

# *IN THE PASS*

**IMPLEMENTING THE TEAM MODEL  
OF COWBOY CHURCHES**

**A+CC**

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American Fellowship of Cowboy Churches 2022



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# OUR STATEMENT OF FAITH

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- » There is only one God who reveals Himself to us as Father, Son (Jesus Christ) and Holy Spirit.
- » God as Father is our Deliverer, our Healer, and our Provider.
- » Jesus Christ created all things in the beginning. He later came to earth to purchase mankind back as our Redeemer through His death, burial, and resurrection.
- » God as Holy Spirit draws all people to Jesus Christ, resides in and guides all who receive Christ as their Savior.
- » The Bible is God's Word and contains everything needed for life and godliness.
- » God created man, both male and female, in His own likeness and image. Man was given the earth to rule over and subdue.
- » The family unit has been ordained by God as the foundation of humanity with the covenant relationship of marriage joining one man to one woman for life. As Christ loved the church, a husband must love his wife and lead, provide for, and protect his family while a wife must willingly submit to, respect, and help her husband just as the church submits to Christ. Parents must lead by example, correct in a loving manner, and teach their children to make choices based on biblical truth with spiritual and moral values. Children must honor and obey their parents.
- » Mankind has been separated from God by sin and while the wages of sin is death, Jesus died so that whoever believes in Him will have eternal life.
- » Baptism by immersion is a public demonstration of what has spiritually taken place in the life of a believer in Jesus Christ.
- » The church is the body of Christ working together to spread the message of salvation and to equip God's people for service in the Kingdom.
- » Everything that we are and possess comes from God and has been given to us to care for. We give back to God's work through the local church so that the message of salvation through Jesus Christ may multiply.
- » In Christ, we are members of the Kingdom of God.

## **WHY WE EXIST**

**We resource and develop cowboy churches. We're here to help you.**

- » Training-schools, clinics, and conferences
- » New Starts and New Affiliates-pastor processing, support, one-on-one
- » Mentoring-bunch ministries and one-on-one
- » Communicating-website, Facebook, bunch ministries, and one-on-one
- » Connecting-AFCC Get Togethers, bunch ministries, camps, and one-on-one

## **AFFILIATION**

AFCC affiliates are cowboy churches which subscribe doctrinally to our Statement of Faith taken from God's Word. These churches also support the cowboy church model reflected in the AFCC recommended bylaws and taught in AFCC schools as well as financially support the ministry of the AFCC.

Affiliation may be terminated if a church does not meet these criteria or for biblical, moral, or ethical misconduct. Affiliation is accessed and enhanced by establishing unifying relationships with like-minded neighboring churches cooperating with the AFCC.

## **ROLE OF WOMEN IN THE CHURCH**

Women bring special gifts and talents to the ministries of cowboy church. We believe that women are important and needed within the local church body. We also believe God has called men as pastors and elders of the church in accordance with 1 Timothy 3. Therefore, we do not believe women should serve as pastors or elders.

Men and women stand as equals before God, both bearing the image of God Himself. However, without making one inferior to the other, God calls upon both men and women to fulfill the roles and responsibilities specifically designed through scripture for them.

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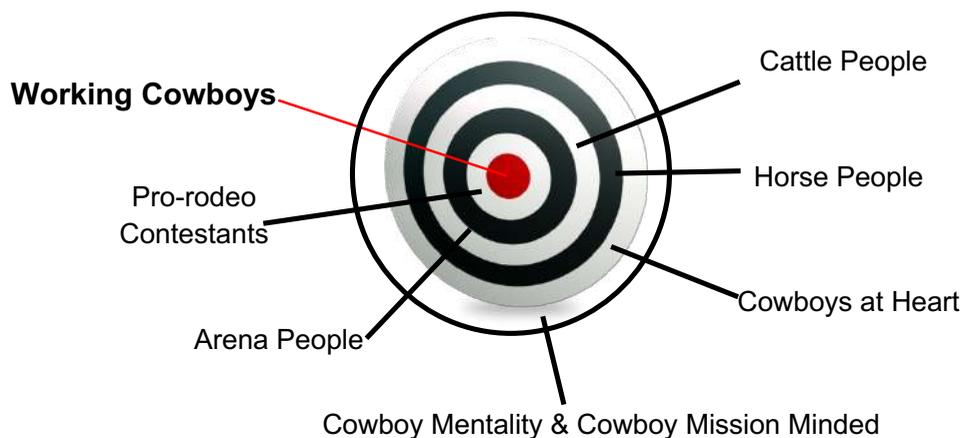
# COWBOY CHURCH 101

Cowboy Church is a place where people can “come as they are” to hear the Gospel of Jesus Christ. It’s a place where a group of people strive to follow the example Jesus lived. It’s all about breaking down barriers - barriers that have kept people from hearing the Word of God. At cowboy church there is an open door for cowboys and cowgirls to come as they are; however, Biblical Christianity will never be compromised. The mission is to share the grace, love and hope given by God through Jesus Christ by targeting those in the western culture while at the same time striving to live Christ-like lives and impacting the Kingdom.

