



79 Uvalde Rd
Houston, Texas 77015
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TEXAS LOUISIANA
HISPANIC NETWORK

TLHN NEW PRESBYTER
MANUAL

WELCOME TO THE TEAM

Welcome Message



Superintendent Rev. J. Alfaro

Welcome to the Texas Louisiana Hispanic Network! For our Executive Leadership team, for a minister in your section, for a church that is struggling in this season, YOU are an answer to prayer and God's provision for this season. Thank you for saying "yes" to God and for being willing to stretch the capacity of your ministry leadership to be a pastor to pastors.

I want you to know what you can expect from me. First of all, I want to be accessible to you. If you are going through a difficult time personally or in ministry, I want to know how I can help and pray for you. Please feel free to reach out to me. If you have a praise report, I want to celebrate with you. I will work hard to respond to you promptly. Secondly, I want to work toward developing a sense of community within our network and among our Presbytery. You can plan on meeting in person for General Presbytery up to two times a year and no more than three times, unless an emergency necessitates it. My commitment is to ensure that our times together are vision and mission-driven, informational and inspirational. Lastly, I want to be a bridge-builder that helps connect you to the resources that you need to make you effective in ministry. I will not have all the answers, but I am committed to helping you find the answers and connecting you to the people who can come alongside you to strengthen you in the process. This manual has been prepared to help acclimate you to your new role. It provides some best practices from veteran presbyters across our AG fellowship to help you start well. I am honored to serve you and ready to work alongside you as together we build God's church!

Our Vision, Mission, & Purpose



VISION

We are a community of churches and ministers dedicated to seeing a healthy church in every community in the TLHN.

MISSION

The Mission of the TLHN is to facilitate the health, growth, and development of it's ministers and churches.

PURPOSE

We exist to build one another up as we devote ourselves to worshipping God, developing believers, and reaching out to the lost through evangelism, acts of compassion, and church planting.

Our Values

01 BIBLE ENGAGEMENT

The Bible is God's Word and must be relevantly communicated and practically applied to daily life.

02 PASSION FOR THE LOST

The centerpiece of all that we do is reaching the lost and reconciling them to the Father God, through His Son, Jesus, by the power of the Holy Spirit.

03 HEALTHY RELATIONSHIPS

The foundation to a vital, wholesome life and ministry is having healthy relationships with God and others.

04 EMPOWERING LEADERS

The effectiveness of ministry is enhanced as we equip, empower, network and resource leaders.

05 SERVING CHURCHES

The local churches are the focus of our service as we partner with and encourage them, respecting and celebrating their diversity.



OUR STRATEGY

01 HEALTHY MINISTERS

Credential, equip, empower and resource ministers.

02 RESOURCE CHURCHES

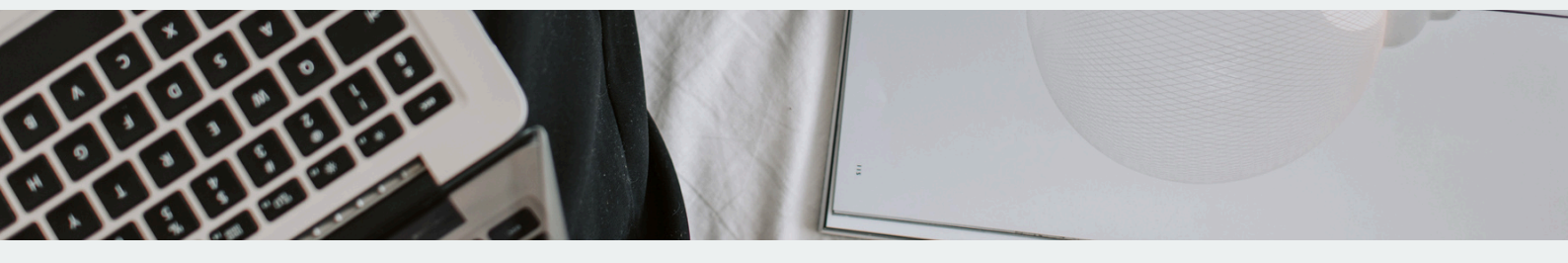
Resource, train and network churches.

03 BUILD COMMUNITY

Connect, include and collaborate.

04 FACILITATE THE FUTURE

Create future opportunities for the Assemblies of God in Texas Louisiana by establishing long-term vision, new and innovative income streams, and church multiplication.



Governance Structure

The Network is led by the Superintendent who serves as the Chief Executive Officer and Chairperson for the official board. The leadership community consists of the following structures recognized in our bylaws.



Network Executive Team

consists of three corporate officers: the Superintendent, the Assistant Superintendent, and the Secretary/Treasurer. All executive officers are elected by the Network Council in session.



