church ordinance, it is prerequisite to the privileges of church membership and to the Lord's Supper<sup>2</sup>. The Lord's Supper is a symbolic act of obedience whereby members of the church, through partaking of the bread and the fruit of the vine, memorialize the death of the Redeemer and anticipate His second coming.

Matthew 3:13-17; 26:26-30; 28:19-20; Mark 1:9-11; 14:22-26; Luke 3:21-22; 22:19-20; John 3:23; Acts 2:41-42; 8:35-39; 16:30-33; 20:7; Romans 6:3-5; 1 Corinthians 10:16,21; 11:23-29; Colossians 2:12.

### ***North Metro Annotation: Infant Baptism***

Baptism is a personal step of obedience and an expression of faith in Christ Jesus. As an infant cannot confess and believe in the Lord Jesus Christ (Romans 10:9), baptism is reserved for those who have willingly and clearly made a decision to respond to the grace of God.

Note: In the Old Testament men were circumcised to signify membership in the old-covenant people of God, and in the New Testament men and women are baptized to signify membership in the new-covenant people of God. That has led many Christians to assume (incorrectly) that, since circumcision was given to the male children of the people of the old covenant, therefore baptism should be given to the male and female children of the people of the new covenant.

At NMC, we choose to dedicate young children and pray for them and their parents that they will grow in the love and admonition of God's Word, come to know Christ personally and then take the step of baptism freely.

### ***North Metro Annotation: The Lord's Supper***

We believe Scripture teaches that the elements (bread & and juice) are symbolic and that the Lord's Supper is for all believers in Christ. We do not require membership at NMC in order to participate. The Gospel is presented prior to serving the elements and a decision to participate is left to the conscience of those attending. Although Scripture does not mandate the times and frequency of the Lord's Supper, NMC celebrates communion at least quarterly and on special occasions, primarily during Sunday worship gatherings.

## **8. The Lord's Day**

The first day of the week is the Lord's Day. It is a Christian institution for regular observance. It commemorates the resurrection of Christ from the dead and should include exercises of worship and spiritual devotion, both public and private. Activities on the Lord's Day should be commensurate with the Christian's conscience under the Lordship of Jesus Christ.

Exodus 20:8-11; Matthew 12:1-12; 28:1ff.; Mark 2:27-28; 16:1-7; Luke 24:1-3,33-36; John 4:21-24; 20:1,19-28; Acts 20:7; Romans 14:5-10; I Corinthians 16:1-2; Colossians 2:16; 3:16; Revelation 1:10.

***North Metro Annotation:*** At NMC we practice the tradition of gathering on Sunday in celebration of the Lord's Day, we do not believe gathering to worship is limited to only Sunday.

## **9. The Kingdom**

The Kingdom of God includes both His general sovereignty over the universe and His particular kingship over men who willfully acknowledge Him as King. Particularly the Kingdom is the realm

of salvation into which men enter by trustful, childlike commitment to Jesus Christ. Christians ought to pray and to labor that the Kingdom may come, and God's will be done on earth. The full consummation of the Kingdom awaits the return of Jesus Christ and the end of this age.

Genesis 1:1; Isaiah 9:6-7; Jeremiah 23:5-6; Matthew 3:2; 4:8-10,23; 12:25-28; 13:1-52; 25:31-46; 26:29; Mark 1:14-15; 9:1; Luke 4:43; 8:1; 9:2; 12:31-32; 17:20-21; 23:42; John 3:3; 18:36; Acts 1:6-7; 17:22-31; Romans 5:17; 8:19; 1 Corinthians 15:24-28; Colossians 1:13; Hebrews 11:10,16; 12:28; 1 Peter 2:4-10; 4:13; Revelation 1:6,9; 5:10; 11:15; 21-22.

## **10. Last Things**

God, in His own time and in His own way, will bring the world to its appropriate end. According to His promise, Jesus Christ will return personally and visibly in glory to the earth; the dead will be raised; and Christ will judge all men in righteousness. The unrighteous will be consigned to Hell<sup>1</sup>, the place of everlasting punishment. The righteous in their resurrected and glorified bodies will receive their reward and will dwell forever in Heaven with the Lord.

Isaiah 2:4; 11:9; Matthew 16:27; 18:8-9; 19:28; 24:27,30,36,44; 25:31-46; 26:64; Mark 8:38; 9:43-48; Luke 12:40,48; 16:19-26; 17:22-37; 21:27-28; John 14:1-3; Acts 1:11; 17:31; Romans 14:10; 1 Corinthians 4:5; 15:24-28,35-58; 2 Corinthians 5:10; Philippians 3:20-21; Colossians 1:5; 3:4; 1 Thessalonians 4:14-18; 5:1ff.; 2 Thessalonians 1:7ff.; 2; 1 Timothy 6:14; 2 Timothy 4:1,8; Titus 2:13; Hebrews 9:27-28; James 5:8; 2 Peter 3:7ff.; 1 John 2:28; 3:2; Jude 14; Revelation 1:18; 3:11; 20:1-22:13.

