

## EXPECTATIONS OF ELDERS AT THE JOURNEY

The following outlines expectations of elders at The Journey Church. This document states what we expect of ourselves, and those standards to which we hold ourselves accountable. It is a practical interpretation of what we believe the scriptures require of us. It will also benefit those joining this team.

We believe that with God's grace and strength, every elder must demonstrate:

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### **CHARACTER: *He is trusted.***

- A person of the highest caliber, respected with unquestioned reputation.
  - *"He's an outstanding individual"*
- A person who demonstrates emotional and spiritual maturity.
  - *"He's solid."*
- A person with an evident, living relationship with Christ Jesus.
  - *"He's spiritually alive."*
- A person of principle, whose inner life is grounded in the deep truths of scripture.
  - *"He knows and lives the Word."*

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### **CHEMISTRY: *He is liked.***

- A person who works and plays well with others.
- A person who respects others, demonstrating a cooperative spirit even in tense situations.
- A person with an ego small enough and a sense of humor large enough to fit in.
- A person others enjoy spending time and working with.

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### **COMPETENCE: *He is skillful.***

- A person who demonstrates the ability to effectively lead others.
  - A person who applies specific, identifiable skills to the Lord's work.
  - A person who makes whatever they touch better.
  - A person you want on your team.
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**COMMITMENT: *He is dedicated.***

- A person who is a deeply committed Christian, proven through years of faithfulness.
    - *"The Lord is definitely #1 in his life."*
  - A person who is deeply committed to the mission and ministry of The Journey, proven through years of loyalty and service.
    - *"He loves The Journey!"*
  - A person who demonstrates hard work and the "extra mile" attitude in the church's ministries.
    - *"He always does whatever it takes."*
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**CONTRIBUTION: *He's a giver.***

- A person who gives faithfully and sacrificially to the Lord's work through The Journey and other Kingdom ministries.
    - *"He's generous."*
  - A person with a servant's heart, who is willing to serve any way, anywhere, anytime.
    - *"He's a servant."*
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**CHRIST-CENTERED HOME (if applicable)**

- A person whose spouse is fully supportive of his ministry in the church.
- A person whose spouse is fully supportive of the mission, ministry, & leadership of The Journey.
- A person whose spouse is spiritually and emotionally mature and who is not given to gossip or dissension.
- A person who has demonstrated wisdom and leadership in raising children (if applicable).

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## **Practices For Elders at The Journey**

Our mission is to help people take their next steps towards Jesus. This means we are in the business of making disciples. As elders, the most important starting point is that first of all we are disciples ourselves. We can't lead where we aren't willing to go. Every elder is called to live this out in these specific ways:

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## **WE ARE CALLED TO LOVE GOD**

*He is continually transforming into the likeness of Christ and showing fruit of the Spirit through his relationship with God.*

### **WORSHIP TOGETHER**

- Elders are regular, faithful participants in our weekend and other church gatherings.
- Elders are present 75% of the time to Sunday services.
- Elders are present at all our church events.

### **PERSONAL HABITS**

- Elders regularly practice the disciplines of personal prayer, scripture reading, journaling, and fasting.
- Elders intercede regularly for The Journey: its leaders, staff, and the people God sends our way.

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## **WE ARE CALLED TO LOVE OTHERS**

*He invests in relationships and community.*

### **INVEST IN OTHERS**

- Elders invest in small group life at The Journey. This could be as a participant in a group, leading a group, or coaching small group leaders.
- Elders invest in the lives of other young leaders and mentor leaders of the future.
- Elders invest heavily in authentic relationships with other elders and with our staff. Our aim is to nurture a healthy Christian community among our team.
- Elders continually invest in personal relationships with people far from God through prayer and friendship building.

- Elders deal with conflict in healthy ways that honor Christ and fulfill Matthew 18.

### **REACH OUT BEYOND OUR WALLS**

- Elders consistently invite others to our church.
- Elders use their influence to draw unchurched people toward Christ by inviting to into weekends, groups, events, and The Journey community.

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## **WE ARE CALLED TO SERVE OUR WORLD**

*He has a servant's heart and actively serves.*

### **THE RIGHT ATTITUDE**

- Elders have an attitude of humility and servanthood.
- Elders jump in and help as needed.
- Elders are excited for the opportunity to interact with others and to continue to help live out the mission of The Journey.

