



CCPL Servant Leader Expectations and Commitment

Thank you for making the commitment to serve the Lord by serving the body of Christ here at Calvary Chapel Perfect Love. Together, we can make a positive impact for Christ in the lives of those attending. This Servant Guide was constructed with the intention of creating consistency in our worship services, as well as to equip you with the knowledge and understanding of how to effectively serve in the capacity of ministry. Please take the time to read and familiarize yourself with this manual as to better prepare for serving the body of Christ.¹

Christ is the head and the vision is His

Calvary Chapel's philosophy of ministry under Christ is like an inverted pyramid with the man the Lord has called on the bottom to serve Him as the lead pastor (with elders alongside him to help hold up his arms), in leading the body according to vision the Holy Spirit has given to him.

"Christ is the Head over the body of the church. It's His church. He's the One in charge. As pastors, we need to be like Moses, in touch with Jesus and receiving His direction and guidance. As pastors we need to be leading the church in such a way that the people know that the Lord is in control...Also, like Moses, within the church we have a Board of Elders who are there to pray with us and support us in seeking the Lord's leading for the church...elders who are godly men of prayer, and who recognize that God has anointed you and ordained you as the pastor of the church...Real elders aren't a bunch of "yes" men, but they are men yielded to the Holy Spirit, but men who will work with you and support those things that God is directing you, as the pastor, to implement within the church." Chuck Smith.

Three problems that arise when people do not see Christ as the head and/or when they do not agree with the vision, or that the vision is from Jesus,

- a) It's about you and the way you do it (at least I think it's about you)
- b) That's not the way I would do it (so it's really about me)
- c) Since it's not about me and all it's about you I got nothing to offer

Without clear and honest communication self-talk, bitterness, assumptions, presumptions, and bad attitudes create dissention and causes undermining of authority.

Remember your leaders who taught you the word of God. Think of all the good that has come from their lives, and follow the example of their faith. Jesus Christ is the same yesterday, today, and forever... Obey your spiritual leaders, and do what they say. Their work is to watch over your souls, and they are accountable to God. Give them reason to do this with joy and not with sorrow. That would certainly not be for your benefit. Heb. 13:7-8, 17

Thank you and may God continue to grow you in and through your service,

Pastor Daryl Kyle
Calvary Chapel Perfect Love

¹ Side note: when I visit other churches and talk to other pastors I am looking to learn what I can bring back here to grow our body according to the vision. If I see things that don't fit into or work with the vision of CCPL, I note them and move on to those things that do fit the vision.

“It shall come to pass That before they call, I will answer; And while they are still speaking, I will hear”
(Isa. 65:24).

AVAILABLE COMMITTED WILLING

Every true believer in Christ has a ministry; whether it is in an “official role” or personal capacity, all Christ worshipers are in the ministry of being His witnesses and disciples. All disciples are Christians, but every Christian does not choose to be a disciple. With that being stated, there is nothing more than ministry that reveals our maturity and immaturity. As such there are a few basic things every believer must understand and accept.

First, the sheep bite; however, nothing is personal and should not be received that way, people sin against God alone, so their issue is really with the Lord not you. Second, we must have thick skin, broad shoulders, and hearts of love that respond seeking solutions and unity. Third, we should never serve seeking praise or pats on the back, we can expect blame for everything gone wrong, and get credit for nothing gone right.

Serving in ministry requires an ever growing maturity with these chosen attitudes: available, committed, and willing, all meeting as one and into action. Put simply we must take ownership where we serve and in the capacity in which we serve.

- **Available:** to be ready for use, accessible or able to be used or obtained at someone's disposal.
- **Committed:** not an emotion but an attitude and mindset producing an action wholeheartedly dedicated and loyal to a cause, activity, or job
- **Willing:** a conscience choice to be resolved, purposed or determined, ready, eager, and prepared to do something

Seasons and circumstances may prevent us from serving for example, a person may be fully willing and committed; however, work scheduling makes them physically unavailable. Others may be available, but unwilling to commit. Others still may commit as long as it feels good or is convenient.

COMMITMENT

Here at CCPL we ask that everyone who has made the decision to step up into a leadership role of a ministry servant to attend Sunday services, and at least two Wednesday services per month, and to take part in and attend special church events, outreaches and activities. It is inconsistent to believe you are committed to ministry when you are only present when it is your time to serve.

As leaders our presence or absence communicates a very clear message to the rest of the body. Of course life happens and you may not be able to attend from time to time, or in the case of work schedules making it impossible to be in fellowship. Clear communication is the only answer, a text or phone call to one of the pastors or your ministry's team leader is fine.

