



East Mains Baptist Church – Leadership Review Group Report – February 2010

Over the last few years the Leadership of the Church has had a growing conviction that a different style of leadership structure would soon be needed to cope with the continued growth and development of the Church's life and witness. We spent a day together exploring different forms and models of leadership and invited Edwin Gunn to join us.

As a result of our Leadership Day a small team was set up to review the Church and its Leadership Structure with a view to presenting proposals for either improving the present structure or setting up something new.

The Leadership Review Group (LRG) have:

1. Evaluated the Present Leadership Structure
2. Examined the Church to see what kind of Leadership would be most effective.
3. Explored models of Leadership: Biblical Models, Business Models and the models of leadership in other Churches.

The group devoted considerable thought, time and prayer in order to ensure that the ideas they formulated would be in harmony with Biblical principles of leadership and at the same time provide an effective structure for leading God's work at East Mains Baptist Church on into the future.

The LRG were aware that we are all affected by the world we live in and so is the Church. The impact of the world's influence on our understanding of leadership has meant Christian leadership often carries with it a certain prestige, position, privilege, distinction and honour.

However that is not how God describes it in the Bible. In His word God says that Christian leadership carries with it danger, hardship, contempt, social disadvantage and often very severe persecution. Nevertheless, there is something that is deeply ingrained within us that leadership wherever it occurs, even within the Church, has something to do with status. In the Bible Christian leadership has nothing to do with status. Our status is settled at the Cross of Christ and whether we're part of the Leadership or part of the Followership, we are simply sinners saved by the grace of God. No one is greater than anyone else.

Leadership in the Bible has to do with function; it is a task, not a position.

What follows therefore, is a structure designed to enable the leadership to both lead by serving and serve by leading. It is a servant leadership structure.

We hope you find this report clear, thought provoking and inspiring.

Mark Cairney, Margaret Calder, Edwin Gunn, Jim McGillivray, Morag Murray

Proposed Operational Guidelines

The Leadership Team will consist of the Pastors, Ministry Department Leaders, and up to 3 other Leaders who will not be attached to a department.

1. The General Responsibilities of all Leaders:

Prayer Vision and Strategy Pastoral Care Healing Ministry Discipline

2. Initial Responsibility of the new Leadership Team:

To allocate all the Ministries of the Church into the Ministry Departments with a Leader assigned to each Department.

3. The Responsibilities of Ministry Department Leaders:

a) Ministry Departments:

Each Ministry Department Leader will lead one of the following Ministry areas: **Administration; Children & Youth; Church Life; Discipleship; Finance; Life Groups; Mission; Worship** and any others that may require to be created in future.

b) Vision and Strategy of their Department areas of Ministry:

The Ministry Department Leader will develop the vision and strategy of their Ministry areas in harmony with the overall vision and strategy of the Church. They will share the vision and strategy with the Leadership Team on a regular basis for prayer and approval. In order to accomplish the Vision and Strategy the Ministry Department Leaders will develop a plan for the year ahead for their department. This will then be talked through and prayed through by the Leadership. As part of the planning strategy each Ministry Department Leader will cost their plans and submit a budget request to the Finance Department. The Finance Department will consider the budgets of all Departments and put its recommendations to the Leadership for approval.

c) Ministry Departments:

Each Ministry Department Leader will have authority to make decisions about the day to day operation of the Teams in their Departments. If they are taking new initiatives, making major changes to their activities, or want to operate outside their already proposed and accepted plans for the year, they will first have to consult with the Leadership Team for approval.

Proposed Appointments Procedure

1. Nomination:

a) The Nomination procedure will commence by asking the Church Members to make suggestions of any member they believe is suitable to serve on the Leadership. A form will be made available which will include the following:

- a list of the Ministry Departments with a space beside each Department to insert a suggested leader's name
- space for suggesting up to 3 leaders not attached to departments.

The form will be returned unsigned.

b) The Leadership, including the Pastor(s), will prayerfully consider the suggestions from the Church Members on who they think would be right for the Leadership. Each Leader will then complete a

form as described above. This is done personally and confidentially. They do not speak to those they are considering.

- c) Each leader then passes the completed Form to the Pastor(s). Out of the names submitted by the Leadership, the Pastor(s) will compile a list of people they believe to be God's choice. This list will be passed back to the Leadership for agreement.
- d) The Pastor(s) will invite those identified by the Leadership to a meeting at which they will explain the responsibilities of Leadership, outline the Biblical principles, answer any questions and pray with them. If a candidate decides not to go forward to election, then the Leadership will consider who else may be suitable to take their place. The Pastor(s) will then invite those people to meet with them.
- e) Each person who agrees to let their name go forward will fill in a standard information sheet which will give the church some details about them.
- f) The Leadership Team then submits the names of people to the Church by issuing a voting paper with a list of those they consider suitable for appointment.

2. Vote:

The Church Members express their conviction about the will of God in a vote.

- a) The vote will be by a Paper Ballot. A Postal Vote will be available for members unable to attend. The ballot paper will have the names of those nominated with a yes box and a no box. Abstentions will not be counted as votes.
- b) Each nominee will be required to secure 60% of the votes cast for him/her.
- c) The vote is to appoint people to the Leadership Team. The decision about who will head up each Ministry Department will be made by the new Leadership Team following the appointments.

3. Frequency of Elections:

Those elected will serve for a period of 3 years. They may serve more than one term.

4. Co – option:

At any time the Leadership has the authority to co-opt people onto the leadership to assist, whether in a general way or for specific tasks. The co-opted leaders may serve for a limited time or till the next election of leaders. Anyone who stands for appointment but is not elected cannot be co-opted by the Leadership for at least 1 year following the election. Co-opted Leaders will be considered full members of the Leadership Team.

Trustees

Presently the Church has 4 Trustees: The 2 Pastors, the Church Secretary and Church Treasurer. Under the Trust Deed there can be up to 5 Trustees. The Trustees are responsible, under law, for all the decisions of the Church and therefore require to be part of the Church's Leadership Team.

Constitution

This proposed revision of the Leadership Structure would require amendment of the present Church Constitution. A draft of the proposed new Constitution is available for consideration.

