

**NORTHERN HILLS
BAPTIST CHURCH
GOVERNANCE RESTRUCTURE
PROPOSAL
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**Committee Members:
Wayne Sandridge
Adam Ashcroft
Patty Bergloff
Christena Diven
Lanny Rawdon
Kim Sidden
Imogene Triplett**

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CHURCH COUNCIL

Purpose

The primary function shall be to uphold the Vision/Mission of NHBC. Implementation shall be administered through the Constitution, Bylaws and Structure as documented. They shall meet regularly for prayer and shall establish measurable objectives and regularly evaluate effectiveness.

Qualifications

1. Be committed to the Vision/Mission of NHBC.
2. Adult member of NHBC for 3 years. Exceptions shall be in place for the Pastoral Staff.
3. Have a love of God and the Church with a desire to serve with integrity, displaying spiritual character.
4. Exhibit loyalty in regular attendance at Church and Sunday School and be a committed giver.
5. Have demonstrated Spirit-given motivation and participation on teams and team leadership with a passion and ability to lead.
6. Recognize there is accountability in leadership and act accordingly, exhibiting that true leadership comes through service to the body, seeking to please the Lord.

Council Covenant

1. *Attendance – As a Council Member I will, whenever possible, be in attendance at all Council meetings recognizing my contribution to the Council's integrity and wholeness.*
2. *Stewardship – As a Council Member I will be a faithful steward in my time management so as to be adequately prepared to the accountability expected of me during our meetings.*
3. *Ministry – As a Council Member I will be faithful to the testimony I reflect and always be ready with words of understanding and encouragement to all people. I will respect and support each Council Member as the unique person they are and pray for them by name each day.*
4. *Training – As a Council Member I will understand the work entrusted to me as a "God's work in progress," and be open to the ongoing process of training and discipline to bring about the greatest good for the body of Christ at NHBC.*
5. *Leadership – As a Council Member I will recognize the leadership responsibilities expected of me and conduct myself in a manner of service and love worthy of the Lord I serve.*

The *Council Covenant* shall be read and reviewed at the first meeting of new Council Members.

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Duties

1. They shall function as one unit; “equals among equals” with equal authority and jointly responsible and accountable to each other.
2. Act on administrative items with the exception of the following which shall be approved by a vote of the congregation
 - a. Budget
 - b. Building/Structure/Grounds additions or changes
 - c. Elections
 - d. Capital expenditures per occurrence, that exceed \$5,000
 - e. Pastor/Minister employment changes
3. The Church Council cannot override any Congregational decisions without first going back to the Church body for approval.
4. At the request of the Senior Pastor, the Church Council will table any action or decision that he feels should be brought before the Deacon body for consideration. This must be accomplished within 30 days of being tabled, and any decisions regarding the tabled matter must be reported to the Council at the first meeting thereafter. If there is any continued conflict between the Church Council and the Senior Pastor/Deacon body, the matter must be brought before the congregation. This must take place at the next scheduled congregational business meeting or the Senior Pastor must call a special business meeting if the issue is considered urgent. The Council and the Senior Pastor must then abide by the decision made by the congregation.
5. The following shall serve as the Corporate Officers of NHBC:
President – Director of Operations
Vice President – Director of External Ministries
Secretary – Director of Internal Ministries
Treasurer – Director of Finance & Human Resources
6. Evaluate and record effectiveness of the short term goals quarterly - mid and long term goals annually.
7. Review, approve and coordinate scheduling of all activities.
8. Promote effective communication between the Council, Coordinators and the Church body.
9. Directors shall work through their branch to formulate annual budget.

ELECTIONS - MEETINGS – BUDGET - PURPOSE

ELECTIONS

COUNCIL - (DIRECTORS)

