



LEADERSHIP AT DBC

As a Baptist Church we operate a system of Congregational Government, meaning that the church is run by its Members who take responsibility for all its affairs, making key decisions at the Church Meeting. This system is not intended to be a democracy, but rather a “Christocracy” where the gathered church together seeks to know the mind of Christ.

The Church Meeting will call a Minister and also elect Elders, a Secretary, a Treasurer and Ministry Coordinators (the designated positions of leadership at DBC). These persons comprise the leadership team, chosen to serve the church and granted a measure of authority by the Church Meeting to oversee, to direct and to manage the life of the church. They are accountable to the Church Meeting but always with the understanding that the only Lord in the congregation is Christ himself.

The full leadership team meets together on occasions to coordinate, and to take a broad view of the ministry of the church in its many forms, also meeting annually to carry out strategic planning of church life.

“And God placed all things under his feet and appointed him to be head over everything for the church, which is his body” Eph 1:22-23

Minister

The Minister of a Baptist church is one who has been called and gifted by God, trained and ordained by the denomination, and finally appointed by a local church to exercise full-time ministry among its people in the name of Christ.

The role of a Baptist Minister is not fixed but is dependant to some degree upon his or her particular gifts and upon the needs and opportunities presented by the church’s make-up and specific circumstances. The Minister will often take a primary role in preaching, pastoral care and leadership. However, he or she is not responsible for carrying out all the ministry of the church but instead is an enabler of the whole congregation, equipping the members to serve. They do this through teaching, helping members identify their gifts, also supporting and encouraging the development of those gifts. The Minister normally takes a leading role in engaging with the surrounding community and leading the church in its outreach.

“Whoever wants to become great among you must be your servant, and whoever wants to be first must be the slave of all” Mark 10:43-44

Elders

The Minister and Elders, as the Church Leaders, together maintain spiritual oversight of the church. This involves keeping an eye on the spiritual health of the church and providing vision for future direction.

They take responsibility for aspects of church life, such as prayer and outreach, relevant to all areas of ministry, also for any specific area of ministry where there is no Coordinator in post. They provide support and encouragement to the Ministry Coordinators, seeking with them to discern God’s will for the future development of the church’s various ministries, helping to prioritise effort and resources accordingly.

The Minister and Elders are available to individual members of the congregation for consultation and prayer on spiritual and other matters.

“If anyone sets his heart on being an overseer, he desires a noble task” 1 Tim 3:1

Secretary

The Church Secretary acts as a general contact point for communications both inside and outside of the church. They ensure that agendas and minutes of church and leadership team meetings are produced. The Secretary seeks to keep the church as a whole informed over all matters associated with church life, as appropriate, by means of both verbal and visual notices. They ensure that a church diary (with activities and bookings) is kept and have responsibility for making sure that Sunday services are organised when the Minister is absent including a time of interregnum.

Some of the above tasks may at times be delegated to other individuals.

Treasurer

The Church Treasurer takes primary responsibility for financial matters in church life, managing the church's financial resources on behalf of the Trustees and members, and seeking to ensure they are used effectively.

Among other things the Treasurer is responsible for counting and banking the offering and other donations, for making payments of various kinds, for keeping accurate and up-to-date records, for preparing accounts and budgets, and for paying the Minister and any other paid workers, also administering the Gift Aid scheme. The Treasurer will inform the leaders and members about the church's financial situation on a regular basis.

The Treasurer may delegate some of the above tasks to members of a financial team.

Charity Trustees

(normally the Minister, Elders, Secretary & Treasurer, though others may be appointed)

Charity Trustees are appointed in accordance with the Charities Act. They have general control and management of the administration of the church, including financial matters. Their job is to ensure the church is well run and organised in line with its Constitution.

They will act with integrity, bringing matters to the attention of the Church Meeting, to which they are accountable, as and when appropriate. They will present and share information clearly and openly with members, inviting their views and including them in the decision-making process.

Ministry Coordinators

Ministry Coordinators are appointed to be responsible for specific areas of ministry within the life of the church, working together to fulfil the vision and mission of the church. They will each usually operate as the coordinator of a team, helping to ensure that an appropriate programme of activities is in place and is properly planned and led. They will regularly monitor and review this programme and will provide support and encouragement to those carrying them out, also keeping the wider leadership team informed.

The following 5 areas of ministry are currently identified as those for which Coordinators are responsible:

Children & Youth;
Discipleship & Fellowship;
Mission; Pastoral care; Worship

Election procedures

Candidates for any leadership position (apart from that of Minister) must have been Church Members for a minimum of 2 years (any change to this rule requires agreement from the Church Meeting). Nominations may be submitted by any two Church Members to the Elders (having first obtained agreement from the candidate) who will ensure the candidate has clearly understood what is expected of them before bringing the nomination to a Church Meeting for approval. Any appointment to the leadership team requires the support at least 66% of those members voting. Our Constitution states that at all times the majority of the Charity Trustees and all of the Elders shall be persons who have been baptised as believers.

Members of the leadership team are appointed by the Church Meeting to serve for a term of 3 years. Re-appointment for a second consecutive term is possible but the recommended practice is for a leader to step down for a minimum of 1 year after serving for 2 terms.

Full details of procedures for appointing a Minister or a Charity Trustee can be found in the church Constitution. In general, the same procedures are adhered to for the appointment of Ministry Coordinators.

"Be shepherds of God's flock that is under your care ... not because you must, but because you are willing, as God wants you to be" 1 Pet 5:2

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www.dunchurchbaptistchurch.org.uk