



REBIRTH

CATHEDRAL OF PRAISE

Leadership Manual



A Letter to Our Esteemed Leaders

Grace and peace to you in the mighty name of Jesus Christ,

It is with a full heart and unwavering gratitude that I welcome you into the sacred trust of leadership at ReBirth Cathedral of Praise. As your Bishop and spiritual covering, I count it a divine honor to serve alongside you as we carry the weight of vision, the call of transformation, and the mandate to build a people-centered, Kingdom-driven, and Spirit-empowered church.

Leadership at ReBirth is not about title—it is about testimony. It is not about position—it is about posture. God has called you not just to serve, but to become: a vessel of His glory, a reflection of His love, and a builder of His people. Our mission, "Transforming Lives. Empowering Kingdom Change Agents. Welcoming All," is not a slogan; it is a holy charge—and you are now a vital part of making it real.

This manual you now hold is not simply a set of rules or expectations. It is a roadmap to excellence, a blueprint for alignment, and a declaration of who we are called to be. Inside, you will find our shared philosophy, structure, expectations, and ministry guides to equip you to lead with integrity, humility, and anointing.

As leaders, we must be the first to pray, the first to serve, the first to sacrifice, and the last to seek our own praise. Our influence is not in our charisma but in our character. And our power is not in our platform, but in our posture before the Lord.

I believe in you. I trust that God has hand-picked and anointed you for such a time as this. As we serve together, let us remain unified in Spirit, unwavering in purpose, and unshakable in faith. May everything you lead be marked by the presence of God, and may you never forget: we are not building a church—we are building lives. Thank you for your YES to the Kingdom!

With love, covering, and honor,

A handwritten signature in black ink that reads "Dr. Ra'Shawn D. Flournoy".

Bishop Ra'Shawn D. Flournoy- Senior Pastor



Leadership Manual

ReBirth Cathedral of Praise

A United Progressive Pentecostal Church

Section 1: Introduction

Introduction

Welcome to the official **Leadership Manual** of **ReBirth Cathedral of Praise**, a United Progressive Pentecostal Church where our sacred mission is: *Transforming Lives. Empowering Kingdom Change Agents. Welcoming All.*

This manual is more than an administrative document—it is a **spiritual compass**, a **leadership covenant**, and a **cultural guide**. It reflects who we are as a church, where we are going as a Kingdom people, and how we serve as an apostolic-prophetic leadership community.

In these pages, you will discover the DNA of leadership at ReBirth: a culture forged by the fire of prayer, shaped by the authority of Scripture, sustained by the Spirit of excellence, and grounded in covenantal relationships.

The Purpose of This Manual

This manual exists to:

- **Define our leadership culture and philosophy** in alignment with the heart of God and the vision of our Senior Pastor and Bishop.
- **Provide structure and clarity** concerning the various roles, responsibilities, and reporting systems that support our house.
- **Create spiritual accountability and operational excellence**, setting the standard for how leaders serve in word, spirit, and deed.
- **Equip leaders with tools, principles, and policies** to thrive in their God-ordained assignments with faithfulness and integrity.
- **Preserve and communicate the prophetic blueprint** of ReBirth Cathedral of Praise for generations of leaders to come.

It is designed for both reflection and implementation—meant to be prayed through, studied, and practiced.

A House With a Vision and a Voice

ReBirth Cathedral of Praise is a **Kingdom Embassy**—a spiritual and social witness to the reign of Jesus Christ. We are rooted in the **apostolic and Pentecostal heritage**, yet unapologetically **progressive** in our reach. We hold the Word and the Spirit in holy tension. We are a worshipping, Word-filled, justice-seeking, miracle-believing, radically inclusive body of believers called to usher revival and reform.

Every leader in this house must carry **both vision and voice**: vision to see what God is building, and voice to speak it into existence.

The Call to Leadership in This House

To lead at ReBirth is to say "yes" to a sacred trust. Leadership here is not for the faint of heart, nor for those seeking titles without transformation. Our leaders are **kingdom architects, cultural transformers**, and **spiritual midwives**—called to birth, build, and steward the move of God.

We reject celebrity-style leadership in favor of **Christ-centered servant leadership**. We believe the greatest leaders are the greatest intercessors, the best listeners, the most submitted followers, and the boldest advocates for justice, wholeness, and truth.

Our leaders are called to embody:

- **The Fire of the Prophet** – bold, uncompromising truth
- **The Heart of the Shepherd** – compassion, care, and presence
- **The Order of the Apostle** – structure, vision, and movement
- **The Wisdom of the Teacher** – clarity, revelation, and integrity
- **The Zeal of the Evangelist** – reach, invitation, and salvation

A Culture of Covenant, Not Convenience

We believe leadership is rooted in **covenant**, not convenience. This means we lead even when it's hard, even when we're tired, even when we're not in the spotlight. We serve with loyalty, confidentiality, consistency, and humility.

Leadership in this house is not seasonal—it is sacrificial. It is not positional—it is pastoral. And it is not self-seeking—it is Spirit-led.

Who This Manual is For

This Leadership Manual is required reading for all:

- Senior and executive leaders
- Ministers, elders, deacons, and pastoral support staff
- Department heads, coordinators, and ministry team leaders
- Volunteers serving in recurring leadership or representative roles
- Anyone aspiring to serve in greater capacity or be licensed/ordained in the future

Whether your ministry is public or private, up front or behind the scenes, this manual ensures that we are unified in culture, character, and calling.

Spiritual Formation is the Foundation

We are not raising up leaders who simply know how to perform tasks. We are forming **spiritual mothers and fathers, apostolic builders, and ministry leaders** who are:

- Anchored in daily prayer and biblical meditation
- Mentored through healthy accountability and feedback
- Sanctified in character through discipleship and correction
- Equipped to carry burdens and release blessings
- Trained to multiply their leadership in others

We believe **ministry does not begin on the stage—it begins at the altar**. We are a worship-first, prayer-driven, Word-rooted, Spirit-filled leadership body.

Our Affiliation

We are apart of The United Progressive Pentecostal Church (UPPC). The United Progressive Pentecostal Church is a network of leaders, Pastors, Churches and Para-Church ministries. Membership in the UPPC reflects a diverse group of churches and leaders engaging in a wide variety of ministry forms and methods. Our passion for God, passion for Pentecost, inclusive evangelism and their pioneering spirit. This pioneering spirit is reflected in church leaders willing to take appropriate Kingdom risks for Christ's sake.

United Progressive Pentecostal Church Fellowship

5 Pillars

“5 Christian Pillars of the Faith that MUST endure without compromise”

The First Pillar

The name of Jesus is above every name

“If then there is any encouragement in Christ, any consolation from love, any sharing in the Spirit, any compassion and sympathy, make my joy complete: be of the same mind, having the same love, being in full accord and of one mind. Do nothing from selfish ambition or conceit, but in humility regard others as better than your selves. Let each of you look not to your own interests, but to the interests of others. Let the same mind be in you that was in Christ Jesus, who, though he was in the form of God, did not regard equality with God as something to be exploited, but emptied Himself, taking the form of a slave, being born in human likeness. And being found in human form, he humbled himself and became obedient to the point of death, even death on a cross. Therefore God also highly exalted him and gave him the name that is above every name, so that at the name of Jesus every knee should bend, in heaven and on earth and under the earth and every tongue should confess that Jesus Christ is Lord, to the glory of God the Father.

Philippians 2:1-22

The Second Pillar

Jesus Christ is head of the church

Christ is the image of the invisible God, the firstborn of all creation; for in Christ all things were created, in heaven and on earth, visible and invisible, whether thrones or dominions or principalities or authorities, all things were created through Christ and for Christ. Christ is before all things, and in Christ all things hold together. Christ is the head of the body, the church; Christ is the beginning, the firstborn from the dead that in everything Christ might be preeminent. For in Christ all the fullness of God was pleased to dwell, and through Christ all things are reconciled to God, whether on earth or in heaven, making peace by the blood of Christ's cross.

Colossians 1:15-20

The Third Pillar

God's plan of salvation through Jesus Christ

Blessed be the God and Father of our Lord Jesus Christ, who has blessed us in Christ with every spiritual blessing in the heavenly places, just as God chose us in Christ before the foundation of the world to be holy and blameless before God in love. God destined us for adoption as God's children through Jesus Christ, according to the good pleasure of God's will, to the praise of God's glorious grace that God freely bestowed on us in the Beloved. In Christ we have redemption through his blood, the forgiveness of our sins, according to the riches of God's grace that God lavished on us. With all wisdom and insight God has made known to us the mystery of God's will, according to God's good pleasure that God set forth in Christ, as a plan for the fullness of time, to gather up all things in Christ, things in heaven and things on earth. In Christ, we have also obtained an inheritance, having been destined according to the purpose of God who accomplishes all things according to God's counsel and will, so that we, who were the first to set our hope on Christ, might live for the praise of God's glory. In Christ you also, when you had heard the word of truth, the gospel of your salvation, and had believed in Christ, were marked with the seal of the promised Holy Spirit; this is the pledge of our inheritance toward redemption as God's own people, to the praise of God's glory.

Ephesians 1:3-14

The Fourth Pillar

God's call for Justice and Peace

What does the Lord require of you but to do justice and to love kindness and to walk humbly with your God?

Micah 6:8

***Justice Ministry in the United Progressive Pentecostal Church is designed to help local congregations to respond to God's commandments to do justice, seek peace and effect change for a better world.

The Fifth Pillar

God's Inclusive Love in Jesus Christ

For God so loved the world that He gave His only begotten Son, that whosoever believes on Him should not perish but have everlasting life.

John 3:16

As they traveled along the road, they came to some water and the eunuch said, "Look, here is water. Why shouldn't I be baptized?" And he gave orders to stop the chariot. Then both Philip and the eunuch went down into the water and Philip baptized him.

Acts 8:36-38

***Modern Christianity continues to wrestle over issues of inclusion and exclusion. However, in the book of Acts, we find an empowering story that demonstrates how all can find life and acceptance in Jesus Christ. Philip's encounter with an Ethiopian eunuch, the sexual minority of that time and an outcast, wants to be baptized. Recognizing the boundless invitation of God's inclusive love in Christ, Philip receives the eunuch as a member of the church.

We believe that to be fully Christian, we must be fully welcoming to all God's Children to the table to the Lord. Women, children, gays, lesbians, bisexuals, transgender, those with special needs and the least of these, have full acceptance into the complete life of the UPPC Fellowship.

All UPPC Churches will be welcoming, open and inclusive. These terms are how we declare our inclusion of ALL people into the full life of the church. The message of love and compassion, justice and peace are at the very core of the life and ministry of Jesus and the Gospel message. We desire to create testimonies about God's power to transform cultures of hate, self-hate and violence into communities of healing and reconciliation.

Our Prophetic Mandate

As a progressive Pentecostal church, we believe the Lord has called ReBirth to raise up a **new generation of Kingdom leaders** who will lead with boldness, integrity, justice, and love. These leaders will dismantle oppressive systems, reimagine church in the 21st century, and bring revival to dry places.

This manual is your invitation to join the mandate. To carry the vision. To protect the house. To release heaven.

“Unless the Lord builds the house, the builders labor in vain.” – Psalm 127:1

“Make every effort to keep the unity of the Spirit through the bond of peace.” – Ephesians 4:3

“Where there is no vision, the people perish...” – Proverbs 29:18

Welcome to leadership at ReBirth Cathedral of Praise. You were born for this. You were chosen for this. Now let's build!

Section 2: Leadership Philosophy

Foundational Belief

At ReBirth Cathedral of Praise, leadership is not a position to be possessed—it is a sacred trust to be stewarded. Our philosophy of leadership flows from the heart of Christ Himself, who said, *“The greatest among you shall be your servant”* (Matthew 23:11). Leadership in the Kingdom is not hierarchical power, but holy responsibility. It is the call to embody Christ's love, humility, and authority to lead people into transformation, empowerment, and belonging.

The Heart of a ReBirth Leader

We believe that **every leader must first be a disciple**—rooted in prayer, grounded in the Word, submitted to spiritual authority, and yielded to the Holy Spirit. Leadership at ReBirth is not about charisma; it's about **character, consistency, and consecration**. We lead by example in holiness, hospitality, excellence, and accountability.

Core leadership postures:

- **Servanthood** – A leader is first a servant to God, the vision, and the people.
- **Integrity** – Our lives reflect our leadership. What we do in private sustains what we do in public.
- **Submission** – We willingly submit to spiritual authority and to one another in love.
- **Teachability** – We remain open to correction, growth, and continuous development.
- **Love** – We lead with empathy, compassion, and a heart to restore and uplift.

Kingdom-Minded Leadership

Our leadership is **missional**—everything we do must point to our mission:

- **Transforming Lives** – We help people grow spiritually, emotionally, mentally, and socially.
- **Empowering Kingdom Change Agents** – We develop others to lead in their calling, equipping them to influence the world.
- **Welcoming All** – We create spaces where people from every background are seen, valued, and included.

We do not lead for control—we lead to release. Every leader at ReBirth is a **multiplier**, raising up others in identity, calling, and capacity.

Five Pillars of ReBirth Leadership

1. **Spiritual Formation**
Leaders cultivate a deep, personal relationship with God. Private devotion fuels public leadership.
2. **Vision Alignment**
Leaders carry the vision of ReBirth and translate it into actionable ministry impact. Unity of vision is non-negotiable.
3. **Relational Accountability**
Leaders are relationally connected to one another, submitted to oversight, and responsible for their team's spiritual and emotional health.
4. **Operational Excellence**
We believe in planning, stewarding, and executing ministry with excellence and clarity. Sloppiness is not spiritual.
5. **Reproduction and Mentorship**
Every leader raises other leaders. We model ministry so others can walk in it.

The Anointing and Assignment

We believe that **anointing authorizes**, but **assignment organizes**. While a person may be gifted, our leadership must flow in the right timing, in right order, and under right covering. Our model is Apostolic: every leader is placed, released, and held accountable according to the divine pattern.

No one self-appoints in this house. We honor process, spiritual maturity, and communal discernment.

Leadership Culture at ReBirth

We are building a **culture of healthy, Spirit-filled leadership**. At ReBirth, leaders are:

- Spirit-led, not emotionally driven
- Vision-centered, not personality-driven
- Team-oriented, not ego-driven
- Kingdom-focused, not empire-minded

We celebrate one another. We serve together. We confront in love. We lead in unity.

A Final Charge to Every Leader

Leadership at ReBirth is not about being elevated. It is about being entrusted. Every soul you encounter is a soul Christ died for. Every team you lead is a part of His body. Every decision you make must reflect heaven's wisdom and heaven's heart.

As leaders, we must die daily to self, live boldly in faith, and walk humbly with God.

“Not by might, nor by power, but by my Spirit, saith the Lord.” – Zechariah 4:6

QUALITIES OF A LEADER

1. Jesus received confirmation before He could lead, so must we. (1 Timothy 3:7)
2. Leaders Acknowledge the Giant who preceded them. (John 4:36-38; John 3:27)
3. Good leaders know their followers. (John 10:14-15)
4. Courage. (John 1: 43; 1 Samuel 2:30; Galatians 1:10)
5. Gentle (considers the feelings of others); submission to the will of God; teachable to learn and correctable. (John 13:8; John 8:11)
6. Help doubters grow into trusters. (John 20:27)
7. Keep petty problems from becoming major problems. (Acts 6:1-5)
8. Place human needs before human customs. Love – the true leader uses love as the measure for breaking human customs to meet human needs (John 5:1-15)
9. Generosity. (John 6:1-14)
10. Speak the truth in Love. (John 18:37; Matthew 5:34, 37)

The Heart of a Kingdom Leader

Above all else, leadership in God’s house is about heart posture. As leaders, we must:

- Love people more than position.
- Value presence over performance.
- Seek God’s approval above people’s applause.
- Lead with joy, resilience, and purpose.



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1. Real agents of charity.
2. Capable of serving the Lord in spiritual ways.
3. Firm grasp of sound doctrine.
4. Advance the unity of the church.
5. Advance the cause of evangelism.
6. Meet the needs of hurting people or those going through trials.
7. Ability to keep a sacred trust of things which should not be discussed with others.
8. Be a person whom others say, "He/she is a good Christian person."
9. Possess a willingness to be a helper to the Pastor and others.
10. Live a consecrated life, bringing no reproach on the church or the cause of Christ.
11. Be in attendance and participation in regular and special worship services and other church programs.
12. Support the ministry of the church through regular giving. (Leviticus 27:30; Malachi 3:8-10; Matthew 23:23 and Luke 18:12)
13. Cooperate with all church leaders in a worthy spiritual manner to advance the vision of the house.
14. Refrains from destructive criticism of the church.
15. Be evangelistic and missionary in spirit, deeply concerned about saving souls at home and abroad.
16. Be a person to whom others turn in times of distress or perplexity. (1 Timothy 3:18)

EFFECTIVE GODLY LEADERSHIP

Everything rises and falls on leadership. The reason why some churches, families and corporations seem to have it all while others struggle along is a result of good leadership and bad leadership respectively. Many successful people acknowledge the importance of good leadership practices and the impact they can exert on the people they lead and the organization as a whole.

So what are the elements of effective leadership?

1. Has a deep guiding purpose.
2. Has a clear vision.
3. Has a love to serve others.
4. Have specific goals.
5. Cultivates his/her spiritual reserves.
6. Is teachable.
7. Is constantly refining his/her skills.
8. Is tolerant.
9. Is honest and sincere with integrity.
10. Is an avid reader.
11. Is enthusiastic toward life.
12. Is daring.
13. Is decisive.
14. Is result oriented.
15. Is committed to excellence.
16. Communicates his/her vision.
17. Maximizes time.
18. Believes in the worth and value of others.
19. Keeps himself/herself in the best condition possible.

20. Embraces responsibility carefully.
21. Learns from his/her mistakes.
22. Measures himself/herself against himself/herself.

DEVELOPING MINISTRY TEAM SPIRIT

Each ministry leader has an individual responsibility to do their part in building strong team spirit within your ministry. Team spirit cannot be manufactured by manipulating other persons, but through love, respect, servant ministry and visionary leadership. Churches need this type of team spirit to experience spiritual health and growth. The following practical and spiritual actions develop spirit within a church staff.

1. Pray for each other on a regular basis.
2. Keep the lines of communication open with each other.
3. Understand and follow church-approved personnel policies.
4. Understand and follow the lines of supervision and communication.
5. Respect each other as fellow believers and employees.
6. Develop a team spirit based on church mission (“no dream, no team”).
7. Confront conflict redemptively on an individual and private basis.
8. Develop interpersonal skills such as initiating, diagnosing, listening, communicating, and problem solving.
9. Require continuing education of all staff members.
10. Conduct regular staff meetings (weekly, semiweekly, monthly, etc.).
11. Express appreciation openly and genuinely to each other.
12. Grow spiritually to develop right attitudes and motives toward others.
13. Conduct ministry planning sessions involving all staff members.
14. Plan staff retreats for prayer, sharing, studying, dreaming and team-building.
15. Remember the team principal: together everyone accomplishes more.
16. Have informal and social gatherings to develop staff relationships and fellowship.

17. Desire and develop an atmosphere of love, trust and mutual support

SUGGESTIONS FOR STRENGTHENING MINISTRY

1. Understand your ministry's task (secure task description).
2. Understand the relationship of your ministry to other ministries and the church body.
3. Understand the role of each member of the committee as it relates to the other members.
4. Do a thorough job (quality before quantity).
5. Be creative following the leadership of the Holy Spirit.
6. Report to the church.

DO'S AND DONT'S OF MINISTRY MEETINGS

1. Be courteous to all members.
2. Always deal with the issue or problem at hand.
3. Develop a kind, trusting relationship with other members of the committee.
4. Be fair to everyone, even those who disagree with you.
5. Never lose your cool in a committee meeting.
6. Don't let anyone press your panic button.
7. Avoid putting other persons down.
8. Don't get involved in personalities, keep the discussion on issues.
9. When you feel compelled to disagree, do it in a diplomatic way.
10. Learn to be completely honest and open.
11. Remember that most people do not make decisions logically but emotionally.
12. Never attempt to force your conclusions on other members.

13. Plan and distribute an agenda in advance.

14. Start and stop on time.

THINGS GOOD LEADERS DO!

Coach

Coaching is the gentle nudge of your leadership to get people back on track. Coaching is the side conversation that helps people see a better way or a different perspective. Coaching is helping people get better every day, rather than just when they mess up. Being a leader to leaders means thinking about your people and coaching them every day.

Correct

Leaders are going to lead—and occasionally leaders in your care will need to be corrected. Correction

goes beyond the earlier concept of coaching—this is the firm conversation or confrontation to make a change. Correction is part of your job description, too.

Challenge

A good leader surrounds themselves with great leaders—and then gives them a chance to demonstrate it. If you are intimidated by good leadership around you, you'll continually limit other to pacify your own insecurities. Set them free, challenge them even, and everyone wins.

Communicate

The leader must communicate. It should be first and last of their list of to do's every day. Communicating involves what's happening this week, but also talking through when things go wrong and you taking account for what happened and leading through how it's not going to happen again. Communicating is also a big part of creating a compelling vision for everyone to follow.

