

Leadership Team Guidelines

As we have endeavored to fine tune the job description of the Leadership Team of Peninsula Lutheran Church, defining process and purpose, we have struggled with how potential new LT members are approached, counseled, elected and then assimilated into the remaining Team, each of us having been a new member who has had certain frustrations. While we realize it is impossible to accurately reflect the reality of serving in this particular ministry, we seek to find better ways of making the transition from congregation to "behind the curtain" as seamless as possible, honoring the giftedness of all and the need to have spiritually mature leaders who are prepared for the unique challenges that serving first God and then Peninsula Lutheran Church through the Leadership Team requires.

As outlined in the By-Laws of our church, we seek members with "high commitment" qualifications when identifying prospective candidates. These include:

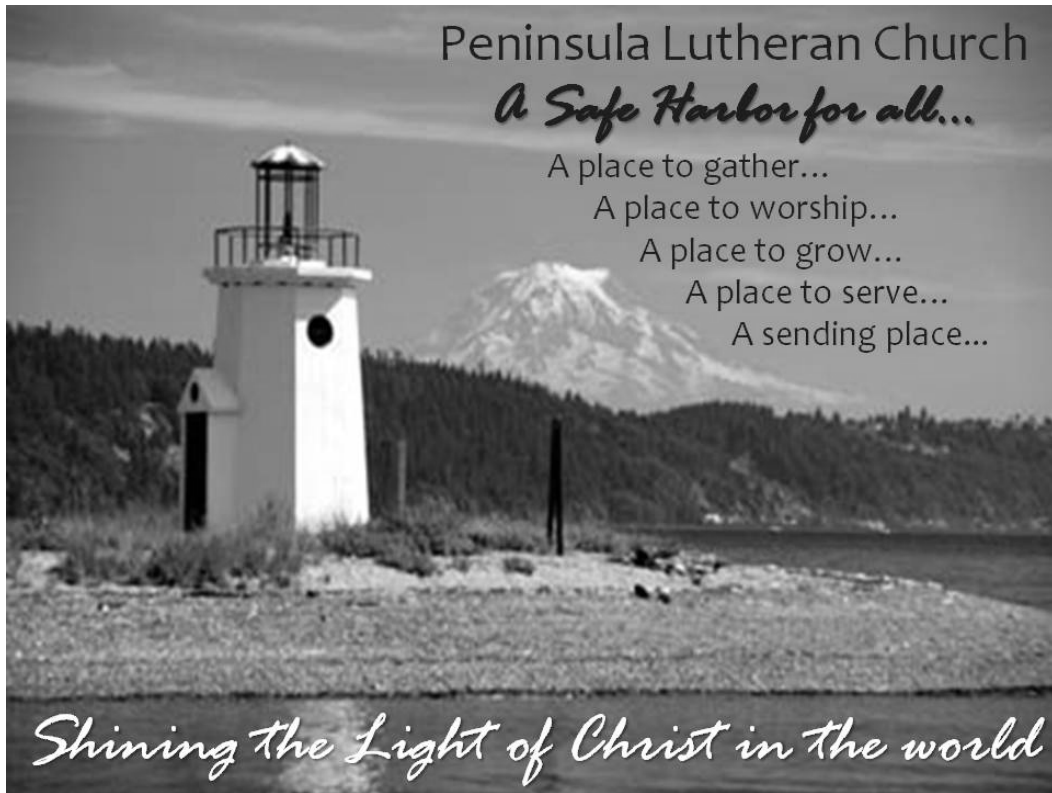
- Member in good standing
- Demonstrated leadership capability
- Regular worship attendance
- Commitment to tithing growth
- Involved in Christian education growth opportunities
- Involved in Christian service opportunities
- Faith builder in self and others

We would also include a strong commitment to the time needed to be an effective member of Leadership. This does not mean that a person cannot travel or miss meetings. It does, though, mean giving up time off, possibly taking vacation days to shepherd an idea or task, meeting at unpleasant times or giving up something else. One cannot be an effective leader part-time.