### ***North Metro Annotation: Reality of a Literal Hell***

The Bible is clear that following physical death there are two possible destinations for every human soul and spirit - Heaven or Hell (Mt. 25:34,41,46; Luke 16:22-23). The soul and spirit of each believer goes directly into the presence of God at physical death (Lk 23:43; 2 Cor. 5:8; Phil 1:23). Scripture teaches that all have sinned against God (Rom 3:23) and the just punishment for sin is death, eternal separation from God (Rom 6:23).

The Bible describes that separation as a real place, Hell, a place of "eternal fire" (Matthew 25:41), a place of "torment" (Luke 16:23-24). There is no Biblical support for the notion that after physical death people get another chance to repent. Hebrews 9:27 makes it clear that everyone dies physically and, after that, faces the judgement. Christians have already been judged and sentenced. Jesus took that sentence upon Himself. Our sin becomes His and His righteousness becomes ours when we believe in Him. Because of this, believers do not fear ever being separated from Him again (Rom 8:29-30). The judgment for unbelievers is still to come. God does not send people to Hell; those that go to Hell do so because of their own sin which they freely choose (James 1:13-16).

## 11. Evangelism and Missions

It is the duty and privilege of every follower of Christ and of every church of the Lord Jesus Christ to endeavor to make disciples of all nations. The new birth of man's spirit by God's Holy Spirit means the birth of love for others. Missionary effort on the part of all rests thus upon a spiritual necessity of the regenerate life and is expressly and repeatedly commanded in the teachings of Christ. The Lord Jesus Christ has commanded the preaching of the gospel to all nations. It is the duty of every child of God to seek constantly to win the lost to Christ by verbal witness undergirded by a Christian lifestyle, and by other methods in harmony with the gospel of Christ.

Genesis 12:1-3; Exodus 19:5-6; Isaiah 6:1-8; Matthew 9:37-38; 10:5-15; 13:18-30, 37-43; 16:19; 22:9-10; 24:14; 28:18-20; Luke 10:1-18; 24:46-53; John 14:11-12; 15:7-8,16; 17:15; 20:21; Acts 1:8; 2; 8:26-40; 10:42-48; 13:2-3; Romans 10:13-15; Ephesians 3:1-11; 1 Thessalonians 1:8; 2 Timothy 4:5; Hebrews 2:1-3; 11:39-12:2; 1 Peter 2:4-10; Revelation 22:17.

### ***North Metro Annotation: Defining Outreach and Missions***

One of NMC's Core Values is Mission Engagement. Our desire is that every member/attender see missions as a daily lifestyle rather than an event. The term ***Outreach***, which includes evangelism and missions at NMC, involves any action, ministry or program that focuses on sharing the love and message of Jesus Christ with people who are not part of the family of God through faith in Jesus Christ.

Our commitment to outreach is fueled by *three motivations*:

1. Recognition of God's character: God is, by nature, a missionary God who "so loved the world" that He became a man "to seek and save the lost" and "gave His one and only Son that whoever believes in Him would not perish, but have everlasting life." (John 3:16, Luke 19:10)
2. Obedience to Jesus' command: Jesus gave his followers an assignment: "Go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit." (Matthew 28:19)
3. Compassion for lost people: By nature, and by choice, people are spiritually lost, dead in their sins, alienated from God, and without hope unless they hear and believe the good news of Jesus Christ and experience salvation through faith in Him (Acts 4:12).

Following the pattern and spirit of Acts 1:8 we will reach out to people in three general areas:

1. Among our friends, neighbors, and local community (our "Jerusalem").
2. To other cultures and subcultures in our community and across the USA (our "Judea and Samaria").
3. To distant cultures and subcultures around the world (the "ends of earth").

We recognize NMC is just one part of the larger community of God's people (the Church) seeking to carry out the mission of Jesus in the world, and so we willingly work and partner with others who share our faith in Him.

## **DOCTRINAL COMMITMENTS:**

### **12. Education**

Christianity is the faith of enlightenment and intelligence. In Jesus Christ abide all the treasures of wisdom and knowledge. All sound learning is, therefore, a part of our Christian heritage. The new birth opens all human faculties and creates a thirst for knowledge. Moreover, the cause of education in the Kingdom of Christ is co-ordinate with the causes of missions and general benevolence and should receive along with these the liberal support of the churches. An adequate system of Christian education is necessary to a complete spiritual program for Christ's people<sup>1</sup>.

In Christian education there should be a proper balance between academic freedom and academic responsibility. Freedom in any orderly relationship of human life is always limited and never absolute. The freedom of a teacher in a Christian school, college, or seminary is limited by the pre-eminence of Jesus Christ, by the authoritative nature of the Scriptures, and by the distinct purpose for which the school exists<sup>2</sup>.

