

STANDARDS FOR LEADERSHIP RECOGNITION & LEADERSHIP EXPECTATIONS

1. APPLICATION FOR THE MINISTRY

1. **Call.** Those who give evidence of a call to leadership, and whose evident purpose is to devote adequate time to the work of the ministry shall be eligible for leadership responsibilities.
2. **Qualifications.** Qualifications for leadership are set forth in the Word of God in 1 Timothy 3:1-13, 2 Timothy 2:1-13, Titus 1:5-9, Acts 6:1-6, and Exodus 18:21-22. The qualifications spelled out in these passages can be summarized in four words: commitment, conviction, competency, and character.
 - a. **Commitment.** Leaders must demonstrate a commitment to Jesus Christ as Savior and Lord. Must demonstrate a passion to know him in all his fullness. While different personality types express passion differently, there must be evidence of a fire inside to know and obey the Crucified and Risen One.
 - b. **Conviction.** Leaders must have biblically informed convictions-about who God is, who humans are, the meaning of history, the nature of the church, and especially the meaning of Jesus' death and resurrection. Must demonstrate what it means to be transformed by the renewal of the mind ([Rom. 12:2](#)), to "think Christianly" about every dimension of their lives-money, time, sex, family, and recreation. For this reason, Paul warns against being too quick to call recent converts to leadership; commitment and conviction take time to deepen.
 - c. **Competency.** Leaders should know how to make their way through the Scriptures. Can they help others find their way around the sacred pages ([2 Tim. 2:15](#))? Leaders must be entrusted with the appropriate gifts of the Holy Spirit ([1 Cor. 12:12-31](#), [Rom. 12:3-8](#)). Leaders must have a working understanding of the gifts, and can they help others discern and deploy those entrusted to them. Leaders must have the necessary relational skills for this position. A leader's relationships should manifest the integrity and love of Jesus, especially in their marriage and with their children ([2 Tim. 3:5](#)). The Kingdom of God, after all, is about righteousness; that is, right relationship.
 - d. **Character.** A leader's character should exemplified the character of Jesus Christ. Someone has astutely observed, "It is not a matter of perfection, but direction." Leaders should be moving toward greater and greater Christ-likeness. The lists of leadership requirements are finally about character. Should exhibit self-control, hospitality, gentleness (control of anger), a quest for holiness, temperance. There should be evidence of dying to the love of money, to manipulation, to always having it one's own way.
3. All leaders shall accept the teachings, practices, and aims of Shiloh Restoration Tabernacle as revealed through its Statement of Faith and By Laws.
4. All appointments to leadership are to be made through by the Senior Pastor/Ecclesiastical Board.

II. REQUIREMENTS FOR LEADERSHIP

Authority shall be given to those whose life experience and doctrinal belief gives testimony to a walk with Christ, both in and out of the church.

1. We believe in the sanctity of marriage. However, neither divorce nor remarriage following divorce shall automatically disqualify an leader from being granted a leadership office. Decisions in specific cases must be left to the spiritual discretion of the Pastor/Ecclesiastical Board. A leadership role may be allowed in cases in which either the leader/pastor and or, if remarried, the leader's/pastor's spouse meets scriptural exceptions (Matthew 5:31,32; 19: 1-9; I Corinthians 7:10-16)
2. A spirit-filled life will be the leaders best credentials. The leader shall be in accord with Shiloh Restoration Tabernacle's doctrinal beliefs as set forth in the Statement of Faith and By Laws. The leader shall also be willing to cooperate and work in harmony with Shiloh Restoration Tabernacle's program and teachings.
3. All candidates for leadership will be given a uniform and thorough examination, followed by personal questioning by the Senior Leader/Ecclesiastical Board.
4. Leaders coming from Ministries holding doctrines, practices and policies contrary to Shiloh Restoration Tabernacle shall be required to:
 1. Submit to baptism in harmony with Shiloh Restoration Tabernacle's teachings;
 2. Attend Small Groups and/or Biblical Word Studies an adequate length of time to become familiar with the doctrines and policies of Shiloh Restoration Tabernacle or familiarize himself with the doctrines, practices and policies.
 3. Operating in leadership prior to joining Shiloh Restoration Tabernacle does not guarantee that a leadership role will be assessed here at Shiloh Restoration Tabernacle.

III. LEADERSHIP RECOGNITION

1. The official leadership list shall be revised annually to include only the names of leaders of whom are approved to serve.
2. Before a leader is installed by the Senior Leader/Ecclesiastical Board, he/she must have been a member/partner of Shiloh Restoration Tabernacle for at least one year.

IV. LEADERSHIP RELATIONS AND COOPERATION

1. All leaders holding office within Shiloh Restoration Tabernacle shall be agreeable to the Ecclesiastical Board in matters of doctrine and conduct.
2. All leaders under shall cooperate as much as possible with Shiloh Restoration Tabernacle, local churches/ministries and to the fellowship in which it associates.

