

ChristChurch Cottingham



Version 2.3 2017

# CHURCH C1-C3 Hand Book

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# Christchurch, Cottingham

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# Our Vision

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As a local church, our existence and the vision for what God is doing and has done here is centred on Jesus Christ. Everything we do flows from the vision that we would be a people who:

**Create environments  
for people to meet and grow  
in relationship  
with Jesus Christ**

## **Creating environments for people to meet Jesus Christ -**

At Christ Church we recognise that it is Jesus Christ who builds the church, we also acknowledge that we have the privilege of being “fellow labourers with Christ” in this cause. The church is built from the outside in, and from the inside out. We build from the outside in as un-churched people are brought into a living relationship with Christ. We build from the inside out when believers in our church family grow and develop in their walk with Jesus. We recognise that building ‘the church’ is not limited to our local church alone. The church Jesus is building is a global church made up of believers throughout every nation. Therefore we are involved in the mission of Christ locally, nationally, and globally.

## **And grow in relationship with Jesus Christ-**

We are called to be representatives of Christ and His kingdom. That is to demonstrate, to model and to be a testimony through being a disciple of Christ. At Christ Church we are committed to represent the values and culture of Christ so that His Kingdom will come, His will be done on earth as it is in heaven. We acknowledge this process begins in us as believers and then flows through us to others bringing grace, influence, leadership and benefit to our community, nation and world.

# Our Mission

"To celebrate God, to connect with each other  
and contribute our gifts to the work of the ministry."

**Celebrate, Connect & Contribute.** We want to create environments for people to celebrate, connect and contribute within our church. The 3 C's are central to who we are and what we do.

## Our Strategy



**"Celebrate, Connect & Contribute"**

**CELEBRATE:** We will actively **ENGAGE** in celebration,

**CONNECT:** We are passionately **PLUGGING** into connect groups,

**CONTRIBUTE:** We intentionally **PURSUE** our calling & gifts.

## Our Values

**"We value Relationship, Encouragement, Commitment & Accountability"**

**-Relationship:** Purposefully pursuing authentic interaction, selflessly putting others first and passionately loving from a point of grace. Philippians 2:3

**-Encouragement:** Joyfully and enthusiastically encouraging others in their pursuit of God. 1 Thess 5:11

**-Commitment:** Consistently displaying the life of Christ in sacrificial devotion to God in the service of others. Philippians 2:16-17

**-Accountability:** Responsibly creating and carrying out meaningful ministry in an excellent & transparent way. 1 Timothy 1:13

## Measuring All Of This

We ask ourselves **5 questions** every year...

**-Are we full of GRACE?** Is every member encouraged to: pray for those they know who do not have a personal relationship with Jesus Christ; share a verbal witness of God's grace by sharing their own salvation story; and invite their friends, neighbours, relatives and co-workers to events?

**-Are we GROWING?** Are we challenging every member to pursue intimacy with God through relationships, accountability and spiritual disciplines? Are our Connect Groups providing Bible study, fellowship, accountability and opportunities for service?

**-Are we using all of our available GIFTS?** Are we commissioning every member of our church to know and utilize their God-given spiritual gifts? Are we finding environments for every member to exercise their spiritual gifts for God within a team of servant hearted people who have similar gifts and passion for service?

**-Are we CONTRIBUTING?** Are we challenging members and ourselves to give sacrificially in generosity and time proportionately as an act of worship and as a tangible expression of our love for God?

**-Are we SENDING PEOPLE OUT?** Do we have environments for members to participate in God's mission to take the message of God's love to people all around the world? What missions endeavours have we actively encouraged every member to be actively involved in?

# The Journey

**Christ Church** started in the 50's as a small group of Christians meeting regularly in Manor House, Hallgate. They dreamed of a church which exalted Jesus Christ and by 1988 with a congregation of 12 the church was officially opened on Endyke Lane. In 1998 the church extended, and the house next door was purchased for children's ministry. By 2005 Manna Coffee was launched as a Christian Café in the heart of the village. More land was purchased during 2008-2010 for the expansion plans of the existing church.

