

# **Mt Hawthorn Community Church**

## **Leadership Proposal – 2008**

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The summary for the discussions held at the conclusion of 2006 were circulated to the church for comment. The elders received no comment on this so we have taken this to mean people are happy for us to put forward structure on which they can agree to form the basis of how we operate and a constitution. The following is the proposed leadership structure for MHCC based on the discussions.

### **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 structures 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 operated, key people to talk to about different issues.

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 more explicitly affirmed.

The church currently has a number of groups operating (eg - Sunday morning rosters; children’s work; prayer group, property and finance, etc, 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/coordinating group (currently known as elders) would be a coordinating one of ensuring coherence and comprehensiveness of church care and activities. This would involve:

- 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 held annually to ensure new elders are added each year and to provide where possible overlapping terms of elders.
4. The only name suggestion for this group has been “eldernators”
5. Frequency of meetings to be determined by the group but would be expected to be at least monthly.

## Relationship to Property and Finance Committee

- Finances and equipment would continue to be the realm of the P and F.
- Employment issues - The elders would continue to be involved in the general direction but details and implementation would be the responsibility of the P and F.
- Additional church involvement may be needed for personnel support issues.
- The details of this relationship to be the subject of on going discussion between the elders and the P and F.

## Other issues

To facilitate church engagement, mutual responsibility and to improve communication there will be:

- 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
- more involvement of non elders (including young people) in the eldership meetings on an ad hoc basis
- more of the “eldership tasks” sought to be delegated out to others in the church

## Next steps

1. Feedback, amendments and then acceptance of this as our operating procedure
2. **April 27** calls for more elders to be nominated, with a closing date for nominations of **May 11**.
3. An election is to be held **May 18**. (This will honour the agreement that the current elders could remain for one year to oversee the changes in the leadership structure.)
4. Draft constitution to meet out legal obligations
5. Draft constitution be discussed and refined by MHCC
6. Voting on constitution be done at a special general meeting