We believe that life experience is also a key element of a strong Leadership Team member. What does this person do for a living? Can the skill sets needed to be a successful professional translate to skill sets that could be valuable for Leadership Team?

As we have brought more into focus the vision and mission of Peninsula Lutheran Church, we are all the more committed to being a "Great Commandment and Great Commission" church. Perhaps this could be discussed with a potential candidate. Can they recite it? Can they express what this means to them?

God bless you in your journey together and may God bless the fruits of your labors. So many important decisions lay in front of us as a congregation, and we pray for just the right people to be stirred by the Spirit into accepting a position of leadership this next term.



Peninsula Lutheran Church

A Safe Harbor... (Matthew 11:28-30)

A place to gather... (Hebrews 10:24-25)

A place to worship... (Psalm 95/Psalm 100)

A place to grow... (Colossians 2:6-7/1 Corinthians 3:6-9)

A place to serve... (Mark 12:28-31/Ephesians 2:8-10)

A sending place... (Acts 1:8/Matthew 28:19-20)

Shine the light of Christ in the world. (Matthew 5:14-16)

Peninsula Lutheran Church

A Safe Harbor for all...

(Matthew 11:28-30)

A place to gather...

This congregation's intent begins with the faithful believers of Christ reaching out to EVERYONE with open arms and warm hearts. The lost and lonely, the familiar and the unfamiliar, the sick and the lame, the church and the unchurched, these are they and many more who will always be welcomed at the doors of Peninsula Lutheran Church. Yes, this means you! The gathering together of God's faithful people is a sign of His delight and an encouragement of His followers. The faithful and regular participation of church services and events help to foster and endear the Lord's grace, love and hope for the entire world. [Hebrews 10:24-25]

A place to worship...

Worship of God is foremost in all that we do at Peninsula Lutheran Church. It extends beyond the walls of its sanctuary to where all the world is touched and blessed by contact and generosity. It is this congregation's intent to reveal His greatness and love through song, preaching, communion, baptism, and fellowship for all people and for all generations. Regular participation in worship enhances and sanctifies the spiritual side of mankind, which in turn offers God our hearts and minds for the betterment and well-being of everyone. Traditional and contemporary worship are regularly provided for all ages. [Psalm 95 and Psalm 100]

A place to grow...

The development of our faith and the life it is lived comes by the nurturing of Christian instruction for young and old alike and for care of their souls. We provide confirmation for youth, adult instruction for those new to the faith and a variety of Christian study groups for personal faith development. This congregation endeavors to provide space and time to members and non-members alike in the pursuit of learning more about themselves and the greatness that God intended each one to be and to have. We emphasize the importance of understanding and studying Holy Scripture and of understanding basic Christian doctrine. Peninsula Lutheran Church is pleased and blessed to be a center for religious education and spiritual development, and continues to review programs and amend necessary provisions in learning material and building facilities. [Colossians 2:6-7 and 1 Corinthians 3:6-9]

A place to serve...

This congregation works locally in outreach to the greater community of Gig Harbor, Washington, and to the entire world through its direct affiliation with the Evangelical Lutheran Church of America (ELCA). It encompasses the entire range of help and assistance in the distribution of food, clothing, medicine, shelter, education and other necessary essentials of life. This service is an extension and result of grace that members of Peninsula Lutheran Church have been blessed with by the Lord. In turn, the members are enlightened and willing to extend God's love to all people by every manner and effort so revealed by His divine guidance and inspiration. This congregation diligently strives to serve in gracious love and faithful obedience to the Lord who gave Himself to the world for redemption and salvation. [Mark 12:28-31 and Ephesians 2:8-10]

A sending place...

