

Leadership Team in CCC

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1. Purpose and Introduction

This document outlines the purpose, structure, and function of the Leadership Team in Christ City Church (CCC). It defines the team's role in providing prayer, wisdom, and pastoral care for the whole church, working alongside and under the elders. It also explains the selection criteria, the relationship between the Leadership Team, elders, and Congregation teams, and the process for appointing new leaders, ensuring effective governance and support for the church's growth and health.

For related documents, including the CCC **Vision and Values** and summaries of the duties of **Eldership** and **Congregation teams**, see the **Appendix**.

2. The Role of the Leadership team in CCC

The CCC Leadership team works alongside and under the [elders](#), fulfilling the following roles in the leadership of the church:

1. **Prayer** - Be devoted to prayer, for the whole church, across all congregations (*Psalm 127:1-2, John 15:5, Acts 6:1-7*).
2. **Wisdom** - Provide wisdom in decisions that need to be made regarding the whole church - whether strategic, doctrinal, or pastoral (Proverbs 15:22)
3. **Pastoral Care** - Provide pastoral care for all the whole church community under their care men and women, all congregations, including Congregation teams and Wider Leaders. (*Ephesians 4:11-16*)

4. **A Female Voice** - Empower and receive the wisdom, gifts and insights of female leaders in CCC with regards to #2 and #3, and to help with the training and approving of #5. (*Acts 18:26, Romans 16:1-16, 2 Kings 22:14-16*)
5. **Elder Training** - Provide a space where men that the Holy Spirit is raising up from one of the congregations can be tested and approved over a 6-12 month period. (*1 Timothy 3:1-7, 5:22*)

3. Criteria for Selection of the Leadership Team

The selection criteria for the Leadership Team is the same as for [the Congregation teams](#) but with a longer period for testing, proving, and maturity.

In addition to the selection [requirements](#) considered for all leaders in CCC, the following areas should already be evident, been tested¹, and increasingly demonstrated in their life and ministry:

- i. **Godliness - humility and faithfulness** (*1 Tim 4:15*)
 - Clear evidence of growth in Christlikeness and the fruit of the spirit (*Galatians 5:13-26*)
 - Clear evidence of humble faithful service in the church (*Acts 16:2*)
- ii. **Prayer - A heart for prayer** (*Philippians 1:3-11, Colossians 1:9-14*)
 - Faithful and joyful in ministry or church attendance and encourages a culture of prayer in CCC
- iii. **Proven Leadership** (*Acts 16:2, Romans 16:1, 3, 6, 12 & 13*)
 - Bearing fruit through shepherding a Life Group, City Group, or individuals 1-2-1 within the congregation or bearing fruit through taking care of the operations and administration in an areas of church life (e.g a Sunday Team)
 - Wise, sober-minded, compassionate and courageous in making decision & pastoring people
 - Evidence that they would be a good addition to the team
- iv. **Chemistry - aligned in heart, mind, and relationships with the existing leadership** (*Acts 20:36-38, Romans 16, Colossians 4:7-18*)
 - They fit into the team; there is warmth, love, trust, healthy debate and a respect for the existing leaders and church history
 - They are humble and exhibit a willingness to learn, to be weak and be challenged by the existing leaders.

¹ This comes from a phrase about deacons - 1 Timothy 3:10. They must first be tested; and then if there is nothing against them, let them serve as deacons.

- They align with the CCC vision and values and the theology and philosophy of church's ministry.
- They support CCC's [nuanced complementarian stance](#)², with a personal vision to empower, hear from, receive ministry from, give roles to and create a culture in which females thrive and grow in CCC.³ They are able to serve under male-only elders.

v. Capacity- they are able to take on this responsibility. There are some additional qualifications to this criteria, see [Section 3.1](#):

- Ability to attend ~80% of Sunday services, Prayer and Worship evenings, and City Group meetings
- Time - to meet, to pray, to communicate, to pastor members one-to-one, to lead
- Mental space - to think and pray, and to consider the church, its people and its needs
- Emotional capacity - to carry the weight of pastoral burdens
- Prayer - to regularly bring the needs of the church before God's throne of grace.

vi. Commitment/Congruency - to embody the mission in Dublin for the long-term

- They plan to live, work and invest in Dublin for the foreseeable future (at least 3 years)
- They embody the CCC mission and are personally engaged in evangelism in Dublin, with a heart for both the short-term and long-term residents.
- If married, their spouse/family are willing to support them in this responsibility

vii. Calling - they desire to take on this role

- They have a passion and love for the congregation and want to care, protect and provide for them

3.1 Capacity - A qualification on staff Leadership team members, whom are paid versus non-staff members:

² In summary, CCC's stance is that men and women, both made in the image of God, have equal dignity and value before God and in the church (Genesis 1:26-30 & Galatians 3:26-29). We also believe that the Holy Spirit gives gifts to every member of the church (Romans 12:3-8, 1 Corinthians 12:7-14) and the role of leaders in the church is to 'equip God's people for works of service' (Ephesians 4:11-16). We believe God has given overall responsibility and authority to a few qualified men, to whom the Bible gives the title 'elders' (1 Timothy 2-3). Though women will not be elders in Christ City Church, their gifts will be fanned into flame in all other contexts. We encourage women to lead Sunday services, preach at Sunday services, be part of the leadership team, contribute to big church decisions, lead Sunday teams, lead City Groups and a whole host of other things. The elders will function amongst the mixed-gender congregation teams and leadership team so that we not only continue to hear women's voices in all decisions, but will empower women in the church.