V. DISCIPLINE OF LEADERS

1. Occasions may arise where endorsement can no longer be given some leaders.

Causes for such may be: 1) accepting or espousing doctrines contrary to Shiloh Restoration Tabernacle, 2) gross inefficiency in the ministry, 3) a record of church breaking instead of building, 4) a contentious, non-cooperative spirit, 5) an assumption of dictatorial view, 6) a habit of running into debt which has

brought reproach upon the church, 7) conduct unbecoming a leader, or 8) for other causes or reasons contrary to the principles stated or implied in this document.

2. If, after counsel and warning, there is no change of character or attitude on the part of the leader, the Senior Leader/Ecclesiastical Board may suspend/revoke the leadership responsibilities.

VI. LEADERSHIP COURTESY

1. We disapprove of all discourteous conduct. All leaders are advised against interfering with pastors in charge of churches, whether going in upon their work without consent, or by correspondence with members of the church in a way that will hurt the influence of the leader. All correspondence which concerns the whole church shall be addressed to the pastor or church secretary, and not to private members. Such interference may be the basis for not continuing in leadership.
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STANDARDS OF LEADERSHIP ETHICS

1. Principles

- 1.1. The ethical standards required of Leaders in Shiloh Restoration Tabernacle, Inc. reflect the fact that Leaders are entrusted with certain privileges and authority.
- 1.2. In recognition that this office is a public trust, therefore, the people of Shiloh Restoration Tabernacle, Inc. are entitled to expect that, as a matter of principle, Leaders will act with due regard for integrity, fairness, accountability, responsibility, and the public interest, as required by these Standards.
- 1.3. In particular, in carrying out their duties:
 - (i) Leaders must ensure that they act with integrity – that is, through the lawful and disinterested exercise of the statutory and other powers available to their office, appropriate use of the resources available to their office for public purposes, in a manner, which is appropriate to the responsibilities of the Leader.
 - (ii) Leaders must observe fairness in making official decisions – that is, to act honestly and reasonably, with consultation as appropriate to the matter at issue, taking proper account of the merits of the matter, and giving due consideration to the rights and interests of the persons involved.
 - (iii) Leaders must accept accountability for the exercise of the powers and functions of their office – that is, to ensure that their conduct, representations and decisions as Leaders, and the conduct, representations and decisions of those who act as their delegates or on their behalf – are open to public scrutiny and explanation.
 - (iv) Leaders must accept the full implications of the principle of leadership responsibility. They will be required to answer for the consequences of their decisions and actions – that is, they must ensure that:
 - their conduct in office is, in fact and in appearance, in accordance with these Standards;
 - they promote the observance of these Standards by leadership and example in the public bodies for which they are responsible; and
 - their conduct in a private capacity upholds the laws of the United States of America, and demonstrates appropriately high standards of personal integrity.

- 1.4. When making decisions in or in connection with their official capacity, Ministers must do so in terms of advancing the public interest – that is, based on their best judgment of what will advance the common good of the people of Shiloh Restoration Tabernacle, Inc..
- 1.5. Leaders are expected to undertake whatever actions may be considered by the Pastors of Shiloh Restoration Tabernacle to be reasonable in these circumstances to meet the general obligations set out above, including the following specific requirements and procedures.

2. Integrity

- 2.1. Along with the privilege of serving as a Leader, there is some personal sacrifice in terms of the time and energy that must be devoted to official duties and some loss of privacy. Although their public lives encroach upon their private lives, it is critical that Leaders do not use public office for private purposes. In particular, Leaders must not use any information that they gain in the course of their official duties, including in the course of discussions, for personal gain or the benefit of any other person.
- 2.2. Leaders must declare and register their personal interests, including but not limited to pecuniary interests, as required by the ministry from time to time.
- 2.3. Failure to declare or register a relevant and substantive personal interest as required by the ministry constitutes a breach of these Standards.

Family members

- 2.4. Leaders must have regard to the religious and other private interests of members of their immediate families, to the extent known to them, as well as their own interests, in considering whether a conflict or apparent conflict between private interests and official duty arises.

Other forms of employment

- 2.5. Leaders are required to withdraw from any professional practice or the management of any business which conflicts with their religious beliefs. A Leader shall not act as a consultant or adviser to any company, business, or other interests, whether paid or unpaid, or provide assistance to any such body, except as may be appropriate in their official capacity as a Leader.

Gifts

- 2.6. Leaders are required to exercise the functions of their public office unaffected by considerations of personal advantage or disadvantage. Leaders, in their official capacity, may therefore accept customary official gifts, hospitality, tokens of appreciation, and similar formal gestures in accordance with the relevant guidelines, but must not seek or encourage any form of gift in their personal capacity.
- 2.7. Leaders must not seek or accept any kind of benefit or other valuable consideration either for themselves or for others in connection with performing or not performing any element of their official duties as a Leader. Leaders shall ensure that they do not come under any financial or other obligation to individuals or organisations to the extent that they may appear to be influenced improperly in the performance of their official duties as a Leader.

3. Fairness

- 3.1. Leaders must be able demonstrate that they have taken all reasonable steps to observe relevant standards of procedural fairness and good decision making applicable to decisions made by them in their official capacity.

