

OPP 1.2 – GENERAL ORGANIZATION ROLES AND RESPONSIBILITIES

PURPOSE: This Policy describes the general organization of Round Rock Christian Church.

SERVANT EMPOWERED CHURCH ORGANIZATION PRINCIPLES

In a thriving church system, people are changed, gifted, called and sent. The key to a vital and energized church organization is its ability to empower congregational participants to be servants to God, to grow leaders, and to raise and monitor expectations for excellence.

An important distinction of a Servant Empowered Church is that the organizational and mission work of the church is largely accomplished through self-organizing spiritual cell groups. The congregational participants are asked to examine their own personal calling and are encouraged to participate consistent with that calling. The church system thrives because individual and corporate participation in the life of the church increases with the overall personal joy and fulfillment experienced by the congregation.

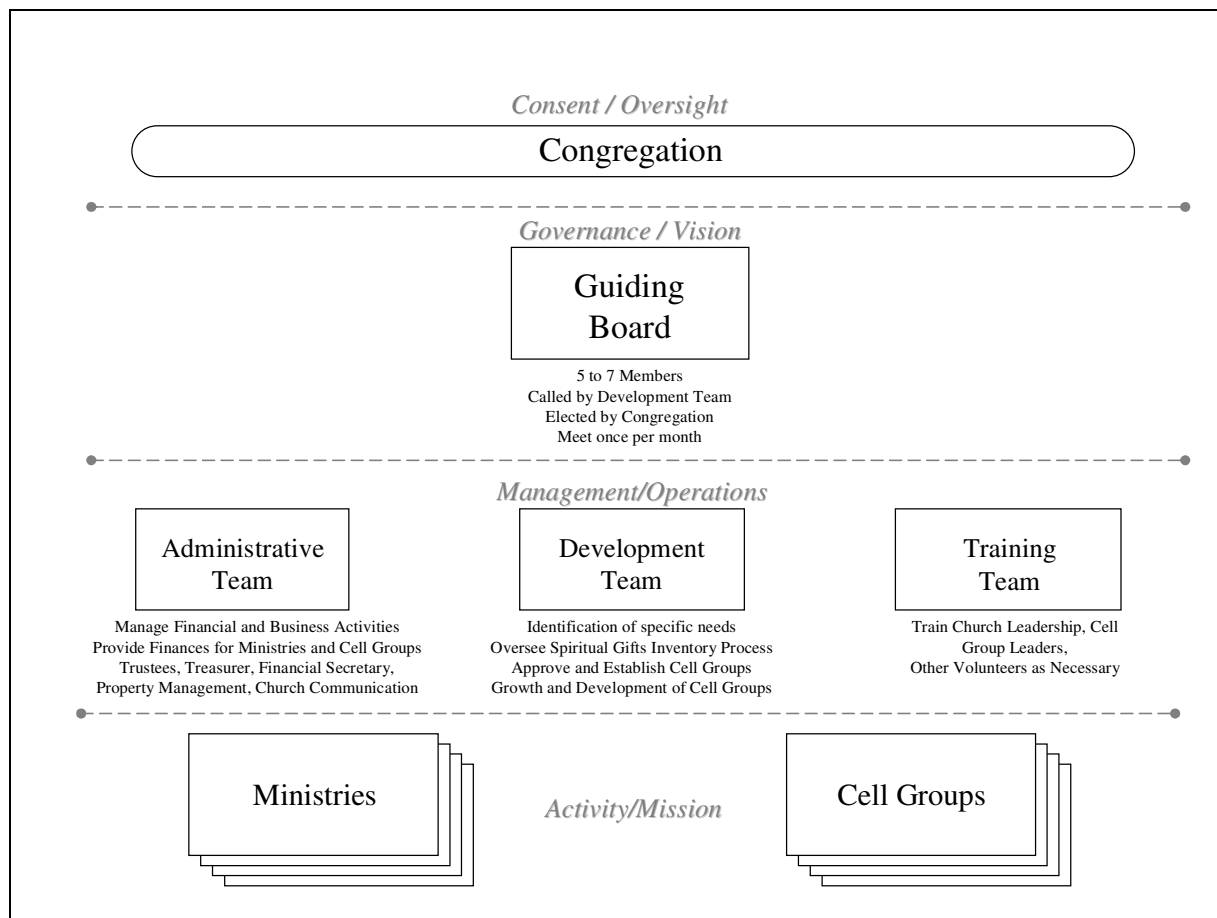
The organizational structure does not tell people what to do or how to do it. Instead it cultivates a climate of creativity and resources that encourage mission through motivated and trained teams of people who feel called to participate. Teams or groups may be referred to as ministries, committees, management teams, Discovery Groups, Destiny Groups or Mission Groups (D-D-M Groups) but in all cases teams demonstrate our Vision, Mission, Bedrock Beliefs and Core Values through the following characteristics:

- A clear mission purpose.
- A priority for continuous learning.
- Protocols for confidentiality or safety.
- Minimum but clear limitations for action.
- An environment that encourages spiritual growth.

The overall purpose of the organizational structure is to make sure the core processes of the thriving church system function every day, in every way, for every person.