Building on the good work of Pastor Roger Beresford and Pastor Steve Crossley, **Pastor Scott & Giovanna** came from New Zealand to work alongside Christ Church leadership team and as a team we have sought to do 3 things since the start of 2011:

**Firstly** we looked at developing vision, mission, values and strategy to best fulfil the mandate of the early dream for Christ Church and work already completed. We continued to develop leadership and embraced a move towards established ministry teams with ministry leaders. Our constitution changed to better reflect current understandings of growing churches that impacted their communities. Along with the team we addressed financial and accountability structures putting in place budgets for each department while setting up the offices which are based in the church house. We put together process flow charts so we could all understand why and how we do things as a church. We began training disciples using our 6:40 program which is free and open to anybody.

**Secondly, Manna Coffee** was closed and we launched with charitable status **CCCoffee** (Christ Church Community Coffee) which strengthens our ethos of being part of the village center with its community at the heart of everything we do. CCCoffee is an amazing opportunity we have to serve some of the finest coffee in the village with a slice of handmade cake!

**Thirdly**, we began to **imagine** what the church could achieve for its community if every person was being discipled and released to serve. What if we upped hospitality to a new level? What if church was very simple? What if every person who called Christ Church home had a part to play? What if we could help people measure their spiritual growth? What if the church wasn't about an individual but a collective? **But the real faith step** came when we decided instead of *building the believer by providing ministry to members (it happens in small groups)*... that we were going to *build the church by coordinating the ministries of all the members*.

It was a bit radical. It was risky. But we are convinced those who planted the seed back in the 50's did not expect it to remain a seed. A tree is hidden inside a seed, when you plant the seed you don't really know what the tree will look like, but you know for sure it's going to be different than the original seed and grow upwards and outwards!

## **OUR FUTURE?**

"Now to Him who is able to do immeasurably more than all we ask or imagine..." Eph. 3:20

### *FACTOID*

-Matthew 17:20

A mustard seed is often measured at 1/16 – 1/20 inch. Yet within it, it contains the potential to create a tree (or shrub) of around 20 feet. That's a 4000x increase in size!

If that's hard to visualize, maybe one of these will better illustrate the magnitude of that transformation: Your two inch goldfish grows to the size of six blue whales, end-to-end.

Well, we thought that was a pretty cool picture of the church.

# Our Affiliation

We affiliate ourselves with the Fellowship of Independent Evangelical Churches (FIEC)

**Why not just be an independent church?** We are an independent church!

Every FIEC church is completely independent. There is no denominational control or hierarchy, as there is in most other denominations. Each church is self-governed and determines its own affairs. For example: a) Our church chooses its own Pastor. b) Our church owns its own buildings and assets. c) Our church determines its own programs.

**The main reason** we affiliate this way is that it allows us to identify with other Christians around the nation and world who are known for their commitment to Christ, to the Bible, and to world evangelization using the bible as our authority.

## The Basis of Faith of The Fellowship of Independent Evangelical Churches

**1. GOD** There is one God, who exists eternally in three distinct but equal persons: the Father, the Son, and the Holy Spirit. God is unchangeable in his holiness, justice, wisdom and love. He is the almighty Creator; Saviour and Judge who sustains and governs all things according to his sovereign will for his own glory.

**2. THE BIBLE** God has revealed himself in the Bible, which consists of the Old and New Testaments alone. Every word was inspired by God through human authors, so that the Bible as originally given is in its entirety the Word of God, without error and fully reliable in fact and doctrine. The Bible alone speaks with final authority and is always sufficient for all matters of belief and practice.

**3. THE HUMAN RACE** All men and women, being created in the image of God, have inherent and equal dignity and worth. Their greatest purpose is to obey, worship and love God. As a result of the fall of our first parents, every aspect of human nature has been corrupted and all men and women are without spiritual life, guilty sinners and hostile to God. Every person is therefore under the just condemnation of God and needs to be born again, forgiven and reconciled to God in order to know and please him.

**4. THE LORD JESUS CHRIST** The Lord Jesus Christ is fully God and fully man. He was conceived by the Holy Spirit, born of a virgin, and lived a sinless life in obedience to the Father. He taught with authority and all his words are true. On the cross he died in the place of sinners, bearing God's punishment for their sin, redeeming them by his blood. He rose from the dead and in his resurrection body ascended into heaven where he is exalted as Lord of all. He intercedes for his people in the presence of the Father.