Leaders as Stewards

Leaders are stewards, not owners of God's resources (I Corinthians 4:1-2) We must both model and teach God's people about the stewardship of their time, talent, and money. It is important for leaders to recognize the difference between ownership and stewardship. God is the owner. We are the stewards. God maintains certain responsibilities, and He has given other responsibilities to us.

LEADING DIFFERENT PERSONALITIES

As leaders mature, they better understand the differences in people. They recognize that those who follow them are motivated by different causes: they respond to different ideas; and they get excited for different reasons. Every leader must learn the basic personality differences that exist within their organization:

1. People should be **DIFFERENT**. (This is the beauty of the Body of Christ.)
2. There is **VALUE** in their differences. (Their differences balance weaknesses you have.)
3. Their personalities won't **CHANGE**.

So what Good Leaders must do is to:

1. Develop an awareness of the different personalities.
2. Develop an appreciation for the different personalities.
3. Develop an effective plan to work with different personalities.
4. Develop a team with a variety of personalities who share a common vision and values.

PRINCIPLES FOR GETTING THE JOB DONE

The goal for our church is not to look good, hold meetings and survive. The goal is to produce; to bear fruit based upon the mission God has given us. Hard work is necessary, but hard work alone doesn't guarantee results. Activity doesn't always equal accomplishments. We must learn to work smarter, not just harder! That means "What gets TALKED ABOUT gets done!"

KEYS TO EXCELLENCE

IN YOUR MINISTRY AND IN THE CHURCH

1. Value EXCELLENCE.

As you seek to grow and be effective in your ministry, don't allow any of them to be mediocre.

Develop each to have a commitment to excel. The concept behind the word "mediocre" comes from mountain climbers. It literally means "the middle of the rock". It is a picture of climbers who become satisfied halfway up the mountain.

2. Don't Settle for AVERAGE.

Excellence can be attained if you care more than others think is wise; if you risk more than others think is safe; if you dream more than others think is practical; if you expect more than others think is possible; and if you work more than others think is necessary.

3. Pay attention to DETAIL.

There's a common phrase that says, "The devil is in the details." This means that the general idea you are trying to accomplish rarely gives you problems; the trouble comes when you get down to sorting out the details. Leaders who direct excellent organizations notice the details.

4. Possess INTEGRITY.

To become truly excellent, you must build excellence in both reality and perception. If people see your accomplishments but believe you don't have any integrity or character – it diminishes the accomplishment. You cannot gain results at the expense of your integrity.

5. Show genuine RESPECT for others.

Excellence requires leaders to also demonstrate respect. The consequence of the results without respect is a bad reputation. Excellent leaders both give and receive respect.

6. Go the EXTRA mile.

Jesus spoke of walking the second mile even though you are asked to walk only one. This means exceeding the expectation and going beyond what others believe is common and normal. People will remember the ones who surprise others this way.

7. Never stop IMPROVING.

Leaders recognize that growth requires change. Self-improvement is where change begins. Self-improvement is the mark of a leader, not a follower. Consistent self-improvement is the only way to remain a leader.

8. Always GIVE 110%

Leaders are committed. There are four types of people regarding commitment:

- a) The Cop Outs - They make no decisions or goals, only excuses.
- b) The Hold Outs - They are uncertain of the future so they fail to start.
- c) The Drop Outs - They start, but they stop when the going gets rough.
- d) The All Out - They go all out to set goals, pay the price and reach them.

9. Don't just fix up things temporarily, but make things **RIGHT**.

When problems occur, don't look for a quick fix. Often the quick answer is a shortcut and fails to recognize the deeper problem. Your goals should not be a temporary fix, but it should be to correct the problem and make things right for the long term.

10. Devote yourself to what you do BEST.

If you are going to lead with excellence, you will need to identify and focus on what you do best. Your ministry cannot meet every need under the sun. Leaders can do anything, but they can't do everything. Find your strength and give it your best attention.

11. Accept the **PRESSURE** of the moment or the position.

Leadership is tested when the heat is on. That's when you see what you are made of. So, when you get to a tough situation, embrace it. See it as part of the territory of being a leader. Just trust God. Look for options and expect a solution to surface.

12. Be **CONSISTENT** in your lifestyle and Work as Unto the Lord.

"Therefore, my beloved brethren, be ye steadfast, unmovable, always abounding in the work of the Lord, forasmuch as ye know that your labour is not in vain in the Lord." (1 Corinthians 15:58)



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Section 3: Leadership Structure

Leadership Roles

- **Senior Pastor:** Oversees the vision, spiritual direction, and administration of the church. Provides apostolic leadership to ensure doctrinal soundness and vision alignment.
- **Associate Pastors:** Assist the Senior Pastor and provide leadership over major ministry portfolios (e.g., Worship, Pastoral Care, Discipleship, Outreach). They mentor Ministry Leaders and support church-wide initiatives.
- **Elders:** Appointed spiritual leaders who serve as counselors, intercessors, and guardians of the church's integrity. They are responsible for pastoral support, doctrinal accountability, and crisis management.
- **Deacons:** Practical servants who attend to the logistical and physical needs of the church. Deacons lead service projects, facility care, hospitality, and congregational care ministries.
- **Ministry Leaders:** Lead specific ministry departments or focus areas (e.g., Media, Youth, Women's Ministry). They are responsible for team coordination, volunteer development, ministry events, and alignment with church goals.
- **Team Coordinators / Captains:** In larger ministries, Team Captains support Ministry Leaders by leading sub-teams and assisting in execution, training, and delegation.

All roles operate in alignment with the Senior Pastor's vision and under the spiritual accountability of the Elder Board.

Leadership Councils and Meetings

- **Pastoral Council:** Includes Senior and Associate Pastors and Elders. Meets monthly to discern and guide spiritual direction.
- **Leadership Roundtable:** Monthly or quarterly gathering of all church leaders for updates, training, strategic planning, and alignment.
- **Ministry Cluster Meetings:** Ministry-specific strategy and planning sessions led by Associate Pastors or Ministry Directors.

Decision-Making Process

Leadership decisions are made prayerfully and collaboratively, emphasizing:

1. **Discernment:** Seeking the Holy Spirit's leading through prayer and Scripture.
2. **Consultation:** Involving relevant leadership voices and perspectives.
3. **Confirmation:** Major decisions are confirmed through the Senior Pastor and Elder Board.

Day-to-day decisions are delegated according to leadership roles, with the expectation of clear communication and accountability.

Accountability Structure

We believe that healthy accountability nurtures strong leadership, fosters personal growth, and ensures the integrity of our ministry. All leaders at ReBirth Cathedral of Praise are expected to engage in regular rhythms of accountability in the following ways:

- **Pastoral Oversight:** Leaders will meet regularly with their direct overseer (Senior Pastor, Associate Pastor, or designated supervisor) for spiritual and strategic check-ins.
- **Peer Accountability Groups:** Leaders will participate in small peer groups that encourage transparency, mutual support, and shared spiritual growth.
- **Evaluations:** Leaders will undergo mid-year and annual evaluations that assess both spiritual health and ministry effectiveness. These evaluations include self-reflection, feedback from supervisors, and input from ministry teams.
- **Corrective Action & Restoration:** If a leader falls short of expectations or exhibits behavior that conflicts with church values, a loving, grace-filled restoration process will be initiated. This may include coaching, temporary suspension, or in severe cases, removal from leadership. Restoration is always the goal.
- **Self-Accountability:** Leaders are expected to prayerfully evaluate their own spiritual health, effectiveness, and attitudes, seeking personal growth through the Holy Spirit.

Accountability at ReBirth is not punitive—it is pastoral. Our aim is to see every leader flourish in calling, character, and competency.

Section 4: Expectations of Leaders

Leadership at ReBirth Cathedral of Praise is a sacred trust. Leaders are not just functionaries or volunteers — they are spiritual stewards, culture-shapers, and ambassadors of Christ. This section outlines the holistic expectations of every leader, encompassing personal, spiritual, ethical, and relational dimensions.

Spiritual Life

- **Pursue Daily Devotion:** Leaders must maintain a consistent personal devotional life. This includes regular prayer, Bible reading, worship, and reflection.
- **Be Spiritually Accountable:** Engage in relationships that provide spiritual encouragement and accountability, including mentorship, small groups, or prayer partnerships.
- **Be Present in the House of God:** Faithfully attend Sunday worship, Bible study, prayer gatherings, and other church-wide spiritual initiatives.
- **Practice Spiritual Disciplines:** Participate in church-wide fasting seasons, retreats, and spiritual renewal experiences as scheduled.
- **Model Spiritual Maturity:** Demonstrate the fruit of the Spirit (Galatians 5:22–23) in both private and public life.

Personal Conduct

- **Live Above Reproach:** Leaders must strive to live lives of moral, ethical, and financial integrity, upholding the teachings of Jesus.
- **Maintain Healthy Boundaries:** Avoid gossip, favoritism, and relationships that compromise the witness of Christ or create division.
- **Demonstrate Emotional Intelligence:** Practice self-awareness, compassion, and maturity in emotional responses.
- **Walk in Humility and Honor:** Treat others with dignity, serve with a teachable heart, and give honor to fellow leaders and members.
- **Be a Kingdom Example:** Reflect holiness, generosity, hospitality, and justice in everyday decisions.

Time Commitment

- **Be Consistent and Reliable:** Show up on time, follow through on responsibilities, and communicate proactively if availability changes.
- **Prioritize Ministry Responsibilities:** Balance personal, professional, and ministry responsibilities with excellence and integrity.
- **Invest in Your Team:** Dedicate time to mentoring, training, and supporting those you lead.
- **Participate in Strategic Gatherings:** Attend leadership training sessions, planning meetings, retreats, and ministry collaborations as scheduled.

Conflict Resolution

- **Seek Peace and Pursue It:** Handle disagreements promptly, directly, and prayerfully in accordance with Matthew 18:15–17.
- **Speak the Truth in Love:** Confront issues with compassion, clarity, and humility, not gossip or passive aggression.
- **Practice Reconciliation:** Be quick to forgive, seek restoration, and prioritize unity within the body.

- **Model Emotional and Relational Maturity:** Maintain confidentiality, listen well, and avoid escalating tensions unnecessarily.

Confidentiality

- **Guard Sensitive Information:** Protect the privacy of members, leaders, and ministry discussions.
- **Honor Trust:** What is shared in meetings, counseling sessions, or private communications must remain confidential unless there is a legal or safety obligation.
- **Use Discretion in Digital Spaces:** Avoid discussing confidential matters on social media or unsecure platforms.

Additional Expectations

- **Live the Mission:** Leaders should embody and articulate the mission of ReBirth — transforming lives, empowering Kingdom agents, and welcoming all.
- **Champion Diversity and Inclusion:** Proactively welcome people of all backgrounds and advocate for a radically inclusive church culture.
- **Be a Lifelong Learner:** Commit to growing spiritually, intellectually, and relationally through books, training, and learning communities.
- **Serve Joyfully:** Leadership is a gift, not a burden. Serve with passion, excellence, and gratitude.
- **Represent ReBirth Well:** Whether inside or outside the church, remember you carry the name and witness of our church and Christ.

Section 5: Ministry Operations

Ministry at ReBirth Cathedral of Praise is carried out through a unified, Spirit-led structure that reflects order, excellence, and impact. Ministry operations are designed to support our mission by providing clarity, accountability, empowerment, and flexibility to meet the needs of a growing and diverse congregation.

1. Ministry Alignment

- **Mission-Centered:** Every ministry must align with ReBirth's mission: Transforming Lives. Empowering Kingdom Change Agents. Welcoming All.
- **Vision-Informed:** Each ministry must support the vision of the Senior Pastor and the strategic direction set by the leadership.
- **Spirit-Led Innovation:** Ministries are encouraged to be creative and open to the Holy Spirit's direction, while remaining rooted in biblical truth.

2. Ministry Categories

ReBirth's ministries are structured into six functional categories:

1. **Worship & Arts** – Includes music, dance, creative arts, media, and technical support.
2. **Spiritual Formation & Discipleship** – Includes Bible studies, life groups, classes, and Christian education.
3. **Pastoral Care & Support** – Includes counseling, visitation, benevolence, and crisis response.
4. **Evangelism & Outreach** – Includes local missions, community service, global missions, Online ministry and evangelistic events.
5. **Operations & Administration** – Includes finance, hospitality, security, and building maintenance.
6. **Generational & Specialty Ministries** – Includes youth, children, young adults, seniors, men's and women's ministries.

Each category may be led by a director or team lead, reporting to the Senior Leadership Team.

3. Ministry Leader Responsibilities

Each ministry leader must:

- **Set Vision and Goals:** Establish annual ministry goals aligned with the church vision.
- **Build a Team:** Recruit, equip, and mentor volunteers in their area of ministry.
- **Plan and Execute:** Coordinate ministry events, initiatives, and services with excellence and efficiency.
- **Communicate Regularly:** Submit monthly reports and updates to their overseer or department head.
- **Manage Resources Wisely:** Steward budgets, equipment, and volunteers with integrity.
- **Foster a Culture of Care:** Ensure volunteers feel supported, spiritually fed, and valued.

4. Communication and Collaboration

- **Ministry Calendar Coordination:** All events must be approved and added to the central church calendar.
- **Cross-Ministry Collaboration:** Ministries are expected to work collaboratively and avoid siloed operations.
- **Staff and Volunteer Integration:** Ministries should integrate both staff and volunteers, ensuring shared ownership.
- **Conflict Resolution:** Leaders are responsible for resolving team conflicts promptly or escalating to the appropriate overseer when needed.

5. Evaluation and Accountability

- **Quarterly Ministry Reviews:** Leaders must attend review meetings to evaluate effectiveness, alignment, and growth.
- **Feedback Culture:** Leaders must foster an environment where feedback is invited, honored, and acted upon.
- **Annual Ministry Assessment:** Ministries will be assessed annually by church leadership to ensure health, vitality, and alignment with ReBirth's mission.

6. Financial Stewardship

- **Budget Requests:** Each ministry must submit an annual budget proposal and adhere to the church's financial guidelines.
- **Purchasing Procedures:** All expenditures must follow established approval processes.
- **Fundraising and Giving:** Fundraising must be approved by leadership; all giving must go through the church's accounting system for transparency.

7. Volunteer Management

- **Volunteer Training:** All volunteers must receive orientation and ongoing development.
- **Background Checks:** Required for all volunteers serving with minors or sensitive areas.
- **Recognition and Retention:** Ministries must foster a culture of gratitude and care to retain volunteers.

8. Emergency and Contingency Planning

- **Ministry Continuity Plans:** Leaders must have basic contingency plans in case of illness, weather, or unexpected disruptions.
- **Health and Safety Protocols:** Ministries must adhere to the church's safety protocols, including emergency response and child protection policies.

Section 6: Leadership Development

Leadership development is an intentional and ongoing process at ReBirth Cathedral of Praise. We believe in identifying, nurturing, and equipping leaders at every level to fulfill their God-given purpose while advancing the mission of the church. Our approach to leadership development is holistic—addressing spiritual, personal, relational, and functional growth.

1. Leadership Pipeline

ReBirth uses a clear leadership pipeline to guide members through stages of leadership involvement:

- **Discover** – Identifying gifts, passions, and callings through spiritual gift assessments and introductory classes.
- **Develop** – Training individuals through mentorship, workshops, and ministry involvement.
- **Deploy** – Empowering trained leaders to serve, lead teams, and carry out ministry assignments.
- **Disciple** – Encouraging seasoned leaders to reproduce other leaders through intentional mentoring.

2. Training & Equipping

- **New Leader Orientation:** All leaders must complete a leadership onboarding course that outlines expectations, theology, leadership structure, and spiritual disciplines.
- **Quarterly Leadership Trainings:** Focused sessions that cover ministry skills, leadership principles, communication, emotional intelligence, and cultural awareness.
- **Annual Leadership Summit:** A church-wide event for vision casting, spiritual renewal, and leadership strategy.
- **Online Learning Hub:** Access to training videos, resources, and development tracks for self-paced growth.

3. Mentorship and Coaching

- **Mentorship Matches:** New and emerging leaders are paired with experienced mentors for spiritual and practical guidance.
- **Coaching Circles:** Small peer-led or pastor-led leadership cohorts designed for dialogue, accountability, and skill sharpening.
- **Leadership Check-Ins:** Regular one-on-one meetings with overseers to review progress, provide feedback, and offer support.

4. Character and Spiritual Growth

- **Spiritual Accountability:** All leaders are encouraged to have spiritual mentors or accountability partners and submit monthly are you growing reports.
- **Personal Growth Plans:** Each leader develops an annual plan for spiritual, relational, and skill-based goals.
- **Healing and Wholeness Pathways:** Resources and support for emotional healing, including counseling, prayer, and retreats.

5. Emerging Leaders Program

- **Youth and Young Adult Leadership Tracks:** Leadership opportunities and training tailored for high school and college-age members.
- **Internships:** Structured programs for hands-on ministry training and leadership immersion.
- **NextGen Leader Forums:** Forums for identifying and preparing the next generation of leaders through dialogue, mentorship, and development opportunities.

6. Evaluation and Advancement

- **Leadership 360 Reviews:** Peer, overseer, and self-assessments conducted annually to provide comprehensive growth insights.
- **Promotion and Placement:** Leaders are considered for new roles based on proven faithfulness, fruitfulness, and alignment with the church's vision.
- **Sabbatical and Renewal Options:** Long-term leaders may request sabbaticals for spiritual refreshment and vision renewal.
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7. Culture of Honor and Legacy

- **Celebrate Milestones:** Recognize years of service, achievements, and transitions with honor.
- **Document Testimonies:** Encourage leaders to write and share their stories of growth and impact.
- **Build Legacy Teams:** Equip senior leaders to pour into others and shape the future through teaching, writing, and mentorship.

Section 7: Policies and Procedures

Clear, consistent policies and procedures ensure our leadership operates in unity, integrity, and alignment with ReBirth Cathedral of Praise's mission and values. This section defines the operational and behavioral standards expected from all leaders.

1. Code of Conduct

All leaders are expected to:

- Uphold biblical standards of holiness, integrity, and love.
- Refrain from gossip, slander, divisive behavior, or actions that bring reproach to the church.
- Practice confidentiality in all sensitive matters.
- Model Christ-like behavior in all interactions.

Consequences for Violation:

- Verbal Warning → Written Warning → Temporary Suspension → Removal from Leadership (based on severity).

2. Attendance and Participation

- Leaders must regularly attend Sunday worship, midweek services, and leadership meetings.
- Absences from ministry or leadership meetings must be communicated in advance to the appropriate overseer.
- Inconsistent attendance (missing 3+ consecutive gatherings without notice) may result in a review.

3. Dress and Presentation

- Leaders are expected to dress modestly and appropriately, reflecting the values of the church.
- Ministry-specific dress codes (e.g. for greeters, worship, pulpit) must be followed.

4. Financial Integrity

- Leaders are expected to be faithful tithers and generous contributors.
- Financial records related to ministry funds must be accurate, submitted promptly, and reviewed quarterly.
- No leader shall use church funds for personal expenses under any circumstance.

5. Communication and Conflict Resolution

- All leaders are encouraged to communicate clearly, timely, and respectfully.
- Disagreements should be resolved privately and biblically (Matthew 18:15–17).
- Issues that cannot be resolved at the peer level must be brought to the overseer or senior leadership.

6. Social Media & Public Representation

- Leaders must use wisdom and discretion when posting on social media.
- Public comments or behavior (online or in-person) that contradicts church values may lead to disciplinary review.
- Leaders are representatives of Christ and ReBirth—online and offline.

7. Ministry Transitions & Sabbaticals

- Leaders who need to step down must give 30 days' notice when possible.
- Exit interviews are encouraged to ensure smooth transitions.
- Sabbaticals may be granted for rest, personal healing, or family needs.

8. Child and Youth Safety

- All leaders serving with minors must undergo background checks and child protection training.
- Mandatory reporting procedures must be followed for suspected abuse or neglect.
- At least two adults must be present in any setting involving children or youth.

9. Incident Reporting & Grievance Process

- Leaders must report ethical breaches, misconduct, or emergencies using the standard Incident Report Form.
- Anonymous submissions are accepted, but follow-up may be limited.
- All grievances will be handled promptly, confidentially, and with pastoral care.

10. Policy Updates and Sign-Off

- Policies are reviewed annually by the pastoral team.
- All leaders must sign a Leadership Covenant and Policy Acknowledgment annually.
- Ongoing training on updated policies will be provided during quarterly leadership sessions.



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- Refrain from siloed ministry approaches and instead collaborate toward unified outcomes.

2. Ministry Goal Planning

Ministries will:

- Conduct annual planning retreats or sessions to set clear, SMART (Specific, Measurable, Achievable, Relevant, Time-bound) goals.
- Establish goals in three key areas: Discipleship, Engagement, and Growth.
- Develop ministry roadmaps with timelines, responsibilities, and measurable benchmarks.
- Submit written ministry objectives to pastoral leadership by January 31st of each year.
- Design volunteer development plans to align with overall ministry outcomes.

