# Guidelines for leadership

This document outlines the process of how OneLife Leaders are identified, mentored, released into Ministry and kept accountable.

## What is Church?

A committed family community who gather together to worship God, serve and help one another grow to effectively carry out the Great Commission. God calls and anoints individuals to be servant leaders (Ephesians 4:11) who equip others to effectively minister God’s love inside and outside the church. See Australian Christian Churches (ACC) for a comprehensive definition.

## What is a Leader?

Leaders influence other people by the way they live their lives. All who intimately encounter Christ are commanded to influence others by attracting them towards Jesus.

Jesus was a servant leader. He was always others-focused, kind, courageous, patient and obedient to the vision and mission His Father had for Him.

Leaders in a church community submit to one another in reverence to Christ (Ephesians 5:21). They understand that they are one part of a bigger team and that God’s plan is that they work together to manifest His love in the world.

This does not mean leaders are always passive and ‘nice’. They have disagreements and must lovingly challenge each other e.g. Jesus and Peter (Matthew 6:23), Paul and Barnabas (Acts 15:36-41) and Peter and Paul (Ephesians 4:15).

## Existing Leaders identify other Leaders.

When considering whether a person is ready to formally lead others, One Life Pastors, Elders and other leaders consider:

* If the person’s beliefs are in line with OneLife’s doctrine (see ACC).
* Whether a person is consistently and humbly pursuing personal growth i.e. embracing sanctification. Evidence of this includes transparency, teachability and willingness to be accountable (1 Timothy 3:1-7).
* How long and regularly they have attended services and their history in other churches, past training, service and how amicably they left other churches.
* If they are reluctant to repent from any ongoing patterns of substance abuse, gossip, slander, discord, fits of rage, angry words, selfish ambition, jealousy and disorder (2 Corinthians 12:20, 1 Timothy 3).
* Their understanding and demonstrated ‘buy-in’ to OneLife’s vision, mission and culture. This is demonstrated through:
	+ Their attendance and desire to serve at services, leaders meetings, PrayerLIFE, LIFE groups, events, Hopeshop and/or working bees.
	+ Their courage and strength to lovingly challenge others when there are differences of opinion (Matthew 18:15).
	+ Their understanding of One Life’s desire to gain the trust of a generation who does not know what Christianity and church is.
	+ How they communicate; e.g. they will not overuse Christian language or use social media insensitively.

## Leaders are continually developed.

Leaders help others to become everything God has made them to be. Potential leaders are identified and invited to be mentored and discipled (1 Timothy 3:1). Discipleship of leaders involves mentoring and coaching and requires transparency, accountability and continual appraisal.

## Leaders are empowered to fulfil their call and potential.

Pastors and Elders, as led by God, aim to release others into formal ministry. Applications for any ministry credential with the ACC requires the recommendation of the applicant’s Pastors. All ACC Pastors and credential holders adhere to this process.

## Leaders are accountable.

All current and trainee leaders at One Life understand that they are to have a level of transparency with Pastors and Elders and they be continually appraised.

Pastors, Elders and Advisors are accountable to the congregation via Elders, Advisors or the ACC Executive, each other and the District, NSW and National ACC leadership.