

ELDERS - CORE LEADERSHIP TEAM DYNAMIC



The Elders provide Spiritual Oversight for our church and mission.

The **Elders** responsibility is given by the church body to **GUARD** the church vision & values and people & relationships. The Elders primarily lead through wisdom and discernment to empower and hold accountable leadership.

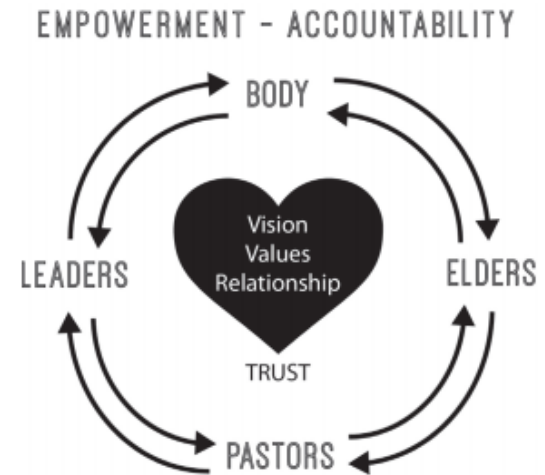
Image of key role of Elders is as the KEEL of the ship

Key Roles:

- Govern the church
- Guarding Timeless Vision and Bedrock Values
- Sensing Seasons in the life of the church
- Supporting Senior Pastor (through succession, conflict, accountability, sounding board)
- Overseeing the health of the church
- Carrying constitutional responsibilities and legal accountability
- Being Risk Ready — awareness of risks and risk mitigation

Process

- Delegations to and accountability of CLT, reporting to body
- Active sign-off (Rolling Annual Action/Strategic Plan, Budget)
- Principles of Governance and Audit (to ensure robust processes)
- Key Document Development including planned review and update schedule
- Prayer, seeking God for future direction



The **Core Leadership Team** are given responsibility by the church body, through the Elders, to **GROW** the vision & values and people & relationships, primarily through the gift of leadership.

Image of key role of the CLT is as the TILLER of the ship

Key Roles:

- Lead the church
- Developing Timely Vision & Strategic Plan, Operational Values
- Equipping the saints - enabling, caring, feeding, shepherding, teaching
- Manage (and surf) risks

Process

- Planning and Proposing
- Develop and implement Procedure and Processes
- Delegations to and accountability of 'leaders of many' and Staff
- Allocate resources
- Reporting to Elders
- Prayer, seeking God for future direction
- Communicate progress against agreed action plan

Code of Conduct

1. Ensure Glory to God is paramount in all that we do.
2. Understand, maintain and be loyal to the vision and values of the church.
3. Be unpartisan, seeking the best interests of whole church body.
4. Support decisions of Eldership and CLT even if not in personal agreement. Ensure any disagreements are resolved within the Eldership and CLT and that our comments are not undermining, questioning or raising concerns about an agreed decision with others outside of the Eldership and CLT.
5. Primary hat – Elders /CLT are aware that they are seen as Elders/CLT even when not operating in that capacity.
6. Participate in and point to process – communicate to the body our role as Elders/CLT and encourage engagement with appropriate ministry leader, recognising that Elder's role is to point to and ensure good process with appropriate leaders not to attempt to resolve particular concerns or issues.
7. Information sharing and encouragements between Elders and Elders and CLT or Staff may be via email, however negative communication should be face to face or through the Chair of the Eldership.
8. Recognise that only the Chair can speak officially for the Eldership or delegate.
9. Be diligent and attend meetings having pre-read all reports, prepared for full and appropriate participation in decision making. A commitment to on-going learning and self-reflection.
10. Declare real and perceived conflicts of interest and monitor own level of comfort and alignment with the church vision and strategy. Being prepared to voice concerns or review their own position as Elder.
11. Observe confidentiality of non-public information acquired in their role as an Elder/CLT.
12. An Elder/CLT would be part of their own local community or life group which would be the natural primary place for personal support and ministry rather than the Eldership.

Chair and Senior Pastor (most vital relationship) together they:

- Build team work of Eldership
- Act as Filter and Traffic Director of issues to be discussed
- Meet regularly
- Craft agenda

Chairperson of Elders:

- Facilitator of Meetings and Processes (Elders communicate concerns to Chair, Chair to be aware of concerns or discomfort of individual Elders and address common themes with SP)
- Primary support and sounding board for Senior Pastor
- Mouthpiece for Elders
- Elders secretary will assist with recording minutes of meetings and ensure record keeping processes are robust

Senior Pastor:

- Leader of CLT and Member of Elders
- Primary conduit between Elders and CLT
- Leads church with CLT & helps govern church in co-operation with Elders

Decision making

- In long term strategic issues the Elders will seek to discern the way ahead with the CLT through looking for agreement on the way ahead. This has been called the 'Green light – Green light' discernment model. Under this model both Eldership and CLT pray, discuss and discern independently and then give a particular decision area a **Green light** (meaning yes, let's proceed), **Orange Light** (meaning we have concerns and need more time to deal with concerns or pray further) or a **Red light** (meaning we are saying No to this particular decision).
- Elders decide through active sign-off.
- Elders work for consensus in decision making but are willing to move forward with consensus minus up to 2 votes.
- The church Elders can veto anything at all but realise vetoing seriously questions the wisdom and discernment of the church leaders.
- Elders are aware that indecision on a key proposal effectively becomes a 'no' on any movement forward in the proposal until consensus is reached. Therefore Elders will avoid their indecision being a de-facto decision, i.e. leading through withholding sign-off.