

Principles of Leadership Structure

ACTS Church Lakeway

1. **Everything is spiritual.** “The earth is the Lord’s and everything in it; the world and all who live in it” (Psalm 24:1). The work of those who make financial forecasts is just as ‘spiritual’ as the work of those who pray with the pastor. Those who serve as leaders of ACTS Church will have the amazing opportunity to grow in faith as they together make key decisions and multiply next-generation leaders.
2. **The Bible makes a distinction of gifts and appointments.** “It was he who gave some to be apostles, some to be prophets, some to be pastors and teachers, to prepare God’s people for works of service, so that the body of Christ may be built up” (Ephesians 4:11-12). A local church with gifted leadership will equip and release people in the areas of their strengths. The Scriptures open up certain roles to both genders and/or to a wide range of ages, while other roles are restricted. A healthy leadership structure will strive to be as inclusive as the Scriptures allow.
3. **The Bible provides criteria for those who lead within the local church.** Church leaders must be mature Christians, eager to serve and not just to govern. They must demonstrate self-control and the ability to manage others well (1 Timothy 3:1-13). If they are to encourage others in giving financially toward the mission of ACTS, they must set an example through their own generous giving (2 Cor. 8:7). They should be loyal to the Pastor, serving as trusted partners in ministry (Philippians 1:3-11).
4. **A plurality of leaders is needed to discern the will of God, to fortify the Mission, and to ensure that the local church has proper day-to-day leadership.** The Senior Pastor serves within the local church as ‘first among equals.’ The Senior Pastor serves as a voting member of both standing teams of the Congregation: the Management Team and the Pastoral Advisory Team.
 - The **ACTS Church Management Team** is elected by the Congregation. This team, made up of both men and women, holds the Senior Pastor accountable to the Mission, values, and annual goals of ACTS. They support the Mission by giving oversight to financial, business, and legal issues. They set boundaries, principles and parameters for the Congregation’s ministry but do not supervise staff or day-to-day activities. They may appoint other teams or committees at will, (ie: Search or Stewardship Committees), which assist the Congregation in pursuit of its Mission.
 - The **ACTS Church Pastoral Advisory Team** is appointed, with ratification by the Management Team. This team, made up of men only, provides encouragement and prayer support to Congregation, staff, and to the Senior Pastor, specifically. They advise him on spiritual matters and assist him in the ministry of the Word and the Sacraments. These trusted individuals also provide avenues for pastoral care, conflict resolution, discipline, and restoration. The Pastoral Advisory Team shall designate a Chairman on an annual basis, who will serve as an ex-officio member of the Management Team.
 - A **Board of Directors for the ACTS Church Network** is *elected* to focus on the *What*, the *Why*, and the *Where* of the unfolding Mission. They ensure that each local ACTS Church has competent leadership and is living up to the Mission and values of ACTS. They interact with LCMS districts and schools to select/recommend Missionary Church Planters/ Pastors to be called to ACTS Churches. They are the premier fund-raising organ of the ACTS Church Network. A portion of this team may be made up of men and women who come from outside the community of ACTS Church.
 - The **staff and ministry teams of ACTS Church** are *called* and/or *appointed* to develop the *How* and the *When* of the agreed-upon direction of ACTS. They are entrusted to implement the annual goals and carry out the Mission, under the leadership of the Senior Pastor.
5. **A flat and fluid leadership structure best serves an innovative, growing ministry.** The Constitution and Bylaws for ACTS contain the non-negotiable basics of the organization; everything else is contained in a Policy and Procedures document which periodically changes (Mark 2:22). Authority and decision-making are pushed down the organization as much as possible.
6. **The congregation meets annually** to elect Management Team members, approve annual budgets, and vote on other constitutionally-mandated decisions (ie; the purchase or sale of property). Every Covenant Member of ACTS has a significant ministry and is a valued partner in carrying out the Mission that God has given us (1 Peter 2:9-10).