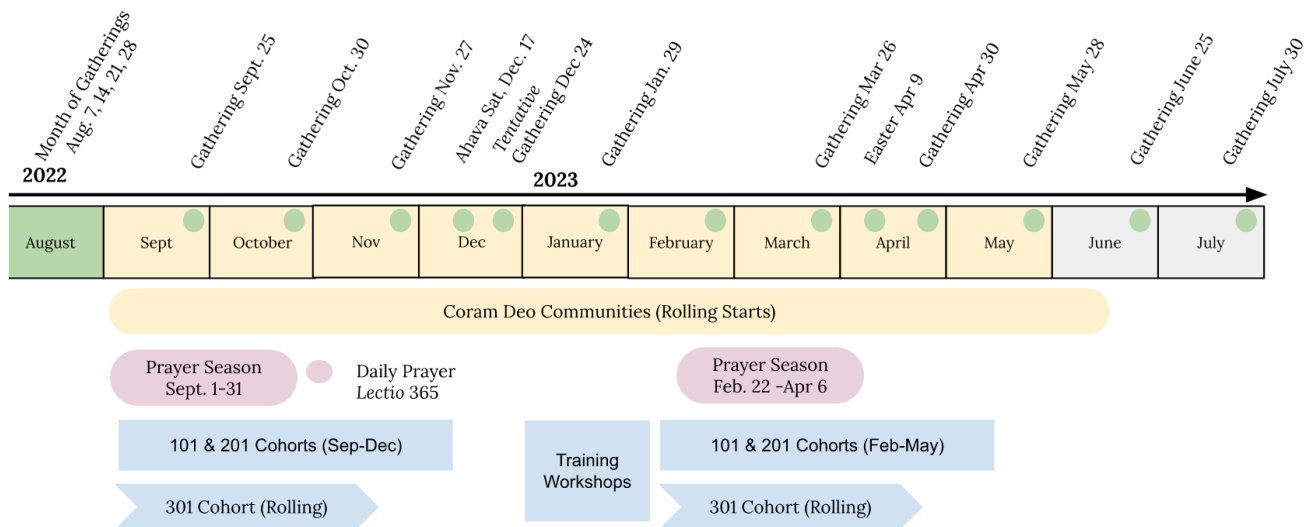


Structure and Leadership Teams Statement

General leaders, Commissioned leaders, Ordained leaders

I. Coram Deo's *Rule of Life*

Our attempt to faithfully steward the identity, values, and mission of the church family.



II. A Dual Operating System of Elders and Deacons

.Our attempt to faithfully steward the values and mission of the whole church community.

We have held the deep conviction that all leadership if it is to be healthy, must be submitted to Christ in trusting relationship. Positions, titles, and roles are always temporary and seasonal. They are put in place to serve the growth of a diverse community of saints called the church. These Saints do the real work of ministry with every breath and action of their normal everyday lives. The clarified leadership roles, titles, and teams outlined in this document are always secondary to the community itself. They exist to serve the network of relationships that is the actual church. If at any point these structures are not serving the health of the church (and the growth of the smaller discipleship communities) they will be subjected to review, prayer, discernment, reformulation, and/or termination.

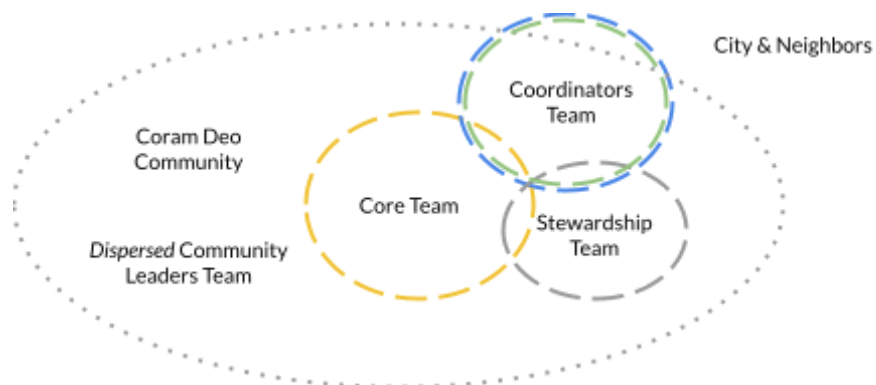
It should also be stated that based on our reading of the New Testament it is our conviction the roles of leadership in any of these teams is open to both men and women. Based upon calling, capacity, character, gifting, and a baseline "proven-ness" in these areas. Our current discernment is leading us to clarify three core leadership teams to serve the broader community. Beyond these three teams, we will also be an increasingly clear fourth "Community Leaders Team." It should also be said that we view the community as a whole as a network of leaders doing ministry. However, we will ask the leaders on these three teams outlined below, as well as those commissioned to lead *Coram Deo* Communities to make a shared commitment of mutual submission. These expectations are outlined in the "Leadership and Expectations Statement" as well as our "Values and Faith Statement."

