

## How is VFC governed and led? Do you have a board, elders, deacons or committees?

We believe that Jesus is the Head of the Church and He has delegated the primary responsibility for leading and feeding a local church to the Senior Leader. In our church, our Senior Pastor, Jeff Jones is ultimately responsible for the leadership of the church; he has recognized the gifts and callings the Lord has given to his wife Beth and they operate as a husband/wife senior pastoral team, much like Aquilla and Priscilla of Acts 16. You could say that from a corporate point of view Jeff is the CEO and Beth is the COO. If you looked at their roles from a family view Jeff is the “dad” and Beth is the “mom” of VFC. It is their responsibility to obtain the vision for VFC, provide spiritual, strategic and organizational vision and leadership to the church at large. They are responsible to follow Jesus, the Head of the Church.

To do this, they have surrounded themselves with many dynamic and gifted people; including, the VFC Executive Team, staff, lay leaders and volunteers, as well as the Board of Directors.

Some churches are board-led, elder-led or committee-led; at VFC – we are staff-led. We have given the responsibility and authority for leadership and decision-making to our staff as they operate within the parameters of the VFC vision, policies and systems. Here is a snapshot of how our church is governed.

**Jesus** – We believe He is the Head of the Church and focused on building His Church. (Eph 1:20-23, 5:23, Col 1:16-18)

**Senior Pastors** – Responsible to provide vision, spiritual, creative, strategic and organizational leadership as they “lead and feed” the flock. The Biblical term for Senior Pastors is: Shepherd, Bishop, Elder, Pastor, Overseer. (Eph 4:11-14, Jer 3:15, 1 Peter 5:1-4, 1 Tim 3, Titus 1:7-9, 1 Thess 5:12, Heb 13:17, 1 Tim 5:17)

**Executive Team** – This group of six staff, who also serve as Associate Pastors are responsible to serve under the Senior Pastors in providing management and leadership oversight of the day-to-day operations of their specific ministry division. Our divisions include: Creative Communications, Finance and Administrative, Congregational Care, Family Ministries, Growth and Information and Technology and Production. The Biblical term for our Executive Team of Associate Pastors who provide spiritual oversight is: Elders. (James 5:14, Numbers 11:24-25, Exodus 18:14-27)

**Staff** – Pastors, Directors, Coordinators and Support – The staff serves under our Associates in their respective areas. In total, in addition to Pastors Jeff and Beth, we have 10 pastors on staff who serve in Children’s Ministry, Middle School and High School Ministries, Worship Ministry, Pastoral Care, Small Groups, Assimilation, Creative Arts and Information and Technologies. Our staff

is made up of 40 people who serve full-time and/or part-time. The Biblical term for our Staff Pastors who provide spiritual oversight would be: Elders. (James 5:14, Numbers 11:24-25, Ex 18:14-27) The Biblical term for our staff who serve in leadership of administrative, business or support ministries would be: Deacons. (Acts 6:1-7, 1 Tim 3:8-13, Rom 16:1)

**Lay Leaders** – The volunteer leaders serve under our Associates and/or Staff in their respective areas. The Biblical term for our Lay Leaders who provide administrative or support ministries oversight is: Deacons. (Acts 6:1-7, 1 Tim 3:8-13, Rom 16:1)

**Board of Trustees** – Our church board meets annually and is responsible for the legal and financial oversight of VFC. The board consists of Pastors Jeff and Beth and 6 other people both inside and outside of VFC – people with experience in ministry, business, finance, law and growth. In addition to our annual meeting, we communicate during the year as needed via email, conference calls, etc. The board - not including Jeff and Beth - sets the annual salaries for the Senior Pastors. The Senior Pastors then make recommendations to the board for the salaries for the rest of the staff. The church finances are reviewed by our CPA, Doug Eplee and he has recently audited our overall financial accounting procedures. Our church legal counsel comes from attorneys, Winters, King and Associates of Tulsa, OK. (Prov 11:14, 15:22)

**Accountability** – Jeff and Beth and many of our pastoral staff are licensed and ordained through the Rhema Ministerial Association. Our church is an independent Christian church and is an associate church of Rhema Bible Church. (Prov 11:14, 15:22)