

The following statements are excerpts from the church's constitution.

General Qualifications for Spiritual Leadership

The Bible provides many explicit and implicit qualities of men and women who should lead a local church. (Galatians 5:22-23; 1Timothy 3:1-13; Titus 1:6-9). These biblical qualities serve as the guidelines for those who serve as the church's Senior Pastor, Program Staff Members, Ministry Team Leaders and Officers. For our church they may be summarized as:

1. A spiritually mature follower of Christ, not a new believer.
2. A person who possesses integrity, Christ-like character and a good reputation both inside and outside the church.
3. A person who practices spiritual disciplines such as regularity in worship, a commitment to personal Bible study and prayer, entering into community with other believers, extensive involvement in ministry, a heart for the lost and hurting and the practice of tithing.
4. A person who demonstrates leadership, administrative and/or organizational abilities.
5. A person who demonstrates spiritual gifts in the areas of ministry in which he or she serves.
6. A person who supports the church constitution, generally, and affirms Article 2, Section 1, specifically. (*The KRBC Statement of Faith*)

Program Staff

The Ministry Council may hire staff, upon recommendation of the Senior Pastor, to assist with the ministry programs of the church ("Program Staff"). Program Staff will be used to enhance special areas of the church's ministry programs and will receive direction from the Senior Pastor or as delegated.

1. Duties:
 - a. Provides specific expertise to an aspect of the church's ministry;
 - b. Coordinates with one or more Ministry Team Leaders on the programs and services provided by that respective Ministry Team;
 - c. Reports directly to the Senior Pastor or any other staff member designated by the Senior Pastor;
2. Qualifications:
 - a. Meets the General Qualifications for Spiritual Leadership;
 - b. Possesses an educational and/or experiential background to succeed in his/her ministry area;
 - c. Recommended for the position by the Senior Pastor and approved by the Ministry Council;

- d. Becomes a member of the church within three (3) months of joining the Staff;