

# Church Life Team Policy

The Church Life Team (CLT) is a vital component in our commitment to cultivating discipleship communities where lives are restored and transformed, as together we know, grow, live and share in the love of Jesus. Rooted deeply in our core values, the CLT serves to empower local leadership, foster vibrant community, and ensure the spiritual health and growth of each GC location. The CLT assists the Lead Pastor in the daily functioning of the local church.

This policy outlines the structure, responsibilities, and expected character of those called to serve on the Church Life Team. It reflects our unwavering dedication to seeing everyday people have an eternal impact for our extraordinary God.

## 1. Formation and Appointment of the Church Life Team

As a GC location matures and expands, the Church Life Team (CLT) is progressively developed to facilitate effective local leadership and ministry. The CLT is strategically comprised of:

- Department leaders (eg, Kids, Youth, Community, Creative, Finance)
- Emerging leaders
- Additional mature church members who embody our values - (when and where necessary).

This blend ensures diverse perspectives and a rich tapestry of gifts contributing to the team's effectiveness.

Appointment to the Church Life Team is a vital responsibility and rests solely with the Lead Pastors (LPs). While the wisdom and counsel of other mature members of the local team are highly valued

and should be sought, the authority to appoint individuals to the CLT cannot be delegated to anyone else within the location. In special circumstances, the GC Executive team may also make appointments to a location's CLT. This central authority ensures alignment with the overarching vision and consistency in leadership development.

It is essential to note that some locations may also establish distinct Local Eldership Teams to address more significant pastoral issues of church governance and spiritual oversight. A separate, specific Local Eldership policy governs appointments to a Local Eldership Team.

## 2. Operational Framework of the CLT

The operational approach of the Church Life Team is designed to be adaptable, acknowledging the unique dynamics of each GC location. Its specific functionality may vary depending on factors such as the size of the location, the diverse gift sets of its church members and the individual leadership style of the Lead Pastor. This flexibility allows for a spectrum of effective CLT setups across our locations, all committed to our vision, values and mission.

For example, some very collaborative LPs may choose to meet monthly or even fortnightly, make every decision as a team and keep written notes. Others may meet once per term, plan out the term together, then work more one-on-one with team leaders as required.

While operational methods may differ, the following fundamental requirements ensure the CLT remains vibrant and effective in fulfilling its purpose:

- **Active Development & Utilisation:** The CLT must be actively developed and intentionally utilised as a key leadership body.
- **Regular Convening:** The team is required to meet at least once per term to ensure consistent oversight, planning, and collaborative decision-making, always in a spirit of Purposeful Prayer.
- **Empowered Voice:** Lead Pastors are committed to giving CLT members a genuine voice, fostering an environment where diverse perspectives are heard and valued.

- **Intentional Growth:** Dedicated space must be intentionally created for individuals beyond the Lead Pastors to grow in their abilities and leadership capacity, embodying our commitment to Humble Growth and the Leadership Cultural Imperative of a Multiplier Mindset.
- **Annual Review:** CLT members are encouraged to serve for one-year terms, allowing them and the Lead Pastor the opportunity to review appointments.

## 3. Qualifications for Church Life Team Members

Serving on the Church Life Team is a calling that requires a demonstrable commitment to Christ-like character and biblical principles. Candidates for the CLT are expected to exhibit the following qualifications, drawing guidance from biblical imperatives (e.g., Titus 1, 1 Timothy 3):

### 3.1. Character and Integrity (Blameless & Above Reproach)

- **Integrity & Moral Character:** Blameless and above reproach (Titus 1:6-7; 1 Timothy 3:2), demonstrating good behaviour, character, and morals (1 Timothy 3:2).
- **Spiritual & Ethical Purity:** Righteous (Just) and Holy in their spiritual and ethical conduct (Titus 1:8).
- **Reputation:** Possessing a good and honest reputation (1 Timothy 3:7).
- **Temperance:** Not given to excessive wine or other substances (1 Timothy 3:3). Not greedy for money (1 Timothy 3:3).