Deuteronomy 4:1,5,9,14; 6:1-10; 31:12-13; Nehemiah 8:1-8; Job 28:28; Psalms 19:7ff.; 119:11; Proverbs 3:13ff.; 4:1-10; 8:1-7,11; 15:14; Ecclesiastes 7:19; Matthew 5:2; 7:24ff.; 28:19-20; Luke 2:40; 1 Corinthians 1:18-31; Ephesians 4:11-16; Philippians 4:8; Colossians 2:3,8-9; 1 Timothy 1:3-7; 2 Timothy 2:15; 3:14-17; Hebrews 5:12-6:3; James 1:5; 3:17.

#### ***North Metro Annotation: Age-Graded Ministry Purpose***

Luke's Gospel records that Jesus "grew in wisdom, in stature, and in favor with God and man." (Luke 2:52). We believe this experience is reflected in all persons, and that we develop mentally, physically, and spiritually in different ways at different stages in our lives. At NMC, we serve persons in each of these stages by designing ministries that focus on age-appropriate groupings, (though not to the exclusion of multigenerational educational ministries). We also believe that primary responsibility for the spiritual nurture of families is assigned in Scripture to parents, particularly fathers. Age-graded ministry by the church should not infringe upon that role or entice abandonment of that responsibility. It is not meant to substitute for parents who "bring their children up in the nurture and admonition of the Lord" (Ephesians 6:4), but rather to augment, support, equip and encourage them in that Godly task.

#### ***North Metro Annotation: Personal Choice and Freedom Regarding Child's Education***

Our community contains four types of schools that provide for childhood education: home, private secular, private religious, and public. Parents weigh many factors in deciding which route they will take for their children. Economics, political views, religious convictions, and

personal abilities are a few of the factors that go into that decision. Each family evaluates the mix of factors that are unique to them. At NMC, we believe there is no Biblical mandate to choose one method over another. We support and encourage all our parents in the foundational process of spiritually nurturing their children in order to guide them through their educational experience whatever that may be.

### **13. Stewardship**

God is the source of all blessings, temporal and spiritual; all that we have and are, we owe to Him. Christians are therefore under obligation to serve Him with their time, talents, and material possessions; and should recognize all these as entrusted to them to use for the glory of God and for helping others. According to the Scriptures, Christians should contribute of their means cheerfully, regularly, systematically, proportionately, and liberally for the advancement of the Redeemer's cause on earth.

Genesis 14:20; Leviticus 27:30-32; Deuteronomy 8:18; Malachi 3:8-12; Matthew 6:1-4,19-21; 19:21; 23:23; 25:14-29; Luke 12:16-21,42; 16:1-13; Acts 2:44-47; 5:1-11; 17:24-25; 20:35; Romans 6:6-22; 12:1-2; 1 Corinthians 4:1-2; 6:19-20; 12; 16:1-4; 2 Corinthians 8-9; 12:15; Philippians 4:10-19; 1 Peter 1:18-19.

#### ***North Metro Annotation: Financial Stewardship***

God gave man dominion over the earth and creatures. The key word is dominion (Gen. 1:26). It carries the idea of stewardship. A steward is someone who takes care of someone else's possessions. Everything belongs to God (Psalm 24:1). He allows us to be stewards, custodians or good managers. He wants us to be obedient and faithful with everything He has given us. Our time, talents, and financial resources. Very often, financial giving to the local church is expressed by the word "tithe" or "tenth." North Metro holds the position that its attendees- are not under a mandate but under grace to tithe. Therefore, giving a certain or specified percentage of household income to the church is not required. We do believe giving should be proportional, and in keeping with income and given out of revelation not out of rationalization (1st Cor. 16:1-2). In sum, North Metro believes that financial giving is predominantly a heart issue (Matt. 6:19-21). We believe God honors prayerful, generous, proportional, regular, cheerful giving (2nd Cor. 9:6-8, 1st Cor. 16:2).

When the term "tithe" is used at North Metro, the context in most cases refers to giving to the "general budget" of the church (North Metro ongoing operational needs) vs. Free will or Love Offerings (2nd Cor. 8:9; Acts 4:37, Luke 19:8, Phil 4:16). Free will gifts, such as benevolence, are considered "designated" and will be expended only for the purpose specified/designated by the giver.

**Note:** North Metro Church keeps confidential records of giving for tax and contribution statements purposes but no one at North Metro monitors, evaluates, or shares information with anyone regarding individual giving to the regular budget or designated gifts.

## **14. Cooperation**

Members of New Testament churches should cooperate with one another in carrying forward the missionary, educational, and benevolent ministries for the extension of Christ's Kingdom. Christian unity in the New Testament sense is spiritual harmony and voluntary cooperation for common ends by various groups of Christ's people. To that end, as occasion requires, Christ's people should create committees and advisory bodies that are voluntary and designed to elicit, combine and direct the energies of our people in the most effective manner. Such organizations have no authority over one another or over the churches. Cooperation is desirable between the various Christian denominations, when the end to be attained is itself justified, and when such cooperation involves no violation of conscience or compromise of loyalty to Christ and His Word as revealed in the New Testament.