3. Mid-Year Review & Adjustments

- Ministry leaders will participate in a mid-year review (June–July) with pastoral oversight to evaluate progress.
- Each ministry will submit a self-assessment report outlining successes, gaps, and updated goals.
- Leaders will receive coaching and recommendations for alignment with church-wide vision and resources.
- Adjustments may include changes in programming, leadership structure, budget reallocations, or focus areas.

4. Vision Evaluation Metrics

To track progress and ensure each ministry is contributing to the church’s mission, ReBirth uses the following evaluation metrics:

- **Attendance Trends:** Growth or decline in participation and engagement.
- **Salvations & Baptisms:** Spiritual fruit and impact of evangelism.
- **Volunteer Engagement:** Number of active volunteers and volunteer retention rates.
- **Discipleship Participation:** Involvement in small groups, mentorships, and spiritual development tracks.
- **Community Impact:** Outreach efforts, service projects, and measurable transformation in local communities.

Reports will be reviewed quarterly by the Executive Team and used to shape future decisions and investments.

5. Communication of Vision

- Leaders are expected to actively communicate and embody the church's vision in their ministry work.
- Vision casting should be regular in team meetings, ministry trainings, and all-leader huddles.
- Ministry materials (flyers, slides, language, hashtags, branding) must align with church-wide messaging.
- Every leader should be equipped to clearly articulate the mission, values, and strategic priorities of ReBirth Cathedral of Praise.

6. Leadership Accountability to Vision

- Leaders will be evaluated not only by ministry output, but by faithfulness to the church's vision.
- Ministries operating outside the vision will be lovingly corrected and given a plan for reintegration.
- Leaders who consistently resist alignment may be reassigned or released from leadership roles to preserve unity.

7. Annual Vision Summit

- At the beginning of each year, ReBirth will host an Annual Vision Summit for all leaders.
- During the summit, the Lead Pastor and Senior Leaders will present the church's strategic direction, theme, and key initiatives.
- Ministry teams will meet to develop response strategies, allocate resources, and finalize annual goals.
- Worship, prayer, and prophetic impartation will undergird the summit to ensure it is both strategic and Spirit-led.

The goal of Vision Alignment is not uniformity, but unity. Every ministry is unique, yet must flow from and feed back into the heartbeat of ReBirth Cathedral of Praise. Vision is not optional—it is essential to our momentum, maturity, and mandate.

Section 9: First Impressions Ministry

The First Impressions Ministry serves as the frontline of hospitality at ReBirth Cathedral of Praise. It is our mission to ensure every person who steps onto our campus feels welcomed, valued, and prepared to encounter God.

1. Purpose & Vision

Purpose: To create a warm, friendly, and spiritually prepared environment for all guests and members.

Vision: Every guest becomes family through a spirit of excellence, radical hospitality, and Christ-centered engagement.

2. Ministry Teams

The First Impressions Ministry includes:

- **Greeters:** Stationed at entrances to welcome guests with warmth and assist with directions.
- **Ushers:** Assist in sanctuary seating, offering collection, and maintaining order during services.
- **Guest Services/Welcome Center:** Provide information, gift bags, and follow-up for first-time visitors.
- **Parking Lot Team:** Direct cars, assist guests in inclement weather, and provide safety presence.
- **Hospitality Team:** Hosts refreshments for speakers and special events in Bishop's Office.

3. Expectations of First Impressions Team Members

- Arrive 30–45 minutes before service.
- Wear assigned attire or ministry badge.
- Be attentive, smiling, and proactive in helping attendees.
- Know the layout of the church and common FAQs.
- Maintain confidentiality and refrain from gossip or negative speech.
- Engage in prayer before service with the team.

4. Guest Engagement Process

1. **Warm Welcome:** Eye contact, smile, verbal greeting within 5 seconds.
2. **Personal Assistance:** Walk guests to their destination if needed.
3. **Connect:** For first-time guests, capture basic contact info and issue a welcome card.
4. **Gift:** Provide a visitor gift bag and brief explanation of service.
5. **Follow-Up:** Hand off contact information to the Connections or Follow-Up team within 24 hours.

5. Excellence in Service

- Prepare mentally and spiritually before arriving.
- Anticipate the needs of our guests (e.g., elderly, parents with children).
- Use inclusive, affirming language that reflects the church's mission: *"Transforming Lives. Empowering Kingdom Change Agents. Welcoming All."*
- Keep high energy throughout the service.

6. Training & Development

- All team members must attend orientation and hospitality training.
- Participate in quarterly refresher courses.
- Engage in feedback sessions and mystery guest reports.
- All leaders will be evaluated twice a year based on performance and guest feedback.

7. Dress Code & Presentation

- Neat, clean, and modest clothing that aligns with assigned colors or uniforms.
- Name badge worn at all times while serving.
- No chewing gum, eating at stations, or distracted phone use.

8. Crisis & Emergency Procedures

- Know emergency exits and procedures for fire, medical emergencies, and lockdowns.
- Notify security or pastoral staff immediately if an issue arises.
- Remain calm and help maintain order and reassurance for guests.

9. Culture of Honor

We honor every guest as if they were Christ himself. Every smile, handshake, and kind word can shift someone's spiritual atmosphere. This ministry is not about greeting—it is about **creating encounters with the love of God**.

“Whatever you did for one of the least of these... you did for me.” – Matthew 25:40

Let us serve with joy, excellence, and expectation. The front door to the church is the first step toward a transformed life.

Section 10: Security Ministry

Purpose

The Security Ministry exists to protect the congregation, staff, clergy, guests, and property of ReBirth Cathedral of Praise. We provide a safe and secure worship environment, ensuring that all ministry operations proceed without disruption while honoring the presence of God.

Mission

To safeguard people and property while embodying a spirit of vigilance, compassion, professionalism, and discretion.

Core Values

- **Preparedness** – Always ready to respond to emergencies or threats.
- **Presence** – Maintain visible, calming, and non-threatening awareness.
- **Professionalism** – Trained, discreet, and operating with integrity.
- **Protection** – Committed to the safety of every individual on campus.
- **Partnership** – Work in collaboration with pastoral leadership and local authorities.

Structure

- **Security Ministry Director** – Oversees entire team, coordinates with Pastoral and Executive Leadership.
- **Team Leads (per service/event)** – Ensure schedules, communication, and briefing.
- **Greeter Liaison Officer** – Communicates with First Impressions to identify any concerns.
- **Parking Lot Patrol** – Monitors outdoor premises and flow of traffic.
- **Sanctuary Safety Officers** – Positioned at entry points and discreetly inside the sanctuary.
- **Roving Security** – Mobile team members available to respond quickly.

Coverage Areas

- Church Entrances & Exits
- Parking Lots
- Children & Youth Ministry Areas
- Sanctuary
- Administrative Offices
- Fellowship Halls and Classrooms

Roles & Responsibilities

- Conduct pre-service security sweep (restrooms, exits, public and private areas)
- Greet attendees respectfully while remaining vigilant
- Observe for suspicious behavior or unauthorized entry
- Monitor fire, safety, and emergency equipment readiness
- De-escalate disturbances calmly and firmly
- Maintain communication via radios or internal secure app
- Assist with medical emergencies (CPR/First Aid trained members)
- Support pastoral team with dignitary protection if applicable

Emergency Protocols

- **Medical Emergencies:** Administer first response, notify designated medical team or call 911
- **Fire/Evacuation:** Direct congregation to exits, ensure children and seniors are assisted
- **Disturbance/Threat:** De-escalate if possible; alert backup; notify authorities as needed

- **Intruder/Active Shooter:** Execute ALICE-style response (Alert, Lockdown, Inform, Counter, Evacuate)
- **Severe Weather:** Guide members to designated safety areas

Training & Certification

- Initial Orientation: Church values, expectations, and confidentiality
- Quarterly Drills: Fire, lockdown, medical, and evacuation
- CPR & First Aid Certification (Required within 6 months)
- De-escalation & Conflict Resolution Training
- Background Check & Approval from Pastoral Leadership

Scheduling & Reporting

- Teams rotate on monthly basis with clear scheduling
- Each service includes at least:
 - 1 Lead
 - 2 Door Guards
 - 1 Roving Patrol
 - 1 Parking Attendant
- All incidents must be reported post-service using an internal Security Incident Report Form

Communication Protocol

- Use designated communication devices (radio or secure mobile app)
- Maintain professional and brief dialogue
- Report all suspicious activity to Lead
- Remain alert but discreet—never alarm congregants unnecessarily

Appearance & Conduct

- Must wear designated uniform or badge while serving
- Always maintain professional demeanor
- Must be in place 30 minutes before service and remain until congregation exits
- Absolutely no physical intervention unless there is immediate danger

Confidentiality

- All incidents and conversations must remain confidential
- Only designated leaders report to Pastoral staff unless emergency dictates otherwise

Collaboration

- Work with:
 - First Impressions Team for guest awareness

- Youth/Children Staff for area safety
- Media Team for building camera monitoring
- Local police/fire as needed

Monthly Briefings

- Review previous incidents and training takeaways
- Discuss upcoming high-attendance events and special guests
- Reaffirm mission, roles, and ministry purpose

Annual Events

- Security Ministry Appreciation & Retention Day
- Advanced Training with Local Law Enforcement
- Safety Walkthrough & Site Audit
- Family Security Awareness Workshop for church families

The ministry of security is sacred. We stand watch over God's people—not in fear, but in wisdom, love, and readiness. Our presence ensures that the atmosphere for worship remains peaceful and protected.

Section 11: Armor Bearers Ministry

Purpose

The Armor Bearers Ministry at ReBirth Cathedral of Praise exists to faithfully support and uphold the spiritual, practical, and physical needs of the Senior Pastor, pastoral staff, and guest ministers. As spiritual adjutants, Armor Bearers operate in the spirit of servanthood, discretion, and excellence. They are the frontline defenders of the atmosphere of worship and play a vital role in maintaining the spiritual integrity of every worship encounter.

Mission

To serve as an extension of leadership by offering spiritual and logistical support, maintaining order, and protecting the anointing on God's appointed vessels. Armor Bearers are stewards of sacred trust, ensuring that those called to lead can do so without distraction or hindrance.

Vision

To build a team of loyal, mature, and Spirit-led individuals who understand the weight and honor of divine assignment and leadership assistance. The Armor Bearers Ministry envisions becoming a spiritually elite, humble battalion that enhances the flow of God's presence by covering and honoring those chosen to lead His people.

Core Values

- **Loyalty** – Remaining faithful to the vision of the church and submitted leadership.
- **Servanthood** – Leading through humility, initiative, and reverence.
- **Confidentiality** – Keeping private matters of the pulpit and leadership sacred.
- **Discipline** – Practicing personal holiness and emotional intelligence.
- **Honor** – Demonstrating reverence for God’s appointed leadership.
- **Vigilance** – Remaining spiritually and situationally aware.

Expanded Roles and Responsibilities

- **Service Coverage:**
 - Escort Senior Pastor and speakers to and from platforms.
 - Carry all items needed (notes, water, towels, oil, handkerchiefs).
 - Protect sacred space during high-movement times such as altar calls.
- **Spiritual Watch:**
 - Remain in constant intercession while serving.
 - Actively listen to the Spirit’s leading and obey promptly.
- **Pre-Service Setup:**
 - Inspect seating and pulpit setup.
 - Confirm all microphones and stage elements are in place.
 - Review service flow and speaking order.
- **Guest Hospitality:**
 - Provide transportation, seating, refreshments, and care for guest ministers.
 - Ensure a seamless and honoring experience from arrival to departure.
- **Post-Service Duties:**
 - Safely escort leadership.
 - Gather and secure all belongings.
 - Provide a private space for post-service rest or debrief.

Qualifications

- Must be a baptized believer filled with the Holy Spirit.
- Must demonstrate spiritual maturity and emotional discipline.
- Must be in good standing with church leadership and have no unresolved issues.
- Must commit to lifestyle of integrity, purity, and service.
- Must complete Armor Bearer Training & Approval Process.

Training & Development

- **Orientation Program:**
 - Ministry expectations
 - Spiritual etiquette
 - Role-playing scenarios
- **Quarterly Intensives:**
 - Crisis management

- Personal security training
- Leadership psychology
- **Mentorship Program:**
 - New Armor Bearers assigned to seasoned mentors.
- **Annual Evaluation:**
 - Self-assessment
 - Peer feedback
 - Review by Elder of Protocol and Senior Pastor

Dress Code

- **Standard Uniform:**
 - Black or navy blazer with ministry badge
 - Dress slacks or skirt, polished shoes
 - Polo Shirt and Slacks
- **Special Events:**
 - Ministry tuxedo or formal attire as instructed
- **Personal Appearance:**
 - Neat grooming, no excessive jewelry, no overpowering fragrances

Confidentiality & Conduct

- Armor Bearers are expected to practice absolute confidentiality.
- Personal and ministerial information overheard must never be shared.
- Gossip, murmuring, or failure to protect leadership will result in immediate dismissal.
- Armor Bearers must refrain from expressing unsolicited opinions during service.

Ministry Assignments

- **Lead Armor Bearer:** Oversees assignments for each service.
- **Guest Armor Bearer:** Assigned to visiting speakers.
- **Stage Floater:** Manages transitions and platform needs.
- **Sanctuary Watch:** Ensures order and removes distractions.

Schedule & Availability

- Commit to a rotating monthly schedule.
- Must be available for revivals, funerals, conferences, and spontaneous services.
- Submit monthly availability and time-off requests to the Director.

Team Structure

- **Director of Armor Bearers** – Appointed by the Senior Pastor; primary trainer and coordinator.
- **Captains** – Responsible for leading teams on assigned Sundays.
- **Trainees** – New members who serve under mentorship for 3–6 months.

Annual Events & Growth Opportunities

- Armor Bearers Retreat (focus on renewal and strategy)
- UPPC Holy Convocation (with national speakers)

Accountability

- Weekly debriefs after major services.
- Conflict resolution must be handled respectfully and swiftly.
- Violations of conduct or attendance will result in disciplinary steps (verbal warning, probation, dismissal).

Spiritual Foundation

Armor Bearers are spiritual warriors. This is not a glamorous role but a sacred one. All members are expected to:

- Maintain daily personal devotion and Scripture reading
- Attend weekly intercessory prayer
- Fast corporately as directed by leadership
- Submit joyfully to the direction of their assigned leader

Conclusion

Armor Bearing is more than physical service—it is spiritual warfare in action. As Jesus served, so do we. As Elisha followed Elijah, so do we walk in covenant loyalty. As the disciples protected and surrounded Jesus, so do we create space for God’s word to go forth without interruption. We are not bodyguards—we are burden-bearers.

“He who serves the prophet receives a prophet’s reward.” – Matthew 10:41

We serve with strength. We protect with purpose. We follow with loyalty. This is the ministry of the Armor Bearer.



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Section 12: Outreach Ministry

The Outreach Ministry at ReBirth Cathedral of Praise exists to extend the love and gospel of Jesus Christ beyond the four walls of the church. We believe that we are called not only to worship but to work—to serve, to love, and to transform communities through intentional and Spirit-led outreach.

1. Purpose & Vision

Purpose: To be the hands and feet of Christ in our local, regional, and global communities through acts of service, evangelism, and advocacy.

Vision: To create sustainable change and spiritual transformation by mobilizing the church to reach the lost, serve the vulnerable, and demonstrate Kingdom compassion.

2. Core Functions

- **Community Engagement:** Partner with local schools, shelters, and agencies to provide support.
- **Evangelism Campaigns:** Organize street ministry, prayer walks, and special outreach events.
- **Resource Distribution:** Coordinate food drives, clothing giveaways, and emergency relief.
- **Global Missions:** Support domestic and international mission work through prayer, funding, and travel.
- **Advocacy & Awareness:** Address issues like poverty, injustice, and inequality with a Gospel-centered voice.

3. Outreach Opportunities

- Back-to-School Supply Drives
- Thanksgiving Meal Programs
- Holiday Toy Distributions
- Homeless Shelter Partnerships
- Prison and Hospital Visits
- Community Prayer Tents
- Block Parties and Evangelism Events

4. Volunteer Expectations

- Attend outreach volunteer training and planning sessions.
- Show Christlike humility, kindness, and patience in every interaction.
- Be punctual and prepared with necessary supplies or instructions.
- Follow safety protocols and leadership directions.
- Commit to a spirit of excellence, regardless of the task assigned.

- Submit weekly outreach engagement reports via the church app.

5. Preparation and Follow-Up

- **Pre-Event:** Each outreach event should include prayer coverage, a strategic plan, and team assignments.
- **During Event:** Maintain a posture of servanthood and attentiveness to both physical and spiritual needs.
- **Post-Event:** Conduct a debrief meeting, record testimonies, submit data, and schedule follow-up with contacts.

6. Discipleship Through Outreach

Outreach is not just charity—it’s discipleship. Volunteers should:

- Share their faith story when appropriate.
- Offer prayer to those who are open.
- Invite contacts to attend a church service or small group.
- Connect new believers to pastoral care and follow-up ministry.

7. Training & Development

- Monthly outreach meetings with equipping sessions.
- Evangelism and compassion training quarterly.
- Team leads receive annual development coaching.
- Special workshops for cultural awareness, trauma-informed care, and servant leadership.

8. Budgeting & Resource Management

- Outreach proposals should be submitted at least 60 days in advance.
- Budget planning occurs annually in partnership with Finance and Pastoral teams.
- All donations and distributions must be tracked and reported with transparency.

9. Unity in Purpose

All outreach efforts must reflect the heart and mission of ReBirth Cathedral of Praise:

“Transforming Lives. Empowering Kingdom Change Agents. Welcoming All.”

Our outreach is not about us—it’s about the Kingdom. Every act of kindness is a seed for salvation. Every meal, handshake, or word of encouragement is an invitation into the heart of God.

“Go therefore and make disciples of all nations...” – Matthew 28:19

Let us move with purpose, passion, and prophetic boldness into the harvest.

Section 13: Social Justice Ministry

The Social Justice Ministry at ReBirth Cathedral of Praise is committed to promoting righteousness, equity, and systemic transformation in alignment with Kingdom principles. We believe that justice is not optional but central to the Gospel of Jesus Christ. Justice is not just a cause—it is a calling rooted in the identity of Christ and our responsibility as Kingdom citizens.

1. Purpose & Vision

Purpose: To engage the church in prophetic action, advocacy, and education that challenges injustice, promotes equality, and embodies the heart of God for all people.

Vision: To be a transformative agent in the fight against oppression, inequality, and exclusion—locally and globally—through faith-informed social action, sacred activism, and collaborative engagement.

2. Core Functions

- **Advocacy & Awareness:** Provide biblical teaching and current-event interpretation to help members understand justice as an extension of discipleship. Host monthly Justice Sunday spotlights and justice-focused sermon integrations.
- **Partnership Building:** Establish formal alliances with faith-based and secular organizations aligned with our values. Maintain a vetted directory of mission-aligned partners.
- **Mobilization:** Develop rapid-response teams to organize church-wide actions (marches, petitions, campaigns) with pastoral oversight. Utilize social media and church platforms for calls to action.
- **Education & Empowerment:** Launch a quarterly “Justice Institute” with workshops on legal rights, civic engagement, and Christian ethics of advocacy. Offer a Justice Track in our Leadership Development Program.
- **Compassion & Action:** Implement regular service projects focused on the materially, socially, and politically oppressed. Assign justice ambassadors to gather feedback and insights from the community.

3. Social Justice Focus Areas

- **Racial Reconciliation & Healing:** Organize interracial healing circles, anti-racism book studies, and historical education on systemic racism.
- **Economic Equity and Access:** Support job readiness programs, financial literacy, living wage advocacy, and small business initiatives within the community.

- **Voter Education and Rights:** Provide voter registration drives, candidate forums, and transportation to the polls.
- **Immigration and Refugee Support:** Offer ESL classes, legal aid workshops, and create immigrant welcome kits.
- **Environmental Justice:** Advocate for clean water, green spaces, and sustainability policies that protect vulnerable populations.
- **LGBTQ+ Affirmation and Safety:** Create safe spaces, inclusive theology studies, and public affirmation statements of welcome and support.

4. Member Expectations

- Attend a Justice Ministry Orientation and sign the Statement of Commitment.
- Participate in at least one advocacy campaign and one educational event each quarter.
- Embody the values of humility, integrity, and courage in public and private settings.
- Engage with diverse perspectives and maintain a posture of learning.
- Complete annual cultural competency and bias training.

5. Ministry Activities

- **Community Teach-ins and Seminars:** Host guest experts and justice leaders for in-depth learning.
- **Letter-Writing and Phone Banking Campaigns:** Equip members to advocate effectively with legislators.
- **Justice Prayer Vigils:** Conduct monthly prayer gatherings centered on prophetic intercession.
- **Equity Audit of Church Practices:** Review policies, language, hiring practices, and ministry structures to ensure inclusivity and fairness.
- **Policy Advocacy with Government Leaders:** Schedule visits and maintain communication with local and state representatives.
- **Solidarity Events with Affected Communities:** Join movements and actions led by marginalized communities with a spirit of humility and support.

