



LEADERSHIP MODEL

September 2018

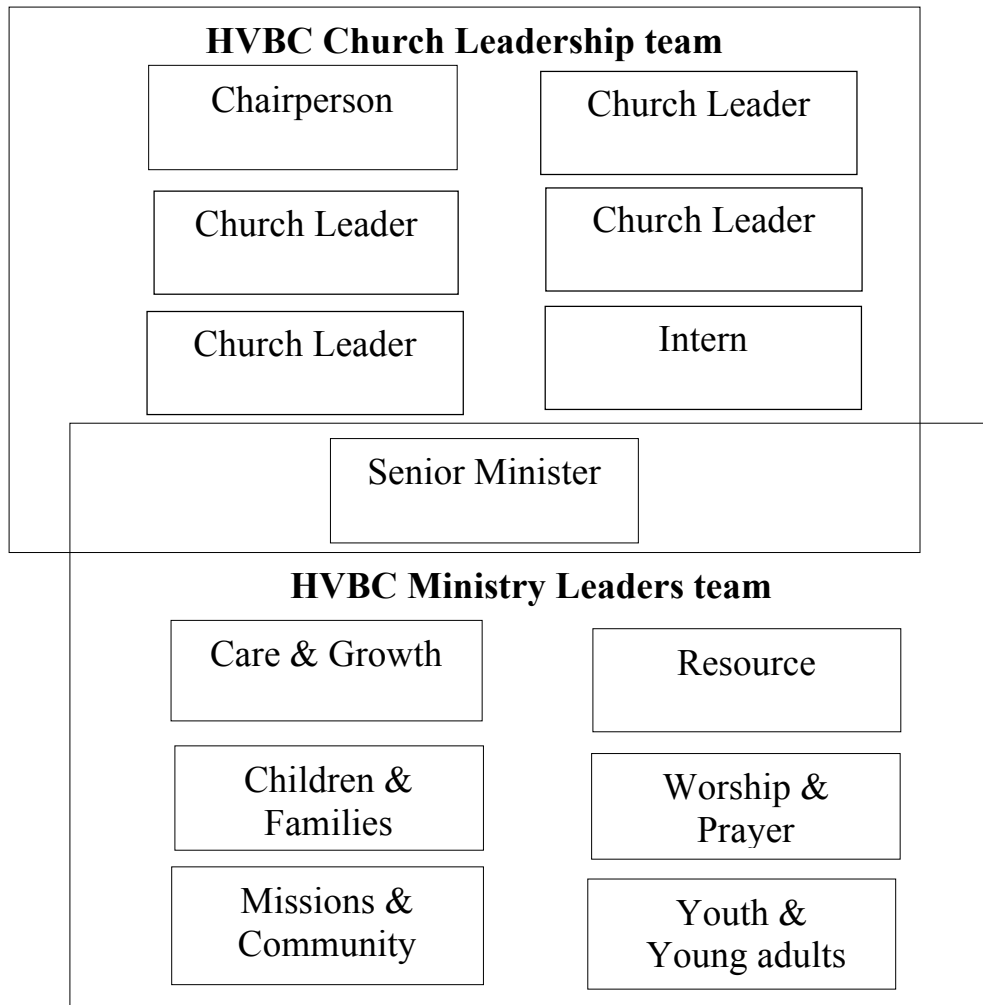
GENERAL INTRODUCTION

Following is the model of leadership for Hawkesbury Valley Baptist Church (HVBC). It takes into consideration biblical foundations for leadership in the current ministry and missional context. The model also has an eye on the future of HVBC seeking to empower the vision God has for the church, it encompasses:

- ◆ The future growth of HVBC in numbers and ministries
- ◆ The tensions of allowing leaders to lead and church members to influence the direction of the church
- ◆ The core purpose, practice and values of HVBC
- ◆ The beauty of the whole body ministering not just the paid staff
- ◆ The maintaining of biblical characteristics of leadership in our contemporary setting
- ◆ The challenge of embracing unity in diversity

It is recognised that the key to the success of this model is the character of its leaders. It is a system open to abuse and manipulation should the leadership be made up of ungodly people. It is therefore critical for the leadership to comprise of people that live the criteria outlined for Church Leaders, Senior Minister, Ministry Leaders and Team Leaders.

