

Congregation Team in CCC

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1. Purpose and Introduction

This document outlines the role, responsibilities, and expectations of the Congregation Team in Christ City Church (CCC). Functioning under and alongside the elders and leadership team, the Congregation Team plays a vital role in pastoral care, prayer, contextualisation of the gospel, operations, and integration within each local congregation. It details the selection criteria—focused on godliness, prayerfulness, proven leadership, relational alignment, capacity, commitment, and calling—as well as the specific roles team members are expected to carry out. It also explains the process for appointment, the interaction with broader church leadership, and the principles guiding team structure and function across the church.

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

2. The Role of the Congregation Team in CCC

The Congregation teams at CCC work alongside and under the [Elders](#) and the [Leadership team](#), fulfilling the following roles in the leadership of the church:

1. **Pray for the flock** - Be devoted to prayer for the church and its members (*Acts 6:1-7, 1 Thessalonians 1:2-3 & 3:10-13*).
2. **Contextualisation** - Consider and strategise how this particular congregation can contextualise the gospel and the church service to best reach the target area/demographic (*Acts 14 + 17:16-34, 1 Corinthians 1:18-25*).
3. **Welcome, Integration, and Pastoral care** - Be attentive to newcomers, helping them connect, be 'known' and receive care alongside the existing

church members. Being present and available to provide support and leadership in Sunday Services, Seminars, City Groups, Prayer and Worship evenings, Serving Teams and one-on-ones. Help lead the Connect, Belong & Renew process and consider providing a community for those in need (e.g at Christmas) (*1 Thessalonians 2*).

4. **Operations** - Support the Ops Lead in ensuring all practical aspects of congregational life are covered - such as Sundays services,rotas, and ongoing week-to-week issues (*Acts 6:1-7*).

3. Congregation Team Selection Criteria

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 rebuked by the existing leaders.
 - They align with the CCC vision and values and the theology and philosophy of church's ministry.

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 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 congregation team members, whom are paid versus non-staff members:

It's important to note that the capacity of a non-staff congregation team member is likely different from that of a staffed congregation team member. While all team

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](#)

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 Congregation team membership is possible and accessible even for those with other work commitments and responsibilities, as far as we are able.

4. Roles and Expectations of a Congregation Team Member

- Participate in congregation meetings and WhatsApp groups
- Lead a ministry/team area (e.g musicians, City Group, Life Groups, youth and kids, or other Sunday teams Lead a Sunday service 1-2 times a term or equivalent such as sung worship^{*4}
- Lead a Prayer and Worship night once per year*
- Preach once or twice per year in church*

5. Future Appointments

- **Selection** - Congregation Team members are selected from these existing groups: City Group leaders, Life Group leaders, Sunday leaders, or the group of Deacons
- **Testing** - if needed, for 6-12 months they can 'sit in' on the congregation team as part of their testing, before being approved (or not) for the team
- **Timing** - We aim to neither rush nor delay in appointing new congregation team members, to avoid delegating authority too quickly, or holding on to power unnecessarily. We also consider the life season of a new leader (e.g., recent newborn, or new role in the workplace).
- **Congregational Input** - if a Deacon is recommended by the existing congregation team or leadership team, then an email will be sent around to all church members, as outlined in [the CCC Polity and Governance document](#).
- **Congregational Ops Leads** - Unless there is a compelling reason to delay, Ops Leads on the CCC staff team are normally expected to join the Congregation team, or at minimum, 'sit in' and stay engaged with team communication, even without decision-making authority. The reason for this is threefold:
 - (a) They should meet the criteria of the congregation team if employed in this role⁵
 - (b) It enables them to effectively carry out their responsibilities and;
 - (c) Their presence helps the Congregational Pastor and Team function well, since many practical details will be outworked by them.

⁴ *If interested and gifted

⁵ The same 'selection, testing, timing and congregation input' will still be honoured as part of this process and before an appointment to the team

- **Broader Principles within CCC**

- Each Congregation Team should include at least one leadership team member, but not all leadership team members must be on a congregation team
- Every congregation team needs an elder, but not every elder must be on the congregation team. However, every elder must be on the leadership team

6. Change Log

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

7. Appendix

Related documents and additional context relevant to the CCC Congregation 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.