1. The Council shall be composed of seven (7) Directors. Three (3) shall be Pastoral Staff. Four (4) shall be non-staff lay members as a majority. Assuring this majority, additional Directors may be adjusted as need requires, only in sets of two (2).
2. Non-staff Directors:
 - Shall be elected for a two (2) year term by the body through the nominating process.
 - Elections shall take place in May, thereby assuming the title of “Director Elect” May through September, without voting privileges.
 - They may serve one subsequent two (2) year term if re-elected. After one year has lapsed two additional two (2) year terms on the Council may be allowed and so on.
 - In the beginning (*2009 ONLY*) a rotation schedule will be established whereby the Director of Finance and the Director of Operations shall be elected for a three (3) year term.
 - The Directors of Internal and External Ministries shall be elected for a two (2) year term.
 - Thereafter, ALL will be elected for two (2) year terms.
 - In the event a vacancy occurs mid term, a newly elected person shall complete that term. They may be eligible for election for the following two (2) year term.
3. Council members who are also Church Staff persons shall function as follows:
 - Director of Worship – Senior Pastor
 - Director of Education & Discipleship - Minister of Education
 - Director of Children & Youth - Minister of Children and Youth
4. Should a situation arise whereby a Director deems it necessary to withdraw, they shall first notify the Church Council. Upon notification, the position opening shall then be reported to the Nominating Committee for the election process to begin.
5. A Church Clerk shall be elected for a 1-year term at the Annual Business Meeting. Responsibilities shall be to record minutes at Church Council meetings and Church Business meetings. He/She shall not have voting privileges at the Council meetings.

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COORDINATORS AND TEAM LEADERS

1. Coordinator
 - Shall be elected for a two (2) year term by the body through the nominating process at the Annual Business Meeting in September.
 - They may serve one subsequent two (2) year term if re-elected.
 - After one year has lapsed, he/she may be elected for another two (2)-year term and eligible for one subsequent two (2) year term.
 - In the event a vacancy occurs mid-term, the Nominating committee shall proceed with the established nominating process.
 - A newly elected person shall complete that term and may serve one subsequent two (2) year term if re-elected.
2. Each Team Leader shall be elected as above - except the term shall be for one (1) year.

MEETINGS

COUNCIL AND BUSINESS MEETINGS

1. A non-staff Director shall preside as Moderator on a 6-month rotation as selected by the Church Council.
2. The Moderator shall preside at all Council Meetings and Business Meetings during that 6-month period of time.
3. Meet at least monthly for prayer, to share all activity, plans and progress, discuss accountability.
4. A vote shall require a 2/3 majority. In the event a member is unable to attend, absentee voting is allowed on agenda items.
5. Council meetings are conducted with an open-door policy - exception for personnel issues.
6. The Council shall be responsible for setting dates and calling Regular and Special Congregational Business Meetings.
7. The Director shall communicate with the Coordinators within the Branch at least monthly prior to each Council meeting. The purpose to relay scheduling, progress toward objectives and monitor accountability.

COORDINATORS

1. Meetings shall be called by the Coordinator for his/her Teams to meet together at least once a quarter, for the purpose of establishing objectives and thereafter accountability in meeting those objectives.
2. More frequent contact may be by phone, e-mail or in person to facilitate and assist in meeting the objectives.

TEAM LEADERS

1. Frequent communication or meetings of Team Members may be called together as needed to accomplish the short term or long-term tasks.
2. Team Leaders shall be in close contact with their Coordinator as needed.

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BUDGET

DEVELOPMENT

- Preparation of a budget shall be accomplished according to the budget process.
- Coordinators and Team Leaders shall meet to develop objectives and determine the specific anticipated budgetary needs.
- Coordinators shall submit to the Director the annual budget requests.
- The Council shall therefore cooperate with the Finance Team in compiling the annual budget to be brought before the Church body for approval.
- Expenditures exceeding the approved annual budget are subject to approval by the Council majority vote.
- The Operations Branch shall be pre-approved up to \$5,000 over budget.

PURPOSE

DIRECTORS

- Each Director shall be responsible to establish a vision within their Branch in fulfillment of NHBC Vision/Mission with measurable objectives, encouraging attitudes that provide for God honoring experiences.
- Provide to the Church body confidence and trust created through example that depends on our Lord Jesus Christ for leadership decisions, while working together as “equals” as a Council.
- Pray for the needs and concerns as relayed by the Coordinators, providing encouragement, oversight, direction and creativity in the programs and ideas to promote the Vision/Mission of NHBC.
- Monitor the execution of the responsibilities and accountability within all leadership.

COORDINATORS

- Communicate regularly with Directors to relay current activity of Teams.
- Work with all Team Leaders to relay the NHBC Vision.
- Work with the Team Leaders to establish a vision and objectives.
- Guide, assist and encourage methods to reach the objectives each year.
- Monitor the execution of the responsibilities and the accountability of each Team.
- Work with Team Leaders in establishing their budget.

