



Affinity:2

The affiliation agreement of
Churches of Christ in Victoria and Tasmania Inc
as per CCVT constitution 4.2 (a) (ii)

Version 1

Approved 11.11.2017

CCVT Board And Staff

CCVT Board and Staff affirm our commitment to Jesus Christ as God's Son and the Lord and Saviour of all people. Under God's sovereignty and guided by the Holy Spirit, and propelled by mission, we affirm our partnership with each Affiliate, our commitment to fulfil the Purpose of CCVT, and to do better at building Communities of Hope and Compassion and developing Leaders to lead them.

Therefore, in this covenant CCVT Board and Staff commit to:

- A. Serve each Affiliate with love and integrity, based on the CCVT Inc. Board role of overseeing the spiritual health and direction of CCVT, by:**
- Partnering Affiliates without fear, favour, or prejudice.
 - Encouraging and protecting the unity and diversity of CCVT.
 - Operating with Biblical values and practices.
 - Affirming one another at all times, acting in love towards all, and supporting Leaders and Communities as they follow Christ.
 - Developing each Affiliate's awareness of their individual responsibility to value the story and reputation of Churches of Christ in their neighbourhood and beyond; and providing pathways of accountability.
- B. Pray for all Affiliates regularly by:**
- Responding to all requests for prayer, both personal and corporate.
 - Communicating these prayer needs to others as appropriate.
 - Supporting corporate and local activities in regular, intentional, and sacrificial prayer.
- C. Seek to equip each Affiliate according to their discernment of God's calling for its mission and ministry in its neighbourhood or sphere of influence by:**
- Offering transferrable, contextually aware resources, training, and support with grace, love, and impartiality.
 - Initiating cohorts of Leaders for encouragement, celebration, and support.
 - Providing tools and pathways for ongoing leadership development, support, and accountability.
 - Raising each Affiliate's awareness of their individual responsibility to be safe places for all people and fair and equitable employers as a platform for effective mission and neighbourhood engagement.
- D. Foster innovative, mission-propelled Affiliates by:**
- Offering learning environments that stimulate the imagination of a variety of shapes of flourishing Christian community and style and gifting of Leaders.
 - Actively encouraging adaptive, flexible, and responsive experimentation in mission and neighbourhood engagement.
 - Supporting and resourcing Affiliates in ways that are appropriate to their culture, their context, their specific call, and the shape of their mission and ministry.

These commitments are made with the acknowledgement that CCVT Board and Staff are accountable to Affiliates for these commitments and the performance of its Action Steps through:

- Transparent reporting and the conduct of general meetings in accordance with its Constitution.
- Active mindfulness and courageous communication of CCVT's reputational risk responsibilities.
- Regularly offering a range of regional conversation opportunities.
- Timely and easily understood communication and dissemination of information.
- Celebrating stories of flourishing mission and neighbourhood engagement.

Affiliates Of CCVT

We affirm our commitment to Jesus Christ as God's Son and the Lord and Saviour of all people. Under God's sovereignty and guided by the Holy Spirit and propelled by mission, we affirm our partnership with other Affiliated churches and agencies, who together form Churches of Christ in Victoria and Tasmania, and our willingness to fulfil the Purpose of CCVT and to do better at building a Community of Hope and Compassion and developing Leaders.

Therefore, in this covenant we commit to:

A. Express the identity, purpose, and mission of CCVT by:

- a. Developing an awareness of the affiliation and covenant partnership with other Affiliates and with CCVT Board and Staff as described in Affinity:2.
- b. Gathering and growing disciples of Jesus who participate in spiritual practices and disciplines found in the New Testament and common within CCVT.
- c. Developing and releasing for mission the gifts and talents God has distributed among us.
- d. Engaging in imaginative mission in our neighbourhood or sphere of influence as a sign, witness, and foretaste of the Kingdom, actively encouraging adaptive, flexible, and responsive innovation.

B. Honour the unity and diversity of Churches of Christ by:

- a. Operating with values and practices consistent with Biblical teaching.
- b. Celebrating the unique mission and ministry of other Affiliates.
- c. Acting with a generous spirit towards other Affiliates based on a connected interdependence.
- d. Inviting and encouraging dialogue, with a commitment to resolving any conflict through open and transparent conversation.