Peninsula Lutheran Church recognizes and abides by the promises of God that His Spirit will always remain and provide the necessary assurance and power for His good and gracious work to all mankind. It is the intent and hope of its members to proceed with God's presence in the witnessing, baptism, and teachings of His Son and our Lord, Jesus Christ. The development of new congregations, both nationally and world-wide, is the standard operation to achieve His desire of reaching everyone until the Christ's return. We remain faithful to this mission, and we extend to everyone the opportunity and joy that comes with being a member and participant of Peninsula Lutheran Church. [Acts 1:8 and Matthew 28:19-20]

Shining the light of Christ in the world!

(Matthew 5:14-16)

Peninsula Lutheran Church
“What we believe, preach and teach”

Jesus said that the world would know that we are His because we love one another and because we are one. To that end we are committed to applying the truth of scripture in ways that show love for God our Father and for one another so that Jesus is glorified in all that we do.

“I give you a new commandment, that you love one another. Just as I have loved you, you also should love one another. By this everyone will know that you are my disciples, if you have love for one another.” John 13:34-35

[Matthew 22:36-40; Mark 12:29-31; John 15:12; 17:21-22, Romans 12:9-10; Ephesians 4:4-6; 5:2; 1 John 4:7-12]

✠ JESUS CHRIST IS LORD AND SAVIOR:

We are a people who believe and confess our faith in the Triune God; Father, Son and Holy Spirit, in the *Apostle’s, Nicene and Athanasian Creeds* as true declarations of the faith of this church. We trust and believe in Jesus Christ, the Word of God incarnate, as our Savior and Lord who we are to follow and exemplify in his teachings.

“For God so loved the world that he gave his only Son, so that everyone who believes in him may not perish but may have eternal life. Indeed, God did not send the Son into the world to condemn the world, but in order that the world might be saved through him.” John 3:16-17

[Matthew 1:21; Luke 24:44-49; John 1:1, 14, 29; Romans 10:9, 13; Hebrews 4:14-15]

✠ THE GOSPEL OF SALVATION:

We believe and confess that all human beings are sinners, and that we are redeemed by the death and resurrection of Jesus Christ. God alone saves by grace through faith in Christ - a faith God creates through the message of the Gospel and the work of the Holy Spirit. As ambassadors for Christ, God uses us to speak his Word and build his kingdom.

“...if you confess with your lips that Jesus is Lord and believe in your heart that God raised him from the dead, you will be saved...For, ‘Everyone who calls on the name of the Lord shall be saved.’ Romans 10:9, 13

“For by grace you have been saved through faith, and this is not your own doing; it is the gift of God - not the result of works, so that no one may boast.” Ephesians 2:8-9

[John 1:1-4,14; 6:39-40, 44; 11:25-26; Acts 4:12; Romans 10:9-11, 13; Corinthians 15:1-4; Ephesians 1:7; 2:3-10; 1 Peter 1:3; 1 John 1:8-9; 2:1-2; Psalm 103:12]

† THE AUTHORITY OF SCRIPTURE:

We believe and confess that the Bible alone is the inspired Word of God, spoken in both Law and Gospel, the only unerring authority for our Christian faith and life.

"All scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness, so that the man of God may be thoroughly equipped for every good work."

2 Timothy 3:16-17 (NIV)

[Matthew 4:4; John 17:17; 2 Timothy 3:14-17; 2 Peter 1:20-21; Psalm 119:105, 160]

† THE COMMON CONFESSION OF FAITH:

We accept and teach that the Lutheran Confessions give reliable guidance for faithful understanding of Scripture, and we share a unity and fellowship in faith with others among whom the Gospel of Jesus Christ is preached and the sacraments of Baptism and Holy Communion are administered in accordance with the Gospel.

"But as for you continue in what you have learned and have become convinced of because you know those from whom you learned it and from infancy you have known the holy scriptures which are able to make you wise for salvation through faith in Christ Jesus."