- 3.2. In particular, Leaders are required to ensure that official decisions made by them as Leaders are unaffected by bias or irrelevant consideration, such as considerations of private advantage or disadvantage.

4. Accountability

- 4.1. Leaders and their staff are provided with resources and facilities at public expense for the effective conduct of public business. Such resources are not to be subject to wasteful or extravagant use, and due economy is to be observed at all times. In particular, Leaders must be scrupulous in ensuring the legitimacy and accuracy of any claim for entitlement to leadership or travel allowance.
- 4.2. Additionally, Leaders are to regard the skills and abilities of public servants as a public resource, and are expected to ensure that public servants are deployed only for appropriate public purposes.
- 4.3. Leaders are required to provide an honest and comprehensive account of their exercise of public office, and of the activities of the ministry assignments within their portfolios, in response to any reasonable and bona fide enquiry by a member of the ministry or a ministry leader.

5. Responsibility

- 5.1. Leaders are expected to be honest in the conduct of public office and take all reasonable steps to ensure that they do not mislead the public or the ministry. It is a Leader's personal responsibility to ensure that any error or misconception in relation to such a matter is corrected or clarified, as soon as practicable and in a manner appropriate to the issues and interests involved.
- 5.2. Leaders must not encourage or induce other public officials, including public servants, by their decisions, directions or conduct in office to breach the law, or to fail to comply with the relevant code of ethical conduct applicable to them in their official capacity. Leaders are also expected to ensure that reasonable measures are put in place in the areas of their responsibility to discourage or prevent corrupt conduct by officials.

6. The Public Interest

- 6.1. Leaders are expected to conduct all official business on the basis that they may be expected to demonstrate publicly that their actions and decisions in conducting public business were taken with the sole objective of advancing the public interest.

7. Implementation

- 7.1. Leaders must accept that it is for the Senior Pastor to decide whether and when a Leader should stand aside if that Leader becomes the subject of an official investigation of alleged illegal or improper conduct.
- 7.2. Leaders will be required to stand aside if charged with any criminal offence, or if the Senior Pastor regards their conduct as constituting a breach of these Standards. Leaders will be required to resign if convicted of a criminal offence, and may be required to resign if the Senior Pastor is satisfied that they have breached or failed to comply with these Standards in a substantive and material manner.
- 7.3. Where an allegation involving improper conduct of a significant kind, including a breach of these Standards, is made against a Leader (including the Senior Pastor) the Senior Pastor may refer the matter to an appropriate independent authority for investigation and/or advice.

ADDITIONAL EXPECTATIONS

It is **mandatory** that if we are to lead, we must embrace continued leadership development atmospheres and opportunities. Therefore, the following requirements are imposed upon each leader to the ministry:

Leadership Impartation (Held at 9am on the 1st Saturday of each month for approximately 2 hours)... All Department Leaders are expected to attend this training session. This session is ONLY OPEN TO Department Leaders & their Assistants and Specified Leaders.

- In the events that you (Department Leader) cannot attend, it is requested that you send your assistant in place of your ministry area.
- Failure to attend/to remain consistent in the attendance to this session may determine that a release is necessary from one's leadership role/assignment.

Punctuality... All department leaders and ministers are required to be on post approximately 30 minutes prior to each service. Repeat tardiness or multiple absences without reason may lead to removal of leadership responsibilities. Failure to be punctual will often reflect in negligence in one's assignment, failure to launch appropriately or challenges of the same with team members; hence, this behavior is strictly abhorred.

Tithing... All leaders are expected to tithe, as this reveals a commitment to financially support the vision of this ministry. Any leader that proves through their inconsistency in tithing, will be (1) given verbal counsel (2) written/formal warning or (3) released from their ministerial/leadership obligations. Luke 16:12... **And if ye have not been faithful in that which is another man's, who shall give you that which is your own?**

Team Meetings... All Department Leaders are expected to have a time set aside outside of times of service, to meet with their team members on a consistent basis; such times can be determined by the department leader. It is at these meetings that inventory must be checked, items to be repaired/purchased addressed or department updates presented.

Worship... Needless to say, in all things we must find worship as we serve each other, let's do it all unto God. There must be a time allotted monthly, for the department leader to be seated in the worship service, to be fed by the Word of God and to participate in corporate worship.

Small Group Studies/Bible Studies... It is essential to your own spiritual development that a minister & leader strive to maintain regular attendance in a mid-week service. It I understood that many other activities are held throughout the week; however, attaining the Word of God should take precedent in your life and therefore should be a priority on your personal schedule.

Discipleship/Mentoring... Ministers should be found mentoring and in discipleship at each season of their ministry. Therefore, if you are currently not currently mentoring someone assigned, you should be actively plugged into evangelism. (2 Timothy 2:24... indicates that all ministers should be **apt to teach**)

Making Connections/Relationship Building... All ministers & leaders should be striving to make & build healthy relationships with those outside their social circle and new within the ministry. Therefore, it is advised that you strive to build a contact listing that is used to stay connected with those of whom you fellowship, serve and worship.