**5. SALVATION** Salvation is entirely a work of God's grace and cannot be earned or deserved. It has been accomplished by the Lord Jesus Christ and is offered to all in the gospel. God in his love forgives sinners whom he calls, granting them repentance and faith. All who believe in Christ are justified by faith alone, adopted into the family of God and receive eternal life.

**6. THE HOLY SPIRIT** The Holy Spirit has been sent from heaven to glorify Christ and to apply his work of salvation. He convicts sinners, imparts spiritual life and gives a true understanding of the Scriptures. He indwells all believers, brings assurance of salvation and produces increasing likeness to Christ. He builds up the Church and empowers its members for worship, service and mission.

**7. THE CHURCH** The universal Church is the body of which Christ is the head and to which all who are saved belong. It is made visible in local churches, which are congregations of believers who are committed to each other for the worship of God, the preaching of the Word, the administering of Baptism and the Lord's Supper; for pastoral care and discipline, and for evangelism. The unity of the body of Christ is expressed within and between churches by mutual love, care and encouragement. True fellowship between churches exists only where they are faithful to the gospel.

**8. BAPTISM AND THE LORD'S SUPPER** Baptism and the Lord's Supper have been given to the churches by Christ as visible signs of the gospel. Baptism is a symbol of union with Christ and entry into his Church but does not impart spiritual life. The Lord's Supper is a commemoration of Christ's sacrifice offered once for all and involves no change in the bread and wine. All its blessings are received by faith.

**9. THE FUTURE** The Lord Jesus Christ will return in glory. He will raise the dead and judge the world in righteousness. The wicked will be sent to eternal punishment and the righteous will be welcomed into a life of eternal joy in fellowship with God. God will make all things new and will be glorified forever.

## Our Structure

Our structure is very simple and can be seen in 4 sections:

**1.LEADERSHIP.** The Christ Church leadership team are responsible for pastoral care and oversight of the church as people. The Christ Church leadership team meets regularly to discuss church life and look over any ministry applications, ministry function issues and prayer. We vote our leaders onto the team for a 3 year term with another 3 years available after that. After a maximum of 6 years the person will be unable to stand for leadership for 3 years (Sabbatical)

**2.TRUSTEES.** We are in the process of becoming a CIO (Charitable Incorporated Organisation) which will form the legal structure of Christ Church Cottingham.

**3.MINISTRY TEAM.** We have ministry departments led by volunteer team leaders (ministry team leaders) each area has a budget and a team of **regular volunteers**. This team meets 4 times a year as a minimum for ongoing training. Ministry teams include but is not limited to Children and youth, music and worship, pastoral care, Saga, connect groups, preaching and teaching, play tots, women's and men's ministries, internships, outreach, missions and finance.

**4.MEMBERSHIP.** Christ Church holds an AGM once a year for all church members and church family (those who wish not to be voting members). At this meeting, a full annual report is presented, along with budgets a statement of financial activities and the audited accounts. We present a year in review and any voting required on major decisions takes place. We meet throughout the year when required for update meetings to ensure everybody is kept up to date with changes and relative information.

# Pastoral Care

**Connect Groups:** Connect Groups are the primary place for pastoral care within the life of our church. They are places where we can be known, know others, pray and support each other as part of a community. When an issue goes beyond the resource of a Connect Group or is of a private nature, the Connect Group leader may seek assistance from a member of Pastoral Staff. Together they can determine the most appropriate form of pastoral care for the individual. For that reason, we give such high priority to developing Connect Group Life and why we desire that every person in our Church Family be linked with a Connect Group.

**Pastoral Care Team:** The Pastoral Care Team are made up of our Connect Group Leaders in conjunction with the Pastoral Staff (Pastor & leadership) and Prayer Team. The wider team may be able to offer additional support with a variety of things such as hospital visiting or supporting those with longer term situations.

**Prayer Team:** Our Prayer Team works in two ways. First, opportunity is given during and at the close of our Sunday services for people to come forward to be prayed for by one or two folk from our Prayer Ministry Team.