C. Intentionally join in the life of Churches of Christ by:

- a. Praying for the establishment, renewal, and ongoing development of flourishing churches and agencies as Communities of Hope and Compassion.
- b. Partnering with other Affiliates for collaborative mission.
- c. Participating in CCVT's annual and regional gatherings and other cohorts formed from time to time.
- d. Joining learning environments that stimulate the imagination of a variety of shapes of flourishing Christian community and style and gifting of Leaders.
- e. Financially supporting our movement through a Ministry Contribution, and in other ways where possible.

D. Value the story and reputation of Churches of Christ by:

- a. Encouraging Godly living among our people.
- b. Ensuring all our activities are safe places for all people, in accordance with CCVT Safe Places policies.
- c. Maintaining fair and equitable employment practices.
- d. Building and maintaining healthy relationships with other Christian ministries, churches and leaders.
- e. Active mindfulness of our individual and corporate reputational risk responsibilities.

E. Partner with Churches of Christ by:

- a. Supporting and helping fulfil CCVT's Purpose and the achievement of CCVT's strategic plan.
- b. Seeking to consistently develop and exhibit CCVT's Leadership and Communities indicators.
- c. Actively participating in regional cohort conversations as CCVT continues to discern its capacity to be a sign, witness, and foretaste of the Kingdom in these regions.
- d. Releasing Leaders for ministry and mission beyond our local context.
- e. Inviting conversation and dialogue with CCVT about our mission, sustainability, health, growth, and future.

Action Steps: CCVT Board And Staff

CCVT's Staff Teams exist to serve churches and agencies Affiliated with CCVT. This servant ministry is conveyed through the prayerful delivery of best practice support and capacity building skills outlined in the Action Steps below.

These Action Steps express the covenant partnership we share.

Thus, Affiliates and CCVT Board and Staff work together to achieve CCVT's Purpose (see Appendix 1).

Leadership

The Leadership Team offers:

1. Leadership formation pathways designed to equip and release imaginative, mission-focussed Leaders that can energise a Community of Hope and Compassion as an order of local missionaries. This includes undergraduate and postgraduate study at Stirling Theological College.
2. Indicators that benchmark the ongoing development of transformational leaders of Communities becoming orders of local missionaries.
3. An accreditation process for minister-leaders, including more formal Endorsement.
4. A minister-leader placement route.
5. A group of minister-leaders trained and equipped to facilitate a church's intentional transition and/or transformation into a Community of Hope and Compassion.
6. A supervision pathway for minister-leaders aspiring to personal spiritual health within a culture of safety.
7. Coaching, mentoring, and support networks and cohorts for leaders.
8. Leadership development retreats for the refreshment, renewal, and refocussing of leaders.
9. Support, resources and training for leading generational ministries among families and children, youth and young adults.
10. Tools to assist in the regular appraisal of leaders.
11. Training and development pathways for elders, treasurers and administrators and other leaders.
12. Codes of Ethics and Conduct for Leaders that support CCVT's Safe Places culture of safety and are compliant with government and public expectations.

Communities

The Communities Team offers:

1. Skills and resources to assist churches and agencies realign around mission in their local contexts, including how they live out CCVT's Purpose and Values.
2. Indicators that benchmark ways an Affiliate is doing better as a Community of Hope and Compassion and an order of local missionaries.
3. Tools to evaluate and develop a Community's vision, values, strategies, mission, discipleship, governance, and stewardship of property for mission.
4. Resources and processes specifically designed for churches in times of leadership or mission transition.
5. Tools that stimulate a Community's transformation, renewal, and ongoing resilience.
6. Regional cohorts for support and prayer and intentional discernment of mission opportunities.

7. Resources and support for innovative neighbourhood engagement, including some seed funding.
8. PBI/DGR funding options for appropriate public benevolent projects through Community Care/CareWorks.
9. Tools and pathways to forming and developing new missional Communities, including some seed funding.
10. Skilled mediation, either by referral or by CCVT Staff.
11. Training, resources, and policies that support CCVT's Safe Places culture of safety and are compliant with government and public expectations.