6. Theology of Justice

Justice is intrinsic to the nature of God. From the prophets to Jesus' own ministry, Scripture calls for justice, mercy, and faithfulness. Our foundation includes:

- **Micah 6:8** – "...To act justly and to love mercy and to walk humbly with your God."
- **Isaiah 1:17** – "Learn to do right; seek justice. Defend the oppressed."
- **Luke 4:18–19** – Jesus' mission to bring good news to the poor and freedom to the oppressed.

Justice is not a social trend; it is spiritual obedience. Our theology embraces liberation, restoration, and reconciliation as divine mandates.

7. Training & Equipping

- **Annual Justice Summit:** A weekend of workshops, worship, and keynote speakers.
- **Justice Institute Certificate Program:** Completion of 4 modules including biblical justice, power & privilege, community organizing, and trauma-informed engagement.
- **Cultural Sensitivity & Conflict Resolution Training:** Required annually.
- **Resource Library:** Provide access to books, films, and study guides for all members.

8. Accountability & Impact

- Maintain a Justice Dashboard tracking events, participation, outcomes, and testimonies.
- Conduct bi-annual evaluations of ministry efforts.
- Ensure transparency through regular reports to church leadership and congregation.
- Celebrate wins and recognize faithful justice servants annually.

9. Unity and Courage

This work is sacred. It will cost us comfort, but it will grow the Kingdom. The Social Justice Ministry walks boldly in truth and love, knowing that transformation requires both conviction and compassion.

“But let justice roll on like a river, righteousness like a never-failing stream!” – Amos 5:24

Let us be the prophetic voice in the wilderness. Let us rise to answer injustice with holy fire and unwavering grace. We are not here to fit in—we are here to lead in love, truth, and justice.

Section 14: Prayer Ministry

Purpose

The Prayer Ministry at ReBirth Cathedral of Praise is committed to cultivating a culture of intercession, spiritual sensitivity, and prophetic alignment through consistent, fervent prayer. We serve as spiritual watchmen who stand in the gap for the church, community, nation, and world.

Mission

To mobilize and equip intercessors who pray with power, authority, and compassion, activating heaven's agenda on earth.

Vision

To see lives transformed, revival ignited, and God's presence sustained through a unified, Spirit-led prayer culture.

Core Values

- **Intercession** – Standing in the gap for others as Jesus intercedes for us.
- **Consistency** – Establishing regular rhythms of prayer.
- **Discernment** – Listening and responding to the Holy Spirit.
- **Unity** – Praying in agreement with one heart and mind.
- **Authority** – Exercising spiritual dominion through Christ.

Leadership Structure

- **Prayer Ministry Director** – Oversees all prayer initiatives, schedules, and training.
- **Intercessor Leads** – Assigned to specific areas (Sunday Service, Pastoral Covering, Healing, Outreach, etc.).
- **Prayer Team Members** – Approved and trained intercessors committed to prayer discipline.

Areas of Focus

- **Sunday Worship Intercession** – Praying before, during, and after services.
- **Pastoral & Leadership Covering** – Daily intercession for church leadership.
- **Community Intercession** – Strategic prayer walks and regional spiritual warfare.
- **Healing & Deliverance** – Specific focus teams for physical, emotional, and spiritual healing.
- **Emergency Response** – Prayer activation for crisis and urgent needs.

Weekly Prayer Schedule:

- Monday Mornings (7AM)

Weekly Rhythms

- **Monday Mornings-** (7AM)
- **Intercessor Circle** – For trained prayer warriors only; prophetic intercession and warfare.
- **Sunday Pre-Service Prayer Huddle** – All team members gather for spiritual briefing before services.

Monthly Initiatives

- **Prayer & Fasting Week (First Week)** – Church-wide emphasis with themes and targets.
- **Prayer Training & Equipping** – Monthly workshop on intercession, spiritual gifts, and hearing God.
- **Anointing & Impartation Night** – Special gathering for anointing of intercessors.

Protocols & Confidentiality

- All prayer requests are confidential.
- Team members must refrain from gossip, assumption, or personal interpretations.
- Intercessors are accountable to the Prayer Director and Senior Leadership.
- Written reports may be submitted monthly with praise reports, urgent needs, or testimonies.

Qualifications for Intercessors

- Must be Spirit-filled and committed to daily prayer life.
- Must attend all prayer team trainings and orientation.
- Must be a faithful tither and actively engaged in church life.
- Must be willing to fast as led and maintain consecrated lifestyle.

Communication & Recordkeeping

- Weekly schedule posted via secure prayer team app.
- Prayer reports collected and stored in encrypted digital log.
- Prayer requests submitted through secure portal or prayer cards.

Special Roles

- **Altar Prayer Ministers** – Trained leaders who pray with congregants during altar calls.
- **Prophetic Intercessors** – Equipped to discern spiritual shifts and pray accordingly.
- **Healing Team Members** – Focus on faith-filled prayers for miracles and recovery.

Annual Events

- Intercessors Retreat
- Regional Prayer Summit
- 24-Hour Prayer Vigil (Quarterly)
- Prayer Conference with Guest Ministers

Alignment with Vision

All prayer initiatives are reviewed and aligned with the Senior Pastor's prophetic direction and vision. Intercession serves the whole body by preparing spiritual ground and sustaining breakthroughs.

"The effectual fervent prayer of a righteous person availeth much." – James 5:16

We pray until something happens. We war until victory is seen. We listen until heaven speaks. This is the Prayer Ministry of ReBirth.

Section 15: Women's Ministry

The Women's Ministry at ReBirth Cathedral of Praise exists to nurture, empower, and mobilize women of all ages and backgrounds into their God-given identity, purpose, and influence. It provides a safe and Spirit-filled space where women are discipled, celebrated, and equipped to transform their families, church, and community.

1. Purpose & Vision

Purpose: To cultivate a sisterhood that promotes spiritual growth, emotional healing, leadership development, and authentic fellowship among women.

Vision: To be a transformative force for Kingdom advancement through Spirit-empowered women who lead, love, and serve with boldness, grace, and wisdom.

2. Core Values

- **Identity in Christ:** Affirming each woman's worth and purpose as a beloved daughter of God.
- **Sisterhood:** Building genuine relationships rooted in grace, support, and accountability.
- **Discipleship:** Deepening our knowledge of God's Word and developing the fruit of the Spirit.
- **Empowerment:** Equipping women to serve confidently in spiritual, personal, and professional spheres.
- **Service:** Meeting the needs of others with compassion, justice, and humility.

3. Areas of Ministry

- **Spiritual Growth & Prayer:**
 - Monthly virtual and in-person Bible studies tailored to women's lives.
 - Monthly corporate prayer nights led by Women's Ministry intercessors.
 - Annual spiritual formation plans and devotional resources.
- **Health & Wellness:**
 - Women's wellness workshops addressing physical, mental, and emotional health.
 - Faith-based fitness groups and guided meditation/prayer walks.
 - Partnerships with Christian therapists and wellness professionals.
- **Mentoring & Discipleship:**
 - "Esther & Naomi Circles" mentorship program connecting generations.
 - Discipleship curriculum covering spiritual disciplines, boundaries, and spiritual warfare.
 - Leadership coaching for women called to vocational and lay ministry.
- **Community Engagement:**
 - Regular outreach to shelters, group homes, prisons, and crisis centers.
 - Annual "Daughters of Destiny" donation drive for at-risk women.
 - Collaboration with Social Justice Ministry for policy advocacy impacting women.

- **Leadership Development:**
 - Quarterly leadership intensives featuring pastors, authors, and trailblazers.
 - Spiritual gifts identification and practical skill-building sessions.
 - Opportunities for women to preach, teach, and lead across ministries.

4. Leadership Structure

- **Director of Women’s Ministry** – Provides vision, spiritual covering, and strategic direction.
- **Assistant Director** – Manages team operations and supports leader development.
- **Prayer and Discipleship Lead** – Oversees Bible study curriculum and spiritual formation.
- **Outreach and Events Lead** – Plans ministry events and coordinates community projects.
- **Mentorship Coordinator** – Facilitates pairing and growth tracking for mentorship cohorts.
- **Administrative Support** – Handles communications, scheduling, and records.

All leaders are affirmed annually by the pastoral team and must complete leadership training and accountability review.

5. Signature Events & Programs

- **Annual Women’s Conference:**
 - Multi-day event with worship, workshops, healing spaces, and keynote speakers.
 - Topics include inner healing, purpose discovery, entrepreneurship, and Holy Spirit empowerment.
- **Quarterly Women’s Circles:**
 - Thematic small group discussions based on relevant books or life stages.
 - Includes intergenerational panels, testimonies, and guided reflection.
- **“Daughters Arise” Mentorship Program:**
 - 6-month structured journey with monthly check-ins, service goals, and spiritual challenges.
 - Ends with a “Daughters Commissioning Service.”
- **First Fridays Fellowship:**
 - Monthly social gathering with themed conversations, prayer, and refreshments.
- **Women’s Retreat:**
 - Held annually at a peaceful retreat center for deep renewal.
 - Features inner healing sessions, silence and solitude, and peer coaching.

6. Expectations of Ministry Members

- Maintain consistent spiritual disciplines (prayer, study, worship).
- Show up with humility, transparency, and commitment.
- Speak life and affirm dignity in every sister.
- Submit to leadership structure and church guidelines.

- Model Kingdom living in words, actions, and service.
- Commit to tithing, accountability, and communal unity.

7. Training & Development

- **New Leader Orientation:** Introduction to the mission, structure, and accountability system.
- **Annual Vision Casting Retreat:** Includes fasting, planning, and spiritual alignment.
- **Spiritual Gift Assessments:** Required for all core team members.
- **Conflict Resolution Training:** Based on biblical models of peacemaking.
- **Monthly Leadership Huddles:** Peer support, coaching, and feedback exchange.

8. Intergenerational Unity

We embrace the call for spiritual mothers and daughters:

- Elders provide wisdom, prayer, and covering.
- Younger women bring fresh perspective and passion.
- Intentional bridging includes co-leadership, testimony nights, and joint learning labs.

“Legacy Lunches” and “Wisdom Circles” are held quarterly for cross-generational storytelling and wisdom-sharing.

9. Accountability and Impact

- Bi-annual ministry effectiveness review with church leadership.
- Anonymous member surveys to assess inclusivity, growth, and unmet needs.
- Monthly tracking of participation, salvations, and volunteer engagement.
- Testimony spotlights shared quarterly during Sunday services.

10. Foundational Scripture

“She is clothed with strength and dignity; she can laugh at the days to come.” – Proverbs 31:25

“The Lord announces the word, and the women who proclaim it are a mighty throng.” – Psalm 68:11

“Blessed is she who has believed that the Lord would fulfill his promises to her!” – Luke 1:45

The Women’s Ministry at ReBirth is more than a program—it is a movement of empowered, prophetic women committed to loving deeply, leading boldly, and living victoriously.

Section 16: Men's Ministry

The Men's Ministry of ReBirth Cathedral of Praise is a Kingdom-minded brotherhood committed to building men of integrity, purpose, and spiritual maturity. It seeks to develop godly leaders, protectors, and providers who embody Christ-like character in their homes, church, and communities.

1. Purpose & Vision

Purpose: To disciple, strengthen, and activate men to lead in faith, family, and function.

Vision: To cultivate a generation of Spirit-empowered men who live with conviction, accountability, and boldness in every sphere of influence.

2. Core Values

- **Spiritual Growth:** Anchoring identity in Christ and growing in biblical knowledge and prayer.
- **Brotherhood:** Creating a safe space for connection, encouragement, and authenticity.
- **Leadership:** Equipping men to lead at home, at church, and in society with integrity.
- **Service:** Demonstrating servant leadership through consistent community involvement.
- **Legacy:** Preparing future generations through mentorship and generational wisdom.

3. Ministry Focus Areas

- **Discipleship and Accountability:**
 - Monthly men's Bible studies and devotional groups.
 - "Iron Sharpens Iron" small accountability circles.
 - Annual 21-day men's consecration and fast.
 - Peer mentoring partnerships for deeper growth.
 - Spiritual discipline workshops on fasting, prayer, and devotion.
- **Fatherhood and Family:**
 - Seminars on fatherhood, marriage, and emotional health.
 - "Fathers & Sons" monthly meet-ups and rites of passage mentoring.
 - Conflict resolution and communication workshops.
 - Fatherhood empowerment support groups.
 - Marriage mentoring and date-night events.
- **Leadership Development:**
 - Training in public speaking, teaching, and pastoral care.
 - Spiritual gifts and calling discovery labs.
 - Leadership placement in other church ministries.
 - Leadership Roundtables with senior clergy.
 - Training in strategic thinking and organizational leadership.
- **Work & Marketplace Impact:**
 - Career coaching and vocational readiness events.

- Entrepreneurship and financial stewardship courses.
- Men's Business Network and Kingdom Builders Fellowship.
- Financial freedom and generational wealth workshops.
- Job placement assistance through church partnerships.
- **Community Engagement:**
 - Monthly service projects and street outreach.
 - Prison and recovery ministry involvement.
 - Support groups for men in transition (reentry, divorce, unemployment, etc.).
 - City clean-up, mentorship in schools, and shelter support.
 - Crisis intervention training.

4. Leadership Roles

- **Director of Men's Ministry:** Provides overall leadership, spiritual covering, and vision.
- **Assistant Director:** Manages logistics and supports leader coordination.
- **Discipleship & Teaching Coordinator:** Oversees teaching materials and Bible study content.
- **Events & Outreach Lead:** Plans and executes all gatherings, fellowships, and community service.
- **Mentorship Coordinator:** Facilitates mentoring connections and discipleship pathways.
- **Logistics & Communications Support:** Ensures internal communication, tracking, and resource sharing.

5. Signature Events

- **Kingdom Men's Conference:**
 - A weekend focused on identity, spiritual warfare, emotional healing, and leadership.
 - Includes breakout sessions, worship, deliverance, and guest speakers.
 - Features father/son healing circles, altar ministry, and leadership workshops.
- **Men's Retreat:**
 - Held annually in a secluded location for reflection, healing, and brotherhood.
 - Outdoor challenges, prayer circles, and vision planning workshops.
 - Includes team-building exercises, forgiveness ceremonies, and campfire testimonies.
- **Brotherhood Breakfasts:**
 - Monthly themed gatherings around leadership, finances, marriage, and faith.
 - Guest testimonies, practical workshops, and small group discussions.
- **Fatherhood Week:**
 - Celebrating and equipping fathers through family events, workshops, and prayer services.
 - Community picnic, public blessings for dads, and parenting seminars.

6. Ministry Expectations

- Walk in integrity and transparency.
- Model biblical manhood in all relationships.
- Be faithful in service, tithing, and attendance.
- Submit to spiritual leadership and correction.
- Be open to mentoring others and receiving mentorship.
- Attend required leadership retreats and monthly ministry meetings.
- Maintain personal prayer and devotional life.

7. Development and Growth

- **Men of Purpose Bootcamp:** Foundational 6-week training for all new ministry members.
 - Topics include identity in Christ, discipline, communication, and community responsibility.
- **Monthly Men's Circle:** Rotating topics for open dialogue and healing.
 - Led by elders, pastors, and seasoned mentors.
- **Leadership Track:** For emerging leaders with courses in ministry, business, and community impact.
 - Includes project assignments, mentorship, and hands-on service.
- **Book Studies & Media Resources:** Assigned books and sermon series for spiritual enrichment.
 - Suggested: "Kingdom Man" by Tony Evans, "Wild at Heart" by John Eldredge, "Fathered by God."

8. Metrics and Accountability

- Track participation, engagement, and spiritual growth quarterly.
- Annual member survey for feedback and direction.
- Leadership 360° assessments.
- Personal testimonies and outcomes shared during worship services.
- Ministry health reports submitted bi-annually to pastoral leadership.

9. Key Scriptures

"Be watchful, stand firm in the faith, act like men, be strong." – 1 Corinthians 16:13

"As iron sharpens iron, so one man sharpens another." – Proverbs 27:17

"The steps of a good man are ordered by the Lord: and he delighteth in his way." – Psalm 37:23

"Blessed is the man who walks not in the counsel of the wicked... but his delight is in the law of the Lord." – Psalm 1:1-2

The Men's Ministry is a strong pillar of ReBirth Cathedral of Praise, preparing and empowering men to be Kingdom ambassadors, faithful brothers, and legacy builders for the glory of God.

Section 17: Children's & Youth Ministry

The Children's & Youth Ministry at ReBirth Cathedral of Praise exists to cultivate a generation of young believers who are deeply rooted in Christ, equipped to live out their faith boldly, and empowered to lead in their homes, schools, and communities.

1. Mission Statement

To nurture and disciple children and youth from infancy through young adulthood, equipping them with the spiritual, emotional, and social tools to thrive in their identity in Christ and impact the world.

2. Age Groups & Ministry Divisions

- **Little Lights (0–4 years):** Nursery and toddler ministry focused on love, safety, and biblical introduction through storytelling, singing, and interactive play.
- **Kingdom Kids (5–10 years):** Elementary children's ministry focused on learning Scripture, engaging worship, object lessons, and creative arts that reinforce biblical truths.
- **Chosen Generation (11–13 years):** Pre-teens who engage in small groups, life-skill building, and Christ-centered identity development. Curriculum includes social-emotional learning, prayer labs, and peer accountability.
- **Impact Youth (14–18 years):** Teen ministry focused on apologetics, worship, service projects, leadership labs, and mentorship. Students take on active leadership roles in church and community outreach.
- **Young Adults (19–25 years):** Tailored mentorship, spiritual formation groups, and leadership deployment into ministry teams. Equipping them for calling, career, and covenant relationships.

3. Core Objectives

- **Biblical Foundation:** Each child/youth will complete age-appropriate Bible reading goals and participate in themed series across the ministry year.
- **Identity in Christ:** Through testimonies, affirmation sessions, and peer mentoring, students will grasp their worth, calling, and place in God's kingdom.
- **Leadership Development:** By high school, every youth should have served in a church ministry, participated in a youth-led event, and received leadership coaching.
- **Community & Belonging:** Students are placed in small groups led by trained leaders for deeper relationship building and pastoral care.
- **Service and Mission:** Monthly service challenges and annual mission initiatives (e.g., food drives, nursing home visits, youth-led outreach services).

- **Safety and Excellence:** Environments are designed with trauma-informed principles, safety audits, and regular training.

4. Ministry Programs

- **Sunday Kidz Church & Youth Worship**
 - Coordinated worship led by youth worship team, with multimedia teaching and breakout sessions.
 - Monthly memory verses, journals, and spiritual assessments.
- **Wednesday Growth Nights**
 - Rotational learning: Bible study, life skills (financial literacy, emotional wellness), and creative arts (spoken word, dance, tech).
 - Parent and sibling engagement nights twice per semester.
- **Youth Leadership Academy**
 - 6-month cohort experience with modules on public speaking, planning events, evangelism, and spiritual discipline.
 - Includes field trip to ministry sites, interviews with local faith leaders, and capstone projects.
- **Annual Events**
 - *Youth Explosion Weekend:* Includes Friday concert, Saturday workshops, Sunday celebration service.
 - *Vacation Bible School (VBS):* Themed around biblical heroes, ending with family showcase.
 - *Graduation & Promotion Sunday:* Includes scholarship presentations, prophetic blessings, and student-led worship.
 - *Youth Socials:* Game nights, career panels, and community outings (bowling, escape room, college tours).

5. Volunteer & Staff Expectations

- Background checks, CPR/first aid certification, and abuse prevention training.
- Minimum 6-month commitment with regular evaluations.
- Expected to maintain active prayer life and mentorship.
- Must communicate any scheduling or behavioral issues promptly.

6. Parent & Family Partnership

- **Monthly Family Devotion Guides** and take-home discipleship kits.
- **Parent Town Halls:** Quarterly feedback and collaboration sessions.
- **Home Visit Ministry:** When invited, staff visit to support family goals.
- Parents receive a calendar, contact list, and emergency protocols.

7. Safety & Security Protocols

- Digital check-in/out system with ID matching.
- Cameras in all rooms, and unmonitored areas are restricted.
- Emergency drills conducted quarterly (fire, lockdown, medical).
- Incident Response Teams trained in de-escalation and mandatory reporting.

8. Spiritual Goals by Age

- **0–4 years:** Recognize Jesus as a friend; experience God’s love through touch, tone, and story.
- **5–10 years:** Begin spiritual disciplines; understand creation, fall, redemption, and mission.
- **11–13 years:** Develop personal testimony; distinguish biblical truth from culture.
- **14–18 years:** Lead prayer, worship, and service initiatives; begin mentoring others.
- **19–25 years:** Serve in leadership; pursue calling through education, vocation, and relationships.

9. Discipleship Path

- **New Believer’s Track:** Four-part class on salvation, prayer, Scripture, and community.
- **Water Baptism Prep:** Weekly interactive class and sponsor mentorship.
- **Youth Mentorship Program:** Personalized check-ins, encouragement plans, and milestone mapping.
- **Peer Accountability Pods:** Students grouped by interest and maturity for weekly spiritual check-ins.