Exodus 17:12; 18:17ff.; Judges 7:21; Ezra 1:3-4; 2:68-69; 5:14-15; Nehemiah 4; 8:1-5; Matthew 10:5-15; 20:1-16; 22:1-10; 28:19-20; Mark 2:3; Luke 10:1ff.; Acts 1:13-14; 2:1ff.; 4:31-37; 13:2-3; 15:1-35; 1 Corinthians 1:10-17; 3:5-15; 12; 2 Corinthians 8-9; Galatians 1:6-10; Ephesians 4:1-16; Philippians 1:15-18.

## **15. The Christian and the Social Order**

All Christians are under obligation to seek to make the will of Christ supreme in our own lives and in human society. Means and methods used for the improvement of society and the establishment of righteousness among men can be truly and permanently helpful only when they are rooted in the regeneration of the individual by the saving grace of God in Jesus Christ. In the spirit of Christ, Christians should oppose racism, every form of greed, selfishness, and vice<sup>1</sup>, and all forms of sexual immorality, including adultery, homosexuality, and pornography. We should work to provide for the orphaned, the needy, the abused, the aged, the helpless, and the sick. We should speak on behalf of the unborn and contend for the sanctity of all human life from conception to natural death<sup>2</sup>. Every Christian should seek to bring industry, government, and society as a whole under the sway of the principles of righteousness, truth, and brotherly love. In order to promote these ends Christians should be ready to work with all men of good will in any good cause, always being careful to act in the spirit of love without compromising their loyalty to Christ and His truth.

Exodus 20:3-17; Leviticus 6:2-5; Deuteronomy 10:12; 27:17; Psalm 101:5; Micah 6:8; Zechariah 8:16; Matthew 5:13-16, 43-48; 22:36-40; 25:35; Mark 1:29-34; 2:3ff.; 10:21; Luke 4:18-21; 10:27-37; 20:25; John 15:12; 17:15; Romans 12-14; 1 Corinthians 5:9-10; 6:1-7; 7:20-24; 10:23-11:1; Galatians 3:26-28; Ephesians 6:5-9; Colossians 3:12-17; 1 Thessalonians 3:12; Philemon; James 1:27; 2:8.

### ***North Metro Annotation: Alcohol and Marijuana***

The purchase and consumption of alcohol and marijuana are legal according to Colorado law, although marijuana remains illegal under federal laws. However, the Bible commands us not

to allow our bodies to become “mastered” by anything. Just because something is permissible it does not mean it is beneficial (1 Cor. 6:12). NMC encourages Biblical wisdom and caution when it comes to alcohol and marijuana consumption.

***Alcohol*** - Scripture does not forbid the consumption of alcohol in moderation. The Bible is clear that drunkenness and alcohol abuse is a sin (Ephesians 5:18, 1 Cor. 6:12).

***Marijuana*** - As marijuana is an addictive substance, similar to alcohol, it is unwise to take substances that could cause mind-altering behavior and addictive patterns. Recreational marijuana is not consistent with the Christian life in Christ. The Bible says we are to be transformed by the renewing of our minds (Romans 12:1-2).

### ***North Metro Annotation: Pro-Life Position***

God is the author and creator of life (Jeremiah 1:5, Psalm 139:13-16). The Bible clearly states that life begins at conception, and that God considers a baby in the womb to be equally as human as a full-grown adult. For the Christian, abortion is not a woman’s right to choose. It is a matter of the death of a human being created in God’s image (Genesis 1:26-27; 9:6). Although horrific circumstances such as rape and incest can lead to unintended pregnancy, North Metro holds the position that even in the most difficult circumstances, the life of a human being in the womb is precious. Every child holds a basic fundamental human right to be born and experience life. North Metro strongly supports alternatives to abortion and supports mothers and families in pursuit of adoption and foster care.

## **16. War and Peace**

It is the duty of Christians to seek peace with all men on principles of righteousness. In accordance with the spirit and teachings of Christ they should do all in their power to put an end to war. The true remedy for the war spirit is the gospel of our Lord. The supreme need of the world is the acceptance of His teachings in all the affairs of men and nations, and the practical application of His law of love. Christian people throughout the world should pray for the reign of the Prince of Peace.

Isaiah 2:4; Matthew 5:9,38-48; 6:33; 26:52; Luke 22:36,38; Romans 12:18-19; 13:1-7; 14:19; Hebrews 12:14; James 4:1-2.

## **17. Religious Liberty**

God alone is Lord of the conscience, and He has left it free from the doctrines and commandments of men, which are contrary to His Word or not contained in it. Church and state should be separate. The state owes to every church protection and full freedom in the pursuit of its spiritual ends. In providing for such freedom no ecclesiastical group or denomination should be favored by the state more than others. Civil government being

ordained of God, it is the duty of Christians to render loyal obedience thereto in all things not contrary to the revealed will of God. The church should not resort to the civil power to carry on its work. The gospel of Christ contemplates spiritual means alone for the pursuit of its ends. The state has no right to impose penalties for religious opinions of any kind. The state has no right to impose taxes for the support of any form of religion. A free church in a free state is the Christian ideal, and this implies the right of free and unhindered access to God on the part of all men, and the right to form and propagate opinions in the sphere of religion without interference by the civil power.