Executive Presbytery

consists of the following 5 members: Superintendent, Assistant Superintendent, Secretary/Treasurer, and two regional Executive Presbyters (East and West). The Executive Presbytery is elected by the Network Council in session.



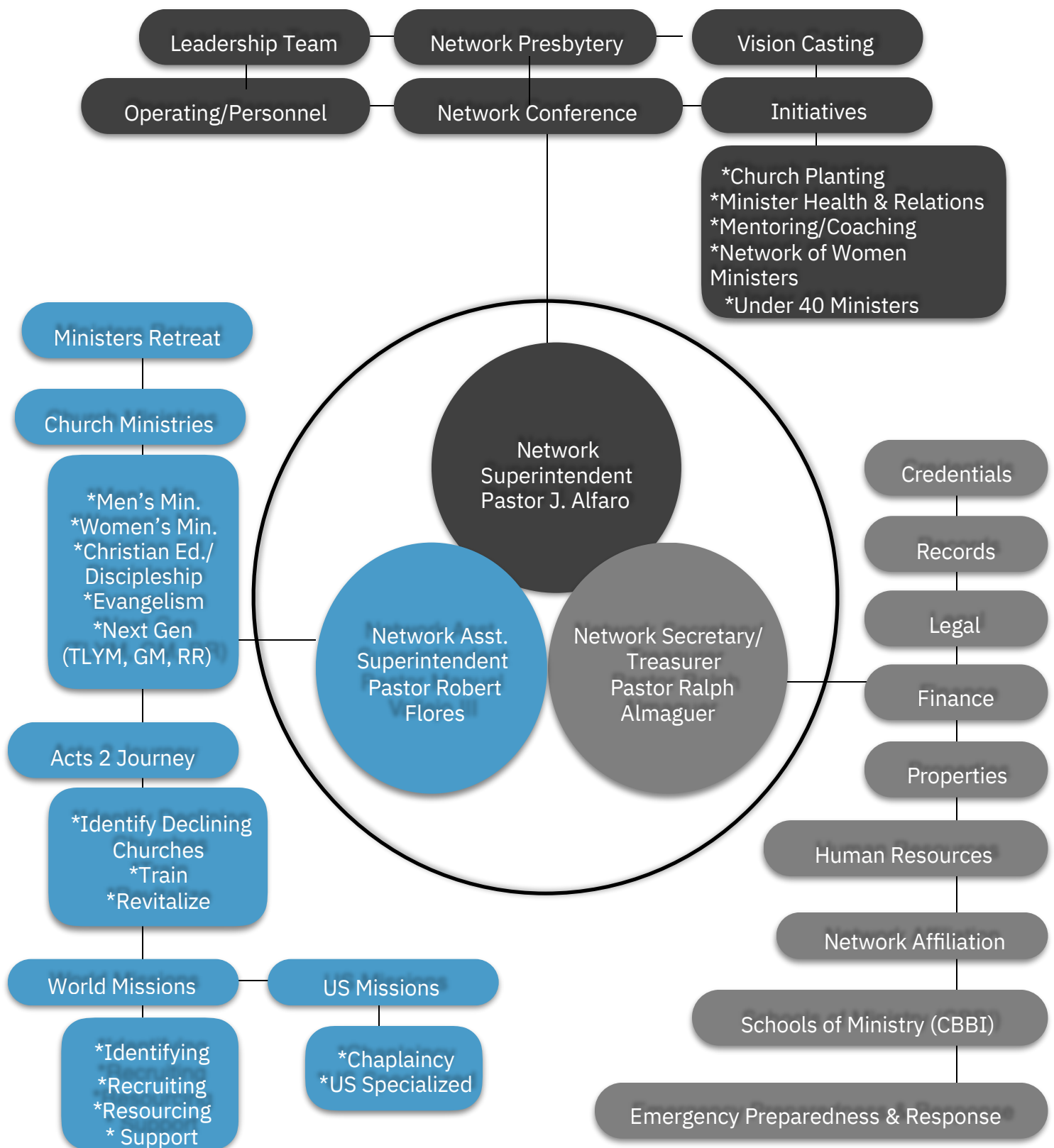
General Presbytery

consists of the following 15 members: Superintendent, Assistant Superintendent, Secretary/Treasurer, and 10 Sectional Presbyters.



Sectional Teams

consists of the Sectional Presbyter and two other members elected by their sectional peers.



Demographics

ORGANIZATIONAL STRUCTURE



01

Scope of Ministry

- 124 churches (9/4/24)
- 273 ministers (9/4/24)
- 14,016 adherents (2/1/24)
- 104 female ministers
- 50 under 40 ministers

Church Categories

General Council churches (GC) are self-sustaining and self-governing,, existing with limited autonomy.