10. Key Scriptures

“Train up a child in the way he should go; even when he is old he will not depart from it.” — Proverbs 22:6

“Let no one despise your youth, but be an example to the believers...” — 1 Timothy 4:12

“Suffer the little children to come unto me... for of such is the kingdom of God.” — Mark 10:14

The Children’s & Youth Ministry is not a babysitting service—it is a discipleship hub where destinies are shaped. Every child and teen that walks through the doors of ReBirth Cathedral of Praise is treated as a future world-changer. Our responsibility is to love them fiercely, train them intentionally, and send them out powerfully.

Section 18: College & Careers Ministry

The College & Careers Ministry at ReBirth Cathedral of Praise exists to provide holistic discipleship, spiritual formation, and vocational empowerment to young adults navigating higher education, career entry, and early adulthood. This is a pivotal stage of faith development, and we aim to walk alongside individuals as they discover their purpose, grow in their identity, and engage the world with Kingdom impact.

1. Mission Statement

To equip college students and early-career professionals to live authentically for Christ in every sphere of life by fostering spiritual maturity, leadership, and cultural engagement.

2. Target Demographic

- College students (on-campus, online, trade school, and graduate programs)
- Young professionals (ages 18–30) in their first decade of work or entrepreneurship
- Individuals navigating transitions: career changes, relocation, dating/marriage, and independence

3. Core Ministry Pillars

- **Faith Formation:** Deepening biblical understanding and spiritual disciplines for life in the real world.
- **Vocation & Calling:** Helping members discern and pursue God’s purpose through career, entrepreneurship, or ministry.
- **Community & Belonging:** Building authentic relationships that provide accountability, encouragement, and spiritual covering.
- **Leadership & Witness:** Training students and professionals to be ambassadors of the Kingdom in campus, workplace, and society.
- **Wellness & Wholeness:** Providing support around mental health, financial literacy, identity, and resilience.

4. Ministry Programs

A. Weekly Gatherings

- **Equip Nights (Thursdays):** Rotating sessions of Bible teaching, discussion groups, and worship nights.
- **Faith & Work Labs:** Practical sessions integrating faith with career paths (guest panels, skill workshops).
- **Midweek Prayer Pods:** Small group prayer meetups for emotional and spiritual check-ins.

B. Mentorship Tracks

- **College Mentorship:** Pairing undergraduates with faith-centered alumni and church mentors.
- **Career Mentorship:** Industry-specific groups with guidance on ethics, excellence, and influence.

C. Life Essentials Workshops

- Financial Peace (budgeting, saving, investing)
- Christian Dating & Relationship Boundaries
- Renting, Credit, and Adulting 101
- Managing Stress & Mental Health with Faith

D. Annual Events

- **Launch Weekend** (August): Commissioning and prayer for incoming students and new professionals.
- **Career Fair & Internship Expo:** Hosted with Christian professionals and hiring partners.
- **Purpose Retreat:** 3-day mountain or lakeside retreat for personal renewal, goal-setting, and prophetic impartation.
- **Service Sundays:** Quarterly outreach initiatives led entirely by College & Careers members (e.g., campus clean-ups, food drives, job coaching).

5. Discipleship & Spiritual Growth

- **Bible Reading Challenges:** Semester-long reading plans with reflection prompts.
- **One-on-One Discipleship:** Each member is matched with a peer leader or elder for ongoing spiritual mentorship.
- **Spiritual Gifts Discovery:** Classes and assessments to discern callings and place members in active service.

6. Partnerships

- Local colleges, universities, and trade schools (e.g., Christian Union groups, chaplain's offices)
- Christian business networks and startup incubators
- Mental health ministries and counseling referrals
- Other church ministries: connect C&C members to Worship, Outreach, Media, and Youth teams

7. Volunteer & Leadership Expectations

- Complete leadership orientation and spiritual gifts inventory
- Commit to 6-month cycles of service or leading groups
- Attend quarterly leadership intensives and monthly coaching check-ins
- Embody integrity in personal, academic, and professional life

8. Safety & Support Protocols

- Confidential pastoral counseling available
- Mandatory reporting procedures for abuse or crisis situations
- Safety plans in place for events, travel, and off-site ministry
- Boundaries in mentorship and relational conduct clearly outlined

9. Evaluation & Growth Metrics

- Member spiritual maturity assessments (pre/post engagement)
- Attendance and retention tracking for discipleship and group involvement
- Feedback surveys after workshops, retreats, and mentorship sessions
- Alumni follow-up and long-term impact tracking

10. Key Scriptures

“Let no one despise your youth, but set the believers an example in speech, in conduct, in love, in faith, in purity.” — 1 Timothy 4:12

“Commit to the Lord whatever you do, and he will establish your plans.” — Proverbs 16:3

“See, I have placed before you an open door that no one can shut.” — Revelation 3:8

11. Closing Vision

The College & Careers Ministry is a launchpad for God’s future leaders. Whether they’re pursuing degrees or business dreams, navigating singleness or preparing for marriage, our goal is to send them into their calling with clarity, courage, and Christ at the center.

This is not just a ministry—it is a movement of world-changers prepared to make culture bow to Kingdom.



REBIRTH

CATHEDRAL OF PRAISE

www.rebirthcathedral.org

1. Introduction

The Worship Arts Ministry at ReBirth Cathedral of Praise is a multi-faceted ministry designed to lead our congregation in genuine encounters with God. We function as Levites—set apart to minister in the presence of the Lord and prepare the way for a transformative worship experience through music, movement, media, and the creative arts.

2. Vision & Mission Statement

Vision

To ignite the worship culture of ReBirth Cathedral of Praise through creative expressions that inspire intimacy with God, minister to the body of Christ, and proclaim the Gospel to the world.

Mission

- To cultivate spiritually mature, artistically gifted worshipers.
- To build a diverse community of artists committed to Kingdom excellence.
- To create prophetic, Spirit-led environments through art, sound, movement, and story.

3. Ministry Values & Philosophy

Core Values

- **Excellence:** We offer God our best, technically and spiritually.
- **Authenticity:** Worship flows from our relationship with Christ.
- **Unity:** Every team member serves in harmony for one sound, one spirit.
- **Integrity:** We walk in holiness on and off the platform.
- **Servanthood:** We serve God, our leaders, and the congregation.
-

Philosophy of Worship

Worship is a lifestyle, not a moment. Every artist is a worshiper first, servant second, and artist third. Our giftings are not for performance but for edification, breakthrough, and encounter.

4. Organizational Structure

- **Senior Pastor / Apostolic Overseer**
- **Worship Arts Director**
- **Ministry Department Leads**
 - Music Lead
 - Dance Captain
 - Drama/Spoken Word Director
 - Media & Production Manager
 - Creative Arts/Stage Design Coordinator
- **Administrative Coordinator**
- **Team Leads (Sectional)**
- **General Members & Interns**

5. Departmental Overviews

A. Music Ministry

- **Praise & Worship Team:** Leads congregational worship weekly.
- **Choirs:** Includes adult, youth, children's, and mass choir.
- **Musicians:** Keyboardists, drummers, guitarists, bassists, instrumentalists.

B. Dance Ministry

- **Liturgical Dance Team:** Minister through expressive movement.
- **Mime Team:** Uses silent dramatization to convey spiritual truth.
- **Flag & Prophetic Movement:** Banners, streamers, and worship flags used in prophetic intercession.

C. Drama & Spoken Word

- **Drama Team:** Presents skits, monologues, and short plays.
- **Spoken Word Ministry:** Uses poetic expression for ministry moments.

D. Media & Production

- **A/V Team:** Controls sound, slides, live stream, and camera operations.
- **Lighting & Projection:** Responsible for atmospheric visual cues.
- **Social Media:** Manages digital content, graphics, and promotions.
- **E. Creative Arts**
- **Set Design:** Coordinates seasonal decor, stage aesthetics, and visuals.
- **Visual Artists:** Painters, sketch artists, or digital illustrators for special projects.

6. Roles & Responsibilities

Worship Arts Director

- Oversee all creative teams
- Coordinate with pastoral staff
- Set calendar and vision

Department Leads

- Lead rehearsals and coordinate performances
- Mentor team members
- Maintain spiritual and creative standards

General Members

- Attend rehearsals and team devotionals
- Serve as scheduled
- Commit to excellence in presentation and preparation

7. Membership Requirements

- Be a committed, active member of ReBirth Cathedral of Praise for 90 days.
- Complete Ministry Orientation Class.
- Sign Ministry Covenant and Policy Acknowledgment Form.
- Submit audition or creative portfolio for evaluation.
- Maintain regular church attendance and tithing.

8. Spiritual Standards & Ethics

- Maintain a personal devotional life.
- Uphold a lifestyle of holiness and integrity.
- Refrain from public sin, gossip, or behaviors that contradict biblical values.
- Abstain from ministry while under church discipline or moral restoration.

9. Audition & Onboarding Process

1. Submit Application Form
2. Attend Worship Arts Interest Meeting
3. Audition or Portfolio Review
4. Interview with Ministry Leader
5. Probationary 60-Day Trial Period

6. Attend New Member Workshop
 7. Formal Induction & Commissioning
-

10. Rehearsal & Service Guidelines

- Rehearsals are sacred appointments; punctuality is required.
 - Prepare individually before group rehearsal.
 - Use designated platforms (e.g., Planning Center, WhatsApp) for updates.
 - Rehearsal prayer begins all sessions.
 - Attendance logs are kept; 3 unexcused absences = review meeting.
-

11. Worship Service Protocol

- Call Time: 30 minutes before service.
- Sound Check, Run-Through, Pre-Service Prayer.
- Maintain posture of worship, not performance.
- Flow with pastoral leadership and spontaneous moments.
- Media/AV teams follow service cue sheets and run-lists.

12. Dress & Presentation Standards

Ministry Area	Dress Guidelines
Singers & Musicians	Coordinated attire; avoid flashy or distracting styles
Dance & Mime	Modest, movement-friendly garments; ministry colors
Media/Tech	Black or dark-colored apparel
Stage Crew	All black, minimal logos

No strong fragrances.

13. Conflict Resolution Policy

- Address concerns privately with individual.
- If unresolved, involve Team Lead.
- Further steps involve Worship Arts Director or Pastoral Liaison.
- Gossip or backbiting is cause for disciplinary review.

14. Team Culture & Communication

- All communication flows through designated apps.
- GroupMe/Slack/WhatsApp for updates, scheduling, and encouragement.
- Email used for formal documentation.
- Clear expectations, grace-based accountability.

15. Annual Calendar & Special Events

- **January:** Vision Casting & Team Retreat
- **April:** Resurrection Production
- **July:** Mid-Year Worship Encounter
- **September:** Worship Arts Conference or Workshop
- **December:** Christmas Production

Each department submits quarterly plans to the Director.

16. Growth & Development Opportunities

- Monthly team devotions
- Quarterly technical trainings (music theory, choreography, AV basics)
- Annual creative retreat
- Partner with other churches or join UPPC Convocation Choir at Holy Convocation.

17. Technology & Media Policies

- Use only licensed music and materials (CCLI, ProPresenter, etc.)
- No unauthorized recordings or postings.
- Social Media posts representing ReBirth Worship must be approved.
- Team members should not livestream from platform unless assigned.

18. Safety, Security, and Risk Management

- All props, cords, and equipment must meet safety standards.
- Children participating in arts must have parental consent and supervision.
- Mandatory fire and emergency protocol training annually.
- Health protocols followed for shared equipment and garments.

19. Evaluation & Accountability

- Annual review for all team members (spiritual, technical, relational)
- Anonymous team climate survey
- Director-led mid-year feedback sessions
- Goals set and tracked through ministry dashboards

Section 20: Online Ministry

1. Introduction

The Online Ministry of ReBirth Cathedral of Praise exists to extend the transformative power of the Gospel beyond physical walls and into digital spaces. We are not just live-streaming content—we are cultivating a **virtual sanctuary** for worship, teaching, fellowship, and outreach.

2. Vision & Mission of Online Ministry

Vision

To reach people where they are—at home, at work, or across the globe—by creating meaningful, Spirit-filled online encounters with Christ and the ReBirth community.

Mission

To use digital tools, platforms, and teams to deliver life-changing worship, teaching, and engagement through anointed media and real-time ministry.

3. Ministry Objectives

- Ensure a seamless, engaging, Spirit-led worship experience online.
- Provide real-time interaction and pastoral care for digital viewers.
- Establish ReBirth as a digitally-equipped, Kingdom-minded hub.
- Maintain theological accuracy and spiritual integrity across all content.
- Empower volunteers to serve in technical, creative, and interactive roles.

4. Organizational Structure

Role	Description
Senior Pastor	Provides overall direction, teaches/preaches
Online Ministry Director	Oversees strategy, execution, and innovation
Digital Pastor/Moderator Lead	Oversees chat engagement, digital altar calls
Tech Director	Manages stream, sound, lighting, and camera systems
Social Media Lead	Curates posts, manages platform presence
Content Coordinator	Edits and archives sermon clips, manages uploads
Volunteer Moderators	Engage audience, answer questions, pray with viewers
Analytics Coordinator	Tracks metrics and impact reports

5. Key Areas of Online Ministry

1. Livestream Broadcasting
2. Social Media Ministry
3. Digital Prayer & Altar Call
4. Online Engagement & Moderation
5. Digital Discipleship & Small Groups
6. Creative Content Creation (Graphics, Video, Podcast)
7. Online Giving & Partnership Integration

6. Roles & Responsibilities

Online Ministry Director

- Develops strategy, SOPs, and schedules
- Recruits and trains team leads
- Reports metrics to Executive Team monthly

Digital Pastor/Moderator Lead

- Hosts virtual services
- Ensures altar call responses are followed up
- Leads prayer team training and chat etiquette

Tech Team

- Handles camera, lights, ProPresenter, stream software (OBS/Restream)
- Sound check and system backup weekly

Social Media Lead

- Posts real-time quotes during service
- Manages reels, countdowns, and teasers

Volunteers

- Must attend monthly training
- Serve in scheduled chat, prayer, or technical roles
- Practice confidentiality and biblical etiquette online

7. Platforms & Technologies

Purpose	Platforms/Software
Livestream	YouTube, Facebook Live, Church Online Platform
Broadcast Software	OBS Studio, Studio Streamer,
Presentation	ProPresenter, Canva
Social Media	Instagram, Facebook, YouTube Shorts, TikTok
Scheduling & Planning	Planning Center, Trello, Slack, Zoom
Prayer Requests & Forms	Typeform, JotForm, Church Website
Giving	Cash App, PayPal, Tithe.ly, Givelify

8. Content Development & Publishing

- Weekly: Sermon clips (30–60 sec), Bible verse reels, service countdowns
- Monthly: Online teaching, devotional, testimonial video
- Quarterly: Thematic digital campaigns (e.g. Lent, Advent, Mental Health Month)

Tone: Hope-filled, modern, Spirit-led, inclusive, and scripturally grounded.

9. Livestreaming Standard Operating Procedures (SOP)

Pre-Service

- Test internet speed (min 10 Mbps upload)
- Check all mics, lights, cameras
- Run pre-service countdown 10 mins prior
- Verify stream key and multi-platform settings

During Service

- Display lower-thirds for speaker names/scriptures
- Monitor chat and alert Pastor to urgent inquiries
- Prepare prayer/altar call graphic in advance

Post-Service

- Upload full replay within 1 hour
 - Post engagement graphic (“What stood out to you?”)
 - Download & archive raw footage
-

10. Digital Engagement Protocol

- Use first names, emojis, and church language (e.g., “family,” “welcome home”).
- Reply to every comment during service.
- Always link people to the next step (prayer request, salvation form, connect card).
- Monitor for spam, inappropriate comments.

11. Volunteer Recruitment & Training

- Serve with excellence, not perfection.
- Training includes:
 - Platform walk-through
 - Etiquette & tone
 - Conflict resolution
 - Role-play scenarios

New volunteers must complete:

- Ministry Application

- Background Check (if accessing private data)
- Orientation + Shadowing 2 services

12. Communication & Scheduling

- All team communications via Slack or GroupMe
- Monthly team meetings (Zoom)
- Schedules posted 2 weeks in advance via Planning Center
- All service materials are due 48 hours before the stream

13. Branding & Presentation Guidelines

- Logo must be on all videos/graphics
- Use ReBirth's official colors and fonts
- Post styles: Clean, bold, spiritually uplifting
- No use of copyrighted music without license

14. Safety, Privacy & Data Policy

- Never share private prayer requests without consent
- Store data securely (Google Workspace or encrypted folders)
- Pastoral team should be alerted to mental health concerns, threats, or self-harm mentions
- Video/photo consent required for minors

15. Discipleship & Digital Follow-Up

- Digital Connect Card for guests
- Online Growth Track (pre-recorded modules)
- Virtual Small Groups via Zoom
- Monthly Online Prayer Room
- Assign mentors to digital newcomers

16. Metrics & Analytics

Metric	Target
Weekly Live Attendance	500+
Engagement Rate	10–15%
Shares/Week	100+
New Guest Cards	20/month

Prayer Requests	40/month
Giving Through Online Platforms	30–50% of total giving

Tools: YouTube Studio, Meta Insights, Google Analytics, Tithe.ly Dashboard

17. Calendar & Workflow

Day	Task
Monday	Post sermon recap, archive stream
Tuesday	Edit highlight reel
Wednesday	Post mid-week reel + scripture
Friday	Post announcement graphic + countdown
Sunday	Go live, engage, follow-up prayer forms

Best Practices for Social Media

Social media platforms like Facebook, Twitter, Instagram, and Pinterest are fantastic tools to build community, promote an inviting culture, and reach people using tools they are already familiar with. People are online everyday, so remember to think of your social media presence as an extension of your ministry. Your team pours energy and intensity into engaging with people each weekend and throughout the week. That connection is sacred—even when it's digital. In fact, people might even be more open and vulnerable online than they are face-to-face.

So when someone comments on your page, keep in mind that they are reaching out to your ministry. When you approach each interaction from that perspective, it's easy to see you aren't working through a checklist; you are connecting with people and building relationships. While the tools change often, our approach to using social media is based on our communication values and our mission to lead people to become fully devoted followers of Christ.

Facebook

The primary purpose of Facebook for a church or ministry is to engage with your community and share your personality. Consider your Facebook page as an alternative source for people to find information about your ministry. Secondly, social media is a great way to market and promote events, messages, and weekend announcements.

How to Use Facebook

The church Facebook page is an important source of community, connection, and information for specific events and campus happenings.

This is where you can:

- Provide details about your events (using the Events page)
- Keep your online community informed
- Get instant feedback and notification of needs and prayer requests
- Encourage followers with God's Word
- Share ministry vision and serving opportunities
- And much more

When to Use Facebook

Add this communication channel to your checklist for all events, news, updates, and announcements, and refer people to your Facebook page in your talk notes and printed materials. Whenever a ministry team hosts an event or submits an announcement, make sure it's included in your Facebook communication in some way.

The Events section benefits attendees by providing them with vital information in advance, which can cut down on confusion or questions. Providing these details also gives them a way to share the same information with their friends.

Build a Facebook Support Team

It is vital that each campus has a dedicated team (staff and volunteers) who can post and monitor conversations. It's also a good idea for staff to make comments on posts as themselves. This will further relationship building and personal connections through the Facebook community.

Other Platforms: Twitter, Instagram, and Pinterest

Most of the information in this document addresses Facebook specifically, but the concepts can also be applied to other social media platforms. Churches have the option to set up accounts on other social media platforms such as Twitter, Instagram, and Pinterest. Remember, if you set up an account with these platforms, you must commit to keeping them updated regularly.

When you name these other social media accounts try to be as uniform as possible; if your name is different on every social platform, your attendees will have a harder time finding your feed.

Begin With the Basics

Facebook:

- Timeline – This is where you post and schedule status updates, pictures, videos, etc. to engage your followers. Read more about scheduling status updates on Facebook.
- News Feed – Followers of your page will only see updates in their personal News Feeds when they are posted by the page admin.

- **Profile Photo** – Remember that your profile photo represents your brand and should be used for all social media accounts. Make sure it's professional and represents your ministry in a positive light.
- **Cover Photo** – The Facebook Cover Photo can change based on the current series you're in or major events you may be having. Cover Photo files can be edited to include experience times and are uploaded by the campus Facebook page admin.
- **Admin Panel** – This is where you can schedule posts, find insights for your page, set up your page preferences, and assign admin roles.

Other Platforms:

- **@** - The @ sign is used to call out usernames in tweets or Instagram posts and link to a profile page on Facebook. When a username is preceded by the @ sign, it becomes a link to the user's profile. Read more about replies and mentions on Twitter.
- **Direct Message** - Also called a DM or message, these tweets are private between the sender and recipient. Tweets sent over SMS become DMs when they begin with "@ username" to specify the recipient. Learn more about direct messages on Twitter.
- **Retweet** – A retweet is the act of forwarding another user's tweet to all of your followers on Twitter. Find out more about retweets or why you can't retweet certain tweets.
- **Hashtag** - The # symbol is used in social media posts to identify and track messages on a specific topic. Several social media platforms use hashtags including Facebook, Twitter, and Instagram. Read more about hashtags on Twitter.