And they continued steadfastly in the apostles' doctrine and fellowship, in the breaking of bread, and in prayers. Acts 2:42

And let us consider one another in order to stir up love and good works, not forsaking the assembling of ourselves together, as is the manner of some, but exhorting one another, and so much the more as you see the Day approaching. Heb. 10:24-25

“It shall come to pass That before they call, I will answer; And while they are still speaking, I will hear”
(Isa. 65:24).

“For which of you, intending to build a tower, does not sit down first and count the cost, whether he has enough to finish it— ‘lest, after he has laid the foundation, and is not able to finish, all who see it begin to mock him, ‘saying, ‘This man began to build and was not able to finish.’ Lk. 14:28-30

I, therefore, the prisoner of the Lord, beseech you to walk worthy of the calling with which you were called, with all lowliness and gentleness, with longsuffering, bearing with one another in love, endeavoring to keep the unity of the Spirit in the bond of peace. Eph. 4:1-3

And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, for the equipping of the saints for the work of ministry, for the edifying of the body of Christ, till we all come to the unity of the faith and of the knowledge of the Son of God, to a perfect man, to the measure of the stature of the fullness of Christ; that we should no longer be children, tossed to and fro and carried about with every wind of doctrine, by the trickery of men, in the cunning craftiness of deceitful plotting, but, speaking the truth in love, may grow up in all things into Him who is the head—Christ—from whom the whole body, joined and knit together by what every joint supplies, according to the effective working by which every part does its share, causes growth of the body for the edifying of itself in love. Eph. 4:11-16 see Eph. 4:25-5:2

FAITHFUL IN OUR CALLING

David, in 1 Samuel 30, leads his troop of 600 (400 traveled to fight and 200 stayed behind with the supplies) to battle in which they were victorious in gaining back their own belongings which had been stolen from them. Upon their return home, the 200 men who stayed behind to watch over the supplies went out to meet them. *But, the “wicked and worthless: men that went off to battle with David spoke up and said” Because they did not go with us, we will not give them any of the spoil that we recovered...(v. 22)”*

David answered in verse 24 *“But as his part is who goes down to the battle, so shall his part be who stays by the supplies; they shall share alike.” Those who manned the camp and the supplies were just as important as the men who went to fight the battle.*

Today in business and in ministry the concept is still applicable. Everyone in a business has a different but equally important job. Everyone in that business must contribute in their area of responsibility in order for that business to thrive.

Ministry is no different. In fact, there are more people behind the scenes taking care of the supplies and supporting those that the congregation sees. Few are called to travel afar as a missionary; however, that missionary could not go about his ministry without the support of those who stay behind.

Those who are called to a supporting role are equally important as those called to be in the public eye. Whether God has called you to serve Him in such a way that people see you, or whether He has called you to serve Him by supporting others who are seen, God will bless you and reward you for that service here and in heaven.

“It shall come to pass That before they call, I will answer; And while they are still speaking, I will hear”
(Isa. 65:24).

Perhaps you feel as though your role is not important or will not really make much of a difference. You will be in for some surprises in heaven, because what may not seem very valuable on earth is of great value in heaven. Your role may just make the difference to one person; that one person means everything to God.

It may not seem like much now but it will later. Until then, we need to be faithful with what God has called each of us to do. And we ought to go about it fully committed with gladness and a singleness of heart to the glory of the Lord.

Now he who plants and he who waters are one, and each one will receive his own reward according to his own labor. 1 Corinthians 3:8

CONCERNING GIVING

It is inconsistent to serve in a ministry you do not believe in supporting. Those who desire to serve and lead in any ministry must also understand that part of answering this call; giving financially as well as our time are acts of mature worship supporting the work of the Lord. The Bible has much to say about giving, in fact Jesus spoke more about man's heart concerning money more than any other subject except hell.

J. Vernon McGee said, *“I still believe the best way to test a Christian is by his pocketbook.”* We read in Gen. 14:18-20 and Heb. 7:1-4, that tithing as a principle to the Lord was put into practice by Abraham before the Law was given through Moses. However, in the New Testament we are not required to tithe as believers, we are called to give cheerfully. The Lord measures the Christian's giving, not by amount, but by the condition of our heart.

But this I say: He who sows sparingly will also reap sparingly, and he who sows bountifully will also reap bountifully. You must each decide in your heart how much to give. And don't give grudgingly or in response to pressure. “For God loves a person who gives cheerfully.” And God will generously provide all you need.