Operations

The Operations Team offers:

1. Risk management policies, processes, and procedures that support all aspects of CCVT's Safe Places culture of safety and are compliant with government and public expectations, collated into a 'RedBook'.
2. Advice regarding minister or leader-to-church agreements; including guidelines for employment terms and conditions, and relevant remuneration packages.
3. Marriage Licence training for accredited minister-leaders.
4. A long service leave fund for minister-leaders and other church employees.
5. Expert advice on mission motivated property related matters, including property purchase, development or sale, and property license agreements, contracts, etc.
6. High quality, ministry and mission relevant, insurance policies with a group discount premium pricing structure through Churches of Christ Insurance.
7. Administrative support and advice, accessible by phone or email.
8. Governance guidelines for churches and agencies; a model constitution, along with constitutional advice appropriate for each Affiliate's unique setting.
9. Legal advice, including referral to a legal practitioner who understands the legal needs of churches and agencies.
10. Financial advice about taxation, GST, Business Activity Statements (BAS), and referrals to accounting or book-keeping providers.
11. At-call and term deposit investment opportunities through CCFS.
12. Loans for mission motivated property developments through CCFS via an application supported by CCVT.

Communication And Relationships

CCVT Staff also provide electronic resources, opportunities to come together as a movement, and on behalf of Affiliates CCVT is a link to several broader networks within and beyond Churches of Christ.

1. The Edition is CCVT's digital magazine dedicated to long-form articles and stories that dig into topics facing our movement, encouraging thought and engagement with issues, topics, and stories at the heart of CCVT.
2. CCVT Monthly is a regular email digest of news, articles, events, and stories from around the CCVT network.
3. Web resources collated in Leadership, Communities and Operations at churchesofchrist.org.au.

4. Social justice resources are offered either by a continuing Social Justice Network or shorter-term groups with a special focus, providing a collective voice for CCVT on social issues.
5. Annual Summits, General Meetings, and Celebration Events where Affiliates can come together for mutual inspiration and encouragement about what God is doing in and through our movement. *The Annual General Meeting of CCVT Inc is the constitutionally nominated forum where CCVT Board and Staff are held accountable for their performance of these Action Steps; with the day to day oversight of this performance expressed in accordance with the CCVT Inc Constitution and Board Charter.*
6. Regional Conversations, conducted throughout Tasmania and Victoria, to discuss new challenges, new directions, new initiatives, new responsibilities, and new practices in a conversational environment.
7. Regional Cohorts of churches, agencies, and leaders; relational, intentional, and mission propelled.
8. State Youth Games and other youth-focussed events are offered each year.
9. Stirling Theological College is a national partner of CCVT and its preferred provider of leadership and theological formation.
10. Churches of Christ Care, Queensland, provides residential aged care in partnership with CCVT.
11. Global mission partnership with overseas mission programs and aid projects through Global Mission Partners (GMP) and COCOA (Churches of Christ Overseas Aid). GMP is a national partner of CCVT.
12. Support for churches engaged in intercultural and Indigenous ministry and mission including, for example, links with Indigenous Ministries Australia (IMA, part of GMP).
13. The Council of Churches of Christ in Australia, providing resources and connections for churches with other like-minded and like-spirited churches of our movement around the country.
14. The World Convention of Churches of Christ, linking churches with other like-minded and like-spirited churches of our movement all around the world.
15. The Victorian Council of Churches, linking Churches of Christ with other Christian communities (around Victoria, Australia, and the world), and delivering a shared voice into the community and with government.

Action Steps: Affiliates

An Affiliate's relationship with CCVT will generally be expressed through the following Action Steps; they express the covenant partnership we share.

Living them out will involve interacting with CCVT Board and Staff, responding and/or reporting as required in accordance with Affinity:2 or the CCVT constitution, as well as utilising resources at the discretion of the Affiliate.

Thus, Affiliates and CCVT Board and Staff work together to achieve CCVT's Purpose (see Appendix 1).