Two words you will often hear at cowboy church are cultural relevance. What makes up the culture God has called us to reach?

1. Working Cowboys
2. Pro-Rodeo Cowboys
3. Arena Cowboys & Cowgirls
4. Cattle People
5. Horse People
6. Cowboys at Heart
7. Cowboy Mentality
8. Cowboy Mission Minded

Think of a target, and all of these people fit in one of the rings on that target - the bull’s-eye is the ‘working cowboy’...



While teaching his son to shoot a bow a man told his son, “Aim small hit small, aim wide miss wide.” The same logic applies at cowboy church; aim for the bull’s eye and hit the target. Shoot for the outer edge and you might miss the target of the culture God has called cowboy church to reach with the Gospel.

# FOCUS, STRUCTURE & MODEL

## FOCUS

Connecting Cowboys to Christ

## STRUCTURE

- » Looks different
- » Simple
- » Encourages people to “get their hands dirty” by using their gifts and talents to participate in ministry (Romans 12:6-8)
- » Empowers people to serve the body with accountability

## MODEL

*Body of Christ with Jesus as the Head*

### Pastor

- » Shepherd called by God
- » Spiritual leader
- » Preaches & teaches (Eph. 4:11-12)
- » Leads in worship, ordinances, and administration
- » SMELL LIKE THE SHEEP; connected/relates to the culture

### Elders

- » Provide spiritual leadership and accountability to the Church & God’s Word
- » Co-laborers with the Pastor
- » Assist Body (Church) with difficult issues

### Lay Pastors

- » Help carryout ministries of the Body - worship, teams, etc.

### Teams

- » Connect to others within specialized ministry areas

**“Then make me truly happy by agreeing wholeheartedly with each other, loving one another, and working together with one mind and purpose. - Philippians 2:2**

# ELDER ROLE

## OVERVIEW

- » Protect God's people from false teachers
- » Feed God's people sound doctrine in a way they can understand
- » Lead God's people by guiding them and managing the affairs of the church

## PURPOSE

To provide spiritual leadership and accountability to the church

## SPIRITUAL AUTHORITY

Comes from God through scripture and His calling

## QUALIFICATIONS

- » Must not be a new believer
- » Calling from God demonstrated by service
- » A life above reproach
- » Faithful to his wife, and manages his family well
- » Exercises self-control, lives wisely, has integrity and is well respected
- » Not a heavy drinker or violent
- » Does not love money, nor is dishonest with money
- » Committed to the church and its mission and values
- » The ability to teach

## WIVES

- » Wives must be respected and must not slander others
- » Wives must exercise self-control and be faithful in everything they do

## SELECTION / TERM

- » Prayer and fasting are crucial before and during the selection process
- » Before appointed, an elder candidate should be closely examined
- » Ability to correctly interpret and apply Scripture, not personality, is crucial
- » Selected by current elders for a term of three (3) years (\*2015 suggested church bylaws)
- » May serve multiple terms If no other scripturally qualified men are available

# ELDER ROLE (CONT'D)

## RESPONSIBILITIES

- » Empower the church to make ministry decisions through teams
- » Provide support and accountability for the pastor
- » Assist ministry teams with difficult issues
- » Serve as arbiters in matters of conflict or church discipline
- » Provide spiritual leadership, guidance, and assistance

## » DECISION-MAKING BODY

- » Make administrative decisions in consensus
- » Provide direction for the church
- » Resolve issues when a team lacks consensus
- » Guide when church structure is missing and/or broken
- » Administer church discipline

## RELATIONSHIPS

- » Pastor/Elder and Elder/Elder relationships must be completely transparent
- » Attempt to meet only when every elder can be present
- » Discussions between the elders regarding church matters are strictly confidential
- » Breaking confidentiality is grounds for removal

## REASONS FOR REMOVAL

- » Spiritually unqualified individual
- » Failure to fulfill elder duties
- » Inability to serve
- » Issue requiring correction as taught in Matthew 18:15-17