The second way involves a team of two or three people meeting with the person in need of Prayer Ministry and, if necessary mutually evaluate progress and decide on any future course of action.

**Leadership Team:** Our Pastor & Leadership team recognise and accept our responsibility to ensure that the best pastoral care is available through all the means mentioned above. We believe that what we have outlined above provides Church with a much greater level and quality of pastoral care that we couldn't begin to achieve if it rested on one or two people alone. Pastoral Staff are always available to come alongside you at any point of need you may have. We normally assume you are part of a Connect Group as outlined above so we may not be the first person you speak to about pastoral care but we will always be praying for you.

**What else Christ Church can offer:** We seek to achieve a healthy level of pastoral care through the various support avenues listed above. If you would like further information on any of these areas or to be contacted by a member of our Pastoral Care Team, please don't hesitate to email- [pastor@cccott.org.uk](mailto:pastor@cccott.org.uk)

**Bereavement Support** - The loss of a loved one can be difficult to bear. Our team would come alongside those going through the grieving process and can offer a listening ear, prayer and support.

**Visitation/Communion** – At home and hospital.

**Prayer Ministry** - Teams that minister through prayer or simply upholding you in prayer weekly.

**Pre-Marriage Course** - Offering pre marriage courses as a programme to prepare for married life beyond the wedding day.

**Counselling** - We are not counsellors but we can refer or suggest professional counselling services.

# C2

## Ministries

### What are they and how you can get involved

#### **Christ Church can be a busy place.**

We have not been able to list everything we do here, so please ask where you could get more information. We will do our best to introduce you to the right person and get you the right information.

#### **SAGA Group**

The saga group is a group of local people from a variety of different churches from around Cottingham that meet together and visit five residential homes. The purpose of these visits is to take the message of God and his word to the elderly people who live in the various homes. Not only do the group go and share God's word they are also company for the people who live there and are somebody they can talk to. The Group visit these homes four times a year, usually around Easter, Summer, Harvest time, and Christmas time.

#### **Playtots**

Our Parent and Toddler Group where parents, childminders and their children can go to have fun and meet new people.

Playtots meets on Wednesday mornings from 09:45 – 11:15am and provides an opportunity for local mothers, childminders and carers to meet for coffee and a chat, and for the children to play together.

-How much does a session cost? We charge 50p for each adult and each child per session, this is to cover the cost of food, refreshments, craft materials and building upkeep.

For more information in this area we can put you in touch with the Playtots leader.

#### **Children and Youth Family Ministry**

We are building an innovative families ministry which, in partnership with parents, provides a secure, inclusive environment. Our desire is to raise a generation of champions, who are secure in who they are in Christ, living a Bible-based life, and confidently following the call God has placed on their life. We aim to provide a place for connection- with God and one another, a place full of life and love, a place where together we can experience the love and heart of God. Christ Church is a place for our children & youth to learn, grow, and be equipped to impact their worlds, developing leadership skills for life. Each week, children & youth are engaged in a program designed to encourage their walk with Christ, in which they can encounter God and be equipped to thrive, flourish and live to their full potential.

### **Sunday Worship Team**

We are very blessed within the church to have many who are musically gifted. If this is an area of interest for you we would invite you to take a Worship Team handbook from our information desk in the church foyer to have a read through and then meet with our worship team leader.

### **Technical Team**

Every week a worship group will practice in the church in preparation for the Sunday morning, the technical team help to sort out all the various sound and vision equipment (songpro, speakers, microphones etc) Any special event also needs technical people to set up all these things. For more information in this area we can put you in touch with the Tech leader.

### **Sunday Hospitality Team**

Every weekend a team supports Christ Church starting in the carpark to greeting in the foyer, hosting visitors and serving in the kitchen. For more information in this area we can put you in touch with the weekend manager.

### **CCCoffee**

Christ Church Community Coffee is a Ministry of Christ Church Cottingham. It seeks to promote community by creating a comfortable, inviting environment for people to connect and explore aspects of faith, while offering friendly service and great café style products.

We have paid and volunteer staff helping us during the week.