CCVT's Affiliates, both churches and agencies, enjoy autonomy for the methods they use to fulfil God's call for them in their location. Sometimes this autonomy is assisted by simple and empowering guidelines, indicated by an asterisk (*) in the list below and outlined in Appendix 2.

Affiliates are also accountable to each other, and to CCVT Inc, for their expression of the identity, purpose, values, and practices of CCVT, as described in Affinity:2.

Each Affiliate:

1. * Discerns its own unique vocation or call in their location, designing and seeking to fulfil its own unique mission and vision.
2. * Makes its own ministry leadership appointments.
3. * Makes its own non-ministry leadership appointments, e.g. elders, deacons, board/council members, administrators.
4. * Has 'good governance' which it designs, approves, and regularly reviews and revises.
5. * Uses any property it may have to fulfil its purpose and mission.
6. Sets its own budget to fulfil its purpose and mission, and raises its own funds to meet it.
7. Can utilise the services provided by CCVT designed to enable the fulfilment of its purpose and mission and for the mutual benefit of Affiliates and their leaders.
8. Can utilise the CCVT-preferred services of Global Mission Partners (GMP) as the worldwide expression of our movement's mission, Churches of Christ Overseas Aid (COCOA) as the aid arm of GMP and Churches of Christ in Australia, and Indigenous Ministries Australia (IMA) as the peak group that engages with the first Peoples of Australia. GMP is a national partner of CCVT.
9. Can utilise CCVT's leadership formation pathways designed to equip and release imaginative, mission-focussed Leaders that can energise a Community of Hope and Compassion as an order of local missionaries. This includes undergraduate and postgraduate study at Stirling Theological College, a national partner of CCVT.
10. Can contribute resources and skills to assist other affiliated churches and agencies.
11. * Can support and implement CCVT's strategies for new Communities and church planting by establishing new churches, developing missional communities or multiple congregations, or supporting other Affiliates that do.

12. Will provide a public acknowledgement of Affiliation with CCVT.
This can be achieved either by including the words “Church of Christ” in the name of the church, or having the words “Affiliated with Churches of Christ in Victoria and Tasmania” and/or the Churches of Christ logo (without alteration) included in any governance document (e.g. constitution), and/or displayed in a public place or within any regular communication of the church (e.g. newsletters, website/s).
13. Will actively and intentionally commit to mission and an alignment with CCVT’s Purpose: *To be a movement of the people of God gathering in and around the central figure of Jesus Christ, empowered by the Holy Spirit, living out his Way in our neighbourhoods and inviting others to do the same.*
14. Will encourage and equip their constituent members, partners and participants to live out CCVT’s Values as summarised in this Affinity:2 document.
15. Will seek to be a Community of Hope and Compassion evidenced by the ongoing development and demonstration of CCVT’s Leadership, Community and discipleship indicators (see Appendix 2).
16. Will agree to the CCVT Safe Places Policy and the implementation of its suite of Safe Places policies.
17. Will seek CCVT accreditation for all people appointed to formal Ministry roles, and the generous provision of support and accountability for them through intentional supervision, professional development, and an active encouragement towards Ministry Endorsement.
18. Will complete and return an annual CCVT Census.
A church census may include statistical reporting, supplying a summary of annual financial statements, implementation etc. of CCVT’s Safe Places culture of safety policies and processes (including governance, support and accountability of its Leaders), a review of its expression of the purpose and values of CCVT, and also a review of the accreditation status of People in Ministry, their progress towards formal ministry endorsement, their professional development and participation in supervision.
19. Will participate in conversational and decision-making forums of CCVT that are held at least annually, and thus contributing to the development of CCVT’s policies and strategies, with an option of also participating in CCVT’s boards, committees and task groups.
20. Will financially support the shared ministries of CCVT through an annual Ministry Contribution based on a percentage of a church’s general offerings. ‘Over-and-above’ donations are also welcome when a church can contribute.
21. Will provide faithful stewardship and management of the Affiliate’s story, mission, resources and property, including financial assets, based on Affinity:2 and any relevant CCVT guidelines or policies.

