

# NCC Leadership Playbook



National  
Community  
Church



## Leadership Playbook / May 2018

We strive to be great at the Great Commandment and great at the Great Commission. To love God, love others, and make disciples. While that's the mission of every church, we also believe that God has called each and every local expression of the Church to play a unique role in the Kingdom story. There are lots of different kinds of churches because there are a lot of different kinds of people. As a leader at NCC, we challenge you to reflect Christ, NCC, and yourself in a way that makes the Gospel attractive and the Kingdom present. The following pages reflect the kind of leaders we want to equip, empower, and unleash at NCC.



**We exist to start parties in heaven. We exist to make Jesus' name famous in our generation. We exist to disciple and care for those who are connected to us while actively inviting those who do not yet have a relationship with Jesus.**





## Groups

Make friends, make disciples, and make a difference. Groups are our engine for community, growth, care, and discipleship.

## Ministry Teams

Weekend services are fueled by those who commit to investing their gifts and passions in creating welcoming and life-giving environments.

## Mission

We live on mission every day. We mobilize people empowered by the Spirit to do what Jesus did wherever they are. We believe in partnering with Jesus in His work around the world as we assist the poor, care for the sick, and transform through reconciliation.

## Shareholders

You can't out-give God. We aren't just looking for attenders—we are looking for shareholders. This includes owning the vision, enjoying the blessing, and being a part of something bigger than ourselves. We want to be a part of what God is doing in your life and we want you to be a part of what God is doing at NCC.

## Expressions

We believe that Church belongs in the middle of the marketplace. Whether meeting in existing marketplace venues or creating new ones, we want to create places where the Church and community cross paths. Jesus hung out at the synagogue; but He also hung out at wells—the natural gathering places for the community. We believe that coffeehouses, theaters, and other marketplace environments are modern-day wells. We exist for the people who are not yet a part of our church, so we want our environments—both our church locations and our strategic marketplace expressions—to reflect that.

# CORE CONVICTIONS, MANIFESTO, CORE BELIEFS

Leaders understand and embrace the core convictions of National Community Church.

There are lots of different kinds of churches because there are lots of different kinds of people. If the Kingdom of God had departments, we would volunteer for Research and Development because we believe that everything is an experiment and the greatest risk is taking no risk at all.

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## Three Core Convictions

- 1 The Church ought to be the **most creative** place on the planet.
- 2 The Church belongs in **the middle of the marketplace.**
- 3 God will bless us in proportion to how we **give to missions** and **care for the poor** in our city.

# NCC Manifesto

## WE ARE...

more afraid of missing opportunities than making mistakes. We are a lab where everything is an experiment. If the Kingdom of God had departments, we'd be R&D. There are ways of doing church that no one has thought of yet. We are orthodox in belief, but unorthodox in practice.

## WE WANT...

to be more known for what we're for than what we're against. We celebrate each person as invaluable and irreplaceable in the eyes of God because no one can worship God like you or for you. Like Jesus, we love people when they least expect it and least deserve it.

## WE HOPE...

to become a part of the personal dream God has given you, and we invite you to become a part of the corporate dream God has given us. NCC is a dream factory where people get a vision from God and go for it.

## WE BELIEVE...

that if you want to reach people no one is reaching, you have to do things no one is doing. A church that stays within its four walls isn't a church at all. We don't go to church because we ARE the church. The church is not a noun, it's a verb. An action verb.

## WE PRAY...

like it depends on God, and work like it depends on us. We want to be great at the Great Commandment, the Great Commission; We strive to make the name of Jesus famous in our generation.

**Dream big. Pray hard. Think long.**



## Core Beliefs

Rupertus Meldenius, seventeenth-century Lutheran theologian, wrote, “In essentials unity, in non-essentials liberty, in all things charity.” There will always be peripheral doctrines upon which biblically-rooted and committed Christ followers disagree, and we welcome dialogue on many issues related to Christian doctrine. At the same time, we recognize the importance of having a framework around which we grow in maturity and relate to one another as a community of believers, and we hold the following essentials to be at the core of who we are and what we believe.