Genesis 1:27; 2:7; Matthew 6:6-7,24; 16:26; 22:21; John 8:36; Acts 4:19-20; Romans 6:1-2; 13:1-7; Galatians 5:1,13; Philippians 3:20; 1 Timothy 2:1-2; James 4:12; 1 Peter 2:12-17; 3:11-17; 4:12-19.

## **18. The Family**

God has ordained the family as the foundational institution of human society. It is composed of persons related to one another by marriage, blood, or adoption.

Marriage is the uniting of one man and one woman in covenant commitment for a lifetime<sup>1,2</sup>. It is God's unique gift to reveal the union between Christ and His church and to provide for the man and the woman in marriage the framework for intimate companionship, the channel of sexual expression according to biblical standards, and the means for procreation of the human race.

The husband and wife are of equal worth before God, since both are created in God's image. The marriage relationship models the way God relates to His people. A husband is to love his wife as Christ loved the church. He has the God-given responsibility to provide for, to protect, and to lead his family. A wife is to submit herself graciously to the servant leadership of her husband even as the church willingly submits to the headship of Christ<sup>3</sup>. She, being in the image of God as is her husband and thus equal to him, has the God-given responsibility to respect her husband and to serve as his helper in managing the household and nurturing the next generation.

Children, from the moment of conception, are a blessing and heritage from the Lord. Parents are to demonstrate to their children God's pattern for marriage. Parents are to teach their children spiritual and moral values and to lead them, through consistent lifestyle example and loving discipline, to make choices based on biblical truth. Children are to honor and obey their parents.

Genesis 1:26-28; 2:15-25; 3:1-20; Exodus 20:12; Deuteronomy 6:4-9; Joshua 24:15; 1 Samuel 1:26-28; Psalms 51:5; 78:1-8; 127; 128; 139:13-16; Proverbs 1:8; 5:15-20; 6:20-22; 12:4; 13:24; 14:1; 17:6; 18:22; 22:6,15; 23:13-14; 24:3; 29:15,17; 31:10-31; Ecclesiastes 4:9-12; 9:9; Malachi 2:14-16; Matthew 5:31-32; 18:2-5; 19:3-9; Mark 10:6-12; Romans 1:18-32; 1 Corinthians 7:1-16; Ephesians 5:21-33; 6:1-4; Colossians 3:18-21; 1 Timothy 5:8,14; 2 Timothy 1:3-5; Titus 2:3-5; Hebrews 13:4; 1 Peter 3:1-7.

### ***North Metro Annotation: Definition of Marriage***

Jesus defined marriage (Matthew 19:3-6) as one man, one woman, Christ-centered forever, as His very best to reflect His glory. Jesus left no room for other interpretations and offered no exceptions. Anything outside of Jesus' definition of marriage is outside His plan. Examples include premarital sex, extramarital affairs, divorce, pornography, same-sex unions. The church must lead with grace and love with truth as it deals with these issues.

### ***North Metro Annotation: Divorce***

God planned marriage as a permanent covenant between a husband and wife. In fact, the Bible says that God hates divorce (Malachi 2:16). God loves people but divorce tears apart His covenant and distorts the image of the relationship He desires with humans that marriage illustrates. While divorce is not part of God's plan, NMC desires to help believers who have been divorced to find hope, healing and full restoration.

### ***North Metro Annotation: Marriage Roles and Definition of Submission***

God's plan for marriage works in all cultures and times. God created men and women in His image equally and yet designed different roles for the husband and wife. Submission (Ephesians 5:21-22, Colossians 3:18-19) has often been misunderstood and yet is foundational to Christianity. Biblical submission is a voluntary act of one person to another and is never forced or coerced obedience. Both husband and wife submit to the Lord's leadership in their personal lives. Submission has nothing to do with a person's value or identity in Christ.

### III. GOVERNANCE

Christ is the head of the local and universal church (Eph 1:22; 4:15; 5:23; Col 1:18; 2:19). Elders “take care of” the local church (1 Tim 3:5). Through prayer and the study of the Word, they determine and communicate God’s will for the local church, as well as equip the church to fulfill the Great Commandment and Great Commission (Eph 4:11-16). Deacons are servants of the church who support the Elders, vision, and functions of the church in general (Acts 6:3; 1 Tim 3:8-13). Staff are empowered by the Elders to implement strategies which make the vision of the church a reality. Every believer in the church is a minister (Eph 2:10; 4:11-16; 1 Peter 2:9; 4:10-11) and is called to participate in fulfilling the church’s mission and vision.