## REMOVAL PROCESSES

- » An elder may request to be removed
- » Remaining elders must be in consensus to remove an elder
- » Written petition signed by 50% of active resident members may call a vote to remove an elder

## SCRIPTURE REFERENCES

Matthew 18:15-17, Acts 14:23, 15:2, 20:17-32, 28-31, 1 Timothy 3:1-12, Titus 1:5-9,  
James 5:14, & 1 Peter 5:1-4

# LAY PASTOR ROLE

## EXTENSIONS OF THE PASTOR

Lay pastors serve the pastor. They are appointed and replaced by the pastor at his discretion and may take the place of paid staff in a traditional church. While lay pastors serve a one-year term, multiple terms are permitted.

## RESOURCE PEOPLE

Lay pastors can expect to be attached to one or more ministry teams. Lay pastors do not run or lead the teams as each team has its own team leader; instead, they resource the team, serve as a liaison between the team and the pastor, and help the team stay focused on the spiritual aspects of the ministry and the mission of the church.

## ACTIVE ROLES IN WORSHIP

Lay pastors can expect to be called on to participate in the worship service (i.e., making announcements, taking prayer requests, administering ordinances, assisting in baptism etc.). Lay pastors may also be called upon to bring devotions, preach, pray or lead bible studies depending on their gifts, talents and spiritual maturity.

## MINISTERS TO THE CONGREGATION

Lay pastors help the pastor minister to the needs of the congregation in many ways such as visitation, meeting members' physical needs as well as the physical needs of the church. Lay pastors should know the members of the team they are attached to and their families well enough to minister to them.

## QUALIFICATIONS

Lay pastors should be growing in the Lord and have an active daily relationship with Jesus. They do not have to be Bible scholars or the most spiritually mature; however, they should not be recent converts. In the cowboy culture, good, solid, highly motivated, dependable, still growing in the Lord men can still be rough around the edges! While divorce is not grounds for disqualification, a lay pastor should have a stable home life and be respected by others in the culture and the community and should not engage in activities that would bring reproach to the Lord or the church.



# MINISTRY TEAMS

## PURPOSE AND OVERVIEW

Teams implement the specialized ministries of the church. Each has a specific function and responsibility that is assigned or approved by the pastor and/or elders. Examples include Finance, Facility, Arena, and Student Ministry teams.

## 5C CORNER POST TEST

- » Christ centered
- » Cost effective financially, spiritually, and physically
- » Constitutional
- » Consensus
- » Culturally relevant

## DECISION-MAKING

- » Teams never vote
- » Team decisions are supported by all consensus members of the team
- » If consensus cannot be reached, the matter should be tabled and prayed about for a designated period of time before being put back on the agenda
- » If consensus still cannot be reached after a time of prayer and a decision must be made the matter is referred to the elders

## KEY POINTS

- » Ministry teams that have their own budget line must make a justified budget request to the Audit Team for the annual budget
- » Each team is responsible for staying within its budget and giving an account of all activities at the monthly leadership meeting
- » Teams determine what they will do in their particular areas of ministry and choose how to allocate their budget dollars; however, major decisions that could affect church direction or church sponsored activities that require coordination with other teams must be brought before the leadership team for planning before being implemented
- » Teams must hold firmly to the Mission Statement and values of the church and have their own Purpose Statement to help guide team direction

# TEAM STRUCTURE

## LAY PASTOR

Attached to a team	Provides spiritual guidance
Appointed by the pastor	Helps the team stay focused on the church's mission and values
Does not lead a team	Ministers to team members
Liaison between a team and the pastor	

## TEAM LEADER

- » Appointed by the pastor or by others given that authority by the pastor
- » A consensus member
- » Duties:
  - » Call and create an agenda for the meetings
  - » Designate someone to keep minutes
  - » Facilitate the meeting
  - » Confirm that all decisions pass the 5C Test
  - » Verify consensus on any decisions made
  - » Represent the team at leadership meetings

## TEAM MEMBERS

- » Enlisted by consensus members
- » Individual functions and responsibilities
- » Do not have to be members of the church
- » Are not consensus members; however, they may take part in team discussions

## CONSENSUS MEMBERS

- » Once a ministry team exceeds eight team members, it needs to transition into using consensus members along with team members. Consensus members then become the decision-making part of the team.
- » Appointed by the pastor or others given the authority by the pastor
- » Must be active resident members of the church in good standing
- » Duties:
  - » Attend meetings and contribute to discussions in a positive way
  - » Make decisions about the team's area of ministry