TEAM LEADERS

- Recruit Team Members to accomplish the short and long term tasks with the assistance of the Coordinator.
- Utilize the entire congregation on short-term tasks when possible.
- Plan methods of reaching goals and guide the execution of each task.
- Work closely and communicate frequently with the Team Members and Coordinator.

WORSHIP DIRECTORATE

DEFINITION A. W. Tozier says, "Man was created for worship." It is in humility and trust that the creature comes before his Creator to give honor and praise and glory in response to the abundant love given by the Father thru his beloved Son Jesus.

Director Duties

Worship becomes the pulse beat of the church, both individually and corporately. The Director shall work with the Worship Coordinators to establish and carry out the objectives and meeting them as part of the budget process. The Director should reflect the same passion for worship that he encourages through his Coordinators and Teams.

Coordinator of Primary Ministries

PURPOSE: See Elections – Meetings – Budget – Purpose document

Team Leader – Music

Purpose: To provide all forms of music for congregational and praise worship services . To include all song and music selections along with special music. He/She shall coordinate all instrumental and support orchestration. This shall include a variety such as praise team bands, instrumental specials, along with any adult or children choir presentations. In addition he/she may be responsible for music involved in special events.

Team Leader – Multi Media

Purpose: To provide support for all Ministries with the technology required for the greatest enhancement of sound quality for worship in all scheduled services and off-campus productions. In addition he/she shall be responsible for the visual and audio projections within the sanctuary along with any audio, video and visual reproductions.

Team Leader – Drama

Purpose : To provide worship enhancement thru character presentation in skits, dramas and dance, alone or included in major productions such as Christmas pageants and Easter cantatas. He/She shall be responsible to promote motivation for the beauty and edification of spiritual dramas within the congregational body. He/she shall coordinate effectively with both music and multi media for all productions.

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Coordinator of Deacon Ministry

PURPOSE: See Elections – Meetings – Budget – Purpose document

Deacon Administrator

Purpose: To provide Deacon availability for the following:

1. One Deacon for the pulpit prayer during Worship Services
2. One Deacon that prays in a private place for the Pastor/Speaker during services.
3. Deacon availability during altar calls, baptisms, communion and prayer over those calling for physical and spiritual healing.

Coordinator of Ordinances and Worship

PURPOSE: See Elections – Meetings – Budget – Purpose document

Team Leader – Prayer

Purpose: To provide organizational and timely updates to our Prayer Room Ministry and to keep it visible and available to the body. The motivation for this position must be driven by a personal passion for prayer, as the face of prayer is most clearly seen from the inside out.

Team Leader – Worship Steward

Purpose: To provide greeters and ushers for scheduled Worship Services. In addition the leader shall oversee these responsibilities for special events scheduled by the Church.

Team Leader – Security

Purpose: To provide security consciousness within and during our scheduled services and special events. This position would best be adopted through periodic training and/ or a security seminar.

CHILDREN & YOUTH DIRECTORATE

Definition - Children and Youth are a vital part of our future. The emphasis includes Children: Bed Babies through 6th grade and Youth: 7th through 12th grades. Teaching, inspiring and embedding in them God's truth during these formative years. Prov. 22:6

Director Duties: They shall work together to evaluate the total Children and Youth Programs and establish accountability with the Coordinators and Team Leaders.

Coordinator of Children Education

- See Elections – Meetings – Budget –Purpose document.
- Director may serve as Coordinator.
- Develop a method of visitation and contact with parents and prospective members on a regular basis.
- Assist in recruiting necessary staffing.

Team Leader - Children

- Recruit teachers and organize Sunday School classes for all children.
- Select and order materials with approval of Coordinator.
- Ultimately orders will be combined with all other age levels.
- Actively promote activities and instill a desire to learn about the Christian values and beliefs.
- Promote avenues to inform parents of the materials used and how it affects the children.

Team Leader – Children's Church

- Assist with programming of Children's Church to include materials as needed, and all recruitment including nursery staffing.
- Materials used shall be approved by the Coordinator.

Team Leader – Vacation Bible School

- Select assistant(s) to help with the planning and implementation.
- Notify the Coordinator of dates when submitting to the Church calendar.
- Select materials with the approval of the Coordinator.
- Recruit all staffing with assistance from the Coordinator.