### ***About God***

We believe in one God who exists in three persons: Father, Son, and Holy Spirit (*Matthew 3:16-17, 2 Corinthians 13:14*). God is infinite, which does not always make sense to our finite understanding (*Isaiah 55:8-9*). He is not limited by time or space. He is creator (*Genesis 1:1*), eternal (*Revelation 22:13*), all-knowing (*Psalms 147:4-5, Hebrews 4:13*), ever-present (*Psalms 139:7-10*), and all-powerful (*Revelation 1:8*). His character is multi-dimensional but no facet of His character diminishes another. In other words, His grace and wrath, mercy and justice, love and jealousy all work together for good (*Psalms 145:8-9*).

### ***About Jesus***

Jesus is the eternal Son of God (*Matthew 3:16-17*). He was born of a virgin (*Matthew 1, Luke 1:34*), lived a sinless life (*2 Corinthians 5:21, Hebrews 4:15*), worked miracles (*Acts 10:38*) and gave us an example to follow (*Matthew 16:24, John 13:15*). Fully God (*John 1:14, Colossians 2:9*) and fully man (*John 1:14, 1 John 1:1*), He died on a cross to pay the penalty for sin that separated us from God and rose from the dead to reconcile us to our Creator and to free us to have a new life in Him (*John 3:16, John 10:10*). Now, He sits at the right hand of the Father to intercede for us (*Romans 8:34*).

### ***About the Holy Spirit***

The Holy Spirit works to draw people into a relationship with Jesus and then is given to every follower of Jesus to guide, comfort, convict, and adopt us into the family of God (*John 4:16-18, Romans 8:14-16*). He helps us grow into Christ-likeness by producing the fruit of the Spirit in our lives, and He gives us spiritual gifts to empower us to meet the needs of God's people and a hurting world (*1 Corinthians 12, Romans 12:4-8*).

### ***About the Bible***

Comprised of 66 books authored over thousands of years by dozens of authors, the Bible tells one seamless story: a passionate God on a relentless pursuit to redeem His creation. The Bible is the authoritative and inspired Word of God and is trustworthy and reliable for telling us what to believe and how to live (*2 Timothy 3:17-17*).

### ***About Salvation***

People were created in the image of God to have community with Him and represent Him on earth (*Genesis 1:27*). However, through a willful act of disobedience, we were separated from Him (*Romans 3:23*). The Father sent Jesus to redeem us through an act of atonement which culminated with Jesus' death on the cross and resurrection from the dead (*Romans 5:8-10*). This gave us the opportunity to trade our sin for His righteousness through faith (*2 Corinthians 5:21, Romans 6:23*). Jesus' sacrifice is the only means for our salvation and reconciliation with the Father (*John 14:6*).

### ***About the Church***

The Church is the Body of Christ and Jesus is the head of the Body (*Ephesians 4:4-6*). The Church is not a building or an event but the community of individuals who have put their trust in Jesus Christ (*1 Corinthians 12:27*). The purpose of the Church is to glorify God, make disciples, make Jesus known to a lost world, and meet the needs of those in our communities and around the world (*Matthew 28:19-20*). We celebrate baptism as a step of obedience in following Christ, to identify with Christ's death and resurrection, and to make a public declaration of faith (*Colossians 2:12*). We also celebrate communion as an ongoing remembrance of the sacrifice Jesus made for us on the cross (*Matthew 26:26-28, 1 Corinthians 11:23-26*).



### ***About Following Christ***

As we enter into a relationship with Jesus Christ, a spiritual chain reaction is ignited that produces evidence of our salvation. We are forgiven of sin (*Ephesians 1:7*), declared right before God (*Romans 5:1*), and given eternal life with Him (*John 3:16*). The Holy Spirit is given to assure us of our salvation (*2 Corinthians 1:22*), adopt us into God's family (*Romans 8:15-16*), and to live in us and empower us for a life of following Jesus (*Acts 1:8*). This results in the fruits of the Spirit—love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control (*Galatians 5:22-23*). This process of transformation continues throughout our faith journey as we reflect Jesus' character more (*Philippians 2:12-13, John 15:1-27*).

### ***About the Future***

In the end of all things, Jesus will reign eternally (*Revelation 11:15, Hebrews 1:8*). He will judge His creation according to the character that has been revealed to us through His word with justice and mercy (*Revelation 10:11-15, Psalm 9:8*). Those who have entered into a relationship with Jesus Christ will enjoy His presence forever and live in perfect newness with no pain, hurt, suffering, or brokenness in relationships; those who have not will be separated from God for eternity (*2 Thessalonians 1:5-10*).



