

## **Article 6.4 Governance: Managing People**

### **Sample Leadership Management Model**

Your church is welcoming people who are at different places on their path to finding Jesus. That means you may already be making room for people to serve in the church who are being progressively sanctified. A best practice is to consistently apply biblical truth in a loving, respectful and redemptive manner, rather than focusing on a strategy for managing issues related to sexuality and gender. We recommend creating a pathway that addresses sanctified living by identifying divergence from biblical living in all areas of life. Practices and policies that are communicated well simplify the management of human failings. This way, we intentionally lead toward removing the cycle of fear, confusion and reacting emotionally. Instead, we can lead toward applying redemptive care measures in each situation while working inside our leadership management framework, guided by truth, responding with grace.

#### **A Practice: Defining roles and expectations**

- A. Define and categorize the leadership and volunteer roles in the church as one of the following:
  - Ministry Leadership Level (officially appointed to leadership of the ministry/department)
  - Serve Team Participant Level (you participate as part of the team that leads the ministry/department)
  - Attender Level: (you attend the event/ministry)
  
- B. Create agreements that outline expectations and requirements for each of the three levels:
  - Ministry Leadership Level:
    - o any teaching roles, higher levels of responsibility and authority, roles of influence, roles that officially represent the church
    - o requires lifestyle and theological agreements such as the understanding of a credential holders/employment agreements for pastors, church staff and boards
  
  - Serve Team Participant Level:
    - o define what these roles look like for your church
    - o requires, at a minimum, a Community Values Volunteer Agreement that defines expectations and clarifies behaviours while in the role
    - o anyone who serves in the church, must agree to support your community values even though they may not yet necessarily believe or embrace those values for themselves.
  
  - Attender Level:
    - o No formal agreement
    - o Communicate regularly the values of your church community that are expected of all participants.

- Defines how you treat one another, how disagreement is expressed, how conflict is resolved
  - Define purpose: disciple making community guided by the teachings of the Bible
- C. Plan interviews as well as training or orientation sessions for the various roles in your church.
- The interview process allows you to learn about the skills, interests and values of people attend and volunteering in your church.
  - Training and orientations session are an opportunity to introduce how your church approaches ministry, communicate community values, as well as lay out expectations and requirements for the role.
  - This is also a great way to formalize your volunteer recruitment process. Plan for orientation sessions to take place two to four times a year.

### **A Process: Steps to Joining a Ministry Team**

1. Application
2. Interview  
The interview will include discussion of the following: the content of the application, an explanation of the volunteer commitment agreement, any required paperwork, their questions. Explanation of the 2-2-1 Concept.
3. Volunteer Commitment Agreement and necessary paperwork.
4. Orientation and Training
5. Shadow the role
6. Ministry placement decision

A discussion with the ministry leads and the volunteer to assess suitability to the role before agreeing to a one-year commitment. This is an opportunity for the volunteer to request further training or assistance in joining a different ministry team.

### **A leadership care concept**

#### **2-2-1 Concept:**

A maximum of two (2) areas of weekly service, two (2) weeks per month not serving, one (1) annual care meeting

- Everyone is encouraged to serve in some capacity as part of their discipleship (spiritual formation) journey.
- No one serves in more than two weekly ministries/areas of service
- Everyone must have two weeks a month where they attend without any official responsibility
- Once a year, the appropriate Pastoral/Team Leader will meet with you to check in on you:
  - Check in on your well being
  - Review your areas of service

- Determine if you want to commit for another year or chose a different area of service.
- Review the expectations/commitments of serving volunteers and sign appropriate volunteer agreement based on leadership/responsibility level

### **A Practice: Pathway for managing discipline - Principle, Pattern, Practice, Person**

1. **Principle:** What is the biblical principle/truth that needs to be addressed? What is the sin?
2. **Pattern:** Is there a provable behaviour pattern? Everyone makes mistakes; we are concerned with correcting/addressing repeated patterns of unbiblical behaviour/choices.
3. **Practice:** What is our practise or policy for addressing this situation? What does the agreement for this level of leadership require?
4. **Person:** Once we have assessed the principle, the pattern and the practice, we pause to consider the person. How does applying the biblical truth and practice impact the people/person involved and their overall faith journey. How do we deal with the situation in the most redemptive and biblical manner knowing that we will never get it totally right? Consider all impacted. Then proceed with grace and truth. Remember that every situation is brings its own complexities and considerations.