Team Leader - Awana

- Select staffing as required with assistance of the Coordinator.
- Notify Coordinator of dates of all activities when submitting to the Church Calendar

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Coordinator of Youth Education

- See Elections – Meetings – Budget – Purpose document.
- Director may serve as Coordinator.
- Work with all Team Leaders to guide, assist and encourage implementing objectives as established in NHBC Vision.
- Develop a method of visitation and contact with parents and prospective members on a regular basis.
- Assist in recruiting necessary staffing.

Team Leader – Youth Sunday School

- Recruit teachers and organize Sunday School classes.
- Select materials with the approval of the Coordinator.
- Ultimately orders will be combined with all other age levels.
- Actively promote activities and instill a desire to learn about the Christian values and beliefs.
- Promote avenues of communication between student and parent.

Team Leader – Teen Youth Program

- Establish goals and programs to teach and inspire youth.
- Recruit volunteers as needed
- Become aware and actively minister to all teens with needs of a spiritual, mental, emotional or moral nature.

EDUCATION and DISCIPLESHIP DIRECTORATE

Definition: Actively promote discipleship through educational programs and materials selected and presented to Church members and prospects.

Director Duties

The Director shall provide encouragement and assistance and establish a means to chart progress, remove roadblocks and align the vision in fulfillment of the Vision and Mission of NHBC at all times.

Coordinator of Discipleship

See Elections – Meetings – Budget – Purpose document.
The Director may serve as Coordinator.

Team Leader – Member Tracking

- Develop a method of recording visitor and member attendance.
- Monitor a timeline of follow up contact and visitation.
- Have plan in place to encourage member involvement into the Assimilation Program

Team Leader – Assimilation

- Create and implement a curriculum whereby members are encouraged to be informed of opportunities available through participating in instruction sessions to include:
 - Spiritual Gifts Inventory
 - Make Inventory results available to Coordinators for the recruitment of member participation.
 - Discipleship I and II
 - Crown Ministries
 - Evangelism training
 - New Member classes
 - Governance structure introduction

Team Leader - Nominations

- Work with the Assimilation Team to coordinate the staffing of all volunteer Church positions; Lay Directors, Coordinators, Team Leaders and Team Members.
- Recommendations for filling the volunteer staffing positions of Directors, Coordinators and Team Leaders, shall be presented to the Church body for election at the designated regular business meetings.

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Team Leader – Leadership Training

- Create opportunities to provide training and seminars for every leadership area of the Church.
- Search for materials and speakers that will enhance the development of leaders in NHBC.

Coordinator of Education

- See Elections – Meetings – Budget –Purpose document..
- The Director may serve as Coordinator.
- Develop a method of visitation and contact with prospective members on a regular basis.

Team Leader – Adult Bible Studies

- Recruit and organize adult Bible study teachers.
- Review, recommend, assist in the selection and continue to monitor all materials used.
- Actively promote discipleship through materials selected and presented to Church members.
- Encourage and promote discipleship through programs and a variety of materials presented in Bible studies in addition to Sunday Bible studies.

Team Leader – College and Career

- Create an environment that will be warm and inviting.
- Develop a program with activities to inspire fellowship with others in a Christian atmosphere.
- Communicate God's truth as it applies specifically to College & Career young people.
- The Coordinator shall approve Study materials.
- Cooperate with Coordinator of Discipleship to develop a plan of assimilation into the body of Christ.
- Instill a solid adult attitude toward NHBC membership accountability.

Team Leader – Library

- Provide and promote the use of printed and audio-visual resources.
- Provide consultation to Church leaders and members.
- Maintain order to the cataloging and provide an orderly environment for its use.

FINANCE and HUMAN RESOURCES DIRECTORATE

Director Duties

- The Director of Finance provides leadership in helping to support and fulfill the mission, vision, core values, and goals of the Church focusing on the areas of Finance and Human Resources.
- Serves as Corporate Treasurer of the Church.
- Along with the Coordinator of Finance develop recommendations and implementation strategies for encouraging Biblical stewardship.
- Assists with and promotes the budget process across all ministries of the Church.

Coordinator of Finance

- See Elections – Meetings – Budget – Purpose document.
- The Director may serve as Coordinator.
- Oversees financial operations of the Church.
- Review and report audit reports and current financial statements to the Church body at each regular business meeting.

Team Leader – Budget Administration

- Regularly reviews financial condition of the Church.
- Develops and maintains processes and procedures to ensure accurate financial reporting.
- Facilitates implementation of programs to encourage Biblical stewardship within the congregation.