22. * Will accept an intentional conversation with CCVT Staff when, in the case of affiliated churches, attendance falls below 40 (as reported in the annual church census). The goal of this conversation will be to prayerfully discern together the church's mission vitality, including its neighbourhood engagement effectiveness beyond Sunday, spiritual health, stewardship and financial sustainability, and where it is in its 'life-cycle'. This will begin a process to discern the church's potential and appetite for re-focussing, re-imagining, re-energising, re-booting, re-birthing, or re-planting possibilities. It will be conducted in accordance with the Affiliate's constitution and good governance.

As participation drops below about 40, congregations can find it difficult to manage normal levels of operation, and financial sustainability can become a challenge (or be reliant on rent or investment income). Maintenance and survival can become overwhelming, leaving little time or energy to refresh the vision for mission and vitality. Possible exceptions may be churches in remote or rural settings, missional communities, new churches, and house churches.

23. * Will transfer the management of the church to CCVT when its attendance (as reported in the annual church census) falls below 20. This transfer will be for an agreed period, often 18-36 months, and will be with the goal of discerning and reshaping a church's mission and ministry in its neighbourhood. This management will be expressed in accordance with the church's constitution and good governance to ensure the responsible stewardship of the church's story and its resources, and that this past will be reflected in a guided, prayerful imagination of a new future.

When a church's membership falls to 20 or less active members, congregations are usually unsustainable financially (unless propped up by rent or investment income), unable to sustain good governance processes and a vital mission focus. Possible exceptions may be churches in remote or rural settings, missional communities, new churches, and house churches.

Appendix 1 | CCVT Inc Statement Of Purposes

CCVT's Purpose

To be a movement of the people of God gathering in and around the central figure of Jesus Christ, empowered by the Holy Spirit, living out his Way in our neighbourhoods and inviting others to do the same.

CCVT's Shared Values

The Gospel

We passionately value the good news about God as revealed to us in Jesus Christ, and are committed to the mission of communicating it and sharing it with others, making disciples who can make more disciples, and so extend the Kingdom of God in accordance with the Great Commission and the Great Commandment.

The Scriptures

We value and affirm the centrality of the scriptures as our authority for Christian belief, identity, and practice.

Diversity

We value and recognise the diversity of Christian understanding, belief and experience, expressed with a spirit of unity and interdependence. Therefore, we value the freedom, flexibility, and creativity of a variety of ministry practice and expression, and are committed to the nurture of a diversity of healthy and growing mission-shaped churches that, by crossing frontiers and impacting cultures, are a sign, witness, and foretaste of all that God has for the world through Jesus Christ.

Formation

We value various spiritual practices and disciplines described in the New Testament as aspects of our formation as disciples of Jesus, and our constant renewal by God and the Holy Spirit. Therefore, we passionately encourage active personal formation through practices and disciplines that include (but are not limited to) baptism, the breaking of bread, fellowship, prayer, worship, meditation, stewardship, spiritual gift discovery, etc.

Mutual Ministry

We value the unique contribution to ministry of each individual believer, and are committed to equipping believers (through, for example, the five-fold ministry pattern of Ephesians 4:11-16), and releasing them to participate in ministry and mission on the basis of their giftedness and capacity.

Servanthood

We value the Biblical principles of servanthood and therefore seek to be a servant church committed to responding to human need with love and compassion, to identifying and releasing servant leaders and so to positively influence society.

Intentional Stewardship

We value the Biblical principles of stewardship, and, under obligation to God, we will together work for responsible creation care and the faithful stewardship of our story and our resources.

Justice

We value the dignity, equality and inherent worth of all persons regardless of gender, race, economic standing, or belief system. Therefore, in announcing the Kingdom and expectant of its arrival, we will work for social justice, equal opportunity for all persons, and the responsible care and management of the environment.

Collaboration And Unity

We value the close fellowship, community, and collaboration of all those who accept Jesus as Lord and Saviour. Therefore, we passionately seek to promote unity in the wider church and are committed to the ultimate ideal of visible unity.