³ For example, previous examples of feedback from females in CCC are here: [doc 1](#) and [doc 2](#)

It's important to note that the capacity of a non-staff Leadership team member is likely different from that of a staffed Leadership team member. While all team members all share the same weight of responsibility, authority, mandate from the church, and accountability to Jesus, they do not all share the same flexibility and availability. This difference must be considered and accounted for, alongside their job and family commitments.

Without lowering the selection criteria, we aim to create an environment where Leadership team membership is possible and accessible even for those with other work commitments and responsibilities, as far as we are able.

4. Leadership Team Composition

The leadership team is composed of:

1. The elders
2. The appointed female leaders

It may also include:

3. Elders in testing/training who will be invited to sit in for a period of time.

5. Differences between Elders, Leadership Team, and Congregation Teams

5.1 Elders versus Leadership Team

- **Delegated Authority** - Female leaders and those 'sitting in' on the leadership team have delegated authority from the elders to make decisions and act in the best interests of the church - it's health, growth, protection, and care, for the advancement of the gospel. They can and are to act on behalf of the elders when needed.
- **The leadership team** therefore works under and alongside the elders, supporting and advising them in [their role](#) and using their delegated authority to lead and care for the church.
- See the leadership [matrix](#) to understand the different parameters.

5.2 Congregation Team versus. Leadership Team

There are six key differences in terms of weight, breadth, and responsibility:

1. **Church-wide Focus** - Leadership teams serve all congregations, not just one.
2. **Leader focus** - They care and develop the congregation leaders, city group leaders, life group leaders and other wider leaders (e.g., Sunday team leaders, trustees, finance team).

3. **Meeting Frequency** - Leadership team members attend six meetings per year; those serving on both Leadership and Congregation teams will attend up to twelve meetings annually.
4. **Congregational Presence**: Leadership team members will be part of one congregation, but attend the other congregation at least once or twice a quarter and participate in their weekend away.
5. **Commitment Length**: Leadership team members commit for five years, compared to three years for Congregation teams.
6. **Mandated Authority**: Leadership members have a specific and mandated responsibility to advise, challenge, and support the elders in governing and pastoring the church, using delegated authority to act on behalf of the elders when needed.

6. Future Appointments

- **Selection** - Leadership team members are selected from one of the Congregation teams
- **Testing** - if needed, for 6-12 months they can 'sit in' on the Leadership team as part of their testing, before being approved (or not) for the team
- **Timing** - we aim to neither rush nor delay appointing future leadership team members, to avoid premature delegation of authority, or unnecessary retention of power. We also consider the life season of a potential leadership team member (e.g., recent newborn, or new role in the workplace).
- **Congregational input** - if a new elder is recommended by the existing elders and Leadership team, then an email will be sent around to all church members, so per [the CCC Polity and Governance document](#).
- **Broader Principles within CCC**
 - Each Congregation Team must include at least one member from the leadership team but not every leadership team member is required to serve on a congregation team.
 - Every Congregation Team needs an elder, but not every elder is required to be on a Congregation Team. However, every elder must be part of the leadership team.

7. Change Log

Date	Summary of changes	Author	Approver
June 2025	Finalisation & review by advisory teams, leadership team & Maria Krump Garib	Steve Vaughan	Leadership Team

8. Appendix

Related documents and additional context relevant to the CCC Leadership Team:

1. [Vision](#) & [Values](#)
2. [Doctrinal Statement](#)
3. [Leadership Matrix](#)
 - a. [Eldership](#)
 - b. [Leadership](#)
 - c. [Congregation](#)
 - d. [Deacons](#)
 - e. [Polity and Governance Framework](#) - structures, appointments & authority
 - f. Summary slides from [Sept 2024](#), [Jan 2025](#) and [May 2025](#) Wider Leaders Gatherings
4. [Membership Process](#) & Church Discipline (see also [The Belong Booklet](#) & [Membership essay with Q&A](#))
5. [Safeguarding](#)
6. [Charitable/Legal Purpose, Objectives & Governance](#) + [Charity Constitution](#)
7. HR Procedures (Last 3 sections of staff handbook and maybe termination part of contract into a PDF)

[The advisory team](#) has no official or governing role within CCC but offers advice and support to the leadership and elders when required, with whom they meet every 6 months, and are available for others in church life to approach as and when necessary.

Trustees oversee all legal and charity governance aspects of the church. They also support HR and finance, in approving the budget and staff salary increases, and where needed can be brought in for other big decisions. The chair of trustees is appointed as a deacon and represents the whole team.