***Guided by Scripture and informed by doctrine, a plurality of men serve as individual Elders and on the Elder Board to lead RCC in making disciples by …***

**THE ROLES & RESPONSIBILITIES OF AN INDIVIDUAL RCC ELDER**

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| **Roles** | **Responsibilities** |
| An RCC Elder trains people to increasingly know, love, and trust God | 1. Look for opportunities to meet people where they are and refuse to leave them there 2. Help others understand the biblical perspective of reality that is grounded in God 3. Call others to co-labor with God in what He’s doing 4. Teach |
| An RCC Elder cares for people when they are in need | 1. Find out who is hurting 2. Understand and empathize 3. Offer supports and counsel 4. Pray for their hurt and healing 5. Follow up |
| An RCC Elder serves as an example of Christian maturity, worthy of imitation, both by what he does and who he is | 1. Practice the spiritual disciplines 2. Live as a biblically qualified Elder 3. Readily accept instruction 4. Know and honestly share your life in Christ 5. Remain available, accessible, and approachable |
| An RCC Elder protects people by looking out for and confronting danger from within and without | 1. Stay alert 2. Protect yourself 3. Continually learn about current dangerous trends 4. Engage, correct, take on |
| An RCC Elder watches over the church, ensuring that RCC is moving in our agreed upon, God-given direction | 1. Regularly pray about and comfortably articulate our direction 2. Pray regularly for the RCC community 3. Regularly and actively participate in RCC events (e.g., Sunday worship, Elder meetings, etc.) |

**THE ROLES & RESPONSIBILITIES OF THE RCC ELDER BOARD**

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| **ROLES** | **RESPONSIBILITIES** |
| The RCC Elder Board devotes itself to prayer | 1. Pray at the beginning and throughout meetings for the guidance of the Holy Spirit for wisdom, discernment, vision, resolution of disagreements, etc. 2. Pray for the ongoing growth and maturity of the church (e.g., Paul’s prayers) 3. Pray for provisions to meet God’s calling 4. Pray for the ministry of God’s Word 5. Make supplication for those individuals in specific need 6. Pray and anoint with oil the sick who ask for prayer |
| The RCC Elder Board leads, teaches, guards, and loves according to sound doctrine found in the Old and New Testaments | 1. Grow together in knowledge and understanding of orthodox Christian doctrine 2. Review regularly RCC's Statement of Faith (e.g., annually, aloud, publicly) 3. Ensure teaching at RCC agrees with sound doctrine 4. Rebuke false doctrine |
| The RCC Elder Board establishes vision, direction, and focus | 1. Discern, articulate and promote a unified vision for RCC 2. Protect against vision scope-creep and misalignment 3. Regularly evaluate and monitor the staff and church’s execution of the vision 4. Remain open to the Holy Spirit for changes |
| The RCC Elder Board determines who does what, how decisions are made, the policies that guide the church, and how given resources are allocated | 1. Hire/dismiss the lead pastor 2. Approve the roles and responsibilities of all formal positions and how they contribute to the overall organization of the church 3. Ensure all employees receive regular reviews of their performance and are part of an overall annual staff development plan 4. Establish, monitor, and revise policies that guide the development and implementation of procedures, guidelines, etc. 5. Approve and monitor the annual budget, and adjust when necessary 6. Approve any multi-year binding decisions and commitments to any formal associations |
| The RCC Elder Board will guard against all external and internal threats to the church | 1. Identify and evaluate current threats including cultural pressures and any specific individual(s) in or outside the church that might lead people astray 2. Determine which threats need to be addressed through preaching and teaching 3. Confront those who are leading others astray 4. Warn those who are being influenced 5. Take any necessary corrective action up to and including discipline |
| The RCC Elder Board determines the need for church discipline and how it is to be executed, for the purpose of restoration of the sinner, preservation of RCC Body, and reconciliation of believers | 1. Determine if there is sin, who is involved, and if discipline is needed 2. To follow the processes outlined in Matt 18:15-20; 1Cor 5; 1Tim 5:19-20; Titus 3:10-11 and the RCC Discipline Policy 3. Remain focused: on repentance, restoration, preservation, and reconciliation 4. Remain consistent: with Scripture, precedents, and tradition 5. Follow up and pray regularly for those who have been disciplined |