## ALIGNMENT

**Leaders support the leadership, vision, and ministry activities of National Community Church by giving, serving, and praying.**

We invite you to be a part of the story that God is writing at NCC. And we want to be a part of the story that God is writing in your life (*2 Corinthians 3:2-3*).

- + I will submit to spiritual authority. I recognize that National Community Church has invited me to be a part of the story that God is writing in our community. Likewise, National Community Church wants to be a part of the story that God is writing in my personal life. There will be times when we may disagree, but I submit to spiritual authority, recognizing that they have been put in place to pray, serve, honor, correct, and align leaders to a common purpose of spreading the Gospel in our city and throughout our world.
- + I will support National Community Church with my financial resources. I understand that the tithe (10% of income) is the biblical foundation for giving. We believe that the “storehouse” referred to in Malachi 3:10-11 represents the local church. The teachings of Jesus and the New Testament reflect that our financial investments are a reflection of our heart and that generosity is sacrificial and goes above and beyond the Old Testament benchmark of 10%. As a leader, I commit to giving offerings above the tithe when prompted by the Spirit.
- + I will strive to pray like it depends on God and work like it depends on me.
- + I will walk in humility and honor towards other leaders and strive to fill gaps in understanding with positive assumptions.



# DISCIPLESHIP

**Leaders will grow as disciples and make disciples.**

We desire to be great at the Great Commission and endeavor to make Jesus' last command our first concern (*Matthew 28:19-20*).

- + I will be generous with my time, my abilities, and my financial resources.
- + I will do the little things like they are the big things and do the right things even when they are difficult.
- + I will keep God central to every priority in my life, allowing Him to be the foundation and filter for every choice I make.
- + I will strive to hear the voice of God through Bible reading, prayer, and listening to the Holy Spirit, and then obeying the direction He gives.
- + I will commit to develop the character to sustain the influence and leadership God has given me by cultivating the Fruit of the Spirit in my life.
- + I will strive to make disciples who make disciple-makers.





# COMMUNITY

## Leaders pursue God-reflecting community with others.

Making a name for ourselves is not the point. It's not even about the name over the church door. It's about exalting the Name above all names. We want to be great at the Great Commandment so that others can see Jesus more clearly (*John 13:35*).

- + I will actively practice the “one anothers” (love one another, honor one another, serve one another, bear one another’s burdens, etc) of scripture and defer my preferences for the sake of others.
- + I will walk in humility, recognizing that unity is the result of corporate humility.
- + I will not gossip or grumble.
- + I will develop and express a heart of gratitude and actively look for reasons to celebrate others.
- + I will actively and intentionally build relationships with those who don’t know Jesus yet and invite them to NCC when appropriate.




## WISDOM

**Leaders walk in wisdom, discernment, and accountability related to the way we engage in various relationships, including in the areas of social media, politics, alcohol, and sexuality, and we encourage those we lead to walk in wisdom, as well.**

In all things, I will choose to defer my preferences for the sake of biblical truth, the expansion of the Gospel and the highest good of those to whom I am called (*Romans 14, 1 Corinthians 8*).

The following subjects are best addressed in the context of conversation and dialogue than in declaration. Because it's difficult to hear the heart on these issues, we invite potential leaders to talk with us face-to-face as we walk alongside you.

**Social Media:** I agree to be a good reflection of Christ and National Community Church in the way I engage on social media. While social media has become a significant environment for expressing opinions, I recognize that it may not be the best medium for dialogue. I will not rely on social media to inflate my image or root my identity. I will be very careful not to intentionally or unintentionally cause division or disunity in the way I use social media.




**Politics:** I recognize that National Community Church is non-partisan in its ministry and does not endorse any party or candidate. At the same time, NCC values those who are called to serve within the governmental domain of society. While we as Christ-followers have individual political views and some are called to be a part of the political process, we recognize that we are also a part of a larger Kingdom. As a representative of Christ, and in a commitment to Christian unity, I agree to be sensitive and use wisdom in how I express my political views and work in such a way that the Gospel is not eclipsed by those views.

**Alcohol:** I recognize that there are many different views on alcohol and that it is a point of temptation for many people. Biblical instruction directs that deference to others is a requirement for Christian leadership. When appropriate, in the small group context, I will refrain from consuming alcohol to honor those who consciously abstain or those who struggle. If it is appropriate to consume alcohol within my group, I will ensure we do so within biblical guidance (*“do not be drunk”—Ephesians 5:18*). On mission trips, I will act in accordance with the social custom and preference of the missionary I am serving.

