

GOVERNANCE

HOW THE CHURCH IS MANAGED

1. BIBLICAL MANDATE

The Scriptures teach that a plurality of leaders is to provide the overall spiritual care of each fellowship of believers. (Acts 14:23; 22:17-8; Phil. 1:1; Titus 1:5)

They are responsible to Christ, the Head of the church. Our church uses the term "Leadership Team" and this term is synonymous with the term "elders."

2. QUALIFICATIONS OF LEADERSHIP TEAM

A list of qualifications is found in 1 Tim. 3:1-7, 2 Tim. 2:24-26, Titus 1:5-9 and 1 Peter 5:1-5. It is to be noted that the qualifications have to do more with character and maturity than they do with abilities or giftedness.

This means that the variety of people on this team will result in a variety of gifts, some public and some more private in nature. They will, however, model the Christian faith.

They must also be available and be people who are already influencing for good in their involvement with people.

3. FUNCTIONS OF THE LEADERSHIP TEAM

Leadership

- a) Establish the goals and direction of the congregation.
- b) Design and maintain programs that are aligned with the vision of the church.
- c) Empower leaders in areas of ministry and spiritual giftedness.
- d) Ensure that the vision of the church is clearly understood and embraced.
- e) Release the spiritual gifts within the body of Christians for the benefit of the body.
- f) Appoint the Ministry Team leaders. (Deacons and Deaconesses)
- g) Review finances and ensure the church is run with financial integrity.
- h) Annually review the performance of the pastoral staff and briefly report to the congregation. (Note: the Senior Pastor will review the performance of other staff and report back to the leadership team.)

Pastoral

- a) Pray for the congregation. (James 5:14; Acts 6:4)
- b) Ensure there is relevant life-related teaching of the Scriptures. (1 Tim. 3:2; 5:17; Titus 1:9)
- c) Model godliness, passionate spirituality, love for God and a mature Christian faith. (1 Peter 5:3)
- d) Care for those with special needs. (Ezekiel 34:1-6; John 10:11)
- e) Protect the church from false teaching. (Acts 20:28-31; Titus 1:9)
- f) Equip the church for ministry roles. (Ephesians 4:12)
- g) Nurture the pastoral staff.
- h) Encourage and train Ministry Team Leaders (Deacons and Deaconesses)

As the Leadership, we recognise the need to provide a safe and caring environment for children, young people and adults with additional care and support needs. We acknowledge that children, young people and adults can be vulnerable to physical, sexual and emotional abuse, and neglect.

We accept the UN Universal Declaration of Human Rights and the International Covenant of Human Rights, which states that everyone is entitled to "all the rights and freedoms set forth therein, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status". We also concur with the Convention on the Rights of the Child which states that children should be able to develop their full potential, free from hunger and want, neglect and abuse. They have a right to be protected from "all forms of physical or mental violence, injury or abuse, neglect or negligent treatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s), or any other person who has care of the child."

As a Leadership we have therefore adopted the procedures set out in this safeguarding policy in accordance with statutory guidance. We are committed to build constructive links with statutory and voluntary agencies involved in safeguarding.

The Leadership also undertakes to adhere to:

- the Health and Safety Act 2018
- The Equal Opportunity Act 2010
- Data Protection Act 1998
- Copyright, Design & Patents Act 1988
- Computer Misuse Act 1990
- e-Safety & Acceptable Use Policy