



*"So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up"*

The BIBLE (Ephesians 4 v11-12 NIV)

# Governance



## **Waypoint Church model of Governance:**

Senior Leaders and Core Leaders make up the Core Leadership Team.

Senior Leaders bring vision and direction to the Church.

Senior Leaders are responsible for appointing and being pastorally responsible for the Core Leadership Team.

Decisions will be made by the Leadership Team; different Core Leaders may have different areas of responsibility and make decisions within their remit. All decisions need to feed into the vision and values of the Church.

*Acts 15:28 "It seemed good to the Holy Spirit and to us."* As far as possible, on decisions, a consensus before God is to be sought by the Leadership Team.

If needed, any final decision rests with the Senior Leaders.

Ministry Leaders are appointed by the Leadership Team.

The Trustees are responsible for the finances and making sure the Church adheres to charity law, they provide a check on the usage of finance and any wages. They are appointed by the Senior Leaders in consultation with the Core Leadership Team.

We have external accountability from a Network. They also provide pastoral support and accountability to the Senior Leaders.

If there are any issues arising which cannot be dealt with by the Senior Leaders, if an issue is financial, the trustees can be approached. If spiritual or moral, Skylark International can be approached.

## **The Bible teaches legitimate authority in leadership.**

### **Appointment of leaders**

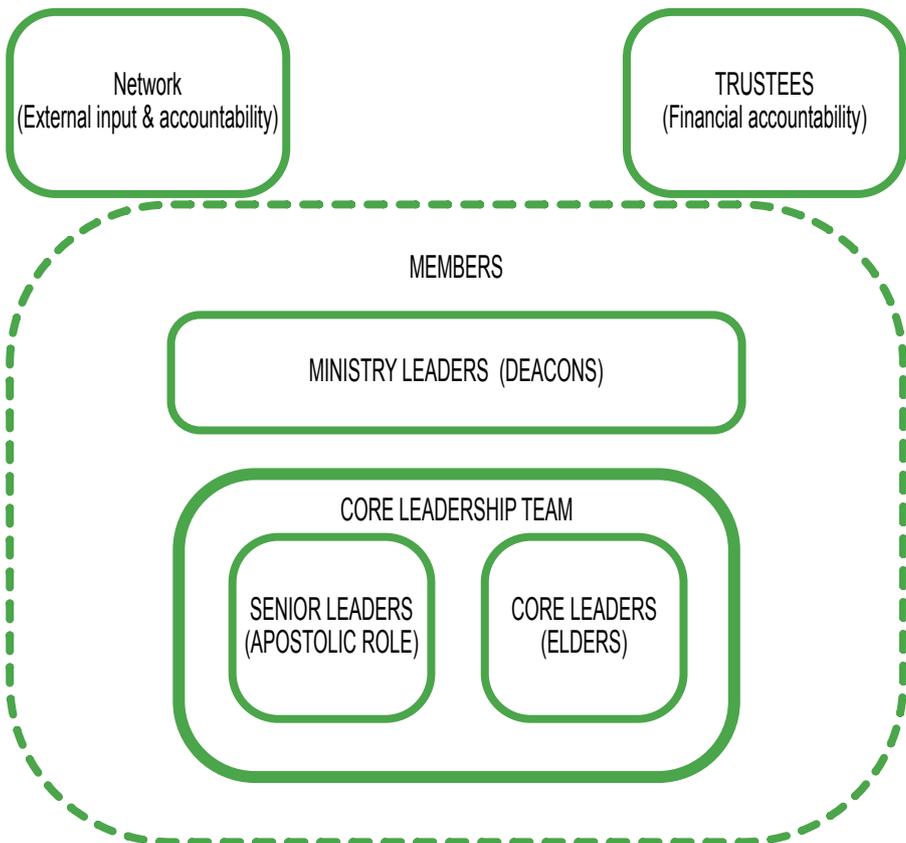
*Acts 14:23 "Paul and Barnabas appointed elders for them in each church and, with prayer and fasting, committed them to the Lord, in whom they had put their trust."*

*Acts 6:3* These were already recognized and approved by the churches as having gifts of leadership.