#### CHRIST

God has exalted Christ to a position of highest authority for the sake of the church: *“He has put all things under his feet and has made him the head over all things for the church which is his body, the fulness of him who fills all in all”* Eph 1:22-23. Christ, our authority, is the head of the church, builds the church (Matt. 16:18, Acts 2:47), and ultimately chooses its leaders.

#### ELDERS

The New Testament reveals two offices or leadership roles in the local church (Phil 1:1, 1 Tim 3:1-13). The overseers and shepherding leaders of North Metro Church are the Elders. Elders have the responsibility of the general oversight (governance) of the church (1 Tim 5:17, 1 Peter 5:1-5). The terms “Overseer” and “Elder” are used interchangeably (Acts 20:17,28; 1 Peter 5:1-2). The Lead Pastor will meet the qualifications of an Elder and serve as the main teaching Elder (1 Tim 5:17) and overseer of church staff. When referring to a local church, the Bible indicates a plurality of leaders (Phil 1:1, Titus 1:5, James 5:14), but also a primary leader (Acts 12:17; 15:13; 21:18). The Elders are personally accountable to and, in humility, serve Christ, the Head of the church; one another; the church (congregation); and the God-given mission and vision of North Metro Church.

#### ELDER ROLES

*All North Metro Church Elders are actively engaged in leading, feeding, correcting and protecting the church.*

#### LEAD:

- Model Christlikeness as an example for the church (John 13:15; 1 Cor 4:16; 11:1; 1 Tim. 3:2-7; Titus 1:6-9; 1 Pet 5:3)
- Lead in humility, eagerness, prayerfulness and dependence on God (Mark 10:45; Phil 2:5-8; 1 Pet 5:2).

- Monitor and review the church's mission, core values, vision, strategy, and ministries for effectiveness and consistency with North Metro Church purposes (2 Cor 13:5).
- The Elder serving as Lead Pastor is charged with seeking God's vision along with the Elder Council. The Elders serve together to review, critique, and affirm the vision, and then join with the Lead Pastor in communicating the vision to the church.
- Lead the annual church vision process including but not limited to, the church business meeting and the budget voting process.
- Oversee church finances, ensuring that all the resources necessary to achieve the mission, vision, and strategies of the church are effectively appropriated and managed (Acts 11:30).
- Call special meetings as needed to bring issues to the church concerning staff, finances, property, and associations.
- Annually review the Lead Pastor with input from the Deacons, Staff and Congregation as needed.
- Lead the pastoral replacement process.
- Make decisions by consensus; all decisions by the Elders need not be unanimous.
- Oversee the process of leadership - discipleship and multiplication.

#### **FEED:**

- Study the Word continually (Acts 6:2, 4; 2 Tim 3:16-17).
- Be prepared to teach the Word when called upon in any capacity (Acts 20:20; 21:35).
- Be involved in mentoring and discipleship and especially in leadership development for potential ministry leaders, Deacons and Elders (1 Tim 4:14; 2 Tim 2:2).
- Equip and encourage the church for ministry (Eph 4:11-12; 1 Tim 4:14).

#### **CORRECT:**

- Correct false teaching, unhelpful behaviors, and agendas.
- Respond to sinful behavior in the church, including Elders, according to the principles in Matt 18:15-17. Speaking the truth in love for the purpose of maintaining purity in the church, disciplining errant individuals and working to reconcile them back to God and the church. If the issue persists after the initial confrontation, the Elders will bring the matter to the others involved, and if necessary, to the whole church (1 Tim 5:20).
- For the purposes of North Metro Church's doctrine, practice, policy, and disciplinary actions, the Elders have interpretive authority on the Bible's meaning and application.

#### **PROTECT:**

- Shepherd or oversee ministry and guidance to the ill, hurting, spiritually desolate, and anyone struggling in their faith (Acts 20:28, 35; James 5:14-15, 20).
- Work to maintain doctrinal purity in all church teaching (Titus 1:9).
- Oversee spiritual and physical protection from external sources and influences.

## ELDER DUTIES

- The Lead Pastor is part of the Elder Council.
- In the case of a ministry staff person becoming an Elder, their Elder role is in addition to and separate from their staff role and responsibilities. Along with the Lead Pastor, they act as a liaison between the Elders and staff.
- Elders are encouraged but not required to participate in other church leadership teams. Their participation in other ministries is secondary to their role as an Elder of NMC.
- Elders are expected to attend all Elder meetings, serve as “Elder of the week” and serve during gatherings by praying with individuals, teaching classes and developing leadership.
- At least one Elder will be a member of the North Metro Church Finance Team. (The finance team will include Elder(s), Deacon(s) and church members with related skills and be led by the Executive Pastor. The Elders will review periodic financial reports and will make decisions on recommendations received from the Finance Team.

## ELDER OFFICERS

The Elder council shall have officers leading the council other than the Lead Pastor. They are the Chairman, Vice-Chairman, Secretary and Treasurer.