### **SERVE FAITHFULLY**

- Elders serve through faithful fulfillment of assignments to teams, ad hoc task forces, missions, or ministry areas.
- Elders serve by offering pastoral care, prayer, calls, and visits to those in need.
- Elders should serve in one area of ministry beyond being an elder. This allows him to keep a pulse on what is happening in the church while at the same time being an example to others.

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## **HOW AND WHY WE LEAD**

Believing that the scriptures call us to lead but require us to determine how we are structured and how we function, we have chosen these principles and values as additional guides in our self-governance:

### **WE BELIEVE THE CHURCH CAN RISE NO HIGHER THAN ITS LEADERS**

We believe we cannot challenge people effectively to go where we ourselves are not willing to go. We are committed to pursuing Christ in our personal lives, growing as a healthy team of mature believers, and leading the church out of the insights gained in our own personal and collective journey with Christ. We also realize that we must be

leaders of great capacity, competency, and faith. Our vision will either cap or catalyze the mission of The Journey.

### **ELDERS ARE THE SPIRITUAL OVERSEERS OF THE JOURNEY**

To help us get where God wants us to be, we keep the vision updated, fresh, and God-directed. We establish guardrails of protection which serve as parameters and limits. We lead by setting direction, agreeing on vision, and establishing policy so that our staff, under the direction of our Lead Pastor, can implement the vision.

### **WE LEAD AS A TEAM**

Based on scripture, we believe there is always to be a plurality of elders that leads together. This means we are a group that discerns collectively the Voice of the Spirit as our guide. The authority of the elders rests with the voice of the whole group together - not as individual elders. This means: *"We speak with one voice or not at all."* If we personally disagree with a decision made by the whole, others will never know about it. Once a decision is made, we hang together. When we walk out the door we do so in unity at the deepest level. We recognize that our united front is one of the strengths of the church and necessary for unity.

### **WE EMPHASIZE RELATIONAL LEADERSHIP**

Rather than demanding respect out of presumed positional authority, we understand we are a band of brothers who are on mission together. We are a team made up of comrades who are in each other's lives enough to know what is going on so we can truly care and pray for each other. We come together not only for business, but for prayer, mutual encouragement, and fun. We believe that building a healthy team and staying close relationally are our responsibility. We know we will lead better when we understand the gifts and unique contribution each of us can bring to the team. While our only formal relationship with the staff is with the Lead Pastor, we love and support all our staff. We see one of our jobs as helping our staff succeed as front line workers who are deploying our troops and working with our most valuable asset – people.

### **WE SEEK GOD'S GUIDANCE IN OUR DECISION MAKING**

As leaders we are intentionally deliberate and analytical - while at the same time visionary and aggressive. Being deliberate and analytical allows us to practice good stewardship. We can take data and proper caution into account in order to protect the church's integrity, assets, and mission. Being visionary and aggressive allows us to practice bold and faith-filled leadership that allows the Spirit to flow where our caution or fear might not propose. We know our best days have come as a result of God's blessing us when we trusted and took big steps for Him. We see ourselves as stewards

of this church and want to be responsible, but we will never let our conservative or fear nature hold us back from a step of faith and visionary obedience.

### **WE OPERATE WITH A CONSENSUS MODEL**

We realize this may be hard and will take extra effort to achieve it. We realize we may have to submit our individual preferences in respect for the whole and for the good of the entire church. We welcome pushback, healthy dissent, dialogue, and passionate discourse. At the end of the day we believe the Spirit will draw us together around the direction God desires. Toward that end, we will listen for the Spirit's leading above our own voice or someone else's. We believe strongly in and practice the Restoration ideal *in essentials unity, in non-essential liberty, in all things love*.

### **ELDERS WILL BE ONE ON MISSION WITH JESUS**

There are two parts to each elder. There is the personal side. Each elder is called to nurture their devotion to Jesus, to be of high character, to be stretched as a leader, and to grow as a follower. The other part of the elder is the relational side. This represents our team unity, our chemistry, and the trust built around our relationships with each other. When we combine our personal and relational sides together, we are on mission together. Wherever God may lead us for as long as needed, we propel the mission of Jesus forward.