Administrative Accountant - Paid staff

Team Leader – Counting

- Work with the Administrative Accountant in scheduling counters on a weekly basis.
(This may be a task of the Coordinator)

Team Leader – Risk Management

- Evaluate and develop practices to limit risk in all areas of the Church including
 - Facilities
 - Insurance
 - Personnel

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Coordinator of Human Resources

See Elections – Meetings – Budget – Purpose document.

Team Leader – Personnel

- Personnel Policies
 - Develops and implements HR policies and procedures.
 - Schedule regular performance appraisals of employees.
 - Recommend amendments to policies for the *Employees Handbook*.
 - Assures the Church's compliance with Federal and State laws regarding personnel issues.
 - Maintain personnel records.
- Personnel Employment and Termination.
 - Directs the employment of all paid staff positions.
 - Set salary packages.
 - Announce/advertise vacancies.
 - Solicit, and review applications.
 - Periodically review wage and salary structures and benefits.

OPERATIONS DIRECTORATE

Definition - Webster's Dictionary defines Operations as "performance of a practical work or of something involving the practical application of principles or processes." The Operations Branch will perform the practical work of preserving and enhancing the facilities and grounds of our campus and additional properties we own.

Director Duties - The Director of Operations is responsible to oversee the areas of operations for the Church including Campus Maintenance, Beautification and Aesthetics, Communication and Revenue – Properties.

Coordinator of Campus Maintenance

- See Elections – Meetings – Budget – Purpose document.
- Coordinator shall have the authority to organize "Special Temporary Teams" for major or specialized large projects within budgetary guidelines.
- Work with Team Leaders to plan, obtain bids for work as needed, budget for major repairs, remodeling, improvements and replacements as needed.

Team Leader – Buildings Interior

Team Leader is responsible for forming Teams to plan interior maintenance and repair of all buildings and equipment for the campus. This includes regular inspection and upkeep as needed such as:

- Work days
- Painting
- Plumbing
- Electrical
- Maintenance of interior furniture/equipment
- Manage the inventory of furniture and equipment
- Maintain HVAC

Team Leader – Building and Grounds Exterior

Responsible for forming Teams to plan exterior maintenance and repair of all buildings, equipment and grounds for the campus. This includes regular inspection and upkeep as needed such as:

- Work days
- Painting
- Repairs – electrical – sewage- signs
- Roof
- Landscape trees, shrubs, flowers
- Parking lot maintenance and snow/ice removal

Team Leader – Parking

- Schedule attendants as needed to direct parking so as to minimize congestion, assist with parking for handicap and visitors, and at special events when full capacity is expected. Report any parking lot needs to the Team Leader – Building and Grounds Exterior.

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Coordinator – Aesthetics – Decorations

Coordinator may serve as Team Leader

- See Elections – Meetings – Budget – Purpose document.
- Responsible for determining updates to the facilities that would enhance the appearance both interior and exterior.
- Provide specific recommendations along with budget requirements and selections to be approved through the budget process.
- Obtain Team Members to assist with the project or work with the Coordinator of Campus Maintenance.
- Coordinate securing, arranging and disposing of floral arrangements.
- Decorate for special holidays and services.

Coordinator of Communication and Preservation

Coordinator may serve as Team Leader

- See Elections – Meetings – Budget – Purpose document.
- Develop and evaluate a variety of means to communicate and publicize throughout the leadership and into the congregation and community.
- Utilize means such as e-mail, website, newspapers, posters, signs, screen announcements etc.
- Preserve the history of NHBC through photo's and scrapbooks etc.

Coordinator of Rental Properties

Coordinator may serve as Team Leader

- See Elections – Meetings – Budget – Purpose document.
- Responsible for any non-Church related revenues due to renting of facilities, or coordination of business opportunities in the Church or FOC.
- Work as the representative of the Church to negotiate any related contracts.
- Responsible for any contracts and contract fulfillment for both parties.
- Responsible for the oversight of any rental properties that NHBC may own, including maintenance and management.

INTERNAL MINISTRIES DIRECTORATE

Definition – Internal Ministries are focused toward proclaiming God’s truth through specific Bible studies, prayer, caring and outreach groups within the Church body.

Director Duties The Director should guide the Coordinators and Team Leaders to facilitate implementation of the vision and objectives.