Appendix 2 | Guidelines

These guidelines relate to the relevant numbered items in the above Action Steps for Affiliates.

Action Step 1: Mission And Vision

Guidelines include commitments to:

- support the Purpose and Values of CCVT;
- protect the unity and interdependence of CCVT and its Affiliates; and,
- to cooperate and collaborate with other Affiliates, as appropriate.

Action Step 2: Ministry Leadership Appointments

Guidelines include:

- the appointment on the basis of CCVT's ministry terms and conditions policy;
- the accreditation of any appointed minister-leader, noting accreditation is reviewed regularly;
- a ministry appointee's acceptance of the Code of Ethics for Ministers and other aspects of CCVT's Safe Places culture of safety;
- a ministry appointee's participation in a Churches of Christ Identity learning module (if appointed from outside Churches of Christ); and,
- a ministry appointee's willingness to be supervised.

Action Step 3: Non-Minister Leadership Appointments

Guidelines include:

- an understanding of leadership and governance in CCVT;
- the provision of a position description;
- acceptance of CCVT's Code of Conduct for non-minister leaders; and,
- acceptance of a critical local role in implementing CCVT's Safe Places culture of safety.

Action Step 4: Good Governance

Guidelines include having a written constitution, charter, or way of operating consistent with New Testament values and practices containing:

- the Affiliate's purpose and objectives;
- a definition of 'membership';
- processes of appointment of leaders and minister/s;
- the manner of voting to be undertaken;
- financial management, recording and reporting;
- affiliation with CCVT;
- requirements of the relevant property Acts—Churches of Christ in Victoria Property Act (1941) or the Churches of Christ Tasmania Act (1978)—regarding property matters as appropriate, including decision-making re property development, sale etc.;
- not-for-profit status; and,
- a winding up or closure clause.

Good governance also includes compliance with external and/or legal requirements related to employment (this includes tax law, provision for superannuation and long service leave, keeping of leave records, etc.), child safety and workplace health and safety, local building regulations, and where appropriate, the assurance of perpetual succession either by incorporation as an association or as a company limited by guarantee.

Action Step 5: Property

Guidelines include:

- that property use is in accordance with the purposes, values and policies of CCVT, and any legal compliance;
- that an Affiliate's property titles will be registered in the name of Properties Corporation which will act as trustee for the Affiliate and for CCVT;
- the Affiliate's acknowledgement that this trusteeship is an expression of stewardship of its story and resources, and that of Churches of Christ in a particular location;
- the Affiliate's commitment to an earliest possible dialogue with CCVT Staff when a property development of any size is being considered, during which Affiliates will be required to produce an appropriately detailed mission and business plan, including an understanding of any possible change of use; and,
- Awareness of *Guide to CCVT Trusteeship*.

Action Step 11: Church Planting

Guidelines include strategic conversations with CCVT around leadership, training, location, resources, etc.

Action Steps 22-23: Intentional Conversations

Guidelines include an Affiliate's active participation in conversations with CCVT Board and Staff that:

- are a timely and prayerful consideration and assessment of an Affiliate's missional, stewardship, and governance responsibilities and sustainability;
- will provide intentional opportunities for CCVT's Board and Staff to listen to the Affiliate's members and participants, the neighbourhood it is located within, and to review current mission activities and possibilities;
- will be a vehicle to discover together how best the Affiliate's resources can be used for mission, based on good stewardship and governance, as well as strategic missional thinking and planning; and,
- will provide pathways for a church's mission-propelled transition and transformation; that in churches with 20 or less attenders will usually be best implemented through the transfer of its management to CCVT.

Appendix 3 | Indicators

The CCVT Renewal Challenge reminded us that we could do better at building Communities of Hope and Compassion (that might just look like ‘churches’ we have known), and developing Leaders to lead them (that might just look like ministers/pastors we have known); and, we could do better at forming disciples.