Important Tips to Remember

- Represent Christ and the church well.
- Use correct spelling, grammar, and sentence structure.
- Social media should be social. Ask questions and start conversations with your audience. Don't just post to-dos, requests, or informational posts. Plan posts, images, and tweets that get people responding and commenting.
- Whenever possible, avoid using abbreviations or social media shorthand (e.g. LOL, u, ur, etc.). If character restrictions are an issue, choose your cuts wisely. Use an image or video to convey what you can't in 140 characters or less. If you absolutely need to cut some characters, some examples of acceptable abbreviations for use in social media include:
 - o Days of the week or months (ex: Wed, Jan 29)
 - o Using numbers for dates (ex: 1/29/14)

- o Adjusting 'with' to 'w/'
- o Using symbols like & and @
- o Using numerals for 0-9 rather than spelling them out
- When taking and selecting photos or videos, comply with appropriate privacy policies.

For example:

- o Use crowd shots
- o Avoid using pictures of children
- o Obtain written permission for pictures of individual adults or minors
- Only use quality video, which includes good audio. Do not post videos of a public performance of music (e.g. worship or intro songs) if you don't have the broadcast rights to them. Always support a video with a caption, description, or post sharing the facts in the video. Don't make the person re-watch the video to make note of the time or location of an event.
- Keep your branding standards in mind, and only use images that support your brand and ministry.

Section 21: Mother's Board Ministry

Purpose

The Mother's Board Ministry serves as a vital source of wisdom, spiritual guidance, nurturing, and support within ReBirth Cathedral of Praise. Comprised of seasoned women of God, the Mothers are called to model holiness, intercession, and maturity while mentoring younger generations, safeguarding church traditions, and supporting pastoral vision.

Mission

To preserve spiritual integrity and promote generational discipleship by embodying godliness, praying fervently, and extending motherly love to the entire church family.

Vision

To see women across all ages empowered by the spiritual example and wisdom of sanctified mothers who walk in grace, discipline, prayer, and unwavering faith.

Qualifications

- Must be at least 60 years of age or older (exceptions may be considered by the Pastor)
- Baptized believer living a sanctified life
- Faithful in tithing, church attendance, and spiritual leadership
- Spirit-filled and respected in both the church and community

Responsibilities

- Serve as spiritual mentors to younger women and families
- Maintain a visible and active presence during worship services
- Support altar calls and minister to women in need of healing and deliverance
- Assist with preparation for Communion, Baptism, and special services
- Support bereaved families, new mothers, and widows
- Provide counsel in love and confidentiality to women facing challenges
- Help foster intergenerational connections through hospitality and engagement

Meeting Schedule

- Monthly ministry meetings for prayer, planning, and fellowship
- Quarterly training sessions on spiritual mentoring, ethics, and church policies
- Annual retreat or day of renewal for spiritual refreshing

Dress Code

- Uniform: white attire with designated hats or pins on Communion Sundays and special services
- Casual modest attire for other services and ministry functions

Ministry Events & Initiatives

- **Wisdom Circles** – Monthly mentorship gatherings for younger women
- **Generations Luncheon** – Intergenerational fellowship event hosted annually
- **Mother's Day Program** – Annual event led and planned by the Mother's Board
- **Home Visitation Program** – Visits to the sick, shut-in, and senior members

Leadership Structure

- **Lead Mother (Chairperson)** – Appointed by the Pastor, facilitates meetings and vision
- **Vice Chair** – Assists the Lead Mother in duties and serves in her absence
- **Secretary** – Takes meeting minutes, maintains records, and communicates with members

Expectations

- Exhibit humility, wisdom, and discretion in speech and behavior
- Remain teachable and adaptable to the church's progressive vision
- Never operate in a spirit of gossip or condemnation
- Be available for service opportunities and counseling support as needed
- Uphold and model the values and vision of ReBirth Cathedral of Praise

Spiritual Commitments

- Daily devotion and prayer for the church and leadership
- Regular fasting and spiritual alignment with church-wide consecrations
- Attendance at midweek prayer and corporate gatherings

Conclusion

The Mother's Board stands as a pillar of grace, prayer, and dignity within ReBirth Cathedral of Praise. Their ministry is not ceremonial—it is spiritual leadership in action. These mothers nurture the next generation, protect the atmosphere of worship, and uphold the holy standards of the faith.

“Older women... are to teach what is good, and so train the young women...” – Titus 2:3–5

Section 22: Deacons Ministry

Purpose

Deacons make themselves available to handle the necessities of the Body of Christ. Their areas of responsibility can range from care of widow(er)s and the sick to managing the upkeep of facilities, financial stewardship, and serving the congregation's physical and spiritual needs, and maintaining the atmosphere of holiness and order within the church. The deacon's role is both sacred and practical, reflecting the model set forth in Acts 6.

Mission

To serve the church faithfully in love, stewardship, and spiritual support, relieving the Pastoral team of administrative and service-related duties and attending to the well-being of the congregation.

Vision

To cultivate a ministry of integrity, compassion, and spiritual maturity that strengthens the church's operations and nurtures its people.

Scriptural Foundation

“Therefore, brothers, pick out from among you seven men of good repute, full of the Spirit and of wisdom, whom we will appoint to this duty.” – Acts 6:3

Qualifications

- Saved, Spirit-filled, and of good report (1 Timothy 3:8–13)
- Active member of ReBirth Cathedral of Praise for at least one year
- Faithful in attendance, tithing, and ministry participation
- Demonstrates maturity, wisdom, and humility
- Must complete Deacon's Orientation and Training Program

Core Responsibilities

- Assist in Communion and Baptismal services
- Maintain order and reverence during worship services
- Support altar calls and pray with congregants as directed
- Visit and minister to the sick, elderly, and bereaved
- Distribute benevolence as directed by leadership
- Aid in church logistics, security, and general operations
- Serve as a liaison between congregation and pastoral leadership

Spiritual Commitments

- Daily devotion and intercession for the church and Pastor
- Participation in corporate prayer and fasting
- Model Christian leadership in speech, conduct, and love

Administrative Duties

- Prepare and organize Communion elements
- Support baptisms by preparing candidates and managing logistics
- Maintain and update deacon assignments and rotation schedules
- Document home visits and benevolence activity

Training and Development

- Completion of Deacons Training Modules (outlined below)
- Attendance at quarterly leadership development sessions
- Annual spiritual retreat or team-building day
- Mentorship of Junior Deacons and prospective candidates

Deacons Training Modules

1. **Biblical Foundations of Deaconship**
2. **Church Protocol and Leadership Etiquette**
3. **Pastoral Support and Confidentiality**
4. **Crisis Ministry and Conflict Resolution**

5. **Service Excellence and Hospitality**
6. **Prayer, Intercession, and Altar Ministry**
7. **Facility Oversight and Safety Procedures**

Uniform & Attire

- **Men:** Black suits with white shirts and designated Deacon pins on Communion Sundays
- **Women Deacons:** White attire with modest accessories and ministry pins

Organizational Structure

- **Chair of Deacons:** Oversees operations and meets regularly with the Pastor
- **Vice Chair:** Assists and substitutes as needed
- **Secretary:** Manages records, schedules, and communication
- **Rotation Leaders:** Coordinate weekly service assignments

Expectations

- Arrive early and stay late for all assigned services
- Maintain dignity, discretion, and unity among team members
- Submit to pastoral authority and direction without resistance
- Exhibit Christ-like behavior in and outside of church

Evaluation and Accountability

- Annual review by the Chair and Senior Pastor
- Peer feedback through team evaluations
- Suspension or removal may occur due to moral failure, negligence, or insubordination

Conclusion

The ministry of the Deacon is foundational to church excellence. As servants of the church, deacons must embody the humility of Christ, the strength of stewardship, and the compassion of shepherds. Through faithful service, the Deacons Ministry ensures the physical, spiritual, and emotional needs of the church are met, strengthening the Body of Christ.

“Well done, good and faithful servant.” – Matthew 25:23

Section 23: Ministers In Training (MIT)

Purpose

The Ministers In Training (MIT) program at ReBirth Cathedral of Praise exists to develop, equip, and affirm individuals who feel called to ministerial leadership within the church. This program is designed to offer theological education, spiritual formation, and practical ministry experience in preparation for licensure, ordination, or ministerial appointment.

Mission

To raise a new generation of biblically grounded, Spirit-empowered, and servant-hearted ministers who uphold the vision of ReBirth Cathedral of Praise and serve as Kingdom ambassadors within and beyond the church.

Vision

A community of emerging leaders who model integrity, excellence, and spiritual maturity in every area of life and ministry.

Qualifications

- Evidence of a divine call to ministry
- Recommendation from a pastor or ministry leader
- Active member of ReBirth Cathedral of Praise for at least 6 months
- Demonstrated spiritual maturity and commitment to personal holiness
- Completion of application and approval by the Pastoral Council

Core Components

1. **Theological Education**
 - Foundations of Pentecostal Theology
 - Hermeneutics and Homiletics
 - Ecclesiology and Church Administration
2. **Spiritual Formation**
 - Personal spiritual disciplines (prayer, fasting, study)
 - Character development and emotional maturity
 - Mentorship by seasoned ministers
3. **Practical Ministry**
 - Participation in Sunday worship, altar ministry, and preaching opportunities
 - Supervised ministry assignments (e.g., hospital visits, evangelism, discipleship)
 - Event planning, team leadership, and service facilitation
4. **Ministerial Ethics and Conduct**
 - Integrity, confidentiality, and accountability
 - Boundaries in counseling and ministry relationships

- Financial stewardship and transparency

Program Structure

- **Length:** 12–18 months
- **Phases:**
 - Phase 1: Foundations & Formation
 - Phase 2: Practical Ministry Training
 - Phase 3: Specialization & Examination
- **Schedule:**
 - Monthly MIT Classes (weeknight or Saturday online)
 - Bi-weekly mentorship meetings
 - Quarterly evaluation and review

Evaluation & Advancement

- Written assessments and reflection papers
- Sermon preparation and delivery
- Ministry performance review by pastoral mentors
- Final interview with Senior Pastor and MIT oversight team

Expectations of MIT Participants

- Uphold the church’s doctrinal standards and ethical expectations
- Maintain consistent devotional life and active church participation
- Demonstrate humility, teachability, and faithfulness in all duties
- Avoid divisive behavior, gossip, or moral compromise

Ministerial Licensing & Ordination Pathway

- Upon successful completion of the program and evaluation:
 - Recommendation for ministerial licensure
 - Public affirmation ceremony
 - Ordination may follow after an additional probationary season of ministry

Accountability Structure

- **MIT Director:** Oversees curriculum and training
- **Pastoral Mentor:** Offers personal guidance and support
- **Peer Cohort:** Engages in collaborative learning and accountability

Conclusion

The MIT program is not merely a course—it is a call to formation. Those who enter must be willing to die to self, walk in humility, and carry the mantle of Kingdom leadership. Through

intentional training and Spirit-led development, MITs are raised as vessels of revival, healing, and truth for the glory of God and the edification of the Church.

“Study to show yourself approved unto God, a workman who need not be ashamed, rightly dividing the word of truth.” – 2 Timothy 2:15.

Section 24: Ministers Ministry

Section A: Purpose

The Ministers Ministry at ReBirth Cathedral of Praise consists of licensed and ordained ministers who serve under the direction of the Senior Pastor. Their role is to support the spiritual, educational, and pastoral work of the church through preaching, teaching, sacramental duties, leadership development, and care for the congregation. Ministers are called to carry the spiritual weight of the house with integrity and humility.

Section B: Vision and Mission

Vision:

To develop a unified, Spirit-led body of ministers who exemplify holiness, biblical teaching, servant-leadership, and apostolic authority in advancing the Kingdom of God.

Mission:

- To support the vision of the Senior Pastor and church leadership
- To minister the Word of God with accuracy, boldness, and anointing
- To provide pastoral care and sacramental service
- To nurture spiritual growth within the church body

Section C: Qualifications for Ministers

All ministers must:

- Be licensed or ordained through ReBirth Cathedral of Praise or its covering fellowship
- Have completed the Ministers In Training (MIT) program or equivalent recognized training
- Demonstrate fruit of the Spirit, emotional maturity, and servant-leadership
- Maintain alignment with the doctrine, mission, and culture of ReBirth
- Uphold a life of prayer, study, and consecration
- Exhibit teachability and accountability to leadership

Section D: Core Responsibilities

Ministers are expected to:

- Preach and teach sound doctrine as assigned by the Senior Pastor
- Minister at the altar (prayer, deliverance, intercession)
- Provide pastoral care through visitations, counseling, and encouragement
- Serve in sacraments: Communion, baptisms, weddings, and funerals
- Assist with spiritual leadership of church ministries
- Mentor emerging leaders and MITs
- Support church-wide initiatives, conferences, and revivals
- Represent the church with integrity during outside engagements

Section E: Ministry Areas of Assignment

Ministers may be assigned to lead or support the following areas:

- **Altar Ministry / Intercession**
- **Evangelism & Outreach**
- **Discipleship & New Members**
- **Christian Education / Bible Teaching**
- **Hospitality & Congregational Care**
- **Children & Youth Mentorship**
- **Deliverance Ministry**
- **Online and Media Ministry** (e.g., prayer via livestream, digital devotionals)
-

Section F: Conduct and Lifestyle Standards

Ministers must:

- Maintain a lifestyle of holiness, integrity, and moral purity
- Be faithful in tithing, attendance, and submission to church leadership
- Avoid gossip, spiritual manipulation, and doctrinal rebellion
- Dress appropriately when ministering, including clerical attire when required
- Exercise discretion, confidentiality, and compassion in pastoral situations
- Abstain from behaviors that bring reproach to Christ or the church

Section G: Ministerial Development

All ministers are expected to engage in continual spiritual and leadership growth:

- **Monthly Ministerial Training** sessions (led by Senior Pastor or assigned leaders)
- **Quarterly Workshops or Intensives** on theology, leadership, and preaching
- **Annual Ministerial Retreat** for spiritual renewal and strategic alignment
- **Mentorship & Peer Accountability** partnerships

- Encouraged to pursue theological education, credential renewal, and leadership courses

Section H: Ministerial Meetings

Ministers must attend:

- Monthly ministerial meetings (prayer, planning, assignments)
- Strategic sessions prior to major church events or seasons
- One-on-one check-ins with Senior Pastor or Executive Pastor as scheduled
- Emergency or impromptu meetings when called by leadership

Section I: Dress Code and Presentation

Ministers must:

- Maintain modest, clean, and professional appearance
- Wear designated robes, collars, or liturgical attire during Communion, funerals, ordinations, and official services
- Refrain from wearing logos or attire that may be inconsistent with church values while representing ReBirth

Section J: Accountability and Structure

- **Senior Pastor** – Final spiritual and administrative authority
- **Executive Pastor / Lead Elder** – Day-to-day coordination and pastoral oversight
- **Ministerial Council** (if applicable) – Peer body for support, planning, and mutual accountability

Section K: Correction, Discipline, and Restoration

When ministers fall into sin, misconduct, or violate policy:

- Private meetings and counseling will be initiated by the Senior Pastor or oversight leader
- A plan of **restoration** may be offered based on Galatians 6:1
- Suspension of public ministry may occur during the process
- Confidentiality and grace will be upheld throughout the restoration journey
- Final decisions rest with pastoral leadership, with the aim of healing, not punishment

Section L: Licensing, Elevation, and Recognition

- Ministers may be licensed or ordained after completing required training and spiritual evaluation
- Annual review of ministerial status and conduct will take place
- Public affirmation occurs during designated church services
- Opportunities for elevation (Elder, Overseer, etc.) are prayerfully considered by the Senior Pastor and governing board

Section M: Ministerial Agreements & Forms (Appendix)

- Minister's Code of Conduct Agreement
- Sermon Evaluation Form
- Mentorship Log Template
- Annual Ministerial Review Form
- Application for Outside Preaching Engagement Approval

Closing Charge

Ministers are not performers or position seekers; they are shepherds, servants, and stewards of the mysteries of God. The calling is sacred, the standard is high, and the reward is eternal.

“Be shepherds of God’s flock that is under your care... not because you must, but because you are willing... as God wants you to be.”

—1 Peter 5:2 (NIV)

Section 25: Elder's Ministry

ReBirth Cathedral of Praise

A United Progressive Pentecostal Church

1. Purpose

The Elders Ministry exists to serve as spiritual shepherds, guardians of doctrine, and extensions of the Senior Pastor's spiritual authority. Elders support the leadership of the church through prayer, counsel, teaching, and governance. They are entrusted with modeling godly leadership and helping maintain spiritual integrity within the Body.

2. Vision & Mission

Vision:

To raise and sustain a mature, discerning, Spirit-filled team of elders who walk in wisdom, accountability, and compassion, serving as trusted advisors, intercessors, and leaders.

Mission:

- To serve under the Senior Pastor as spiritual overseers
- To guard the flock in matters of faith, doctrine, and discipline
- To help shepherd the congregation with wisdom, humility, and love
- To uphold and model the values of holiness, unity, and servant-leadership

3. Biblical Foundation

Key Scriptures:

- *Titus 1:5–9* – Qualifications of elders
- *1 Timothy 3:1–7* – Overseers must be above reproach
- *1 Peter 5:1–4* – Shepherd the flock willingly and humbly
- *Acts 20:28* – Keep watch over yourselves and the flock

4. Qualifications

Elders must:

- Demonstrate spiritual maturity and consistent godly character
- Be faithful tithers and active members of ReBirth Cathedral
- Have a proven track record of servant leadership and sound judgment
- Be able to teach, counsel, and intercede with biblical clarity and wisdom
- Maintain doctrinal agreement with the church and its leadership
- Be appointed or affirmed by the Senior Pastor

5. Responsibilities of Elders

Elders are responsible for:

- **Spiritual Oversight:** Praying for, counseling, and shepherding church members
- **Doctrinal Guarding:** Addressing false teachings and protecting theological integrity
- **Teaching & Preaching:** Leading Bible studies, preaching (when assigned), and mentoring leaders
- **Crisis & Conflict Resolution:** Assisting in disciplinary processes and restoration
- **Support of Ordinances:** Assisting with Communion, baptism, weddings, and funerals
- **Intercession & Warfare:** Regularly engaging in prayer and spiritual warfare for the church
- **Mentorship:** Guiding emerging leaders and MITs (Ministers in Training)
- **Leadership Counsel:** Advising the Senior Pastor in major church decisions when requested

6. Structure & Accountability

- **Senior Pastor:** Spiritual and administrative head; elders serve under his covering
- **Executive Pastor (if applicable):** May coordinate elder assignments and development
- **Lead Elder:** Appointed elder who assists with coordination and communication
- **Elder's Board** A body of confirmed elders who meet regularly for counsel and governance support

7. Expectations and Commitments

Elders are expected to:

- Maintain a life of prayer, fasting, and consecration
- Attend all elder meetings, retreats, and prayer gatherings
- Be present and supportive at major services and church events
- Submit to the authority of church leadership
- Operate in confidentiality and pastoral discretion
- Avoid behavior that brings reproach to Christ or division in the Body

8. Ministerial Ethics and Conduct

Elders must:

- Model Christ-like character and integrity
- Avoid gossip, manipulation, or personal agendas
- Refuse to engage in spiritual abuse, favoritism, or power-hungry behavior
- Treat others with dignity and honor, especially during conflict or correction
- Submit to church discipline if necessary and be open to accountability

9. Training and Development

- **Initial Elder Orientation:** Covering theology, pastoral care, and ReBirth policies
- **Ongoing Theological Study:** Recommended reading, discussion groups, seminars
- **Annual Retreat:** Time for renewal, team building, and spiritual vision
- **Peer Development:** Elders will participate in peer mentorship and intercession groups
- **Senior Pastor's Mentorship:** Periodic one-on-one sessions for insight, correction, and equipping

10. Dress Code & Ministry Presence

- Elders should dress modestly and respectfully during ministry functions
- Liturgical garments (robes, collars, stoles) may be required at designated services (e.g., Communion, ordinations)
- Elders are expected to carry themselves with dignity and spiritual discernment in public settings

11. Corrective Process

Should an elder fall into misconduct or spiritual compromise, the following may occur:

- Private meeting with Senior Pastor or oversight leadership
- Temporary removal from public ministry during restoration
- Written plan of accountability and healing
- Restorative counseling and mentorship
- Final reinstatement based on leadership discernment and spiritual fruit

12. Affirmation and Public Recognition

- Elders will be affirmed publicly during a special commissioning service
- Those promoted to Elder from the MIT or ministerial ranks must complete necessary training
- Elders may be elevated to Senior Elder, Overseer, or Bishop roles upon the discretion of the Senior Pastor and church board

13. Tools and Resources (Available Upon Request)

- Elder Appointment Form
- Confidentiality Agreement
- Pastoral Visitation Log
- Monthly Elder Check-In Template
- Scripture-Based Counseling Intake Form
- Elder's Spiritual Growth Journal

14. Conclusion

Elders are called not to rule but to **shepherd**, not to dominate but to **serve**. The authority of the Elder is weighty because the responsibility is sacred. At ReBirth Cathedral of Praise, our elders are guardians of grace and carriers of God's heart.