**Sexuality:** I understand that National Community Church embraces an orthodox view of sexuality. Specifically, we believe that God designed sex to be enjoyed between a man





and a woman within the context of marriage. Any engagement in sexual activity of any sort outside the guardrails of God's design should be avoided. Specifically, we ask:

- + If you are involved in a sexual relationship and are not married, we ask that you not lead at this time.
- + In the spirit of being a good role model, if you are single and living with a member of the opposite sex with whom you are pursuing a romantic or physical relationship, we ask that you not lead at this time.
- + If you are married and currently or have recently been involved in a sexual relationship outside of your marriage, we ask that you not lead at this time.
- + If you are currently in or pursuing a romantic or physical relationship with a member of the same sex, we ask that you not lead at this time.
- + If you are currently using pornography on a regular basis and not seeking to stop, we ask that you not lead at this time. If you have been in an on-going struggle to overcome pornography and have not yet found freedom, we ask that you speak to a Campus Pastor or a staff Ministry Leader before you step into a leadership role.

**We don't want to put you in a position where you feel pressure to teach, represent, or appear to give assent to a view on one of these subjects that you do not personally embrace. If you have any questions about your ability to communicate and model these issues, please speak with a Campus Pastor or staff Ministry Leader.**



## ON MISSION

**Leaders live on mission every day, embracing the tension and seeking to be bridge-builders and peacemakers in the face of conflict.**

A church that stays within its four walls is no church at all. We are called to be on mission every day, doing what Jesus did wherever we are. When we face tension and conflict, we aren't called to defend sides but to represent Jesus (*Luke 4:18, Acts 1:8*).

- + I will live on co-mission with Jesus, to assist the poor, care for the sick, and transform through reconciliation.
- + When possible, I will engage in dialogue as opposed to making declarations, recognizing that dialogue is a more powerful tool for transformation.
- + I will seek peace by building bridges among peoples who are divided, whether those divisions are social, racial, political, religious, or economic.
- + I will love people when they least expect it and least deserve it.
- + I will seek to steward resources—my time, talent, and treasure to serve others that need it most.
- + I will commit to learn from, honor, and celebrate other cultures while ultimately promoting Kingdom culture.
- + I will seek opportunities to share my faith with others and actively invite them into Christ-centered community.

*If you are unable to step into a leadership position at this time due to any of these guidelines, we do hope you engage in groups, ministries, and missions as a participant at NCC. We believe these environments are essential to community and growth for everyone.*



Please sign, tear out, and return

# NCC Leadership Covenant

I understand and embrace the core convictions of National Community Church.

- + We believe the Church ought to be the most creative place on the planet.
- + We believe the Church belongs in the middle of the marketplace.
- + We believe that God will bless us in proportion to how we give to missions and care for the poor in our city.

I will support the leadership, vision, and ministry activities of National Community Church through giving, serving, and praying (*2 Corinthians 3:2-3*).

I commit to grow as a disciple and make disciples (*Matthew 28:19-20*).

I will pursue God-reflecting community with others (*John 13:35*).

I will walk in wisdom, discernment, and accountability in the way I engage in various relationships, especially in the areas of social media, politics, alcohol, and sexuality, and I will encourage those I lead to walk in wisdom as well (*Romans 14, 1 Corinthians 8*).

I agree to be on mission every day, embracing the tension and seeking to be a bridge-builder and peacemaker in the face of conflict (*Luke 4:18, Acts 1:8*).

I have read and agree to the core beliefs of National Community Church. I have also read the Articles, Bylaws and Policies of the Church, including those policies dealing with church discipline, conflict resolution and leaders' rights and responsibilities and wholly agree to be bound by the Articles and Bylaws. I commit to submit to the teaching and leadership of the Church, to the governing of the church according to its Bylaws, to the settlement of disputes by and/or among the members of the church without appeal to any outside civil court (except for disputes involving criminal matters). I agree to settle disputes according to Matthew 18:15-20; I Corinthians 6:1-8; and the *Rules of Christian Conciliation* (copy of *Rules* may be found at [www.peacemaker.net](http://www.peacemaker.net)). I commit to submit to the Word of God as our final authority, to the church's discipline upon ourselves, and to lovingly assume our responsibility to participate in the discipline of other members as taught in Scripture.

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Name

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Signature

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Date



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