### 3.2. Temperament and Self-Control

- **Patience & Gentleness:** Patient and gentle, not a brawler (1 Timothy 3:3).
- **Humility & Self-Regulation:** Not self-willed or easily offended (Titus 1:7). Must be self-controlled in all things (Titus 1:8).

### 3.3. Family Relationships

- Marital Fidelity (if applicable): One partner in marriage of opposite gender (1 Timothy 3:2).
- Singleness (if applicable): Purity, patience and value in singleness (1 Corinthians 7:8, 1 Corinthians 7:32-35, 1 Thessalonians 4:3-5, 1 Peter 3:1-4, Philippians 4:8).
- Household Management: Demonstrating ability to rule their own household well (1 Timothy 3:4-5; Titus 1:6).

### **3.4. Faith and Biblical Adherence**

- Steadfast Faith: Holding fast and faithful to the Word, steadfast and stable in their beliefs (Titus 1:9-11).

### **3.5. Ministry Ability & Maturity**

- Aptitude for Teaching & Pastoring: Must have an ability to teach (not exclusive to preaching) and pastor God's Word and ways (1 Timothy 3:2).
- Spiritual & Emotional Maturity: Spiritually and emotionally mature and experienced in their Christian walk (1 Timothy 3:6), avoiding immaturity.

## **4. Leadership Cultural Imperatives: Who Our Leaders Agree to Be**

Beyond individual qualifications, every CLT member is called to embody our Leadership Cultural Imperatives. These principles guide who our leaders agree to be and how they serve, ensuring our leadership aligns perfectly with our Vision, Values and mission.

1. We lead with a multiplier mindset - Hebrews 10:24,

We champion the call, gifts and talents of others, even when it means we go unseen.

2. We lead with authenticity, integrity and humility - 1 Peter 5:2-3

Discipleship is our life, leadership is our privilege. If any task is below us, then leadership is beyond us.

3. We're connected and accountable - Ecclesiastes 4:9-10

We build strong connections based on shared values, responsibilities, and care for each other.

4. We have courageous conversations - Ephesians 4:15, Proverbs 27:6

We have the right conversation, at the right time, with the right people, in the right tone.

5. We honour all people - Matthew 7:12, James 3:9

We choose to treat all people as being in the image of their Creator.

6. We prioritise God's presence - 2 Corinthians 3:18

We prioritise seeking God's transforming presence rather than our performance. Leading to motivate a movement of people, rather than propagating programs for people.

## **5. Restoration: A Path to Healing and Accountability**

In alignment with our commitment to fulfil scripture, we not only maintain leadership standards but also implement restorative pathways of healing and accountability. We humbly recognise that no one is sinless. We emphatically state that confessions of sin are never to be used to isolate or shame individuals. However, we hold the influence and responsibility of leadership with utmost seriousness, believing that leaders are called to embody higher standards for the protection and flourishing of the church community.

When a leader falls short of these standards, for the protection of both the church and the individual involved, our unwavering commitment is to assist leaders toward repentance and restoration. If a leader is found to be in open rebellion to the ways and words of Jesus, or exhibits

an unhealthy relationship, attitude, or habit that compromises their leadership, they may be asked to take time out from their leadership role. During this period, they will be fully supported through a compassionate and intentional restorative process, guided by biblical principles and genuine care.

Should a leader's behaviour be found to cause harm to another person, our safer places policies will guide our response.

## 6. Governance Clarification

It is important to clarify the distinction between the Church Life Team and the overarching governance structures of our organisation. There is no legal obligation for the CLT to adhere to a certain number of meetings, or to keep formal minutes. This level of stringent governance is the responsibility of the church's Board and Executive leadership, ensuring their compliance with legal and charitable requirements. The CLT, by contrast, functions as a vital, operational leadership body focused on the spiritual and practical life of the local church within the framework of our Vision and Values.

Effective Date: 7th July 2025  
Next Review Date: 7th July 2026  
Approved By: Executive Team on 23rd July 2025

### IconDescription automatically generated

---

Revision #2  
Created 4 September 2025 19:44:12 by Nathan Keenan  
Updated 4 September 2025 19:58:04 by Nathan Keenan