



ROLES, EXPECTATIONS, AND QUALIFICATIONS

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INTRODUCTION

One Harbor is a family. Within that family, people play many different roles, to include Partner, Community Group Leader, Deacon and Elder. For the family to function properly, it is important that everyone understand the expectations of the role in which they function. Additionally, many of the roles within the church have specific qualifications that have been given to us in the Bible.

The purpose of this document is to define the different levels of involvement at One Harbor and explain the expectations and qualifications that exist for each.

ATTENDERS

Definition: Attenders are those who come to our church, and even participate in our ministries, but have not committed to Partnership.

Expectations and Qualifications: There are no qualifications to attend One Harbor, other than the ability to be civil and not divisive. Attenders are welcome to disagree with the Church on any number of positions – indeed, they may not even be Christians at all – but there is a difference between disagreement and divisiveness. A divisive person is one who teaches beliefs contrary to the teachings of the Church or someone who pits people against one another by stirring up controversies. This behavior will not be tolerated, as it is disastrous to the unity of the church and is forbidden by scripture. Attenders who become divisive will be asked to leave the church. Attenders who disagree, however, are welcomed to be in our meetings, ask questions, and dialogue with our leaders.

PARTNERS

Definition: Partners are those who have gone through the One Harbor Partnership Class and have made a covenant with the Church, in which they commit to partnering with our local church to advance the gospel.

Expectations and Qualifications: In addition to the expectations of attenders, Partners are expected to:

- Have a profession of faith as a Christian. You don't have to be a mature Christian to be a partner, but you have to have an authentic testimony of being born again through the Gospel of Jesus Christ.
- Agree with the One Harbor Statement of Faith. Our statement of faith has been written to represent the whole of evangelical Christianity. It contains the essentials of what we

think Christians should believe. Therefore, it would not make sense for someone to partner with us if they cannot agree with the Statement of Faith.

- Submit to the One Harbor Theological and Ministry Distinctives. While the Statement of Faith is broadly evangelical, our distinctives explain those things which make our church unique. Partners are not expected to agree with all of them, but they are expected to submit to them. This means they must agree not to teach against, or function outside of, any of the distinctives. For example, a Partner may believe in a different model of church governance than Elder Team Leadership, but agrees to submit to the authority of the Elder Team despite the difference of conviction.
- Honor and submit to the partnership covenant. Partners contribute to the health of the church by submitting to the covenant they made with the church. When Partners do not, it creates meaningless membership at best, and division at worst.
- Have been baptized as a believer. We understand that some Christians disagree on the mode of baptism, but at One Harbor we believe that baptism happens after conversion as an obedient response to faith in Jesus, and takes place through immersion. It is not required to agree that this method is the best way, but to be a partner, you have to have been baptized as a believer.

COMMUNITY GROUP LEADERS & STAFF

Definition: Community Group Leaders are those who have been appointed by the eldership to oversee a particular community group. They have been delegated the authority and responsibility of discipling and shepherding those who call One Harbor home. Staff are those who are paid to work for the church.

Expectations and Qualifications: In addition to the expectations of attenders and Partners, Community Group Leaders and Staff are expected to:

- Agree with the One Harbor Theological and Ministry Distinctives. While Partners are only expected to submit to the distinctives, Community Group Leaders and Staff are expected to agree with them. It would put the church, and the leader, in a compromising situation if leaders were expected to potentially defend these core positions that they do not personally agree with.
- Model the Partnership Covenant and Distinctives. Our leaders are expected to not simply be in agreement with those things the Church values, but to model them as well. In other words, if a guest were to be confused on what it looks like to be a Partner, a leader should be an example and model anyone can follow.
- Prioritize Whole Church Gatherings and Training Opportunities. When the Church gathers, it is naturally expected that its leaders be present and engaged. Leaders set the bar for those they are leading, and so it cannot be expected that the congregation values something that the leadership does not also value. Furthermore, when there is training, it is often for the sake of the leaders, and so it is expected that they prioritize

the training. This should happen naturally, since good leaders seize the opportunity to grow and learn.

- Represent One Harbor Well in All of Life. At the end of the day, we want our leaders to represent One Harbor well, because One Harbor is supposed to represent Jesus well. Whether at a church function, in the workplace, or at home, we expect that our leaders will glorify Jesus with their lives. We don't expect them to be perfect, but we expect them to live lives of repentance, in which they fight their sin and trust their savior.