2 Timothy 3:14-15 (NIV)

"There is one body and one Spirit, just as you were called to the one hope of your calling, one Lord, one faith, one baptism, one God and Father of all, who is above all and through all and in all." Ephesians 4:4-6

[Matthew 26:26-28; 28:18-20; Mark 1:4; John 3:5; 6:54; Psalm 133:1]

† THE PRIESTHOOD OF ALL BELIEVERS:

We believe in the Holy Spirit who; made us God's children through baptism, lives in each of us who believes in Jesus Christ, and works in our hearts stirring obedience and loving service in the church and to the world.

"But you are a chosen people, a royal priesthood, a holy nation, a people belonging to God, that you may declare the praises of him who called you out of darkness into his wonderful light."

1 Peter 2:9 (NIV)

[Romans 8:14-17; 12:3-8; 1 Corinthians 12:4-13, 27; 1 Peter 2:4-9; Psalm 46:10]

† MARRIAGE AND FAMILY:

We believe that the institution of marriage is a sacred covenant designed by God to model the love of Christ for His people and to serve both the public and private good as the basic building block of human civilization.

Marriage is intended by God to be a thriving, life long relationship between a man and a woman enduring through trials, sickness, financial crisis and emotional stresses. Therefore, Christians are called to defend and protect God's marriage design and to minister in Christ's name to those who suffer the consequences of its brokenness.

"But from the beginning of creation, 'God made them male and female.' 'For this reason a man shall leave his father and mother and be joined to his wife, and the two shall become one flesh.' So they are no longer two, but one flesh. Therefore what God has joined together, let no one separate." Mark 10:6-9

[Genesis 1:27-28; 2:24]

We believe that children are a heritage from God and a blessing from God's hand. Parents are therefore accountable to God for raising, shaping and preparing them for a life of loving service to God's kingdom and to humanity.

"Keep these words that I am commanding you today in your heart. Recite them to your children and talk about them when you are at home and when you are away, when you lie down and when you rise." Deuteronomy 6:6-7

[Ephesians 6:1-4; Proverbs 22:6]

✠ THE MISSION AND MINISTRY OF THE CONGREGATION:

We believe that the mission and ministry of our congregation are shaped primarily by the Great Commandment and the Great Commission. We recognize God's call to resource this ministry and mission as rooted in the biblical tithe; giving 10% of our income for the work of the Lord in His church. We also recognize that we must be good stewards of our time and our talents as the Lord has blessed us with these things as well.

"And Jesus came and said to them, 'All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you. And remember, I am with you always, to the end of the age.'"

Matthew 28:18-20

"Jesus said again, 'Peace be with you. As the Father has sent me, so I send you.'" John 20:21

[Matthew 5:14-16; Acts 1:8; Ephesians 1:7-10; Philippians 4:19; Malachi 3:8-12]

12 Characteristics of Godly Leadership Based on the Leadership Model of Joshua

1. Godly leaders realize that God is the source of our strength.

Numbers 14:8; “If the LORD is pleased with us, he will lead us into that land, a land flowing with milk and honey, and will give it to us.”

Joshua 23:9-11; "The LORD has driven out before you great and powerful nations; to this day no one has been able to withstand you. One of you routs a thousand, because the LORD your God fights for you, just as he promised. So be very careful to love the LORD your God.”

2. Godly leaders fear God and not man.

Numbers 13:28-33; “But the people who live there are powerful, and the cities are fortified and very large. We even saw descendants of Anak there. The Amalekites live in the Negev; the Hittites, Jebusites and Amorites live in the hill country; and the Canaanites live near the sea and along the Jordan. Then Caleb silenced the people before Moses and said, "We should go up and take possession of the land, for we can certainly do it. But the men who had gone up with him said, "We can't attack those people; they are stronger than we are." And they spread among the Israelites a bad report about the land they had explored. They said, "The land we explored devours those living in it. All the people we saw there are of great size. We saw the Nephilim there (the descendants of Anak come from the Nephilim). We seemed like grasshoppers in our own eyes, and we looked the same to them.”