HVBC LEADERSHIP STRUCTURE



The HVBC Church Leadership team is made up of the Senior Minister and the elected Church Leaders and includes the role of Chairperson. It operates along the lines of a board.

Senior Minister

The Senior Minister is part of the Church Leadership team, however, his role as chief caretaker of the purpose, values and practice of the church and his day to day role of overseeing the ministries of the church is recognised. By recognising the Senior Minister in this way the Senior Minister is able to work with the Church Leaders, oversee the Ministry Leaders and represent both the Ministry Leaders and Team Leaders to both the Church Leaders and the church body. Ministry Leaders report to the Senior Minister who represents them at Church Leadership level.

Chairperson

The Chairperson is recognised by the Church Leadership team as having the gifting to be able to run the Church Leadership team meetings. Along with the Senior Minister, the Chairperson sets the agenda for the meetings and ensures that the priorities and actions agreed by the Church Leadership team are implemented and acted upon in a timely manner. The role of the Chairperson is to release the Senior Minister and the other leaders from these tasks. The Chairperson is recognised and appointed from the Church Leadership team by the Church Leaders.

HVBC LEADERSHIP STRUCTURE OVERVIEW



HVBC LEADERSHIP ROLES

It is anticipated that the leadership will comprise of a combination of leadership from:

- ◆ Church Leaders
- ◆ Senior Minister
- ◆ Ministry Leaders
- ◆ Team Leaders

CHURCH LEADER

Description

A Church Leader is a member of the church who has satisfied the criteria to be a church leader and has been affirmed in the role of Church Leader by the members of HVBC by vote.

- ◆ A Church Leaders primary ministry in the church is church leadership broadly incorporating spiritual oversight and shepherding
- ◆ A Church Leader serves a term of two years
- ◆ A Church Leader can serve a maximum of three consecutive terms and then is expected to stand down from the position of Church Leader for at least a term
- ◆ The Church Leadership team will comprise a preferred number of four people with possibly one intern at any one time, in addition to the Senior Minister
- ◆ An intern is invited to be part of the Church Leadership team by the Church Leaders and is primarily an observer learning the role of church leadership
- ◆ A Church Leader should not also be a Ministry Leader except under exceptional circumstances
- ◆ It is preferred that only one member of an immediate family serves as a Church Leader at any one time except under exceptional circumstances
- ◆ Church Leaders will meet at least monthly together
- ◆ Church Leaders need to have a regular presence at the varying activities of HVBC
- ◆ Church Leaders are expected to submit themselves to the review process

Criteria

- ◆ Sound doctrine – but not rigid allowing for diversity
- ◆ Mature Christian – displays spiritual fruit and has demonstrated a history of being a passionate, mature follower of Jesus Christ
- ◆ Leadership qualities – humble, teachable, servant hearted, relates well to people and demonstrates integrity in all areas
- ◆ Proven in ministry – has been actively using their spiritual gifts in ministry
- ◆ Healthy family relations – with wife/husband & children
- ◆ Good reputation with the local community – is beyond reproach with the unchurched
- ◆ Hospitable – is friendly toward people
- ◆ Encourager – encourages & supports people
- ◆ Gentle – cares for people
- ◆ Straightforward in money matters
- ◆ An able communicator – can equip other Christians through teaching
- ◆ Committed to the purpose, values & practices of HVBC

CHURCH LEADER continued

Important note

Since it is in the nature and calling of HVBC to function in unity and grace, there will be a healthy diversity in opinion as to a person's eligibility in being a Church Leader. The above criteria are the common ground and priority to be used in assessing leaders. Other factors such as marital status, age, gender, and any other doctrinal issues that may arise are secondary to the primary issues detailed above. They need to be treated as such in order to embrace the higher calling of being one, functioning in grace and recognizing the above criteria. These must have the greater emphasis. Other secondary issues are to be assessed according to the individuals who are being considered as Church Leaders.