For more information in this area we can put you in touch with the CCCoffee Staff leader.

### **Volunteer Internship & 6:40 Discipleship Training**

We can run a yearly internship. This can be run with youth emphasis or a custom emphasis depending on the applicants. We run 6:40 training 4 times a year and is open to anybody wanting to be trained in Christian Discipleship principles.

### **Courses**

We also run various courses including Alpha, Becoming a contagious Christian, Freedom in Christ. For more information in this area we can put you in touch with the Internship/Training leader.

### **Mens/Womens Ministries**

Meeting 4x per year we meet and encourage each other with a variety of teachings or social activities.

For more information in this area we can put you in touch with the Mens/Womens leader.

## **Missions**

Christ Church is committed to the notion that God has gifted every believer for some dimension of ministry. We are all gifted by God, we are all called to mission. The Christ Church heart is to release each person into the mission God has called them into. We are all on a journey of understanding who we are in Jesus, and to whom He has called us to be.

We partner with other organizations that complement our strengths. We call these our "Missions Friends". We understand we all have something to offer, and we'll team up with groups who specialize in planting churches, offering relief, developing leaders, and developing communities.

When finances are involved in our partnership with an organization, financial accountability is important. The organizations we partner with financially will have systems in place to manage the resources and to effectively report on the goals stated at the beginning of the project.

We think of Missions in two ways, the first is Local Missions and the second Global Missions. For more information in this area we can put you in touch with the Missions leader.

## **Connect Groups**

Our Connect Groups are a place for connection with a smaller number of people. Christ Church has a number of different connect groups with a variety of people, times & venues.

If you would like more information on any of these groups please contact our office or speak to one of our hosts on a Sunday morning. Interested in becoming a connect group leader?

For more information in this area we can put you in touch with a Connect Group leader.

**Do you have any questions** about being involved with Christ Church day to day activity?

# Spiritual Questionnaire/Discussion

So hopefully by now you know a little more about Christ Church. But what about you? What do you believe and hope for in a church? If you would like to take a spiritual questionnaire then we can organise that for you or you can do it online at our website.

**Over coffee and cake and only in order to get to know you, are any of these questions relevant?**

1. What brought you to Christ Church?
2. Where are you from?
3. If you are already, how did you become a Christian?
4. Do you have any needs that we could help with right now?
5. Do you feel you have a gift to serve or call to ministry on your life?
6. If so in what ways do you hope we could prepare you for that?

**Perhaps you want to ask us some questions? Go for it!**

We are used to being asked great questions, in the past we have been asked things like this:

- Will I be accepted at this church?
- Will I find friends at this church?
- How will I make a difference at this church?
- How will I benefit from being part of this church?
- What will be expected of me at this church?
- What has been the most controversial theological question the church has faced?
- Has there ever been a church split over theology or practice? Why?
- What are the main functions/roles of a leader?
- What would the church's position be on the role of women?
- Do you have communion every week?
- What is the church's position on the purpose of charismatic gifts?
- How do you baptize people?
- Are you evangelical, charismatic or Pentecostal?
- How many services do you have on a Sunday?
- Do I have to become an official member?
- What do you call people who come to church but are not official members? Are they valued?

**Do you want to ask any questions of us?**

**Finally** if you were to come to the next evening we call C3 (membership) we would like you to know a couple of things first. Most of them you may already be doing...

Being a member of a church has expectations and some great aspects to it.

We simply ask our members for eight things that require prayer and decisions *based on page 13 appendix 4 of our guiding church rules:*

**Attend** - For our church, this means Sunday morning, not every Sunday necessarily but it's difficult to be part of something if you're not present.

**Pray** - We ask and expect our members to pray for each other.

**Be generous in partnering financially with us** - giving is an act of worship and obedience.

**Serve** - Use your Spirit-given gifts to edify the body.

**Live holy** - Your actions, in private and in public, affect the health of the body. Fight sin by God's grace and be quick to confess and ask for help when you need it.

**Evangelize** - You're a missionary sent by our church into your neighbourhood, home, and workplace.

# C3

## Why Membership

### **Why Membership?**

When we talk about membership, you might ask the very good question “What difference would being a member make to me?”