RRCC, as a Servant Empowered Church, is organized into mission teams (Discovery Groups, Destiny Groups, Mission Groups and Ministries) with three management teams doing organizational and daily management.

The following paragraphs outline the general roles and responsibilities of the main organizational entities of the church.



GUIDING BOARD

The Purpose of the Guiding Board is to discern where Jesus will be 15 years down the road in the primary mission field of the church and to determine the price the congregation should be willing to pay to join Jesus there.

The board spends its time focusing the reason for continued organizational existence, defining anticipated results in personal and social change and continuing the cost of discipleship. The board also acts as a policy governance board, which refers to a principle of action or a methodological template. Policies are broad expectations of staff and management that focus their work on mission and help them design strategies to measure success.

The board also monitors and insures oversight of church operations and organizational policies. Its role is to insure that operations and organizational policies are in concert with the primary mission of the church and are not in conflict with its Vision, Mission, Bedrock Beliefs or Core Values

The membership and specific responsibilities of the board are outlined in Section III of the Round Rock Christian Church Bylaws.

ADMINISTRATIVE TEAM

The Administrative team provides the oversight, stewardship, and effective utilization of RRCC resources to meet the needs of the congregation, teams, ministries, and D-D-M Groups. It consists of financial, property, trustee and staff administrative functions

This team is entrusted with the financial and property resources of the church. It may use those resources to communicate with and deploy ministries of all sizes throughout the community.

The administrative team works in conjunction with the training team and development team to carry out the financial and business activities of RRCC, to maintain the structure and mission of the congregation.

The composition and specific responsibilities of the Administrative Team are outlined in Section VI of the Round Rock Christian Church Bylaws.

DEVELOPMENT TEAM

The Development Team identifies and calls church participants to use their gifts and talents to further their spiritual and personal growth. To grow disciples in any creative ways embracing personal and spiritual growth, options for counseling, training, education and building healthy and safe relationships.

The team coordinates worship services, Sunday school and other more formalized D-D-M groups. One of the team's most important duties is to administer the Spiritual Gifts Inventory to members of the congregation and to counsel regarding the best and most personally fulfilling way each member can use his or her gifts.

The Development team works in conjunction with the training team and administrative team to carry out the structure and mission of the congregation.

The membership and specific responsibilities of the Development Team are outlined in Section VII of the Round Rock Christian Church Bylaws.

TRAINING TEAM

The Training Team provides for and equips church leaders with the training, tools, and networking opportunities to effectively lead teams, ministries, and D-D-M groups in ways that fulfill the individual joy of discipleship

The training team provides 24-hour assistance when called upon by D-D-M group leaders.

The training team works in conjunction with the Development and Administrative teams to carry out the daily activities of RRCC, to maintain the internal structure and to support the mission of the congregation.

The membership and specific responsibilities of the Training Team are outlined in Section VII of the Round Rock Christian Church Bylaws.

MINISTRIES

Established in Section X of the Bylaws, Ministries provide the formal support, program and structure for meeting specific and ongoing missions of the church

Ministries are activities designated by the Guiding Board as being of a more permanent nature or of such significance to require formal support, program and structure for meeting specific and ongoing missions of the church. A Ministry typically requires a high level of financing, oversight, and paid or professional staff.

The Guiding Board has the authority to designate groups or activities as a Ministry and those so designated are required to codify their purpose, responsibilities, and oversight mechanisms in an Operating Policy and Procedure that is approved by the Guiding Board.

DISCOVERY, DESTINY AND MISSION (D-D-M) GROUPS:

The purpose of Discovery, Destiny and Mission (D-D-M) Groups is to follow the Vision of RRCC. D-D-M Groups have a specific strategy for growth and mission. These groups are small, consisting of between 3 and 15 members who share a common interest. The common interest may be of a religious or a non-religious nature.

Nevertheless, all D-D-M Groups are dedicated to an experience with Jesus, an experience of deep community and an experience of duplication. D-D-M Groups multiply when they fulfill their covenant agreement, grow too large, move in a new direction, and participants experience life-style changes.

D-D-M Groups are divided into three categories and may fluctuate among any or all category due to spiritual growth:

- **Discovery Groups:** people learn about themselves, their relationships with others and with God.
- **Destiny Groups:** People discern their calling whereby they can fulfill themselves, give more to others, and take an active part in God's plan.
- **Mission Teams:** People fulfill gifts and callings through simultaneous witness and service.

D-D-M Groups are designated by the Development Team and receive oversight by all three management teams.

OTHER ORGANIZATIONS

The Pastoral Support Ministry and the Evaluation Committee for the Minister(s) are special organizations established by the Bylaws and have specific responsibilities for support and evaluation of the Minister(s) of the church.

AUTHORITY: *The Bylaws of Round Rock Christian Church. As representatives of the Congregation, and by the authority granted to it under the Constitution and Bylaws of Round Rock Christian Church, the Guiding Board defines the particulars of the servant empowered church organization.*

EFFECTIVE DATE

February 15, 2007

LAST REVIEW DATE

February 15, 2007