## ELDER ROTATION

On a routine schedule, Elders will rotate from active to inactive status to ensure rest and time for extended prayer and reflection. Elders may also change to inactive status on an urgent basis to attend to other needs such as family or profession. Each Elder will annually acknowledge their intent to remain active or change to an inactive status for a limited period.

## ELDER QUALIFICATIONS

Elders are committed to God, North Metro Church, the community, and to serving others. The qualifications for Elders are taken from the specific guidelines given in 1 Timothy 3:1-7 and Titus 1:5-9.

- **Mature in faith** - not be a recent convert and hold firmly to the Gospel message.
- **Mature in character** - above reproach, respectable, blameless, loves what is good, self-controlled, upright, holy and disciplined, not given to drunkenness, temperate, not violent, but gentle, not quarrelsome, not overbearing, not quick-tempered, not a lover of money, not pursuing dishonest gain.
- **Mature in family**- faithful to his wife, a man whose children are not open to the charge of being wild and disobedient. Manages his own family well and sees that his children obey him with proper respect. *Note: Elders do not have to be married men and divorce does not necessarily disqualify a man from the office of Elder.*
- **Mature in community**- hospitable, of good reputation with outsiders.
- **Mature in leadership**- able to teach, encourage others by sound doctrine and refute those who oppose.

## **ELDER DISQUALIFICATION**

The process of becoming an Elder should be involved enough that Elders will rarely be disqualified once ordained (I Tim 5:19-22). If an active Elder is accused of a serious or ongoing sin and no longer qualifies to be an Elder per the qualifications above as determined by the church Elders, the Elder will be disqualified, and the disqualification announced to the church. -The purpose of this process is to keep the church pure and hopefully restore the disqualified Elder to the church.

## **ELDER SELECTION AND ONBOARDING PROCESS**

Developing leaders is a key tenet of North Metro Church Mission and Vision, which is to make disciples. The following selection or on-boarding process outlines the steps for Eldership.

### **IDENTIFY: *Praying for and determining prospects***

- Elders will constantly pray for and look to develop and disciple men to become Elders at North Metro Church.
- Any church attender or member may suggest an Elder prospect.
- Identified prospects will be contacted personally by a current Elder for an informal conversation and potential next step.

### **ASSESS: *From prospect to candidate***

- Orientation - Phased leadership training led by the Elders.
- Participation - A discipleship process to include: Observation, reading and discussing leadership books on Elders, attending meetings and experiencing life as a North Metro Church Elder. Each candidate will be assigned an Elder Mentor during the prospect to candidate process.
- Application - including a formal written application, statement of faith and references.
- Evaluation - each candidate's assessment time will vary, but a time will come when the current Elders and candidate will prayerfully consider the next step or determine a "no" or "not now" decision.

### **DECIDE: *Ordaining candidates***

- Each candidate selected for Elder will be announced to the church two weeks prior to ordination and affirmation for church comment.
- Ordination by the Elders and affirmation by the church.

## DEACONS

The second of the two offices in the New Testament is referred to as the office of Deacon. Men and women serving in the office of Deacon have the role of leading out in service to the church and community.

### DEACON ROLES (Acts 6:1-7, 1 Timothy 3:8-13)

*NMC Deacons assist the Elders with carrying out the mission and vision of the church. This can involve a large variety of activities focused on ministering to people directly.*

### DEACON DUTIES:

- Assist the Staff and Elders, facilitating corporate worship services.
  - ensuring a comfortable atmosphere
  - recording attendance
  - overseeing the collection and safe storage of offerings
  - overseeing, recruiting and training ushers for services
  - working with the Safety Team in their activities: power outages, fire, medical emergencies, active shooter
  - administering Lord's Supper
  - assisting with baptisms
- Lead in pastoral care ministries.
  - responding to benevolence needs
  - providing pastoral care, home-bound and hospital visitation
  - Helping with urgent needs as Deacon of the Week
- Lead in other service ministries (e.g. Finance Team, Operations ministries, Women's Ministry, Men's Ministry, ministries helping widows & orphans, meal support, memorial services, others).
- Appoint a Lead Deacon with the input of the Elders to oversee Deacon activities.
- Develop a core team with regularly scheduled meetings for overseeing Deacon ministries.
- Assist the Elders in the identification, training, selection, on-boarding and mentoring of new Deacons.
- The Lead Deacon, in consultation with the Deacon Team, will ensure the budget funds needed for the operation of the Deacon Team are proposed in a timely fashion.

### DEACON OFFICERS

The Deacons will have a Core Team of Deacons that will oversee all the different Deacon Ministries. The Core Team shall have a Lead Deacon, Lead Deacon pro tempore and chaplain as well as other members as needed for overseeing Deacon led ministries.

## DEACON ROTATION

On a routine schedule, Deacons will rotate from active to inactive status to ensure rest and time for extended prayer and reflection. Deacons may also change to inactive status on an urgent basis to attend to other needs such as family or profession. Each Deacon will annually acknowledge his or her intent to remain active or change to an inactive status for a limited period.

