



Leadership at Pine Grove

At Pine Grove Bible Church, our leadership team of elders is served by another team - the deacons. All groups and ministries at Pine Grove are ultimately accountable to the elders, and in things pertaining to finances and the church building to the deacons.

Leadership Expectations

The first examples of ministry leaders in the New Testament church can be found in Acts 6; here, the Apostles chose people "full of the Spirit and wisdom" in order to manage day-to-day affairs within the believers' community. Pine Grove believes these standards should be maintained to this day; ministry leaders should be Christ followers, with some maturity in their faith, an evident outpouring of the Spirit, and wisdom and gifting appropriate to their position.

In addition to a mature walk, ministry leaders are expected to look to the future. Ministry leaders should work with those under them, and be training future leaders. As Paul wrote in 1 Cor. 11:1, "Follow my example, as I follow the example of Christ."

The elders fully understand the need for rest and renewal, and thus we do expect ministry leaders to take pauses on occasion. With this in mind, the eldership expects all ministry leaders to ensure men and women are being consistently trained up to follow them in ministry positions. To leave a ministry without planning for succession not only sets a poor example for younger believers (see Titus 2:1-8), but hurts the entire congregation. Ministry leaders should therefore consider finding and training a replacement an important step before taking a pause.

Leadership Accountability

Ministry at Pine Grove starts with the elders; as noted in Scripture (1 Peter 5:1-4 as one example), elders are entrusted with caring for and shepherding the church. Because of the heavy congregational involvement within Pine Grove, and Pine Grove's belief that all Christ followers are gifted by the Holy Spirit, much of this day-to-day ministry is entrusted to individual ministry leaders. As noted in Romans 12:6, "We have different gifts, according to the grace given us."

Because of this strong lay involvement, every ministry at Pine Grove (and thus every ministry leader) will be brought into an accountability relationship with an elder. This elder will check with the ministry leader(s) on a regular basis, pray with them, discuss difficulties as they come up, and update the elder board on what is going on. Elders will make themselves available to ministry leaders, and will encourage those under their care to contact them whenever the need arises.

Ministries may also have a budget – an amount of money entrusted to them by the elders and deacons, and managed by the church treasurer. Ministry leaders should ensure they keep the deacons and treasurer regularly updated on their expenditures, and work within the budgets that have been entrusted to them.

Pine Grove leaders understand that, sometimes, the budgets foreseen do not match what is actually needed during the year; ministries start and end, and sometimes we are taken by complete surprise as to where the Lord leads the church. With this in mind, ministry leaders should feel free to talk with their accountability elder if they feel they will need more than what has been entrusted to them. The elder (possibly with the ministry leader) will then communicate with the deacons and treasurer, who will discuss and adjust accordingly.

Ministry leaders should ensure their expenditures and purchases are above reproach (1 Tim. 3:2), and ensure that in these things God may be praised (1 Peter 4:11). If they have doubts or questions, they are encouraged to contact the elder to whom they're accountable to discuss.

Final Leadership Thoughts

The Lord, through His Spirit, has empowered every believer with spiritual gifts to serve the Body of Christ. Every believer is therefore entrusted with something special, and they have a responsibility to share that gift with those around them (Mat. 25:14-30). Our hope and prayer is to see every member of Pine Grove using those gifts in service to the Body of Christ – whether informally through friendships, or formally in a church ministry. If you have any questions about ministries, or feel a prompting to start or join a ministry, please feel free to contact any elder with whom you are comfortable.