Well, for more than 20 years, Christ Church has responded to God’s calling to drive a stake in the ground to redeem people and restore this world through the power of Jesus Christ. We have continuously challenged one another to live out the values and ministry found in the scriptures. When we surrender our lives to Christ, He immediately brings us into God’s family. When we come together as a local church, we declare our “All In” commitment to Christ as active participants in His mission through this community and we call that membership.

Membership at Christ Church means that you have not only shown you are committed to the whole church including financially partnering with us if possible, not just joining your group of friends or people with similar gifting’s or skills.

Not only have put yourself under the pastoral leadership and care of the pastor and leaders knowing they are committed to serving you, to promoting your spiritual health, to seeing you find your place in the body.

**Official membership means that you can take your part in the decisions which shape the church's direction and other significant matters, through the church meeting and voting process.**

You will familiarize yourself with our vision, mission, strategy and values and we will ensure you have a copy of our constitution rules. So we have a simple membership process... but then again you might be thinking:

**"Can't I just come to church without being a member and still be family?"** Of course you can and you will still be part of our family!

### **Practical Introduction to Membership at Christ Church.**

As a Member of Christ Church you will be going through various stages in your life. Although we hope that you will find your place within the fellowship and stay with us for a long time, using your gifting’s with a servant heart to minister to others and be a blessing, it is unrealistic to think you will be at Christchurch for the rest of your life.

Christchurch will also continue to go through changes and new things will happen, for instance we have had a change in Constitution to replace Elders with a Leadership Team in order to invite women into leadership and we have established a coffee shop in the heart of the village. With all of these changes there have been some who have moved to Christchurch because they want to be part of these things, and others who have moved out of Christchurch as they did not feel comfortable with the changes. However, over the years, Christchurch has continually grown with new members joining and often bringing new gifts that are needed as the church moves in new directions.

**Disagreements between church members.** As any church grows, growth can also mean lots of different personalities. There will be times when you may have difficulties with other church members and when this happens you may wish to talk to either your growth group leader, to a member of the Leadership Team or the Pastor, in order to talk though how the difficulties can

be resolved. For the good of the whole church (1 Corinthians chapters 1 to 4, speaking in the strongest terms in chapter 3 v 16&17), it is important that you speak to someone who you can trust to help you restore this relationship, rather than sharing any disagreement with others in the fellowship who, although may be your friends, are not directly involved. This prevents 'taking sides' and enables disagreements to be sorted quickly and relationships restored.

**Disagreements with decisions taken by the Pastor and Leadership Team.** It has to be remembered that decisions taken by the Pastor and Leadership Team are made with the whole of the fellowship in mind and not individuals or small groups. There may come a time when you disagree strongly with a certain decision made. In these circumstances please contact the Pastor direct, or someone on the leadership team to discuss your concerns. If your grievance is about one of the leadership team, please contact the Pastor to talk directly about this. Each one of us is therefore personally responsible for our own talk and action in circumstances where we have a difficulty with another church member or with the direction the church is heading, in order that those young in the faith, or the young people, are set a good example to follow. Just as people move into the church and become Members, there comes a time when Members move on to other churches, for all sorts of reasons. When members become 'unsettled' it is sad when some look for 'negative' reasons to move, rather than responding to what may well be God prompting them to a new work in a different place or church.

**The use of technology.** As members of the church, it is vital we conduct ourselves in ways that demonstrate our concern for those young in the faith, as well as being a good role model to our young people on how personal differences should be handled. If you have a grievance with someone, or the leadership team, please discuss this face to face. It is not appropriate to communicate your frustration or anger via text or email. Emails, text and social media can all be used to vent frustration and anger in a way that avoids personal responsibility for the impact on the people they are sent to. As a member we are also responsible for overseeing our young people. If you become aware of any inappropriate communications comment by one of the young people, please talk to a leader, they can then sensitively talk this through with the parents and the young person concerned.

If you should receive an inappropriate communication from another member, please in the first instance talk to the person and say you are unhappy about it and ask them to please not to include you again. If the content is very inappropriate and upsetting, you may wish to disclose it to the Pastor who can then discuss it with the person concerned. We all have a responsibility for using technology in ways that positively informs and encourages one another. Please take this responsibility seriously.