1. **Volunteer Core Team (Elders):** The central team responsible for the church's Identity is the Core Team. It is comprised of mostly Volunteers who serve as the Elders of the community (biblical use of *elders* cf. Acts 14:23). This team is responsible for prayer, discernment, and the spiritual health of both (1) the smaller Communities and (2) the Community as a whole. Their function is to serve the whole by Apostolically leading, hearing the Lord's direction, taking feedback, navigating conflicts, prioritizing, and then embodying the core values of the community. This team is held together by two monthly meetings. The first will be a shared meal that prioritizes relational connection, reflecting on values, and debriefing. The second meeting will prioritize prayer, discernment, and actionable items. Core team members may be called upon for various roles of support by the other teams and people (e.g. teaching, mentoring, conflict resolution). The team will aspire to let gifting and capacity govern these additional roles of support. These team members are established in yearly commitments (e.g. 1-3 years). Each commitment cycle will be subject to a process of mutual review by the individual and the rest of the team. If there is consensus members can do back-to-back cycles of commitment. We prayerfully anticipate the clarified structure of this team and all teams will bring a greater diversity of personalities and giftings forward. With the aim of seeing every aspect of the community continue to mature and grow healthier.
2. **Paid Part-time Coordinators (Deacons):** The central team responsible for the church's functioning is the Coordinator Team. It is comprised of "Paid Part-Time Coordinators." They serve the community as a whole by organizing and leading the Public Gatherings and Training components of the church. These "Coordinators" (or Deacons) are established on a seasonal basis (e.g. 1-3 year commitments) to bring leadership to specific values and domains of the community. These roles are commissioned and established by the Core Team. Three months prior to the end of each commitment the individual coordinator and Core Team engage in mutual discernment to decide if a new commitment should be established. If there is consensus members can do back-to-back cycles of commitment. Initially, we are establishing coordinators for: Teaching, Hospitality, Kids, Worship, Prayer, and Training. We will also have a Point Coordinator to hold all the parts together and lead the team. These coordinators are held together by a monthly meeting and then execution of their specific roles (adding in strategic meetings when needed). Pay and time commitments are established at a consistent hourly rate and determined based on the needs of the community. Leaders serving in these roles can pursue ordination (discuss this with the Core Team and Stewardship Team). We prayerfully anticipate the clarified structure of this team and all teams will bring a

greater diversity of personalities and giftings forward. With the aim of seeing every aspect of the community continue to mature and grow healthier.

- 3. Volunteer Stewardship Team (Deacons):** A support team to both the Core Team and Coordinators Team. These members are serving in a Volunteer Deacon role. Their function is to bring wisdom and differentiation in stewarding the community's shared resources. Coram Deo does not have any expectation or presumed tithe (amount or percentage) for the members of the community. The money that is donated covers the operational costs of the Gatherings and Trainings. Anything beyond this operational budget is given away to meet needs and/or seed missional efforts. This group is comprised of mostly volunteer leaders who steward the core values, mission, calling, finances, and generosity of the community. They meet at minimum quarterly to steward these things and relate to the Core Team, Coordinators Team, and broader community. They provide both qualitative (e.g. teaching on generosity, risk, budgeting, etc) and quantitative practical oversight (e.g. establishing the annual budget, doing quarterly reports, etc) for the church. These roles are also established on a seasonal basis (e.g. 1-3 year commitments). They will be commissioned and established by the Core Team. Three months prior to the end of each commitment the individual and Core Team will engage in mutual discernment to decide if a new commitment should be established. If there is consensus members can do back-to-back cycles of commitment.

Visualizing the Teams Scope and Relationships



It is our ecclesial model that every other member of the community is on the journey of leadership development. For every member has a unique calling as God has graced everyone for the “work of ministry.” These three teams exist to serve and develop the callings of the other members of the community. In different seasons, the rest of the community may ebb and flow into the three teams, as well as various other forms of leadership in their own vocation or a diverse expression of leading a Coram Deo Community (Home Group, D-Group, Missional Community, Learning Community, Alpha, etc). Therefore, these leadership positions are all service based to elevate and promote the gifts and callings of all members of the community.

It should also be said it is our intent for the Gathering and Training aspects of the church to be offered as tools and spaces for anyone in the city of Denver. The aim is to encourage, equip, and support Kingdom work in Denver. The Core Team of Elders are given a level of authority and trust for the specific Communities that call Coram Deo their home Church. Participation in the Gatherings and Trainings is not predicated on any formal “membership.” Someone does not need to formally agree to Coram Deo's “Leadership and Expectations Statement” or our “Values and Faith Statement.” As stated, it is our conviction that leadership is fundamentally relational in nature (not positional). Thus, we enter into roles of leadership and membership out of our own choice of mutual submission and with servant hearts.