Practice

- ◆ The elected Church Leaders are responsible for keeping the church in line with its purpose, values, and practice
- ◆ The elected Church Leaders work in conjunction with the Senior Minister in creating, communicating and implementing the purpose, values and practices of HVBC through but **not** limited to the annual Vision Document and Vision Month
- ◆ The elected Church Leaders are responsible for serving the church, the Ministry Leaders and the Senior Minister by supporting, encouraging, accounting and praying for their growth & ministry
- ◆ A Church Leader commits to prayer and seeking God's direction for HVBC

Naturally all growth, ministry, purpose, values and practice are God called, God led, and God administered.

SENIOR MINISTER

Description

The Senior Minister is the senior leader in the church who has satisfied the criteria to be such and has been affirmed in the position by the members of HVBC by vote.

The Senior Minister:

- ◆ Is committed to being a passionate, mature follower of Jesus Christ
- ◆ Is chief caretaker of the purpose, values & practice of the church
- ◆ Oversees the ministries and Ministry Leaders of HVBC
- ◆ Commits to prayer and seeking God's direction for HVBC
- ◆ Works in conjunction with the Church Leaders in leading the church
- ◆ Is expected to submit to the review process

Criteria

The Senior Minister satisfies the same criteria as the Church Leader

The Senior Minister also fulfills the following requirements:

- ◆ A sense of God's call to HVBC
- ◆ A sense of God's call to the Hawkesbury community
- ◆ Committed to seeking God's direction for HVBC and the Hawkesbury through prayer, God's word, the counsel of others, and the guidance of the Holy Spirit
- ◆ A Kingdom mindset and commitment to unity with other Christian churches
- ◆ Demonstrates faith, hope and love
- ◆ Develops leaders across generations
- ◆ Works well and leads well in a team situation
- ◆ Stewards ministries & resources effectively
- ◆ Strong preacher
- ◆ Casts vision

Practice

- ◆ The Senior Minister is responsible to lead the church in conjunction with the Church Leaders in achieving its purpose, values and practice
- ◆ The Senior Minister is responsible to oversee the Ministry Leaders by supporting, encouraging, resourcing, praying and accounting for their growth & ministry
- ◆ The Senior Minister is responsible for representing the Ministry Leaders & Team Leaders to the Church Leaders and the church body

MINISTRY LEADER

Description

A Ministry Leader takes on the leadership of a particular facet or facets of church life. These are; Care & Growth, Children & Families, Missions & Community, Resources, Worship & Prayer and Youth & Young adults. To take hold of a position as a Ministry Leader the person needs to be recommended by the Senior Minister and Church Leaders and have been affirmed by the members of HVBC in a vote.

Ministry Leaders:

- ◆ Are committed to being a passionate, mature follower of Jesus Christ
- ◆ Are expected to submit themselves to the review process
- ◆ May be paid full time, part time or volunteers according to ministry needs
- ◆ Follows the vision for their ministry communicated in the annual Vision Document

Criteria

- ◆ Sound doctrine – but not rigid allowing for diversity
- ◆ Mature Christian – displays spiritual fruit and has demonstrated a history of being a passionate, mature follower of Jesus Christ
- ◆ Leadership qualities – humble, teachable, servant hearted and visionary
- ◆ Proven in ministry – has spiritual gifts & passion appropriate to their ministry
- ◆ Healthy family relations – with wife/husband & children
- ◆ Good reputation with the local community – is worthy of respect from the unchurched
- ◆ Straightforward in money matters
- ◆ Strong communicator – can equip other Christians through teaching
- ◆ Committed to the purpose, values & practices of HVBC

Important Note

Since it is in the nature and calling of HVBC to function in unity and grace, there will be a healthy diversity in opinion as to a person's eligibility in being a Ministry Leader. The above criteria are the common ground and priority to be used in assessing leaders. Other factors such as marital status, age, gender, and any other doctrinal issues that may arise are secondary to the primary issues detailed above. They need to be treated as such in order to embrace the higher callings of being one, functioning in grace and recognising the above criteria. These must have the greater emphasis. Other secondary issues are to be assessed according to the individuals who are being considered as Ministry Leaders.