**Leaving the church.** As a member, it is appropriate for you to communicate face to face with one of the leadership your intention to leave the church, as well as those closest to you in the church, in order that we are aware you are moving on. If moving and settling into another church in the city, Ministers usually telephone to check that there were no major incidents they need to be aware of, in order that you enter into that church ready to settle and support their initiatives, without any grievances that may hinder you. If a final meeting has taken place to discuss your leaving, despite any difficulties, then the Pastor can wholeheartedly recommend you to your new Minister and church.

# Membership Sunday

If you decide to become a member then we will introduce to Christ Church during a Sunday morning service. This session has served as your interview and therefore you will not be required to share a lot of information during the service. Sometimes we have more than one person becoming a member so time only allows us a few moments to celebrate.

What we will do is ask you to let us introduce you to Christ Church. We will let church know you have considered, prayed through and agreed with our covenant statement which every member has made.

**It is simply this:**

“I promise with God’s help to work in harmony with the family here at Christchurch...to take my part as a team player, to demonstrate a servant heart in all I do, and to be a wise steward of my time, money and spiritual gifts...to the praise and glory of God and the advancement of his kingdom here in Cottingham”

# Church Growth Strategy including Personal Discipleship Tracking

## Natural Church Growth

As a member of Christ Church we want you to know our strategy of natural church growth. Most of this information will be found by attending our 6:40 training sessions 4x per year. We are aiming to move from a church that was planted to a church that is flourishing. This is no easy task and we want to do this naturally.

We use a couple of systems to measure and engage growth.

One of these is a quad system that begins examining the style and character of a primary church. Essentially we become a church of small groups.

Sound simple? It is not and for various reasons.

You will discover the journey as you join with us. So far its been challenging but very rewarding. We look forward to encouraging you in this and helping you find your journey within in it.

## Personal Discipleship Tracking

Our personal discipleship tracking idea stems from an idea that we are all disciples. We can measure our growth various ways but one we choose to use involves a simple diagram:

### Growth Tracking from B-D

a) Visitor

b) Church family

c) Volunteer (*Serve \*at least once a month*)

d) Member (Decision Making) *Flows both ways*

e) Member Volunteer Specialist Areas

f) Ministry Team Leader (*Serve-Lead-Pastor*)

g) Leadership Team (*Serve-Lead-Pastor-Govern*)



Simply put, the questions we would ask a person on a discipleship journey would be something like:

What have you learnt in the last 12 months?

Where were you stretched?

When did you last serve?

How do you think it went?

When did you last lead?

How did that go for you?

Who did you stretch?

Simply put, the questions we would ask a person on a discipleship journey would be

What have you learnt in the last 12 months? Where were you stretched?

When did you last serve? How do you think it went? When did you last lead?  
How did that go for you? Who did you stretch?

The *real* discipleship tracking happens when you become comfortable moving from d-g and back again.

Some people find this very difficult and want to hold onto position believing the role to be their identity. However as a disciple, we believe that our identity is found in Christ and so a disciple would serve wherever and whenever they are able. Sometimes that is leading people, sometimes it is going un-noticed with little formal recognition. There is so much more to church than the person up the front.

Everybody goes through seasons of life and this can mean times of serving and times of reflection and rest. All we ask members is that they help out when help is needed and enjoy church life in all its aspects.

-Our leadership serve for 3 years and then can serve for another 3 years and then they take a break. They are appointed by members agreement (voting).

-Ministry team leaders lead a team of volunteers for 12 months and may either continue in that role or serve in other areas. These members often have a budget assigned to their dept.

-Volunteers who are members or non-voting church family tend to serve as long as they are able and often serve in more than one area over the years. Others stay in one team faithfully serving for a number of years.

-Members volunteering not only help make decisions and vote on some decisions. There are some areas of Christ Church that constitutionally require a person to be an official member to serve. These are normally governing type roles and sometimes specific key appointments and team leadership roles.

*Usually* we recommend team leaders with allocated budgets become official members for our own accountability structure.