DEACONS

Definition: Deacons are primarily servant-leaders, and the office of Deacon is one of only two Biblical offices found in the New Testament, the other being the office of Elder. That means the Bible gives us guidance on the qualifications for Deacons and requires them to maintain a certain degree of accountability. While the Elders have ultimate authority in the local church, the Deacons are an extension of their authority and lead primarily through service and practical ministry. (See 1 Timothy 3 and Acts 6.)

Expectations and Qualifications: In addition to the expectations of attenders, Partners, and Community Group Leaders/Staff, Deacons are expected to:

- Meet the character qualifications for Deacons found in Scripture. 1 Timothy 3 and Acts 6 provide the following character qualifications for Deacons: be of dignified or good repute, not double-tongued, not to be addicted to or drunk with alcohol, not greedy for dishonest gain, hold the mystery of faith with a clear conscience, be blameless, be full of the Spirit, and be full of wisdom. Women are also specifically told to be dignified, not slanderers, sober-minded, and faithful in all things. Men are specifically told to be a one-woman man (if married) and to manage his household well. Both men and women are able to serve as deacons.
- Have recognized evidence(s) of distinct grace and calling. The office of deacon is not something a leader is simply promoted into based on leadership tenure. Deacons have a specific calling from God to serve in that capacity, and so there should be mutual agreement between the individual and the eldership that a deacon is called to that role, and that God has given the necessary grace for the requirements of the role.
- Support and own the mission of the Church as defined by the Elders. Deacons do not simply serve because they are told to, they have a sense of ownership in the mission of the Church.
- Serve One Harbor Church for the foreseeable future. Deacons should not only feel called to their office, they should also feel called to serve in a particular church. Meaning, deacons at One Harbor should feel called to serve at One Harbor until God leads them elsewhere. If an individual did not feel called to One Harbor's context, then the diaconate would not be an appropriate place to serve within that context.

ELDERS

Definition: Elders are synonymous with pastors, overseers, bishops and shepherds. The office of elder is the second Biblical office found in the New Testament, and is the sole governing body of the church. While deacons have the primary responsibility of service and practical ministry, elders have the primary responsibility of governance, teaching, prayer, and ministry of the Word. (See 1 Timothy 3 and Titus 1.)

Expectations and Qualifications: In addition to the expectations of attenders, Partners, and Community Group Leaders/Staff, Elders are expected to:

- Meet the character qualifications for Elder found in Scripture. 1 Timothy 3 and Titus 1 provide the following character qualifications for Elders. According to 1 Timothy 3 he must be above reproach, the husband of one wife, sober-minded, self controlled, respectable, hospitable, able to teach, not a drunkard, not violent but gentle, not quarrelsome, and not a lover of money. Additionally, he must manage his household well, he must keep his children submissive, he must not be a recent convert, and he must be well thought of by outsiders. According to Titus 1, he must also be disciplined, not be arrogant, not greedy for gain, a lover of good, be God's steward, be upright and holy, and his children must be faithful and not insubordinate. Additionally, the office of elder is restricted to men.
- Be able to teach beliefs and distinctives. We just saw that one of the requirements of elders is that they must be able to teach. Therefore, at One Harbor Church, every elder should not only submit to and agree with the church beliefs and distinctives, but also be able to explain, teach and defend them. As the ones responsible for protecting church doctrine, the elders must be able to articulate those doctrines. This does not mean that every elder must be able to preach, because that is a specific duty not all elders are gifted for. But the pulpit is not the only place in which elders teach. Therefore, even those elders who do not preach are still expected to be able to teach whenever necessary.
- Have recognized evidence(s) of distinct grace and calling. The office of elder is not something a leader or deacon is simply promoted into based on leadership tenure. Elders have a specific calling from God to serve in that capacity, and so there should be mutual agreement between the individual and the eldership that a man is called to that role, and that God has given the necessary grace for the requirements of the role.
- Serve One Harbor Church for the foreseeable future. Elders should not only feel called to their office, they should also feel called to serve in a particular church. Meaning, elders at One Harbor should feel called to serve at One Harbor until God leads them elsewhere. If an individual did not feel called to One Harbor's context, then eldership would not be an appropriate place to serve in that context.