

## **Leadership Teams and the PCC at St Kea**

**Context** – the Fitness for Purpose group presented “Delegation and Empowerment of Leadership Teams”, to the PCC on 17<sup>th</sup> July. Further clarification was requested about proposals 4 and 5 in the paper, and specifically about the role and membership of each leadership team.

### **Role of the leadership teams**

Each of our four congregations has a leadership team. Each leadership team will have a chair. Each leadership team will include the focal minister for their congregation.

When the PCC agreed to set up the leadership teams last year we were clear about the role. We agreed that...

*The role of the team is to provide leadership for the congregation in their care, leading their congregation to grow in to the community God desires for them to be.*

*This leadership role will involve:*

- *Being prayerful for and encouraging the prayerfulness of the whole community.*
- *Developing clarity around the part their community plays in achieving our whole church vision and the steps that need to be taken (under God) to deliver that vision.*
- *Communicating this vision, casting clear pictures of the future destination for that congregation, demonstrating the biblical underpinnings and motivating the whole community to play their part.*
- *Moving the congregation to acts of sacrificial service, including: time, talents and finances.*
- *Exercising authority in encouraging the community to grow in discipleship as the word is ministered in the power of the Spirit.*
- *Addressing concerns raised by their congregation and/or members of the leadership team about the life of their community.*
- *Taking responsibility for delivering the essential ministries of worship, prayer, discipleship, small groups, children’s and youth, pastoral care and outreach as required by the community.*
- *Supporting the Vicar in resolving disputes that may arise and encouraging godly church discipline.*
- *Being sensitive to the needs of the whole congregation across all age groups, including children and young people and especially those who are more vulnerable or sometimes overlooked.*

*This leadership responsibility is delegated both by the PCC (which has overall responsibility for the running and governance of the church) and by the Vicar (who has overall responsibility of the spiritual and worshiping life of the church).*

### **Building the teams and recognising gifts**

Given the outline above, we were clear that leadership team members need to have the leadership qualities to fulfil their role. When we set up the leadership teams we were clear about the primary qualities required. We agreed that...

*The New Testament when thinking about leadership qualities looks first at the heart. Leaders, whilst never perfect, should display the fruit of the Spirit in their lives, be prayerful and growing in Christlikeness.*

*Leaders are called to be self-controlled, respectable, hospitable, not greedy or quarrelsome. How they manage their home life is to be seen as a mark of how they might manage church life. They are not to be newly converted, but have maturity in the faith, understanding the wonders of the gospel and able to pass it on to others.*

Beyond the primary character traits listed above, members of the team will need a broad set of leadership skills. As a PCC we should seek to discern the members of each congregation who are widely recognised as holding these gifts of spiritual leadership and appoint them to these roles. The people on these teams need to hold the confidence of their congregation and there needs to be broad support from the PCC for each appointment.

Whilst these team members may be PCC members, we also recognise that the gifts required for being a trustee are distinct from those needed for this spiritual leadership. It is proposed that our Vicar and Church Wardens prayerfully reflect on the makeup of these teams and bring a proposal to the PCC for any membership changes.

Crucial to our understanding is the difference between a committee or working group and a leadership team. Leadership team members are required to take responsibility for the leadership of their congregation and pastoral responsibility for the members of their congregation. This is a significant spiritual responsibility.

It is fully anticipated that the leadership teams will not try to deliver the different ministries of the church themselves but will be experts in enabling others and delegation. An example of this is the ministry of pastoral care which is delegated to Rachel Hancock, as Pastoral Team leader, and her team. Rachel works with the leaders to ensure the adequate provision of pastoral care etc. etc. It may also be appropriate for the leadership teams to establish working parties or new teams from time to time to complete various tasks i.e. introducing a new parenting course will involve establishing a new team for that ministry or embarking on a building project might require a working party to progress plans.

### **Reporting and monitoring**

Given the delegation of responsibilities from the PCC and the Vicar, lines of accountability and delegation need to be very clear.

Each leadership team will produce their development plan. At the moment we have this in the form of the St Kea Development Plan for 2017/18. Each September each leadership team will be asked to outline their plans for the calendar year ahead.

Once amended and approved, this plan will then influence the budget which is to be agreed at the November meeting.

The PCC will become familiar with the development plans from all the leadership teams as there will be a progress report at each PCC meeting. Any proposed changes will, if needed, request specific approval from the PCC. The chair of each leadership team will report to each PCC throughout the year following the approval of the plan and budget.

### **Co-ordination between congregations**

No one leadership team works in isolation. Each is tasked with fulfilling our vision at Kea and working according to our agreed beliefs and values. Desires of one congregation often impact the others. To facilitate a whole church approach our Vicar will, from time to time, gather leaders together, to share with each other and pray for each other.

### **Training**

Training in leadership will be required and regular leadership training sessions will be provided.

### **Focal ministers**

Each leadership team and congregation will have a focal minister. At present this is James for Kea Truro (soon to be Marc when James leaves), Marc for Kea All Hallows, Malcolm for Old Kea and Natalie for Kea CAP Lanterns.

### **Linking with the staff team**

As the leadership teams pick up the role of leading the church congregations they will need the involvement of the staff. For example, the church at AH and Truro is likely to continue to prioritise work with children and young people and these leadership teams would be expected to fully involve the appropriate member of staff in making plans and delivering their programme.

### **Size and makeup of PCC**

With this transition to leadership teams and the new anticipated role of the PCC, it is thought the size of the body of trustees can be reduced. This will help debate and decision making amongst the PCC and also ensure people are not tied up in PCC meetings unnecessarily when they could use their time and gifts in other ways.

At the moment the PCC is made up of:

15 PCC Members - Elected by the church family at the APCM  
5 Deanery Synod Members\* - Elected by the church family at the APCM  
2 Church Wardens - Elected by the church family at the APCM

2 Members of the House of Clergy (Vicar and Curate).

1 Treasurer - Currently co-opted by the PCC.

1 Secretary - At the moment our Secretary is also an elected member so does not increase the total number.

1 Youth Rep - Chosen by the youth group members.

Total 26 members.

*\* The number of Synod members is fixed by the size of our electoral role.*

We suggest reducing the number of PCC members from 15 to 9. This means we will have 16 PCC members elected via the APCM, 2 Wardens, 5 Synod Members, 9 PCC Members.

This would have no impact on the currently elected members and would take 4 years to implement. It would need the agreement at our APCM in 2018 and begin to take effect in 2019 where we would elect 3 members for the first time. The process would be completed in 2021.

We propose, from next year, to outline the specific skills required by the PCC for particular roles and encouraging people to stand who have those skills. This may also indicate areas that are underrepresented amongst the trustees, for example, trying to ensure representation from each of our different congregations.

Paper from FFP Group and Vicar  
August 2017