# ADDITIONAL TEAM TIPS

## SUCCESSFUL MINISTRY TEAM MEETINGS

### Team Leader

- » Begin with prayer
- » State the Agenda – Purpose of meeting should be communicated
- » Follow the Agenda – Keep meeting moving in positive direction
- » Redirect the focus on controversial topics
  - » If it gets crazy, you must stop the meeting and go to prayer
  - » Table a topic to be prayed over and discussed later with Lay Pastor & Team
  - » It is OK not to have all the answers
- » Allow all Team Members to Participate
  - » Contribute
  - » Take part in meeting
  - » Don't dominate
  - » Ask less vocal members their opinion
  - » Spend more time listening than talking
- » Appoint "Note Taker"
  - » Documents what is discussed and decided in the meeting
  - » Notes whether consensus is reached
  - » Notes the plan of action
  - » Files for future reference
- » Develop a plan of action: what, where, when
  - » A checklist will help develop the plan of action
  - » Check the 5C Corner Post Test
  - » Consensus (*Do not use silence as confirmation of consensus*)
- » Close with Prayer (*Great opportunity to encourage group participation*)

### Team Member

- » Follow the Agenda
- » State your business at the appropriate time during the meeting
  - » If you have new business for the team, contact team leader before meeting to have it added to the agenda
- » Allow all members to participate
- » Contribute to meeting
- » Don't dominate
- » Review the Agenda and contribute at the right time; keep it short and to the point

# KEYS TO SUCCESSFUL TEAMS

## GOOD SEATING ARRANGEMENT

### Circle is best

Allows eye-to-eye contact

Encourages participation from all team members

### Rows are worst

Allows a person to see only the back of head of person in front of you

Encourages cross-talk

Social Media distractions

## OPEN DISCUSSION

### Brainstorming

Ask for ideas & input

Value everyone's opinion

Be open minded

Opportunities and ideas can be usually be divided into 4 categories: equipment, environment, people, or materials

### Dissent/Conflict is Welcome

Don't be upset if someone questions or disagrees with you

Different personalities, social and religious backgrounds set us apart from other churches and helps form our unique culture

Strongest teams will allow healthy disagreement to promote discussion and influence positive change.

## AVOID CLIQUES

*A clique is a small group of people, with shared interest or other features in common, who spend time together and do not readily allow others to join them.*

*New members most likely see your team as a clique; therefore, team leaders and team members should intentionally strive to CRUSH that perception.*

### Team Leaders

- » Recognize new members, introduce them, and welcome them
- » Get new members plugged in and serving

### Team Members

- » Welcome new members
- » Get to know them
- » Find out something personal
- » "Saddle a New Horse" allowing new members to serve while you take a well needed break or attack a new opportunity

## CROSS TALK

Takes focus of the group away from the agenda

If it's not on the agenda or not for entire the group, wait until the meeting is over

## CLEAR PURPOSE

### Agenda

Communicate the agenda before the meeting

Stick to the agenda during the meeting

### Plan of Action

Over communicate the POA

### Win/Win Solution

No personal agendas

Give and take

Pray for guidance as to the Will of GOD

## COMMUNICATION

### Basic Principles of Human Relations

- » People want to be kept in the know
- » People want to feel important
- » People want fair and consistent treatment from team leaders

### Communication Basics

- » Communicate regularly (ideally once a week)
- » Face to Face Meetings
- » Phone Calls
- » Emails
- » Texts

### » What to Communicate

- » What we DID that worked well; we replicate what we celebrate
- » What we DID that didn't work well so we don't keep making the same mistakes
- » Opportunities to serve Right Now (next 7-10 days)
- » Opportunities to serve in the Near Future (next 2-6 weeks)
  - » No one likes open ended commitments
  - » Be specific about the things you need people to help with
  - » Service descriptions and time frames

# RESOURCES

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American Fellowship of Cowboy Churches

Phone: 972-937-9979

Website: [americanfcc.org](http://americanfcc.org)

Address: PO Box 513, Waxahachie, TX 75168

## COWBOY CAMP

Opportunities to nurture and guide our youth through summer camps

## NARROW PASS

A useful tool designed to help new churches navigate the ministry, day-to-day and legal steps of starting a church

## TACK ROOM

A storehouse of church health and growth principles designed to empower pastors, other leaders, and churches to break through Growth Barriers that all churches eventually face

## THROUGH THE PASS

Additional training available as needed in a variety of areas including administration, arena, student ministry, etc.







AFCC