

Leadership Culture

14TH SEP 2024

Emmanuel Baptist Church Swanage

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Introduction

This is a document describing Emmanuel's leadership culture

Overview

This document describes the culture of the church, in particular how the leadership will relate to people associated with Emmanuel.

Issue Status and History

Status

Policy	Leadership Culture
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Status	Issued
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History

1 st Aug 2024	Drafted
10 th Sep 2024	Agreed at leaders meeting

1 Introduction

This document should be read with the constitution and the Articles of Faith. The constitution is the legal document defining how the church operates, the Articles of Faith record what the church believes, and this document describes the culture of the church, in particular how the leadership will relate to people associated with Emmanuel.

2 Why is this document needed?

Whilst the core documents (constitution and articles of faith) define how the church operates at a legal level they do not say how the church operates at a practical level. For instance, how should people associated with the church expect to be treated, how should leaders act, what happens if they don't act appropriately?

3 What is Leadership?

The church is managed on a day-to-day basis by a group of people termed leaders. However there are other leaders within the church, such as Worship leaders for a particular service, lifegroup leaders, teachers of children, catering manager, to mention just a few. So for this document a leader is not simply the team that runs the church on a day-to-day basis, but also includes anyone who could be seen by the general public as a leader of an activity or team.

4 Why Culture?

It is almost impossible to define what should happen under every circumstance. It seems a better approach to try and define how leaders should operate as a culture, allowing specific cases to be judged against a culture, rather than a hard set of rules.

5 The Culture

5.1 Accountability

Inside every organisation people are accountable to their bosses and churches are no exception. However for churches Jesus is our boss, so we are all accountable to him for our actions. Practically as Baptists the church membership are deemed to represent Jesus when acting corporately (this is one reason why attendance at meetings is important). So all activities are held to account by the church membership. Practically this would not work, so a team of leaders act on behalf of

the church members, the leadership team are accountable to the church members and we are all accountable to Jesus.

Role	Accountable to
Minister	Leadership Team
Leaders	Leadership Team
Leadership Team	Church Members

5.2 Behaviour

Everyone should act in accordance with the Bible as understood using the articles of faith. Leaders, not just the Leadership Team, in particular should act in this way, for fear of bringing the church into disrepute. That is, a higher standard is expected of leaders.

5.3 Openness

As a church we value being able to share information openly with everyone. There are some areas for which this is not appropriate. Among these are any safeguarding issue, sharing of personal information, which are both covered by UK law. Other issues might include exact salary details, details of people being interviewed for any jobs, some pastoral issues.