“Let the elders who rule well be considered worthy of double honor, especially those who labor in preaching and teaching.” – 1 Timothy 5:17 (ESV)



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and succession planning—ensuring that every ministry is led with spiritual conviction and operational excellence.

Job Description: Director of First Impressions

Position Title: Director of First Impressions

Reports To: Executive Pastor / Senior Pastor

Department: Guest Services & Hospitality

Location: ReBirth Cathedral of Praise

Position Summary

The Director of First Impressions is the frontline ministry leader responsible for creating a warm, welcoming, and engaging atmosphere for every guest and member who enters ReBirth Cathedral of Praise. This individual ensures that the hospitality, greeter, and usher teams embody the spirit of radical love, excellence, and Kingdom hospitality. The Director helps create a culture where every person feels seen, valued, and connected from the moment they arrive.

Mission Alignment

This role directly supports ReBirth Cathedral of Praise's commitment to inclusivity, excellence, and transformative encounters. The First Impressions Ministry is not merely functional—it is spiritual, embodying God's heart of welcome through every handshake, smile, and act of service.

Key Responsibilities

1. Guest Experience Leadership

- Ensure all services begin and end with radical hospitality and organization
- Supervise and train all greeters, ushers, parking lot attendants, and welcome center staff
- Coordinate flow of traffic, signage, and atmosphere to create a seamless and joyful experience

2. Hospitality Culture Development

- Cultivate a culture of warmth, service, excellence, and attentiveness among all First Impressions team members
- Develop protocols and SOPs for guest follow-up, new visitor engagement, and hospitality logistics
- Serve as the lead coordinator for church-wide guest service events (e.g., special services, conferences)

3. Volunteer Recruitment & Team Oversight

- Recruit, train, schedule, and disciple volunteers to serve in the First Impressions Ministry
- Host quarterly team trainings and refreshers on hospitality, etiquette, spiritual posture, and expectations
- Celebrate team members, foster morale, and ensure clear communication across teams

4. Systems & Administration

- Create and manage systems for visitor tracking, follow-up, and assimilation
- Coordinate guest gifts, welcome packets, and signage
- Monitor service environments to ensure cleanliness, preparedness, and a welcoming flow

5. Collaboration with Other Ministries

- Work closely with the New Members Ministry, Media/Communications, Security, and Pastoral Care teams to ensure continuity of care
- Participate in service planning meetings when needed to align the hospitality plan with the flow of worship

Qualifications

- A heart for people and a passion for helping others feel welcomed and connected
- Strong organizational, interpersonal, and communication skills
- Leadership experience in volunteer coordination, customer service, or ministry leadership
- Spiritually mature and aligned with the mission and vision of ReBirth Cathedral of Praise
- Tech-savvy and capable of managing scheduling tools, forms, and communication platforms

Spiritual and Ministry Expectations

- Must exhibit the fruit of the Spirit and a servant's heart
- A consistent prayer life and personal devotional practice
- Faithful church attendance, tithing, and alignment with church leadership
- Willingness to fast, serve, and lead by example in corporate ministry efforts

Time Commitment

- Sunday services and midweek gatherings (as assigned)
- Weekly team meetings and communication duties
- Attendance at all major church events and conferences (with prior planning)

Evaluation and Accountability

- Reports to the Executive Pastor and works under the spiritual leadership of the Senior Pastor
- Evaluated annually based on:
 - Guest satisfaction and team effectiveness
 - Volunteer team growth and engagement
 - Personal development and alignment with ministry goals

Conclusion

The Director of First Impressions is not just a greeter—it is a spiritual gatekeeper, ensuring every soul that enters ReBirth Cathedral of Praise is met with the love of Christ, the excellence of the Kingdom, and the embrace of family. This role helps the church live out its mission:

Transforming Lives. Empowering Kingdom Change Agents. Welcoming All.

“Do not forget to show hospitality to strangers, for by so doing some have entertained angels without knowing it.” – Hebrews 13:2

Job Description: Senior Pastor

ReBirth Cathedral of Praise

A United Progressive Pentecostal Church

Position Title: Senior Pastor

Reports To: Presiding Prelate of the UPPC.

Supervises: Executive Pastor, Pastoral Staff, Ministers, Elders, Deacons, and Ministry Leaders

Position Type: Full-Time; Serves at the pleasure of God and by the affirmation of the church leadership

Purpose of the Role

The Senior Pastor is the primary visionary, spiritual leader, and chief servant of ReBirth Cathedral of Praise. Tasked with preaching, teaching, pastoral care, leadership oversight, and strategic direction, the Senior Pastor embodies the mission and spirit of the church, equipping the body to live out the Kingdom of God in power, purpose, and love.

Key Responsibilities

1. Preaching & Teaching

- Deliver anointed, theologically sound, Spirit-led preaching and teaching on a weekly basis.
- Develop and lead Bible studies, discipleship series, and Kingdom training opportunities.
- Ensure doctrinal consistency in all teaching across ministries and platforms.

2. Vision Casting & Strategic Leadership

- Cast and continually clarify the vision, mission, and strategic direction of the church.
- Lead short- and long-term planning processes in alignment with Holy Spirit guidance.
- Inspire, mobilize, and unify leadership and the congregation around the church's vision.
- Monitor ministry effectiveness and adapt strategies to advance Kingdom impact.

3. Pastoral Care & Spiritual Oversight

- Provide spiritual shepherding to members, families, and leaders.
- Offer counseling, prayer, spiritual guidance, and crisis support as needed.
- Oversee pastoral functions including baptisms, Communion, weddings, and funerals.
- Intercede for the congregation and city as a prophetic, praying pastor.

4. Leadership Development

- Mentor and disciple ministers, elders, deacons, and emerging leaders.
- Facilitate ministerial training, ordinations, and leadership appointments.
- Lead and model servant-leadership, character development, and spiritual maturity.

5. Organizational Governance

- Serve as the final spiritual and administrative authority under God for all church matters.
- Chair or delegate key leadership councils, including Executive Leadership and Pastoral Teams.
- Collaborate with the Board of Elders or Apostolic Oversight for governance, accountability, and strategic input.
- Ensure compliance with legal, ethical, and financial practices.

6. Worship & Ministry Oversight

- Supervise the flow and structure of worship services to reflect ReBirth's unique culture.
- Approve or appoint ministry leaders and department heads.
- Oversee all spiritual ministries, ensuring alignment with vision and doctrine.

7. Financial Stewardship

- Oversee stewardship, budgeting, and fundraising initiatives with transparency and accountability.
- Promote a culture of generous, covenant giving.
- Work closely with financial officers and the Executive Pastor on resource allocation.

8. Public Representation & Community Engagement

- Serve as the primary spokesperson and public representative of the church.
- Cultivate partnerships with civic, interfaith, and social justice organizations.
- Advocate for biblical justice, reconciliation, and outreach efforts.

Qualifications

- Saved, Spirit-filled, and walking in a lifestyle of personal holiness
- Licensed and/or ordained through a recognized apostolic or Pentecostal fellowship
- Minimum 8–10 years of pastoral leadership experience, including preaching, counseling, and administration
- Strong biblical knowledge and theological integrity
- Proven ability to lead diverse congregations and grow multi-generational ministries
- Skilled in leadership development, conflict resolution, and vision execution
- Aligned with the beliefs and distinctives of the United Progressive Pentecostal tradition

Character & Spiritual Traits

- Anointed, humble, and Spirit-led
- Approachable, teachable, and emotionally intelligent
- Ethical and confidential in conduct
- Bold in vision but gentle in shepherding
- Accountable, disciplined, and trustworthy

Time Commitment

- Full-time availability, including weekends, evenings, and emergency response
- Regular prayer, fasting, study, and intercession as spiritual disciplines
- Weekly staff and leadership meetings, service planning, and ministry oversight

Accountability & Evaluation

- Accountable to the Board of Elders, Apostolic Covering, and ultimately, to God
- Subject to annual ministry evaluation based on spiritual fruit, vision progress, and congregational health
- Periodic self-assessment and leadership coaching encouraged

Support Structure

- **Executive Pastor:** Operational and administrative execution
- **Elders:** Counsel and spiritual accountability
- **Ministers & Pastors:** Preaching, care, and ministry execution
- **Administrative Team:** Office and communication support

Core Commitments

- **To God:** Walk in integrity, obedience, and personal devotion
- **To the Church:** Shepherd with love, vision, and justice
- **To the Vision:** Advance Kingdom transformation in lives and culture
- **To the People:** Model Christlike leadership, equipping all for ministry

Closing Charge

The Senior Pastor is not merely an office—it is a sacred calling. The one who holds it must live above reproach, love without condition, and lead without fear. With God’s help, the Senior Pastor of ReBirth Cathedral of Praise will guide this body into new dimensions of revival, reconciliation, and reform.

“Be shepherds of God’s flock that is under your care... not lording it over those entrusted to you, but being examples to the flock.” – 1 Peter 5:2–3

Position Title: Executive Pastor

Reports To: Senior Pastor

Supervises: Church Staff, Ministry Leaders, Administrative Teams

Classification: Senior Leadership Staff

Position Type: Appointed by the Senior Pastor

Purpose

The Executive Pastor (XP) serves as the Chief Operations Officer of the church, translating vision into action. This leader oversees the strategic, administrative, and organizational aspects of the church to ensure that all departments operate in alignment with the vision, mission, and values of ReBirth Cathedral of Praise.

Mission Impact

To lead and manage the day-to-day ministry functions of the church in a spirit of excellence, helping fulfill the Senior Pastor's vision through efficient operations, healthy teams, and aligned execution.

Core Responsibilities

1. Strategic Leadership & Vision Implementation

- Partner with the Senior Pastor to cast and implement vision across all departments.
- Align ministries with strategic goals through measurable outcomes and structured plans.
- Oversee strategic planning retreats, vision rollouts, and ministry alignment sessions.

2. Organizational Oversight

- Provide executive leadership for ministry departments, church staff, and operational teams.
- Lead weekly staff meetings, leadership briefings, and interdepartmental planning.
- Ensure proper communication flow and coordination across all church sectors.
- Identify and remove organizational barriers to effectiveness and growth.

3. Staff and Leadership Development

- Supervise and evaluate all staff and department heads.
- Design and oversee systems for hiring, training, mentoring, and performance management.
- Cultivate a healthy leadership culture based on empowerment, excellence, and accountability.

- Conduct leadership retreats, staff evaluations, and personal development plans.

4. Financial Stewardship & Administration

- Work with the Finance Team and Treasurer to create, manage, and monitor the church budget.
- Oversee financial planning, reporting, and stewardship strategies.
- Ensure systems for purchasing, payroll, giving, and compliance are efficient and ethical.
- Approve major expenditures and contracts in collaboration with the Senior Pastor.

5. Systems & Operations Management

- Oversee facility operations, event planning, logistics, safety, and risk management.
- Develop and maintain standard operating procedures for administration, ministries, and campus usage.
- Ensure the proper use of technology systems, including church database, media, livestream, and scheduling.

6. Ministry Coordination

- Supervise all ministry leaders to ensure alignment, health, and fruitfulness.
- Facilitate regular ministry leader meetings and calendar coordination.
- Ensure ministry plans are mission-aligned and adequately resourced.
- Address conflict resolution and team management issues as needed.

7. Executive Communication

- Serve as a key liaison between the Senior Pastor and the leadership/staff.
- Manage internal communications with clarity and consistency.
- Represent the church in executive matters when delegated by the Senior Pastor.
- Collaborate with Communications and Marketing teams for branding alignment.

Qualifications

- Must be a Spirit-filled, mature believer with a heart for servant leadership
- Demonstrated pastoral leadership with administrative excellence
- Minimum 5 years in executive or senior church leadership
- Degree in theology, business, leadership, or equivalent (Master's preferred)
- Proven experience in team-building, systems design, and strategic planning
- Strong financial literacy, organizational skills, and conflict-resolution ability
- Must be a faithful member and tither at ReBirth Cathedral of Praise or approved affiliate

Character & Spiritual Expectations

- Live a life of personal holiness, integrity, and humility
- Submit fully to the Senior Pastor and honor the vision of the house

- Model excellence, punctuality, respect, and Christlike leadership
- Engage regularly in prayer, worship, giving, and the ministry of the Word
- Uphold confidentiality and maintain pastoral ethics in all dealings

Time Commitment

- Full-time availability, including evenings and weekends for key services/events
- Lead or attend staff, strategic, and executive planning meetings
- On-call availability for urgent matters at the discretion of the Senior Pastor

Evaluation & Review

- Subject to annual performance review by the Senior Pastor
- Regular feedback sessions with leadership team and staff
- Goals set in alignment with vision cycles and organizational objectives

Key Relationships

- **Senior Pastor** – Vision alignment and executive oversight
- **Church Staff** – Operational leadership, pastoral supervision
- **Ministry Leaders** – Strategic alignment, ministry support
- **Board/Elders (as needed)** – Reporting, collaboration, compliance
- **Congregation** – Pastoral visibility, communication, leadership support

Closing Statement

The Executive Pastor serves as the operational and strategic right hand of the Senior Pastor, leading the church behind the scenes so that every member, ministry, and mission can flourish. This role is a sacred stewardship, requiring wisdom, prayerfulness, and courageous leadership.

“Whoever wants to be great among you must be your servant.” – Matthew 20:26

Job Description: Associate Pastor

Position Title: Associate Pastor

Reports To: Senior Pastor

Department: Pastoral Leadership Team

Location: ReBirth Cathedral of Praise

Position Summary

The Associate Pastor is a key member of the executive leadership team, supporting the Senior Pastor in providing spiritual oversight, administrative direction, and pastoral care to the church body. This individual serves as a bridge between ministries, ensuring alignment with the church's mission: *"Transforming Lives. Empowering Kingdom Change Agents. Welcoming All."* The Associate Pastor must be a servant-leader with a passion for discipleship, preaching, and church health.

Purpose of the Role

To assist in shepherding the congregation, supporting ministry leaders, developing leaders, and ensuring that all church operations and worship experiences are executed with Kingdom excellence and spiritual integrity.

Key Responsibilities

1. Preaching and Teaching

- Preach regularly during Sunday or midweek services as assigned by the Senior Pastor
- Teach Bible studies, discipleship classes, or small groups
- Provide sound doctrinal instruction aligned with the beliefs of ReBirth Cathedral of Praise

2. Pastoral Care

- Provide pastoral counseling, crisis care, and hospital/home visitations
- Officiate weddings, funerals, baptisms, and Communion services as assigned
- Support the development of congregational care systems and teams

3. Leadership Oversight

- Supervise and mentor ministry leaders and department heads
- Ensure ministries operate effectively and are aligned with the vision of the house
- Conduct ministry evaluations and planning meetings with team leaders

4. Administrative Support

- Collaborate in the planning and execution of church-wide events and strategic initiatives
- Assist with internal communications, calendar coordination, and service planning
- Represent the Senior Pastor in meetings when delegated

5. Ministry Development

- Identify, train, and release new leaders into ministry roles
- Develop and oversee systems for new member integration, discipleship, and leadership pipelines
- Serve as liaison to assigned ministry departments (e.g., Worship, Outreach, Youth)

6. Spiritual and Missional Alignment

- Serve as a spiritual advisor and intercessor for the church body
- Support and uphold the mission, doctrine, and culture of ReBirth Cathedral of Praise
- Assist with vision casting and goal implementation

Qualifications

- Ordained minister in good standing (UPPC or equivalent recognized body)
- Proven experience in preaching, teaching, and pastoral care
- Minimum 3–5 years of pastoral or church leadership experience preferred
- Strong interpersonal, administrative, and team-building skills
- Theologically sound, Spirit-led, and culturally aware
- Committed to holiness, integrity, and excellence

Spiritual Expectations

- A life marked by prayer, fasting, and the fruit of the Spirit
- Committed to tithing and faithful church attendance
- A humble, teachable spirit with a servant's heart
- Alignment with the Senior Pastor's leadership and vision

Time Commitment

- Sunday and midweek services
- Weekly pastoral team meetings
- Availability for emergencies, pastoral care, and weekend ministry events
- Major events, conferences, and annual church planning retreats

Reporting & Accountability

- Reports directly to the Senior Pastor
- Participates in regular check-ins and annual performance reviews
- May supervise assigned ministry leaders and support staff
- Accountable to the spiritual, doctrinal, and operational standards of the church

Evaluation Metrics

- Health and growth of assigned ministries
- Effective leadership of staff and volunteers
- Sermon effectiveness and biblical soundness
- Congregational feedback and relational care metrics
- Faithfulness to vision, values, and excellence in execution

Conclusion

The Associate Pastor is a trusted extension of the Senior Pastor's heart and leadership. Through their ministry, the Associate Pastor helps ensure that ReBirth Cathedral of Praise remains a transformational, welcoming, and Kingdom-driven church community.

“Whatever you have learned or received or heard from me, or seen in me—put it into practice. And the God of peace will be with you.” – Philippians 4:9

Elder of Protocol – Job Description

Position Title: Elder of Protocol

Reports To: Senior Pastor and Executive Pastor

Department: Ministerial Leadership / Elders Council

Classification: Volunteer Leadership (May receive honorarium when assigned)

Position Type: Appointed Elder Position

Purpose

The Elder of Protocol serves as the principal officer responsible for maintaining ministerial, ecclesiastical, and ceremonial order during church services, leadership gatherings, official functions, and pastoral movements. This elder ensures the smooth execution of worship protocols, honors chain-of-command, and provides logistical and spiritual support to high-ranking clergy and guests.

Key Responsibilities

1. Ministerial Protocol Oversight

- Maintain proper order and structure for clergy seating, attire, and procession.
- Ensure all ministers understand and comply with the church's liturgical and hierarchical protocols.
- Provide leadership on protocol-related matters during ordinations, installations, and official ceremonies.
- Supervise platform etiquette and order among ministers and elders.

2. Ceremonial & Ecclesiastical Functions

- Coordinate all ecclesiastical services such as ordinations, consecrations, installations, and funerals.
- Liaise with guest clergy regarding appropriate protocol, attire, and seating arrangements.
- Guide and prepare clergy for ceremonial processions and recessions.
- Ensure sacred items (e.g., anointing oil, Communion elements, vestments) are handled reverently.

3. Pastoral Support

- Accompany and assist the Senior Pastor during travel, official functions, and high-profile services.
- Manage pulpit security and proper introduction of guest speakers or dignitaries.
- Liaise with security, armor bearers, and hospitality to uphold honor culture for leadership.

4. Training & Education

- Train junior ministers and MITs in protocol etiquette, ecclesiastical rank, and liturgical roles.
- Develop and distribute protocol manuals and quick reference guides.
- Host annual or semi-annual workshops on ministerial conduct and presentation.

5. Administrative Duties

- Maintain records of protocol procedures and clergy seating charts.
- Develop service flow outlines for special services involving clergy.
- Collaborate with the Worship and Logistics teams to ensure fluid transitions during worship.

Qualifications

- Must be a licensed or ordained elder of ReBirth Cathedral of Praise
- Proven history of ministry leadership and spiritual maturity
- Strong understanding of ecclesiastical and denominational protocol
- Excellent organizational, interpersonal, and leadership skills
- Discretion, humility, and confidentiality are essential
- Must embody and uphold the church's core values and standards of holiness

Spiritual & Professional Expectations

- Operate with excellence, order, and reverence in all duties
- Be punctual, prepared, and prayerful in every function
- Submit to the leadership of the Senior Pastor and work in unity with the Elders Council
- Maintain moral conduct and integrity in all areas of life
- Lead by example in giving, attendance, and servant-leadership

Time Commitment

- Weekly services, monthly ministerial meetings, and scheduled special events
- Additional hours during major conferences, consecrations, and guest visitations
- Available as needed for impromptu pastoral assignments or ceremonial roles

Tools & Resources Provided

- Clergy Attire Guidelines
- Church Service Flow Templates
- Seating and Procession Chart
- Official Protocol Handbook (ReBirth-specific)
- Orientation Packet for Guest Clergy
- MIT Protocol Training Outline

Evaluation & Review

- Annual review conducted by the Senior Pastor or Executive Pastor
- Peer feedback may be sought from other elders and ministers
- Spiritual development and growth will be regularly assessed

Closing Statement

The Elder of Protocol is more than an organizer—it is a sacred trust to uphold honor in the house of God. This role preserves the dignity of worship, the reverence of the pulpit, and the spiritual excellence of our leadership culture.

“Let all things be done decently and in order.” – 1 Corinthians 14:40

Job Description: Congregational Care Pastor

Position Title: Congregational Care Pastor

Reports To: Senior Pastor

Department: Pastoral Care

Classification: Pastoral Leadership Staff

Position Type: Appointed/Approved by Senior Pastor

Purpose

The Congregational Care Pastor provides compassionate, responsive, and prayer-centered pastoral care to members of the church community. This includes overseeing care ministries such as visitation, counseling, bereavement support, benevolence, crisis response, and spiritual encouragement to ensure the holistic well-being of the congregation.

Key Responsibilities

1. Pastoral Care & Counseling

- Provide spiritual support, guidance, and short-term pastoral counseling to individuals, couples, and families.
- Offer crisis support during illness, trauma, or family emergencies.
- Maintain confidentiality and uphold ethical pastoral counseling standards.
- Refer members to professional counseling or external resources when necessary.