Coordinator of Auxiliary Ministries

See Elections – Meetings – Budget – Purpose document.

Team Leader – Men’s Ministries

Purpose: To reach and equip the men of the Church for ministry, discipleship, mentoring, accountability and building relationships of all men in order to build the body both in size and spiritual maturity.

Team Leader – Womens’ Ministries

Purpose: To seek and follow God’s plan for leading and strengthening women of God by providing and coordinating opportunities of prayer, study, worship, friendship and fellowship. To come alongside Church leaders to help reach and build disciples and encourage women to be on a mission with God, locally and in the world.

Team Leader – Social

Purpose: To develop outreach and social functions to include various age groups for fellowship and growth with believers. Work in cooperation with the FOC staff and Facility policies. Operate kitchen in compliance with the County Health requirements. Report equipment repair or replacement needs to the Coordinator of Facilities.

Team Leader – Hillclimbers

Purpose: To reach out into the Church and community to singles 40 years plus in a socially relaxed atmosphere. The common goal is support through sharing, encouraging and understanding the “hills” and “valleys” encountered as singles. Ecclesiastes 4:9-10

Team Leader - Recreation

Purpose: To establish recreational events that will be Christ centered in philosophy, development and implementation. These programs will provide activities and events that foster a sense of outreach and welcome to current and to prospective members.

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Coordinator of Care Services

See Elections – Meetings – Budget – Purpose document.

Team Leader – Youth Away

Purpose:

- To maintain connection with members of NHBC who may be away for reason of college, military service or transition to another community etc.
- Provide a Spiritual connection and encouragement “from home” through e-mail, letters, Church bulletins and or newsletters.

Team Leader - Marriage Ministry

Purpose:

- To maintain and enhance ministries that promote the biblical principles of Hebrews 10:24 “*And let us consider how we may spur one another on toward love and good deeds.*”
- To equip members to come along side one another individually or as a couple to give attention, instruction, encouragement, support, approval and/or comfort.
- To connect individuals, couples and small groups, within our Church and ultimately the community.

Team Leader – Health and Wellness

Purpose:

- The emphasis comes from Corinthians 6:18, to promote the physical, emotional and spiritual well being of individuals.

Team Leader – Meals Ministry

Purpose:

- To minister to the meal needs of our body during times of illness, hospitalization, and bereavement and in celebration of births.

Team Leader – Small Groups

Purpose:

- Small groups provide the encouragement, correction, and accountability that keep members from drifting. They purpose to create an atmosphere where every member can pursue sanctification, and to create a context where every member can give and receive care. *1 Corinthians 12:24-26 ~ God has combined the members of the body and has given greater honor to the parts that lacked it, so that there should be no division in the body, but that its parts should have equal concern for each other. If one part suffers, every part suffers with it; if one part is honored every part rejoices with it.*

EXTERNAL MINISTRIES DIRECTORATE

Definition - External Ministries are geared toward communicating God's truth to the unsaved person or backslidden believer of our community and out to the entire world. James 2:14-17 ~ *What good is it, my brothers, if someone says he has faith but does not have works? Can that faith save him? If a brother or sister is poorly clothed and lacking in daily food, and one of you says to them, "Go in peace, be warmed and filled," without giving them the things needed for the body, what good is that? So also faith by itself, if it does not have works, is dead.*" External Ministries is the exhaling to those outside the Church what God is doing in His Body.

Director Duties

The Director should guide the Coordinators and Team Leaders to facilitate implementation of the vision and objectives.

Coordinator of Missions & Evangelism

- See Elections – Meetings – Budget – Purpose document.
- Coordinator may serve as Team Leaders.

Team Leader – Missions

- Serve as liaison between the Church body and any Church supported missionaries by keeping in contact and conveying their activities as well as needs.
- Coordinate Church-wide mission trip opportunities.
- Coordinate training to the Church in the areas of missions.

Team Leader – Evangelism

- Continually develop ministry team opportunities to reach the lost and those in need in our community and the world, in service, love and truth.
- Coordinate training to the Church in the areas of evangelism
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Coordinator of Northern Hills Christian Academy (NHCA)

- The Coordinator shall be the President of the NHCA School Board or his/her representative.
- The Coordinator shall represent the parents of students enrolled at NHCA.
- The purpose shall be to create a working partnership with parents to provide a quality education based on biblical principles that will academically prepare, develop and equip students to serve the Lord Jesus Christ.