*Titus 1:5 Paul instructed Titus to do the same. "The reason I left you in Crete was that you might put in order what was left unfinished and appoint elders in every town, as I directed you."*

The leaders of a church should feel free to lead without being usurped. *Hebrews 13:7 "Remember your leaders, who spoke the word of God to you. Consider the outcome of their conduct and imitate their faith."*

*Hebrews 13:17 "Have confidence in your leaders and submit to their authority, because they keep watch over you as those who must give an account. Do this so that their work will be a joy, not a burden, for that would be of no benefit to you."*



## Major decisions

In the New Testament church there is no precedent for a congregation voting on major decisions. The leaders are there to lead.

The only cases of wider church involvement are with regards to Church discipline (*Matthew 18:15-17, 2 Corinthians 2:6*). The church are permitted to judge on these cases. This is because individuals maybe closer to the people in question, and possibly have a better understanding of the person's situation.

## Five-Fold Ministry

*And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, <sup>12</sup> to equip the saints for the work of ministry, for building up the body of Christ. (Ephesians 4:11-12 ESV)*

We recognise all five ministry gifts as being essential and given by God to equip His people and build up the church. It is a role/office which God calls a person into and becomes recognised by the church. The Bible gives examples of people having been recognised with a five-fold ministry gift who also serve within a church as elder or deacon (*1 Peter 5:1 & Ephesians 1:1, Acts 6:5 & 21:8*). There are others with recognised five-fold ministry gifts who are not called to leadership within a local church, but are called to feed into the life of the church in other ways.

## Different roles of appointed Leaders in the Church

**Apostles:** Greek, "*Apostolos*"= "Sent out, messenger"

*Hebrews 3:1* Called by God e.g. Jesus.

*Luke 6:13, Acts 1:22* The original twelve disciples called by Jesus, and "witnesses of His resurrection."

*1 Thessalonians 2:1,6, Acts 13:50, 14:4* Later Paul, Barnabas, Silas, Timothy, Titus, and many others, including women (*Junia, Romans 16:7*), who were recognized as fulfilling the following:

### Apostolic role:

- Were sent out and involved in starting new churches.
- Prophets often work alongside apostles to provide spiritual insight into a new area and help with setting foundations. "*built on the foundation of the apostles and prophets...*" *Ephesians 2:20*.

- They brought direction and vision to the church, working alongside the team of leaders.
- They appointed leaders.

### **Overseer/Elder (Core Leaders):**

Greek. *Episkope/presbuteros*, used interchangeably.

*This is why I left you in Crete, so that you might put what remained into order, and appoint elders in every town as I directed you ... An overseer, as God's steward, must be above reproach. Titus 1:5,7 (ESV)*

An Overseer/Elder, has the function to shepherd (verb *poimanō* -what they do) God's flock. *"Keep watch over yourselves and all the flock of which the Holy Spirit has made you overseers. Be shepherds of the church of God, which he bought with his own blood."* Acts 20:28.

To shepherd is to feed, care for and watch over/protect the flock. This is different to the office of Shepherd/Pastor (noun *poimēn* -who they are) found in *Ephesians 4:11*.

Core leaders often start as ministry leaders who then are recognised for having a greater input into the oversight of the whole Church rather than just one area, both in leadership and pastorally.

### **Deacons (Ministry Leaders):**

Greek. *diakonos* ="minister". *Acts 6:2,3* Translated various times as serving, ministry, administrations, service, and servant. The Apostles appointed deacons to serve in different areas so they could focus on prayer and bringing the word.

*1 Corinthians 3:5, 2 Corinthians 3:6, 11:23.* The ministry is not limited to those who did servile work, but those who served God by witnessing, preaching, teaching, enduring persecution and caring for the flock.

*Philippians 1:1 "To all God's holy people in Christ Jesus at Philippi, together with the overseers and deacons..."*

Ministry leaders head up different areas of ministry, or teams within ministry areas. i.e. Sunday ministry teams, admin team, Life Group/ Course Leaders, whether overall oversight, or only oversight on a rota basis.