Numbers 14:9; Only do not rebel against the LORD. And do not be afraid of the people of the land, because we will swallow them up. Their protection is gone, but the LORD is with us. Do not be afraid of them.”

3. Godly leaders are filled with the Spirit

Numbers 27:18; “So the LORD said to Moses, "Take Joshua son of Nun, a man in whom is the spirit, and lay your hand on him.”

4. Godly leaders follow God wholeheartedly.

Numbers 32:10-12; “The LORD's anger was aroused that day and he swore this oath: 'Because they have not followed me wholeheartedly, not one of the men twenty years old or more who came up out of Egypt will see the land I promised on oath to Abraham, Isaac and Jacob- not one except Caleb son of Jephunneh the Kenizzite and Joshua son of Nun, for they followed the LORD wholeheartedly.’”

5. Godly leaders show people how to experience God's best.

Deuteronomy 3:28; "But commission Joshua, and encourage and strengthen him, for he will lead this people across and will cause them to inherit the land that you will see."

Joshua 21:43-45; "So the LORD gave Israel all the land he had sworn to give their forefathers, and they took possession of it and settled there. The LORD gave them rest on every side, just as he had sworn to their forefathers. Not one of their enemies withstood them; the LORD handed all their enemies over to them. Not one of all the LORD's good promises to the house of Israel failed; every one was fulfilled."

6. Godly leaders seek divine wisdom.

Deuteronomy 34:9; "Now Joshua son of Nun was filled with the spirit of wisdom because Moses had laid his hands on him. So the Israelites listened to him and did what the LORD had commanded Moses."

7. Godly leaders are strong and courageous

Joshua 1:6-9; "Be strong and courageous, because you will lead these people to inherit the land I swore to their forefathers to give them. Be strong and very courageous. Be careful to obey all the law my servant Moses gave you; do not turn from it to the right or to the left, that you may be successful wherever you go. Do not let this Book of the Law depart from your mouth; meditate on it day and night, so that you may be careful to do everything written in it. Then you will be prosperous and successful. Have I not commanded you? Be strong and courageous. Do not be terrified; do not be discouraged, for the LORD your God will be with you wherever you go."

8. Godly leaders base their lives on the Word of God.

Joshua 1:8; "Do not let this Book of the Law depart from your mouth; meditate on it day and night, so that you may be careful to do everything written in it. Then you will be prosperous and successful."

Joshua 8:34-35; "Afterward, Joshua read all the words of the law, the blessings and the curses, just as it is written in the Book of the Law. There was not a word of all that Moses had commanded that Joshua did not read to the whole assembly of Israel, including the women and children, and the aliens who lived among them."

9. Godly leaders encourage people to serve God.

Joshua 22:5; "But be very careful to keep the commandment and the law that Moses the servant of the LORD gave you: to love the LORD your God, to walk in all his ways, to obey his commands, to hold fast to him and to serve him with all your heart and all your soul."

Joshua 24:15; “But if serving the LORD seems undesirable to you, then choose for yourselves this day whom you will serve, whether the gods your forefathers served beyond the River, or the gods of the Amorites, in whose land you are living. But as for me and my household, we will serve the LORD.”

Judges 2:7; “The people served the LORD throughout the lifetime of Joshua and of the elders who outlived him and who had seen all the great things the LORD had done for Israel.”

10. Godly leaders are exalted by God

Joshua 3:7; “And the LORD said to Joshua, “Today I will begin to exalt you in the eyes of all Israel, so they may know that I am with you as I was with Moses.”

Joshua 4:14; “That day the LORD exalted Joshua in the sight of all Israel; and they revered him all the days of his life, just as they had revered Moses.”