02



03

Church Categories

Network Council affiliated churches (NC) are not self-sustaining and lack qualified local leaders (credentialed pastors or qualified board members) to be self-governing. Although these churches have a local advisory board, their official board is made up of the Superintendent(Chair), Secretary/Treasurer, local presbyter, and sectional committee (two other local ministers elected by their section).



Geographic Sections

01 Austin

02 Central West Houston

03 English Region

04 Gulf

05 Louisiana

06 North Houston

07 Rosenberg

08 San Antonio

09 South East Houston

Network Office & Team

Contact Information

Houston Physical Location

79 Uvalde Rd
Houston, Texas 77015
Office Hours:
Tues - Thur 9:00 AM - 5:00 PM

Mailing Address

PO Box 96738
Houston, Texas 77213

Contact Information

Phone: (281) 501-3646
Email: txlahisdistrict@gmail.com
Network Office Staff

San Antonio Physical Location

10843 Braun Rd
San Antonio, TX 78254
Office Hours: Tues-Thur
9:00 AM - 3:00 PM

Executive Administrative
Assistant to the Superintendent
& Houston Office Manager
Rene Solis
Email: TLHNAdmin@txlahispanic.org

Administrative Assistant
to the Secretary/Treasurer
Anahi Cortes
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Office Clerk
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Texas Louisiana Hispanic Network

COVENANT OF CONFIDENTIALITY

Whereas, the Network Leadership and Presbytery accept the Scriptures as verbally inspired of God and the revelation of God to man, the infallible, authoritative rule of faith and conduct; and

Whereas, the Scriptures forbid the spreading of gossip, slander and the betraying of confidences (Ex. 23:1; Lev. 19:16; Prov. 6:19, 11:13, 16:28, 20:19; Rom. 1:30; 1 Cor. 6:10; 2 Cor 12:20; Titus 2:3)

Now, therefore, in consideration of the above premises, the Network Leadership and Presbyter agree, individually and corporately, to adhere to the following:

- Exercise the highest degree of care in safeguarding confidential information discussed, handout in report form, or presented against loss, theft, or other inadvertent disclosure.
- Not disclose confidential information directly or indirectly, under any circumstances or by any means, to any third person that is outside of the network governing body.
- Not copy, transmit, reproduce, lend, summarize, quote, or make any use of confidential information.

I, hereby accept the following norms and commit to conducting myself in an integral manner in each meeting and keeping confidentiality with all information that is presented and/or discussed.

Texas Louisiana Hispanic Network

LEADERSHIP CONFLICT OF INTEREST

Texas Louisiana Hispanic Network Corporate Officers, Officials or Elected Leaders who have an interest or relationship that biases, or appears to bias, a decision-making process shall disqualify themselves in matters of ministerial credentials and discipline, or disciplinary intervention in meetings when family, staff, close friendships, or business and pastoral relationships are involved.

By signing the document, the undersigned confirms that he/she obligates himself/herself to be personally bound and governed by this policy.

Any duality of interest or possible conflict of interest on the part of any member of the Network Leadership or Presbytery shall be disclosed to the other members and made a matter of record.

Disclosure shall be made through a procedure at the annual meeting and at any time when such interest affects a matter of Presbytery action.

Any member of the Leadership or Presbytery having a duality of interest or possible conflict of interest on any matter shall not vote nor use his/her personal influence on the matter, and shall not be counted in determining the quorum for the meeting, even where permitted by law. The minutes of the meeting will reflect such disclosures, the abstention from voting, and the existence of a quorum following such abstention.

In their dealings within the Texas Louisiana Hispanic Network, all members, officers and management employees must be ever mindful of potential conflicts of interest. Before entering into situations presenting such problems, they shall be expected to disclose to the network presbytery the interest that may produce the conflict.

Regional Presbyter's Work in the Region

Network Official

The Regional Leader is a TXLHN official, and as such represents the TLHN to our constituents. As a member of the Board of Directors, Regional Leaders have a fiduciary responsibility to the organization to act in a manner that is consistent with the overall good of the organization. Regional Leaders are free to participate in dialogue and decision making processes in the TLHN presbytery meetings. Once a decision is made by the Executive and/or Network Presbytery, each Regional Leader is expected to agree by consensus with the majority of the group. This means the Regional Leader will take the ethical posture of supporting the corporate decision publicly and privately within his or her Region to ensure the integrity and unity of the governing body.

Church/Ministerial Problems

Work with the ELT as a team in handling delicate church and ministerial relationship problems. Meeting with a minister, board, or church body may be called by either team member. Prior to a meeting, the Network Leader should be apprised. Minutes should be kept, along with a report given to the Corporate Officers.

Credentialing Committee

The Regional Executive Presbyters shall work in alignment with the Secretary/Treasurer to schedule and facilitate credential interviews within the network.