## **Leadership Characteristics:**

**Calling:** *Ephesians 4:11, Acts 14:23, 1 Corinthians 7:17, 1 Peter 4:10-11*

**Competence:** *Colossians 3:23-24, Acts 20:28*

**Confidence:** *Titus 1:9*

**Character:** *1 Timothy 3:1-5, 1 Peter 5:1-5*

## **Role of women in ministry:**

Though this has often been a contested area with what looks like opposing passages, we hold to the Bible being the final authority in all matters of faith and practice. As such, on trying to hold together all the Bible texts, rather than just a couple we see the following:

- God made male and female in His image (*Genesis 1:27*), they were equal. The term “helper” as found in *Genesis 2:18* shouldn’t be seen as subordinate, as the same term “helper” in the Hebrew is often used of God as our helper!
- The Apostle Paul declares that in Christ there is neither male and female, both are equal (*Galatians 3:26-28*). That God’s Spirit was poured out on all, both “*sons and daughters who will prophesy...*” (*Joel 2:28-29, Acts 2:16-18*). Spiritual gifts were given and used by both men and women (*Acts 21:8-9, 1 Corinthians 11:5*).
- Many women ministered and held key leadership positions: Miriam was a prophetess (*Exodus 15:20*), Deborah, both prophet and judge who led God’s people (*Judges 4-5*), Huldah a prophet, who sparked a religious reform (*2 Kings 22, 2 Chronicles 34*). Euodia and Syntyche, co-workers of Paul (*Philippians 4:2-3*). Pricilla, co-worker and teacher (*Romans 16:3-4*). Philip’s four unmarried daughters were recognised prophets (*Acts 21:8-9*). Mary, Tryphena, Tryphosa, and Persis did the work (kopiao), or labor of the ministry (*Romans 16:6, 12*) - the same word is used for those who preach and teach (*1 Timothy 5:17*). Phoebe, a leader in the church at Cencrea, was a deacon (*Romans 16:1-2*). Junia was identified by Paul as an apostle (*Romans 16:7*).
- It can be seen from all the above examples that men and women are equal before God. Both can receive the fulness of the Holy Spirit who is the giver of gifts. It is also clear that women regularly ministered within the churches and held leadership positions. This included such positions as apostle, prophet and deacon.

- It can therefore be concluded that passages of the Bible which may appear to suggest a contrary position need to be examined based on specific setting (i.e. *1 Corinthians 13:34* and *1 Timothy 2:12*), and even at times Bible translation (i.e. “head” in *1 Corinthians 11:3-12* able to also be translated as “source” or “origin” (see also *Genesis 2:10*), which makes more sense in the context of *1 Corinthians 11:12*).

### **Plurality in leadership:**

Leaders should not lead alone. There should not be a sole Senior Leader, whether man or woman. Plurality helps to avoid tyranny or apostasy in the church, keeping accountability for the decisions. Paul appointed plural elders for each singular church *Acts 14:23*, *1 Timothy 4:14*.

### **Accountability from outside the Church:**

There is accountability and wisdom sought from a group of respected leaders out-with the situation when disputes happened which could not be resolved within the local church.

Advice was sought in Jerusalem where there were respected Apostles and Elders:

*“This brought Paul and Barnabas into sharp dispute and debate with them. So Paul and Barnabas were appointed, along with some other believers, to go up to Jerusalem to see the apostles and elders about this question. The church sent them on their way...” Acts 15:2–3 NIV*

### **Centrality of Christ in the Church:**

In all areas we try to keep Jesus at the centre. He is the source - the head and the final authority. The church is, after all, His idea, and He is lovingly preparing her as His bride (*Revelation 19:7-9*).

*Ephesians 1:22-23 “And he alone is the leader and source of everything needed in the church. God has put everything beneath the authority of Jesus Christ and has given him the highest rank above all others. (TPT) And the church is his body; it is made full and complete by Christ, who fills all things everywhere with himself.” (NLT)*



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