

## **Guideline Regarding the Calling of Full-Time Ministry Workers**

### Statement of Order

Jesus Christ is the head of the Church and the Church is His body. The church has no other spiritual leader. Based on the model of the early churches, individuals serving the roles of elders and deacons naturally emerged to minister to the body of Christ. The qualifications and functions of elders and deacons are clearly described in the New Testament.

### Calling

We believe that full-time workers are specially called by the Lord to serve the church body. They should demonstrate the key Christ-like character, servanthood, love, care for others, ministering of the word, submission and spiritual discernment. The Eastside Christian Community Church will call for full-time workers under these conditions: (1) Specific spiritual gifts and services are needed but cannot be provided by members of the church either now or in the foreseeable future, and (2) Growth of the body exceeds the capacity to serve the church body effectively.

### Identification and Timing

The Planning Group should identify specific needs requiring full-time worker(s). Once these needs are unanimously confirmed by the deacons, such calling will start from within the church body. According to body ministry principles, maturity of the church body will result in the recognition and development of many full-time servants of the Lord.

If no candidate from the body emerges within a reasonable period of time, external candidates may be considered if the deacons unanimously agree that it is clearly the will of the Lord. Candidates should be recommended by the Planning Group and reviewed by deacons based on the candidate's actual demonstration of spiritual gifts and services in meeting these needs. Sometimes, candidates are encouraged to participate in ministry to the body for a period of time until their spiritual gifts and other qualities can be clearly presented to the church body.

### Office

Full-time workers will perform the function of elder and will join the Planning Group to serve the church body by unanimity with the deacons. No single person should have authority over any area, including church planning, ministering of the word, or spiritual discernment. To establish the fact that they are neither the authority nor the leader of the church, full-time workers may not be given any formal title or position. Full-time workers should not be employees of the church. Financial needs (not salary) will be provided out of the church budget as well as individual contributions from brothers and sisters, similar to the supporting of missionaries.