11. True leadership requires humility

Philippians 2:1-8; “If you have any encouragement from being united with Christ, if any comfort from his love, if any fellowship with the Spirit, if any tenderness and compassion, then make my joy complete by being like-minded, having the same love, being one in spirit and purpose. Do nothing out of selfish ambition or vain conceit, but in humility consider others better than yourselves. Each of you should look not only to your own interests, but also to the interests of others. Your attitude should be the same as that of Christ Jesus: Who, being in very nature God, did not consider equality with God something to be grasped, but he emptied himself, taking the very nature of a servant, being made in human likeness. And being found in appearance as a man, he humbled himself and became obedient to death— even death on a cross.”

Note: There is no limit to the good a man can do, if he doesn't care who gets the credit. Pride is the strength of sin. Joseph is a great example of humility: he served his father, brothers, Potiphar, jailer, and finally Pharaoh. Men rejected him, misunderstood him, imprisoned him, mocked and ridiculed him, yet he triumphed because of his humility.

12. A leader knows that he is inadequate in himself.

John 5:19-20; “Jesus gave them this answer: “I tell you the truth, the Son can do nothing by himself; he can do only what he sees his Father doing, because whatever the Father does the Son also does. For the Father loves the Son and shows him all he does. Yes, to your amazement he will show him even greater things than these.”

Note: Chuck Swindoll once said, “Inferiority is caused by dependence on self, whereas inadequacy leads to dependence on God.”

PENINSULA LUTHERAN CHURCH CONSTITUTION

March 14, 1999

ARTICLE XI - OFFICERS AND BOARDS

1. At its annual meeting the congregation shall elect a Church Leadership of not less than five nor more than eight members for terms of three years each with approximately one-third of the terms expiring annually. No member shall be eligible for more than two consecutive terms. The pastors shall be advisory members of the Church Leadership by virtue the office, but without vote. At its first meeting following the annual meeting of the congregation, the Church Leadership shall:
 - a) Elect from its own membership a president, a vice-president, and a secretary, who shall be president, vice-president, and secretary of the congregation; and appoint a treasurer and a financial secretary of the congregation, who need not be members of the Church Leadership. The duties of the officers of the congregation shall be those provided in the bylaws.
 - b) The Leadership shall serve as the legal Board of Trustees of the congregation. The Board of Trustees shall be directly responsible to the congregation. The pastor shall be an advisory member of the Board of Trustees. All legal documents shall be signed by the president and secretary on behalf of the congregation.
2. The Church Leadership shall determine rosters of the baptized, the confirmed, and the voting members of the congregation.
3. The Church Leadership shall exercise such authority as is delegated to it by this constitution, the by-laws, and the resolutions of the congregation.
4. The Church Leadership shall have general oversight of the life and work of the congregation.

Peninsula Lutheran Church By-Laws
October 7, 2007

PART V - OFFICERS AND BOARDS

(Cf. Article XI of Constitution)

- A. Membership and Meetings of the Church Leadership.
In addition to the provisions of the constitution, the following shall govern membership on the Church Leadership and the conduct of its meetings:
1. Only a voting member of the congregation shall be eligible for membership on the Church Leadership.
 2. If a vacancy occurs on the Church Leadership, the Leadership shall fill the vacancy until the next meeting of the congregation. Should the unexpired term be one year or less it shall not be considered in determining eligibility for succession.
 3. A member of the Church Leadership who is absent from two consecutive regular meetings shall be consulted by the president of the congregation; if the member is absent from three consecutive regular meetings without valid excuse, the Leadership may declare the office vacant. Furthermore, if a member of the Leadership is absent for any reason from any three of twelve consecutive scheduled meetings, the Leadership may declare the office vacant.
 4. Since it is incumbent upon all members of the congregation, according to Article VI, to make diligent use of the Word of God in public worship and to attend the Lord's Supper, any officer or board member who neglects these privileges shall forfeit the right to serve in this elected or appointed capacity.
 5. A quorum for any regular or special meeting of the Church Leadership shall be a majority of its membership.
 6. A special meeting of the Leadership may be called by the pastor, the president, or any three members of the Church Leadership. Notice of such meeting shall be given not less than five days prior to the meeting.
 7. At its annual meeting the congregation shall elect a Church Leadership of six (6) members.
 8. The pastor(s) shall be notified of scheduled Leadership meetings. The ordained staff will generally attend Leadership meetings.
- B. Duties and Responsibilities of the Church Leadership.
In addition to the duties and responsibilities provided in the constitution, the Church Leadership shall:
1. Secure necessary staff other than the pastor(s), and fix and review annually their performance and salaries.
 2. Review annually the performance and salary of the pastor(s).

