

Pastoral Leadership Team (PLT)

This core team of leaders co-discern spiritual formation, discipleship health, and help establish vision and trajectory for our church. They are active leaders with oversight responsibility in varied roles and bring wisdom and strength to our wider community.

In the Vineyard, PLT members (elders) function as overseers who tend to the spiritual health and vision of the community. They are a small group of seasoned leaders and followers of Jesus who gather regularly to prayerfully seek God's direction and counsel for all matters relating to church life. There are two kinds of members - Pastoral Members (typically paid staff members) and lay members appointed by the senior pastor (volunteers from the church community).

There are a number of examples of elders' roles in scripture including: leading the church [1 Tim 5:17; Titus 1:7; 1 Peter 5:1-2], teaching and preaching [1 Timothy 3:2; 2 Timothy 4:2; Titus 1:9], encouraging, challenging and protecting the church according to scripture [1 Timothy 4:13; 2 Timothy 3:13-17; Titus 1:9], visiting the sick and praying [James 5:14; Acts 6:4], and weighing issues of doctrine [Acts 15:6]. They are charged with the care of the community - to help, equip and lead.

In Yellowknife Vineyard, the pastoral and lay members of the PLT work together, however the pastoral members have the added responsibility of implementing the daily tasks associated with our vision. The PLT is led by the senior pastor who is accountable to the whole leadership team.

The pastoral and lay members of the PLT have the authority to tend to the needs and spiritual affairs arising from the vision of the church community. However, if their proposed actions will have an effect on the legal, managerial or financial affairs of the church community, they must obtain the approval of the Board of Directors before moving forward.

To create a sense of cohesion the board of directors and PLT members (pastoral and lay) gather together on occasion to pray and discuss macro plans, goals and objectives. This way we can be moving forward together.

Individuals who are part of the PLT are:

- faithful in prayer for the life of the church.
- listening to the Holy Spirit on behalf of the church community.
- are full of godly character & mature in their faith in Christ
- evidently loving Jesus and willingness to serve others
- operate effectively in the gifts of the Holy Spirit
- teach others how to grow in following Jesus
- portray evidence key mature discipleship markers of being teachable,
- faithful, and available to God and others (Timothy 4:1-11)

Expectations

Monthly PLT meetings (1-2 hours)

Average 5 hours monthly additional work outside of mtgs

How do the PLT members Make Decisions?

The following are the principles we use to guide us...

Naturally Supernatural

In general, decision making is a “naturally supernatural” thing. It contains both the human elements of wisdom and supernatural direction and leading of the Holy Spirit. This combination is best explained by the phrase found in Acts – “it seemed right to us and the Holy Spirit”. For this reason, we believe that God can speak to us supernaturally as well as lead us in our “natural” human discussions. We seek to make a place for both to happen in the course of our times together.

Open and Honest

It is crucial for us to have an environment in which everyone has a chance to be heard and express their input. Debate and disagreement are not enemies of a good team but necessary and healthy to help make the best decisions.

This requires two commitments:

From the leader to encourage and value each person’s thoughts and opinions – no matter how convergent or divergent.

From each participant – that they will not withhold their thoughts for the sake of artificial harmony or because of fear.

Input

Receiving good input from a variety of sources helps in making wise decisions.

We believe that God can speak through anybody in the church –whether their input is natural (their ideas/opinions) or supernatural (prophetic words).

Prophetic words need to be submitted and tested by the team of elders since it is their responsibility before God to lead.

The value of good input also means that we want to spend time reading, researching, and exploring the best information that is available on the issue we are discussing.

Teamwork

We believe that as each PLT member prays, listens and speaks into a decision, we will craft better decisions together than if one person operates alone in a vacuum.

Agreements/Disagreements

In those decision areas where the PLT is tasked to make group decisions, we do look for a substantial sense of agreement. At the same time even people who love God and seek to hear his voice sometimes disagree about what is the best course of action in a given situation.

In general, disagreement can provide some valuable indications. It could mean one of the following:

- The decision is an unwise one
- The decision has not been adequately prayed through or processed
- The timing is not right
- More time is needed to find a “meeting of the minds”
- The decision may be right, but it needs to be processed differently

In the face of disagreement, we want to ask “Why?” Is further discussion needed, do we need more information, are there theological or relational issues at play, etc.

Having said this, there can be times and places where a decision needs to be made even in the place of sustained disagreement. In this event, the Pastoral members will take the lead in crafting a decision that takes the input and concerns of the group into account. This is to be used as a final (not first) option as the goal should always be to have the broadest possible sense of agreement from the team.

Commitment/Buy-In

Because everyone has had a say in crafting a decision, we do look for each team member to support the final outcome. We do not follow a model where everyone needs to agree before a decision can be made.