Mt Hawthorn Community Church

Leadership Principles – 2025

Recalling discussions held in 2006, this document was published soon after. With some revisions, the following is the intended leadership structure for MHCC.

Sustainable Eldership

The structure and “flavour” of the church will continue as it is currently operating. The grassroots participation in the life of the church will continue with people affirmed and supported in their involvement. Community members will be encouraged to continue to each assume some responsibility for the church and their own and others spiritual growth and that any leadership structure should support people to that end. Spiritual leadership is something that is found throughout MHCC and evident in each of us at different times, not just amongst a leadership group.

Particular attention will be given to assisting new people in becoming involved and helping them understand and access how the church operates.

A large number of people in the community demonstrate leadership in a variety of ways, both formal and informal throughout the various aspects of church life. This will continue and be explicitly affirmed.

At various times the church has a number of groups operating (e.g. Sunday morning rosters; children’s work; prayer group, property and finance, etc). These groups come and go and the leadership of these groups changes in a variety of ways over time.

The role of a leadership and coordinating (currently known as elders) is a coordinating one of ensuring coherence and comprehensiveness of church care and activities. This involves:

- facilitation of the church rather than actual implementation
- coordination of people and church activities
- communication of the overall picture to the rest of the community
- keeping the communication channels operating so that the community is informed as to what is happening in the daily life of the church and community
- identification of gaps or areas of growth and potential within MHCC and drawing this to the attention of the church community
- support for the people and activities in the church – both inside the church community and the broader community and workplace.

This is not an authoritarian leadership model but a “quiet leadership” that serves the community.

Procedures

1. This group will continue to be elected under the same guidelines as currently in the constitution.
2. Terms will be 2 years.
3. Elections will be held annually to ensure new elders are added each year and to provide where possible overlapping terms of elders.
4. Frequency of meetings is to be determined by the group but is approximately monthly.

Relationship to Property and Finance Committee

- Legal and regulatory compliance, finances and equipment continue to be the realm of the Property and Finance Committee (P and F).
- Employment issues – should MHCC offer a paid role, the elders would continue to be involved in the general direction but details and implementation is the responsibility of the P and F.
- Additional church involvement may be needed for personnel support issues.
- The details of this relationship is subject to ongoing discussion between the elders and the P and F.

Other issues

To facilitate church engagement, mutual responsibility and to aid communication there is:

- the opportunity for more optional church discussions after church on a Sunday
- communication about which person in the church should be contacted about particular issues
- the opportunity for elders to invite people to meetings as needed
- the tasks of running the church are delegated out to others in the church