2. Visitation Ministry

- Oversee and participate in visits to hospitalized, homebound, and convalescing members.
- Organize and train visitation teams to ensure regular member engagement.
- Deliver Communion and prayer for members unable to attend church in person.
- Track and document visitations and member care outcomes.

3. Bereavement & Funeral Support

- Provide spiritual and emotional support to grieving families.
- Coordinate and officiate funerals or memorial services as requested.
- Lead grief care initiatives, such as follow-up support and grief recovery classes.
- Assist with logistical and hospitality support for repasts and services.

4. Benevolence Ministry Oversight

- Lead the church's benevolence response to members in financial or practical crisis.
- Collaborate with the finance department to manage and allocate benevolence funds ethically.
- Conduct interviews or assessments to determine need and eligibility.
- Partner with local organizations for extended assistance.

5. Prayer Ministry Support

- Collaborate with the Intercessory Prayer Team to respond to prayer requests.
- Host or lead prayer services, healing services, or spiritual care events.
- Maintain an updated prayer list and ensure consistent follow-up.

6. New Member Care

- Conduct welcome calls, pastoral check-ins, and spiritual development assessments.
- Work with the New Members Ministry to ensure every member feels known, valued, and connected.
- Help integrate new members into small groups, ministries, and spiritual care pathways.

7. Volunteer Team Leadership

- Recruit, train, and supervise pastoral care volunteers and support leaders
- Provide regular training on pastoral visitation, crisis care, confidentiality, and compassion ministry.
- Host quarterly appreciation and development gatherings for care team volunteers.

Qualifications

- Licensed or ordained minister with pastoral training (preferably with counseling or care experience)
- Strong theological foundation and Spirit-led maturity
- Demonstrated compassion, discretion, and emotional intelligence
- Ability to manage multiple care needs without burnout or bias
- Excellent communication and interpersonal skills
- Knowledge of pastoral ethics and care protocols
- Familiarity with grief, trauma, and crisis intervention models
- Computer literate (email, database logging, scheduling software, etc.)

Spiritual & Ethical Expectations

- Maintain a consistent personal prayer and devotional life
- Model Christian character, humility, and servant leadership
- Submit to pastoral leadership and uphold church doctrine and mission
- Maintain confidentiality, integrity, and discretion at all times
- Faithful tither and active participant in all major church functions

Schedule & Availability

- On-call availability for emergencies (including evenings or weekends)
- Weekly pastoral care rounds and coordination with team
- Regular office hours or availability for appointments
- Flexible during high-need seasons (e.g., holidays, crises, bereavement seasons)

Tools & Resources Provided

- Member care log/tracking system
- Hospital and bereavement protocol manual
- Training curriculum for care volunteers
- Church communication access for check-ins and alerts
- Partnerships with counselors, social workers, and community agencies

Accountability & Evaluation

- Regular check-ins and evaluation by the Senior Pastor or Executive Leadership Team
- Congregational feedback may be requested confidentially to assess care quality
- Annual review including pastoral development goals

Closing Statement

The Congregational Care Pastor carries the heart of the Good Shepherd to the hurting, grieving, and isolated members of the body. This role is an extension of the pastoral office and reflects Christ's compassion to His people.

“Comfort, comfort my people, says your God.” – Isaiah 40:1

Job Description: Outreach Pastor

Position Title: Outreach Pastor

Reports To: Executive Pastor / Senior Pastor

Department: Community Engagement & Evangelism

Location: ReBirth Cathedral of Praise

Position Summary

The Outreach Pastor is a visionary and hands-on leader responsible for mobilizing the church to engage in consistent, strategic, and Spirit-led outreach and evangelism. This individual will lead efforts to connect ReBirth Cathedral of Praise with the surrounding community through compassionate service, evangelistic outreach, social justice initiatives, and holistic transformation.

The Outreach Pastor models Christ's love beyond the four walls of the church, equipping members to serve, evangelize, and disciple others in alignment with the church's mission: *Transforming Lives. Empowering Kingdom Change Agents. Welcoming All.*

Primary Responsibilities

1. Evangelism & Community Engagement

- Develop and implement year-round evangelistic strategies, including street ministry, door-to-door outreach, and digital evangelism
- Train and mobilize outreach teams to share the Gospel boldly and compassionately
- Collaborate with local schools, shelters, prisons, and neighborhoods for community-based outreach events
- Lead special evangelistic events, including revivals, pop-up services, and public witness campaigns

2. Missional Ministry & Partnerships

- Establish partnerships with local nonprofits, faith-based organizations, and social service agencies
- Coordinate collaborative events that address homelessness, food insecurity, education, healthcare, and violence prevention
- Represent ReBirth at community meetings, interfaith councils, and civic initiatives

3. Discipleship Integration

- Create an outreach-to-discipleship pipeline, ensuring follow-up and spiritual care for those reached

- Partner with Discipleship and New Members ministries to help integrate new believers into church life
- Oversee mentorship and relational evangelism initiatives

4. Leadership Development

- Recruit, train, and develop outreach ministry leaders and volunteers
- Launch Outreach Ministry Teams (e.g., evangelism, compassion, justice, prayer walk teams)
- Provide quarterly leadership trainings and ministry refreshers

5. Special Events & Campaigns

- Lead the church's annual community outreach days, seasonal drives (e.g., Back-to-School, Thanksgiving, Christmas), and pop-up worship services
- Coordinate prayer walks, park outreach, prison ministry, and mobile ministry efforts
- Support church-wide events with outreach strategy and volunteer mobilization

6. Justice & Advocacy (in partnership with Social Justice Ministry)

- Address systemic issues impacting marginalized communities
- Advocate biblically for racial justice, equity, and holistic healing
- Engage the church in informed conversations, forums, and initiatives that reflect Kingdom justice

7. Communication & Administration

- Maintain outreach calendars, budgets, and ministry records
- Coordinate with Communications Team for promotional materials, social media, and testimonies
- Submit regular reports on outreach outcomes, salvations, and community engagement metrics

Qualifications

- A deep, personal relationship with Jesus Christ, marked by integrity and prayer
 - Proven experience in evangelism, outreach leadership, or community organizing (2–5 years preferred)
 - Licensed or ordained (or actively pursuing credentials through ReBirth or recognized covering)
 - Strong communication, organizational, and pastoral skills
 - Spirit-filled and socially aware; passionate about seeing lives transformed
-

Preferred Competencies

- Knowledge of urban ministry, social systems, and cross-cultural engagement
- Ability to connect with diverse populations, including the unchurched and underserved
- Boldness in evangelism paired with compassion and cultural sensitivity
- Creative thinker with ability to launch, sustain, and evaluate outreach initiatives

Spiritual Expectations

- Daily prayer and Bible study; Spirit-led living
- Regular tithing and active participation in corporate worship and prayer gatherings
- Faithful attendance at church leadership meetings, events, and training
- Uphold the moral and ethical standards of biblical leadership

Accountability

- Reports directly to the Executive Pastor and works in coordination with the Senior Pastor
- Evaluated annually based on:
 - Community impact
 - Evangelism and outreach effectiveness
 - Leadership development and participation
 - Alignment with church mission and vision

Declaration

The Outreach Pastor is a *bridge between the church and the community*, a *prophetic voice of love and justice*, and a *champion of evangelism and compassion*. This role is vital to the heartbeat of ReBirth Cathedral of Praise—reaching the lost, restoring the broken, and expanding the Kingdom through service.

Job Description: Worship Pastor

Position Title: Worship Pastor

Reports To: Senior Pastor / Executive Pastor

Department: Worship Arts & Creative Ministry

Location: ReBirth Cathedral of Praise

Position Summary

The Worship Pastor is a Spirit-led, visionary leader responsible for cultivating a culture of passionate, prophetic, and biblically grounded worship at ReBirth Cathedral of Praise. This role oversees all aspects of corporate worship, creative arts, music ministry, and worship leadership development. The Worship Pastor ensures that every worship encounter is Christ-centered, inclusive, excellent, and aligned with the Kingdom mandate of the church.

Mission Alignment

As a progressive Pentecostal church, ReBirth values the move of the Holy Spirit, creativity in worship, cultural relevance, and theological integrity. The Worship Pastor will foster an environment where worship is not only expressive but transformative—leading people into the presence of God and empowering them to live out their faith.

Primary Responsibilities

1. Worship Leadership

- Lead the congregation in dynamic, Spirit-filled worship during all major services and events
- Facilitate prophetic flow, altar ministry, and congregational engagement in worship
- Select and arrange music that reflects the theological and cultural identity of the church

2. Team Oversight & Development

- Recruit, train, and shepherd worship leaders, vocalists, musicians, and creative teams
- Provide spiritual and musical mentoring for worship team members
- Organize regular rehearsals, workshops, and team retreats to build unity and excellence

3. Creative Direction & Arts Integration

- Collaborate with the Media, Dance, Drama, and Visual Arts ministries to produce integrated worship experiences

- Oversee the creative planning of seasonal services (e.g., Easter, Christmas, Pentecost)
- Ensure stage design, lighting, and audio/visual elements support worship themes and flow

4. Administration & Planning

- Develop and manage the annual Worship & Arts budget
- Create worship service plans in collaboration with the Senior Pastor and Executive Team
- Oversee scheduling, equipment maintenance, and music licensing compliance

5. Discipleship & Pastoral Care

- Serve as a spiritual leader to worship team members—providing prayer, guidance, and accountability
- Develop devotional resources and spiritual formation plans for creatives
- Facilitate pastoral care and support for team members navigating life challenges

6. Collaboration & Vision

- Work closely with the Senior Pastor to ensure worship reflects the overall sermon series, church calendar, and prophetic vision
- Attend leadership meetings, retreats, and strategic planning sessions
- Support other ministries (e.g., Youth, Outreach) with worship resources and involvement as needed

Qualifications

- A personal and growing relationship with Jesus Christ
- Demonstrated experience as a worship leader and pastor (3–5 years preferred)
- Strong vocal and/or instrumental ability, with knowledge of diverse musical styles (gospel, contemporary, traditional, multicultural)
- Spirit-filled and sensitive to the prophetic flow of the Holy Spirit
- Proficient in music arrangement, team development, and worship technology (Planning Center, ProPresenter, Ableton Live, etc.)
- Excellent communication, leadership, and organizational skills

Preferred Competencies

- Degree in music, theology, worship arts, or equivalent ministry training
- Experience in multicultural worship environments
- Ability to mentor and develop emerging worship leaders and musicians
- A heart for justice, inclusion, and creative expression as worship

Spiritual & Ministerial Expectations

- A consistent prayer life and devotion to personal holiness
- Active tither and participant in the life of ReBirth Cathedral of Praise
- Commitment to the doctrinal beliefs, leadership, and vision of the church
- Willingness to fast, intercede, and lead by example in all church-wide spiritual initiatives

Accountability & Evaluation

- Reports to the Senior Pastor and/or Executive Pastor
- Subject to annual performance review based on:
 - Worship team growth and development
 - Congregational worship engagement and feedback
 - Spiritual health and alignment with church mission

Conclusion

The Worship Pastor is not only a musical leader but a spiritual cultivator. This role is essential to ushering the church into God's presence, equipping worshipers, and creating space for divine encounters. The Worship Pastor helps fulfill ReBirth Cathedral of Praise's commitment to transformational, inclusive, and powerful worship.

"God is spirit, and those who worship Him must worship in spirit and truth." – John 4:24

Job Description: Online Campus Minister

Position Title: Online Campus Minister

Reports To: Executive Pastor or Senior Pastor

Supervises: Online ministry volunteers, digital hosts, eGroup leaders

Status: Part-Time or Full-Time (as assigned)

Location: Remote/Hybrid with required in-person engagements as needed

Purpose

The Online Campus Minister provides spiritual leadership and digital shepherding for the growing online congregation of ReBirth Cathedral of Praise. This role serves as the digital pastor—creating connection, cultivating spiritual growth, and extending the church's mission through engaging, Spirit-filled online platforms.

Key Responsibilities

1. Digital Pastoral Care

- Serve as the primary spiritual shepherd for the online congregation
- Provide virtual pastoral care through prayer, counseling appointments, and check-ins
- Offer biblical guidance and support via email, messaging platforms, and video calls
- Maintain confidentiality and sensitivity in all digital interactions

2. Online Worship Experience Oversight

- Partner with Media and Worship Teams to ensure dynamic, Spirit-led livestream services
- Oversee and coach chat hosts, digital greeters, and online moderators
- Create an atmosphere of worship, engagement, and community in the live chat
- Monitor service analytics to assess reach, engagement, and spiritual impact

3. Discipleship & Spiritual Formation

- Develop and lead virtual Bible studies, eGroups (online small groups), and devotionals
- Follow up with online visitors, new believers, and those requesting baptism or membership
- Create discipleship pathways that nurture spiritual growth in a digital context

4. Volunteer Team Development

- Recruit, train, and shepherd a team of online hosts, intercessors, and team leaders
- Conduct monthly team meetings and provide ongoing development and encouragement

- Ensure all volunteers uphold the church's standards of excellence and spiritual care

5. Content & Communication

- Collaborate on relevant, theologically sound digital content (short videos, devotionals, blog posts, etc.)
- Utilize email, text, and social platforms to engage and disciple the online community
- Respond promptly to online prayer requests, inquiries, and pastoral concerns

6. Metrics & Impact Tracking

- Track engagement statistics, decisions for Christ, prayer requests, and pastoral care needs
- Provide regular reports to the Executive Pastor or Leadership Team
- Adjust strategy to align with analytics and emerging trends

7. Integration with Church Vision

- Align the online campus with the overall mission and vision of ReBirth Cathedral of Praise
- Encourage digital attendees to participate in giving, ministry, events, and outreach
- Identify online members for deeper involvement, including transitioning into in-person ministry where applicable

Qualifications

- A committed, Spirit-filled believer with a vibrant, growing relationship with Jesus Christ
- Licensed or credentialed minister (or working toward such credentials)
- Strong understanding of Pentecostal doctrine and progressive church culture
- Excellent digital communication skills and pastoral presence online
- Proficiency with social media, livestream platforms (e.g., YouTube, Facebook, Church Online), Zoom, and email tools
- Prior ministry experience, preferably in digital or hybrid ministry settings
- Warm, approachable, and relational leadership style

Spiritual Expectations

- Daily devotional and prayer life
- Spirit-led decision-making and discernment
- Demonstrate integrity, humility, and spiritual maturity
- Commitment to ReBirth's mission and doctrinal foundations

Time Commitment

- Must be available for Sunday livestream services, midweek responsibilities, and pastoral care follow-up
- Weekly team meetings and planning sessions
- Flexible hours for content preparation and digital engagement

Accountability & Supervision

- Reports to Executive Pastor or Senior Pastor
- Subject to quarterly evaluations and ongoing ministry coaching
- Expected to collaborate with Online Ministry Team, Media Team, and Administrative Support

Key Performance Indicators

- Weekly online service attendance and engagement rates
- Growth of eGroups and online discipleship pathways
- Number of prayer interactions, follow-ups, and pastoral care moments
- Volunteer team growth, retention, and satisfaction
- Spiritual impact as measured by salvations, baptisms, and testimonies

Core Traits for Success

- Spiritually grounded and tech-savvy
- Visionary and pastoral
- Self-motivated and collaborative
- Detail-oriented with a heart for people
- Resilient and innovative in navigating digital ministry landscapes

Closing Charge

The Online Campus Minister serves on the digital frontlines of Kingdom ministry—bridging the gap between screens and souls. With a shepherd’s heart and a digital strategy, this leader ensures that no person is beyond the reach of God’s presence, no matter where they are in the world.

“Go into all the world and preach the gospel to all creation.” – Mark 16:15

Job Description: Youth Pastor

Position Title: Youth Pastor

Reports To: Executive Pastor / Senior Pastor

Department: Children & Youth Ministries

Employment Status: Full-Time / Part-Time (as determined)

Location: ReBirth Cathedral of Praise

Position Summary

The Youth Pastor at ReBirth Cathedral of Praise is a dynamic, Spirit-led, and passionate leader responsible for cultivating a thriving youth ministry that develops spiritually mature, socially conscious, and Kingdom-empowered young people (grades 6–12). This position focuses on discipleship, leadership development, worship, outreach, and community engagement for youth within and beyond the church walls.

The Youth Pastor serves as a shepherd, mentor, teacher, and spiritual leader—modeling Christ-like character and creating an inclusive, safe, and transformative space where young people encounter God, grow in faith, and are equipped to lead in their generation.

Core Responsibilities

1. Spiritual Leadership & Discipleship

- Preach and teach biblical, relevant, and age-appropriate messages for youth
- Develop a discipleship plan that includes small groups, Bible study, mentorship, and spiritual formation
- Lead youth in personal and corporate prayer, worship, and fasting initiatives
- Foster a culture of spiritual hunger, integrity, and Kingdom identity

2. Youth Programs & Events

- Plan and execute weekly youth services, creative gatherings, and fellowship nights
- Organize youth conferences, retreats, mission trips, and outreach projects
- Coordinate with Worship and Media teams for dynamic, engaging services
- Maintain a calendar of events in collaboration with the church's master calendar

3. Leadership Development

- Recruit, train, and empower youth ministry leaders and volunteers
- Launch and sustain a Youth Leadership Team to mentor student leaders
- Provide ongoing training, feedback, and spiritual care for youth ministry workers

4. Relationship Building & Pastoral Care

- Build meaningful relationships with youth and their families
- Provide pastoral care, encouragement, and crisis support as needed
- Maintain consistent communication and presence at youth's school or extracurricular events (as appropriate)
- Offer spiritual guidance and biblical counsel for challenges youth may face (identity, peer pressure, anxiety, etc.)

5. Administration & Oversight

- Manage youth ministry budget, resources, and supplies with financial accountability
- Ensure all youth-related forms, waivers, and parent communications are up to date
- Enforce safety policies, including background checks and two-adult rule in all youth settings
- Track attendance, engagement, and spiritual growth metrics

6. Church Integration & Collaboration

- Align youth ministry with the overall vision and culture of ReBirth Cathedral of Praise
- Partner with Children's Ministry, Outreach, and other departments for cross-ministry initiatives
- Participate in weekly staff meetings, leadership retreats, and corporate church events
- Support Sunday services through participation in worship, altar ministry, and hospitality

Qualifications & Requirements

- A vibrant, mature relationship with Jesus Christ and a strong prayer life
- Licensed or ordained (or willing to pursue credentials through ReBirth's ministerial process)
- Minimum 2–3 years of youth ministry or relevant leadership experience
- Theologically sound, culturally aware, and relationally skilled
- Strong communication, organizational, and interpersonal abilities
- A heart for discipleship, justice, inclusion, and youth empowerment
- Ability to work evenings and weekends as needed for ministry events

Preferred Characteristics

- Passionate about Gen Z and youth culture
- Committed to progressive, Spirit-filled ministry with a Pentecostal foundation
- Gifted in preaching, teaching, and pastoral care
- Experience with digital ministry, social media, or creative arts is a plus
- Humble, teachable, team-oriented, and emotionally mature

Accountability & Evaluation

The Youth Pastor will be directly accountable to the **Executive Pastor**, with oversight from the **Senior Pastor**. Performance will be reviewed annually and informally throughout the year based on:

- Spiritual fruit and youth engagement
- Alignment with the church vision and leadership
- Growth in leadership and ministry excellence
- Faithfulness, availability, and character

Spiritual Expectations

- Daily personal devotion and biblical study
- Consistent tithing and church attendance
- Active participation in corporate prayer, worship, and leadership gatherings
- A life that honors God in private and public

Declaration

The Youth Pastor is not simply an employee but a **spiritual gatekeeper**—entrusted with the hearts, minds, and souls of the next generation. This is both an **honor and a holy responsibility**, and must be approached with prayer, passion, and prophetic vision.

PREFACE

The procedures and programs of ReBirth Cathedral Of Praise (hereinafter referred to as (“RCOP”) are designed to:

1. Equip the saints for the work of the ministry;
2. Set at liberty those who are bound;
3. Serve the present age, our calling to fulfill;
4. Assure fairness and equality in the treatment of all members and organizations and
5. Give each member every opportunity to reach his or her full potential in service to God, the RCOP family and mankind.

These guidelines are designed to give general guidance and instructions on the major recurring events and programs at RCOP. Special circumstances may require a variance to these guidelines and procedures. It must also be recognized that, for any given occasion, the pastor reserves the right to direct a different procedure from those spelled out in this manual. Indeed, the Holy Spirit may well lead the Pastor to structure a specific program or activity in a manner that is totally different from the procedures set forth in this document.

However, unless directed otherwise by the Senior Pastor or the Executive Staff in the Senior Pastor’s absence all servant leaders, members and ministries of RCOP are expected to follow the procedures outlined herein. From time to time, this manual may be revised or amended in order to take into account new experiences or requirements. In this regard, servant leaders and members are encouraged to suggest appropriate changes to this basic document.

In addition, the ministries, committees and clubs of RCOP are expected to amend their by-laws or procedures to conform to this manual.



REBIRTH

CATHEDRAL OF PRAISE

www.rebirthcathedral.org