3. Ascertain that expenditures as reported by the Treasurer are within the budget approved by the congregation, making such adjustments within the total budget as may be necessary from time to time. Any expenditure in excess of the total voted budget must be approved by the congregation.
4. Prepare a budget for submission to a meeting of the congregation.
5. Assure itself that the treasurer and others who have access to the funds of the congregation are adequately bonded.
6. Appoint annually an auditing committee composed of two (2) members which shall audit the fiscal records of the congregation and report its findings in writing to the annual meetings. Such audits shall include examination of existing insurance coverage.
7. Be responsible to insure that the buildings and premises of the congregation are used in a manner consistent with the mission of the church. The Lead Pastor may authorize one-time use of the facilities to groups or individuals not associated with the congregation; the Leadership may delegate decision authority for regular or on-going use of the facilities by groups or individuals not associated with the congregation, but retains ultimate responsibility for facility use.
8. Have authority between meetings of the congregation to choose delegates to any group or meeting in which the congregation is entitled to representation.
9. The Church Leadership shall from time to time commission the creation of staff or lay ministries.
 - a) Each ministry shall have its mission, authority, responsibility defined in a document (charter) initiated by the respective head of the ministry and agreed-to jointly with the Church Leadership and Lead Pastor. Ordained clergy are exempt with respect to the administration of the Word and Sacrament e.g. those duties etc. specified elsewhere in the constitution and bylaws or letters of call.
 - b) Full-time lay staff positions must be approved by a vote of the congregation. Full-time is defined to mean a work week of an average of 40 hours per week. The Leadership may delegate the call of specific paid staff ministry leaders within constraints of an approved salary budget.
 - c) The Church Leadership will arbitrate conflicts that occur between or among ministries commissioned by the Leadership after the ministries have made a good-faith attempt to resolve the differences directly. The Leadership may amend the charter of a ministry in order to resolve such conflict.
 - d) Heads of ministries may form committees as required in furtherance of their ministries such that the committees operate within the charter of the ministry. Such committees should generally be formed for a specific purpose and life span.
 - e) The Leadership may terminate the charter of a ministry.
 - f) Any group of ten (10) or more voting members of the congregation may appeal the actions of a ministry to the Leadership.

- g) The actions of the Leadership with respect to the creation, modification or termination of a ministry may be appealed to the congregation by the head of ministry or by a group of ten (10) or more voting members of the congregation. A vote of a two thirds majority of the voting members present is required to sustain such an appeal.
- 11. The Church Leadership shall exercise discipline in accordance with the provisions of this constitution and its bylaws.
- 12. Convene at least once each year a meeting of all leaders of ministries to meet jointly with the Church Leadership to review the life, work and program of the congregation.

C. Duties of Officers.

- 1. The president shall preside at meetings of the Church Leadership and of the congregation.
- 2. The vice-president shall preside at the meetings of the Church Leadership and of the congregation in the absence of the president.
- 3. The secretary shall keep the minutes of the Church Leadership and of the congregation and shall have custody of the archives of the congregation.
- 4. The treasurer shall have custody of all funds of the congregation, receiving and disbursing such funds in accordance with the decisions of the congregation or the Church Leadership.
- 5. The financial secretary shall maintain, or supervise maintenance of, records of all contributions and make reports to the Church Leadership and to the members as required by the Leadership.