Practice

- ◆ Ministry Leaders are responsible to lead their ministry by encouraging, supporting, praying and accounting for their ministries growth & development with the Senior Minister and Church Leaders
- ◆ Each Ministry Leader is responsible to lead their respective ministries toward achieving the churches purpose, values and practice.
- ◆ Each Ministry Leader is responsible for representing their ministry to the Senior Minister and the church.
- ◆ Each Ministry Leader is responsible to lead their ministry teams by encouraging, supporting, resourcing, praying and accounting for their team's growth & ministry
- ◆ The Senior Minister represents the Ministry Leaders to the Church Leadership

TEAM LEADER

Description

A Team Leader takes on a role in the church and is directly accountable to the relevant Ministry Leader associated with that role.

(For example, Wildlife leader, RPM Youth leader, Music Team leader, Men's, Women's, etc)

To take hold of a position as a Team Leader the person needs to be recommended by the relevant Ministry Leader, Senior Minister and by the Church Leaders.

Criteria

- ◆ Growing Christian – is becoming a passionate, mature follower of Jesus Christ
- ◆ Desires the ministry – has passion appropriate to their ministry & spiritual gifts associated with their ministry
- ◆ Character – humble, teachable and servant hearted
- ◆ Committed to the purpose, values & practices of HVBC

Practice

- ◆ Each member of a ministry team is responsible to lead their respective ministries toward achieving the churches purpose, values and practice
- ◆ Each Team Leader is responsible for representing their ministry to their respective Ministry Leader and the church
- ◆ Each Team Leader is responsible to lead their ministry or ministry team by encouraging, supporting, resourcing, praying and accounting for their ministry growth & development

THE ROLE OF THE CHURCH MEMBERSHIP

- ◆ The members of the church have the responsibility by vote to determine who the Church Leaders are
- ◆ The members have the responsibility by vote to determine who the Senior Minister is
- ◆ The members have the responsibility by vote to make certain decisions such as property purchase, Senior Minister or Ministry Leader appointment, or purpose, values, constitution of the church
- ◆ At the annual general meeting forum, the members have the opportunity to discuss the future vision of the church in the year to come and review the last year's ministry
- ◆ The members will receive detailed reports on the ministries, finances, and overall health of the church from the leadership as well as a vision of what is expected in the year to come for the ministries, finances and growth of the church

VOTING PROCESS FOR HVBC

Voting will take various forms (secret ballot, postal vote, raising of hands, anonymous vote, identified vote) according to the issue that is at hand and which form of voting the Church Leadership team determine is appropriate.

The voting process will follow the following guidelines:

1. A recommendation is brought by the church leadership to the church
2. A minimum of four weeks' consideration of a recommendation is undertaken by the church members
 - a. The members pray, ask questions, seek clarification, vocalise support etc. during this four-week period by communicating with the church leadership
3. If a member feels they cannot support a recommendation from the church leadership, they should inform the Church Leadership team in writing or verbally during the consideration period
4. Upon consideration by the church membership the Church Leadership team decides whether the recommendation should proceed or be reconsidered
5. If a decision to move forward with the recommendation is made, then a vote is undertaken in the form determined by the Church Leadership team as appropriate
6. A 75% agreement of those voting on a recommendation is required for such recommendation to be implemented by the leadership
 - a. The number of those voting on a recommendation should be at least 50% of the church membership