Pastoral Changes Within the Area

The Regional Leader may counsel boards or pulpit committees during pastoral transitions. He or she may provide such transitional assistance in cooperation with and upon consultation with the Corporate Officers of the TLHN.

Regional Presbyter's Work in the Region

Pastors

Regional Leaders play a key role in encouraging and ministering to pastors within the region. Regional Leaders should be alert to ministers and pastors who may be experiencing personal or church challenges and either reach out to them personally, or work along with the Sectional Presbyters to provide support, training, and encouragement. Regional Leaders may notify the TLHN ELT and request elder support or intervention when needed.

Regional Meetings

Call periodic meetings (suggested: quarterly) with the Sectional Presbyters in your Region.

Network-Sponsored Functions

The Regional Presbyter should plan to attend Network-sponsored functions when requested to do so by a Network Corporate Officer or as needed.

Sectional Leader's Work in the Section

General Presbyter

The Sectional Presbyter represents the TLHN to our constituents. As a member of the General Presbytery, Sectional Presbyters have a responsibility to the organization to act in a manner that is consistent with the overall good of the organization. Sectional Presbyters are free to participate in dialogue and decision making processes in the Presbytery meetings. Once a decision is made by the General Presbytery, each Sectional Presbyter is expected to agree by consensus with the majority of the group. This means the Sectional Presbyter will take the ethical posture of supporting the corporate decision publicly and privately within his or her Section to ensure the integrity and unity of the governing body.

Pastoral Care and Connection Role

If there is a single word that describes the primary role of the Sectional Presbyter, it would be "connector." The Sectional Presbyter's primary, leadership function is to connect ministers in their Section with one another and with practical ministry resources and opportunities. Development of meaningful relationship-building opportunities should be the focus of the Sectional Presbyter's creative efforts. Always remember, there are more ministers than just Lead Pastors.

Regular Sectional Meetings

Each Sectional Presbyter should work closely with their Sectional Leadership Team to determine the most effective means of connecting ministers with one another and the resources they need. Sectional meetings is the typical vehicle that has been used historically to connect ministers and churches on a regular basis. However, you are in the best position to determine whether such meetings continue to serve the intended purpose in your Section. Meetings should be waived during the month of Network Retreat or Council. The Sectional Presbyter and his/her Sectional Team should plan, schedule, and conduct the meetings in his/her Section. They should send notification to all churches, pastors, and credentialed AG/TLHN ministers in their Section, as well as a copy to the Network Leader's office.

Sectional Leader's Work in the Section

Business Meetings

The Sectional Presbyter is the Chair of the Sectional Business Meeting. Nominations for Sectional Leaders and Sectional Ministry Team members need to take place in the annual business meeting. Guidelines for nomination and election processes shall be provided by the TLHN office. The results need to be sent to the Network Leader's office.

Network-Sponsored Functions

The Sectional Presbyter should plan to attend Network-sponsored functions when requested to do so by a Network Corporate Officer or as needed.

Church Issues

Sectional Presbyters may lead or counsel congregational business sessions, set-in-order meetings, and other leadership functions as needed, and in counsel with the Network Corporate Officers. Provide leadership guidance in a local church when requested by a pastor and/or board.

Pastoral Changes Within the Section

The Sectional Presbyter may counsel boards or pulpit committees during pastoral transitions. He or she may provide such transitional assistance in cooperation with and upon consultation with the Corporate Officers of the TLHN.

Pastors

Sectional Presbyters play a key role in encouraging and ministering to pastors within their Section. Sectional Presbyters should be alert to ministers and pastors who may be experiencing personal or church challenges and either reach out to them personally, or work along with the Sectional team to provide support, training, and encouragement. Sectional Presbyters may notify the TLHN pastoral care leader and request elder support or intervention when needed.

Sectional Leader's Work in the Section

World Missions

The Sectional Presbyter may highlight and/or give opportunities for Missionaries to share about their ministry, connect and network with pastors in the Section.

Sectional Team Meeting Evaluation

The Sectional Presbyter and their leadership team shall work together to evaluate your Sectional meetings as to:

- **Attendance:** If good, why? If not so good, why? Ask non-attenders why they do not come. Use their responses as cues for change.
- **Frequency:** How often should we meet to be effective?
- **Length of meetings:** Does a pastor lose a whole day to come? Does the content of the meeting add value to the pastor and warrant them to give up 1-3 hours of a work day?
- **Content:** Is attendance related to the type of program we have or format of meeting we are using?
- **Variety:** Are the meetings predictable?
- **Effectiveness:** Ask attenders what keeps them coming. If their only reason is loyalty, that's good, but it is not good enough. Is there a role the Network office team can play in increasing the effectiveness of the Sectional meetings? If so, what would it be?
- **What are you going to change as a result of this evaluation?**