Doing better at developing Leaders will be demonstrated by Leaders who intentionally:

- Develop, lead, and communicate a compelling vision of a 21st Century Community of Hope and Compassion.
- Lead a Community’s conversation from a ‘church’ conversation to a mission conversation.
- Lead a Community into becoming an ‘order of local missionaries’, and equipping all to guide others into a transformational faith experience.
- Celebrate lifelong learning, nurturing and deepening faith through modelling and leading spiritual formation for all Community participants.
- Plan, participate in, and lead worship experiences that engage the head and heart in culturally relevant ways.
- Identify, release, develop, and support emerging leaders; encouraging all people in a Community—younger and older, women and men—to discover and use their gifts, shaped by the five-fold ministry pattern of Apostle, Prophet, Evangelist, and Pastor/Teacher in Ephesians 4.
- Discern where God might be nudging a Community to be releasing and nurturing new Communities.
- Build, inspire, and lead a Staff or volunteer team.
- Embrace change with discernment; knowing how to interpret and lead change, by anticipating, managing, and using conflict for personal and Community growth.
- Understand the need for healthy and safe ministry, maintaining personal, professional, and spiritual balance and standards.

Doing better at building Communities of Hope and Compassion will be demonstrated by a Community that:

- Is actively changing the conversation from a ‘church’ conversation to a mission conversation.
- Has mission as its priority, seeking to be an incarnational ‘contrast’ community and a witness, sign, and foretaste of the Kingdom in its neighbourhood.
- Centres its life on the Bible and in particular the New Testament; reading it and discerning from it a picture of God’s Kingdom, the salvation story, and transforming spiritual practices.
- Gathers and grows disciples of Jesus; lifelong learners with a developing spiritual maturity, evidenced by the fruit and gifts of the Spirit, each seeking to operate within the fivefold ministry pattern of Apostle, Prophet, Evangelist, and Pastor/Teacher of Ephesians 4.
- Is becoming an ‘order of local missionaries’; engaging those who are yet to belong, confident of affirming and translating the story of God’s salvation through Jesus Christ in a variety of ways and contexts.

- Invites accountability to one another; demonstrating the fruit of time spent in supporting and watching out for one another in love.
- Seeks to name where God is at work in their neighbourhood and to join with him there, exhibiting an observable and graceful influence and impact.
- Welcomes the stranger, demonstrating Kingdom hospitality and its message of grace and generosity.
- Sees worship, prayer, discernment and learning as expressions of a gathering and sent Community, propelling people outwards to a watching and waiting world.
- Practices justice and reconciliation as signposts of the Kingdom; revealed by a diversity of age, gender, race, ability, and socioeconomic identity, and by being a safe place for all people.
- Actively discerns where God might be nudging a Community to be releasing and nurturing new Communities.

We also know that in our Communities we could do better at forming disciples, encouraging lifelong learning, nurturing and developing faith, releasing spiritual gifts and inviting a transparent accountability. If you like, we know we could do better at engaging people who are working out what it means to be a passionate 21st Century followers of Jesus.

Doing better at forming healthy disciples will be demonstrated by gathering people who have accepted the Christian salvation narrative, and are intentionally:












- Practising their commitment to personal growth.
- Discerning and living out how their vocation as a 'local missionary' can be expressed where they are.
- Developing healthy engagements in their local neighbourhood.
- Practising love.
- Having a deep concern for justice.
- Building up the body of Christ—other like-minded and like-Spirited people.
- Investing sacrificially in the life of others.

Authorisation

Responsible person:	Paul Cameron, EO
Version:	1
Approved by the Boards of:	
CCVT Inc	05.10.2017
Adopted by the CCVT Inc SGM on:	11.11.2017

Some Relevant CCVT Documents

Click or tap the links below to access these documents.

-  [CCVT Constitution](#)
-  [Accreditation and Endorsement of Ministers Policy](#)
-  [Recommended Terms and Conditions of Employment of Ministers](#)
-  [CCVT Safe Places Policy](#)
-  [Child Safety Policy of CCVT](#)
-  [The Practice of Ministry Code of Ethics](#)
-  [The Church as Employer](#)
-  [Churches of Christ in Victoria Property Act \(1941\)](#) and the  [Churches of Christ Tasmania Act \(1978\)](#)
-  [Guide to CCVT Trusteeship](#)
-  [Redbook](#)