

Trinity Church Leadership Team Charter

This statement incorporates the core values, behaviours & responsibilities expected of a Trinity Church Leadership Team.

The Leadership Team of a Trinity Church is charged by our constitution with the responsibility for the decisions and oversight of the Church Community as per the *Associations Incorporation Act 1985* (the Act). Members of the Leadership Team function as 'legal directors' under the Act.

The primary functions of a Trinity Church Leadership Team (LT) are:

1. Leadership & Pastoral Care
 - Provide support to the Senior Pastor and other staff
 - Support, care and pray for staff and volunteers within the Church.
 - Provide leadership and support on relevant matters relating to the Church.
2. Vision
 - Develop, implement, communicate the vision for the Church.
 - Ensure the effective communication of the vision of the Trinity Network of Churches
 - Provide necessary assistance and support to help see these visions are fulfilled
3. Recruitment & Leadership Development
 - Oversee the recruitment of staff for Church as required in accordance with approved limits.
 - Support Church staff and key lay ministry area leaders in the recruitment and raising of lay ministry volunteers.
4. Church Health
 - Build a healthy church, in line with the Vision, where we see God's people growing in Christ-like maturity and desire to seek and save the lost
 - Provide oversight and support to ministry area leaders
 - Ensure resources are deployed appropriately and efficiently to facilitate effective gospel ministries.
5. New Ministries & Church Plants.
 - Provide oversight and support in the planning of new ministries and church plants from the Church
6. Stewardship of Resources
 - Manage, monitor and communicate financial matters:
 - Develop and implement an annual budget for the Church;
 - Manage the Church budget in consultation with the staff team and Network Business Manager, ensuring spending occurs within approved limits.
 - Communicate financial matters to the Church and Network Board.
 - Develop a longer term financial plan in line with the vision for the Church.
 - Manage Church property (whether leased or owned) and property relationships as required.
7. Governance, Compliance and Risk Management
 - Ensure the Church is compliant with their Rules of Association
 - Manage, monitor and communicate governance matters to the Church.
 - Ensure the AGM is held as set out in the Rules of Association,
 - Manage and monitor risk and safety matters
 - Ensure the Church complies with WHS
 - Ensure the Church complies with all safe ministry and work health & safety requirements
 - Implement of policies and procedures / guidelines as required.

To achieve this, it is expected that as a group the LT will:

- be open and trusting
- engage in thoughtfully 'unfiltered' discussions and / or conflict around ideas
- be prepared for meetings, including having completed previously identified pre-reading
- commit to decisions, agreed plans of action and hold each other accountable for the delivery of outcomes
- utilise objective information where possible to evaluate and inform decisions and actions
- work to keep each other and staff informed about relevant matters.

Members of the LT are expected to be:

- mature growing Christians who are evangelical and know personally the truth of God's saving grace for their life and who earnestly seek to model essential biblical values
- committed to personal Bible reading and seeking to grow in their maturity in Christ
- praying regularly for the church, leadership team, staff and trainees
- a source of encouragement to key ministry leaders, staff and trainees
- seeking the salvation and spiritual growth of their respective families
- visibly committed to and involved in the lives and ministry of their main gathering and actively involved in helping people receive Christ as Lord and guiding them and others in growing in Christian maturity
- regularly attending
 - Sunday services with their family
 - other significant events in the life of the Church (e.g. 'Weekend Together', AGM, missions etc.)