## DEACON QUALIFICATIONS

Deacons are committed to God, their families, North Metro Church, the community, and to serving others. The qualifications for Deacons are taken from the specific guidelines given in 1 Timothy 3:8-13 and Acts 6:3.

- **Mature in faith** - full of the Spirit and wisdom with a clear conscience.
- **Mature in character** - dignified, tested, not double-tongued, not addicted to alcohol, not greedy for dishonest gain.
- **Mature in family**- faithful to his wife, a man who manages his own family well. **Note:** *Deacons do not have to be married, and divorce does not necessarily disqualify someone from the office of Deacon.*

## DEACON DISQUALIFICATION

The process of becoming a Deacon should be involved enough that Deacons will rarely be disqualified once ordained (1 Tim 5:19-22). If an active deacon is accused of a serious or ongoing sin and no longer qualifies to be a Deacon per the qualifications above as determined by the church Elders, the Deacon will be disqualified, and the disqualification announced to the church. The purpose of this process is to keep the church pure and hopefully restore the disqualified Deacon to the church.

## DEACON SELECTION AND ONBOARDING PROCESS

Developing leaders is a key tenet of North Metro Church Mission and Vision, which is to make disciples. The following on-boarding process outlines the steps for potential Deacons.

### **IDENTIFY: *Praying for and determining prospects***

- Elders will constantly pray for and look to develop and disciple men and women to become Deacons.
- Any church attender or member may suggest a Deacon prospect to a current Deacon and/or Elder.
- Identified prospects will be contacted personally by a current Elder for an informal conversation and potential next step.

### **ASSESS: *From prospect to candidate***

- Orientation - Phased leadership training led by the Elders and supported by the existing Deacons.
- Participation - A discipleship process to include: Observation, reading and discussing leadership books on Elders, attending meetings and experiencing life as a North Metro Church Elder. Each candidate will be assigned an Elder Mentor during the prospect to candidate process.
- Application - including a formal written application, statement of faith and references.
- Evaluation - each candidate's assessment time will vary, but a time will come when the current Elders and candidate will prayerfully consider the next step or determine a “no” or “not now” decision.

### **DECIDE: Ordaining candidates**

- Each candidate selected for Deacon will be announced to the church two weeks prior to ordination and affirmation for church comment.
- Ordination by the Elders and affirmation by the church.

### **CHURCH STAFF**

- **Pastoral Staff** - Pastors are either staff who currently serve as Elders or meet North Metro Church’s Elder qualifications according to Timothy and Titus. Pastors hold a position of spiritual authority under the guidance of the Lead Pastor and Elder Council.
- **Lead Pastor** – as one of the Elders, the Lead Pastor is charged with seeking God’s vision for North Metro Church. The Lead Pastor supervises staff and oversees staff hiring processes, plans worship services, and supports missions including church plants.
- **Ministry Staff** – men or women who lead core ministries in alignment with the mission and vision of North Metro Church. Full or part-time paid ministries include but are not limited to: Next generation (birth-college), connections, adults, worship and creative arts, financial, social media and communications.
- **Ministry Support Staff** – provide administrative and practical assistance to North Metro Church pastoral and ministry staff and teams.
- **Interns** – ministries may choose to use interns from within or outside the church. Interns may be a stipend or voluntary positions for a limited and specific amount of time.

### **CONGREGATION**

North Metro Church will consistently equip, its members and attenders to serve in many leadership and service positions within the church, consistent with 1 Corinthians 12 and Ephesians 4.

One of the church's main purposes is to make disciples who make disciples. Leaders should multiply leaders. With that in mind, North Metro Church has many leadership positions within the church body. These leadership roles include but are not limited to:

- Elders and Deacons
- Ministry Team leads *Ex. Prayer Team, Missions Team, Creative Arts Team, Safety Team and Connections Team*
- Community Group leaders

North Metro offers a clear connection process to help attenders and guests discover the gifts and a place to serve within the church. Pastoral and ministry staff offer a clear leadership development process to equip current and potential leadership to mature in Christ and serve the church and community.

Qualifications for various leadership roles are based upon three categories. Character, compatibility and competence. Character is described in 1 Timothy 3 and Titus 1. The descriptions used refer to a maturity level in Christ. That maturity is an absolute requirement and has been tested under pressure. This doesn't mean leaders are perfect, but that they are dependent on Christ for their thoughts, words and actions. Compatibility is congruence with NMC mission, vision, values and philosophy of ministry. They have a sense of excitement about what the church is doing. 1 Tim 3:1 and 1 Peter 5:2 describe a leader's desire to serve the church willingly. Competence is the capacity or skill to perform a job or lead a ministry well. All leaders are expected to sign and submit to a Team Covenant.

**Free zone Ministry Note:** Free zone ministries are member led. Each ministry is based upon an individual's passion and calling. They function and cease with member leadership.

**Membership Note:** Membership is encouraged for everyone but is required for those that serve in a leadership capacity and/or teaching position. Applications for membership are reviewed by an Elder with the applicant.