Then you will always have everything you need and plenty left over to share with others. As the Scriptures say, “They share freely and give generously to the poor. Their good deeds will be remembered forever. For God is the one who provides seed for the farmer and then bread to eat. In the same way, he will provide and increase your resources and then produce a great harvest of generosity in you 2 Cor. 9:6-10

Now Jesus sat opposite the treasury and saw how the people put money into the treasury. And many who were rich put in much. Then one poor widow came and threw in two mites, which make a quadrans. So He called His disciples to Himself and said to them, “Assuredly, I say to you that this poor widow has put in more than all those who have given to the treasury; “for they all put in out of their abundance, but she out of her poverty put in all that she had, her whole livelihood.” Matt. 12:41-44

*“It shall come to pass That before they call, I will answer; And while they are still speaking, I will hear”
(Isa. 65:24).*

Now godliness with contentment is great gain. For we brought nothing into this world, and it is certain we can carry nothing out. And having food and clothing, with these we shall be content. But those who desire to be rich fall into temptation and a snare, and into many foolish and harmful lusts which drown men in destruction and perdition. For the love of money is a root of all kinds of evil, for which some have strayed from the faith in their greediness, and pierced themselves through with many sorrows. But you, O man of God, flee these things and pursue righteousness, godliness, faith, love, patience, gentleness 1 Tim. 6:6-11

“Do not lay up for yourselves treasures on earth, where moth and rust destroy and where thieves break in and steal; “but lay up for yourselves treasures in heaven, where neither moth nor rust destroys and where thieves do not break in and steal. “For where your treasure is, there your heart will be also. Matt. 6:19-21

“Why are you living in luxurious houses while my house lies in ruins? This is what the LORD of Heaven’s Armies says: Look at what’s happening to you! You have planted much but harvest little. You eat but are not satisfied. You drink but are still thirsty. You put on clothes but cannot keep warm. Your wages disappear as though you were putting them in pockets filled with holes!

“This is what the LORD of Heaven’s Armies says: Look at what’s happening to you! Now go up into the hills, bring down timber, and rebuild my house. Then I will take pleasure in it and be honored, says the LORD. You hoped for rich harvests, but they were poor. And when you brought your harvest home, I blew it away. Why? Because my house lies in ruins, says the LORD of Heaven’s Armies, while all of you are busy building your own fine houses. Hag. 1:4-9

Put It Into Practice

Gifts and offerings is one way to worship God—to honor Him as your provider and remind yourself that all of your resources belong to Him and are provided through His grace. As you give to the Lord first, you set your course to honor God in the way you handle the rest of your finances.

When to Give

Consider your pay schedule, and establish a pattern of giving when your resources increase. This habit allows you to regularly remind yourself of God’s faithfulness and to express gratitude to Him by giving to meet the needs of others.

Where to Give

Typically, the offering should be given to the local church where you worship. These gifts help pay the bills and maintain the work of the church in your community. When it applies your giving also supports your pastor and ministry staff members who are actively serving you. As God prospers you and directs you, additional gifts can be given to other ministries that are advancing the Gospel. <http://iblp.org/questions/why-tithing-important>

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MORALITY/DRINKING

1. We conclude, preach, teach, and hold the doctrinal position that all sexual behavior outside the defined Biblical marriage unit of one man and one woman to be sin condemned by Scripture as sexual immorality.

Therefore, no one actively engaged in unrepentant sexual immorality may be in, considered for, nor hold any position of leadership. (Gen. 2:24, Lv. 18, Matt. 19:4-5, Ro. 1:24-28, 1 Cor. 6:15-20, 1 Cor. 6:9-10, Rev. 21:8, Rev. 22:11, 16)

2. Christians have the liberty to drink; however, when it comes to drinking our leadership is required to be alcohol, drug, and cannabis free. We do ask that you agree to these terms during your time of serving in a leadership role CCPL. No one is going to monitor you; however, based on your word to honor this condition to serve is a matter of integrity between you and the Lord
3. As leaders we set a standard and display where our hope is. If a leader turns to drinking to relax or enjoy themselves what message are they communicating about their trust in Christ being all that we need to take the edge off?

I always tell people if you truly have no conviction about drinking then be sure to say your grace over that drink or joint and thank the Lord for providing you with the alcohol or weed that you are about to consume.

It is important to understand our own attitude and what those who desire to serve in leadership believe about commitment, being faithful in your calling, and giving. Write a page on what you believe God says concerning the three topics and your own thoughts concerning each topic as a Christian, especially a Christian serving in a leadership role.

**IN MINISTRY GOD WILL USE YOU BUT MAN WILL USE YOU UP SO LET
ALL THAT YOU DO BE DONE UNTO THE LORD FOR HIS PLEASURE**