

Beyond 2010...



Future Directions paper

August '09

OUR VISION...

Building Kingdom Community

that transforms lives and impacts our world with the Gospel of Jesus.

We believe that it's God's plan and purpose to build us into an open and loving faith community of devoted followers of Jesus, that reflects the Hope, Help and Healing of the Kingdom... a community where Christ is the Head, the Holy Spirit is an active presence and the gospel is proclaimed in word, sign and deed, as expressed in Jesus' mandate for the kingdom in Luke 4:18-19.

OUR VALUES...

It's our desire to be a community that genuinely reflects Kingdom core values of...

Loving God... Loving His Word

*We see worship as a whole of life experience so we desire to be a people of prayer & the Word, studying, applying & teaching it's relevance to today, to build a life-giving & serving church.
(Matt 22:36, Rom 12:1-2; 1 Thess 5:17; Eph 6:18; Jn 8:32; 2Tim 3:16-7; Jn 17:17, Ps 119:9-11,105)*

Mission Hearted... Kingdom Minded

*We are committed to sharing the Good News of Jesus by word, sign & deed whenever & wherever God gives us opportunity 'down the street and around the world'.
(Acts 1:8; Matt 9:36-38; Matt 28:19-20; 1Pet 2:4-12; Matt 6:33; Matt 5:3-12; 1 Thess 2:4; Matt 18:15-18)*

Becoming Like Jesus... Led by the Spirit

*We are each called to grow to become more like Jesus & to live as his witnesses in our world. This transformation can only come from walking daily in His strength, showing His Fruit & using His Gifts.
(Phil 2:5; Rom 12:1-11; Eph 4:15-16; Mk 10:45; Gal 5:22-25; Rom 8:14; 1Cor 12; Eph 5:15-21)*

Living God's Love... Living out His Justice

*We are committed to developing & maintaining loving relationships that are real as we seek to reflect God's heart of compassion & justice into the brokenness of our world.
(Acts 2:42-47; Lk 4:17-18; Jn 17; Matt 18; Rom 15:5-7; 1Jn 3:16-8; Jer 9:24; Micah 6:8; Matt 5:3-16, 25:31-46; Jam 1:27)*

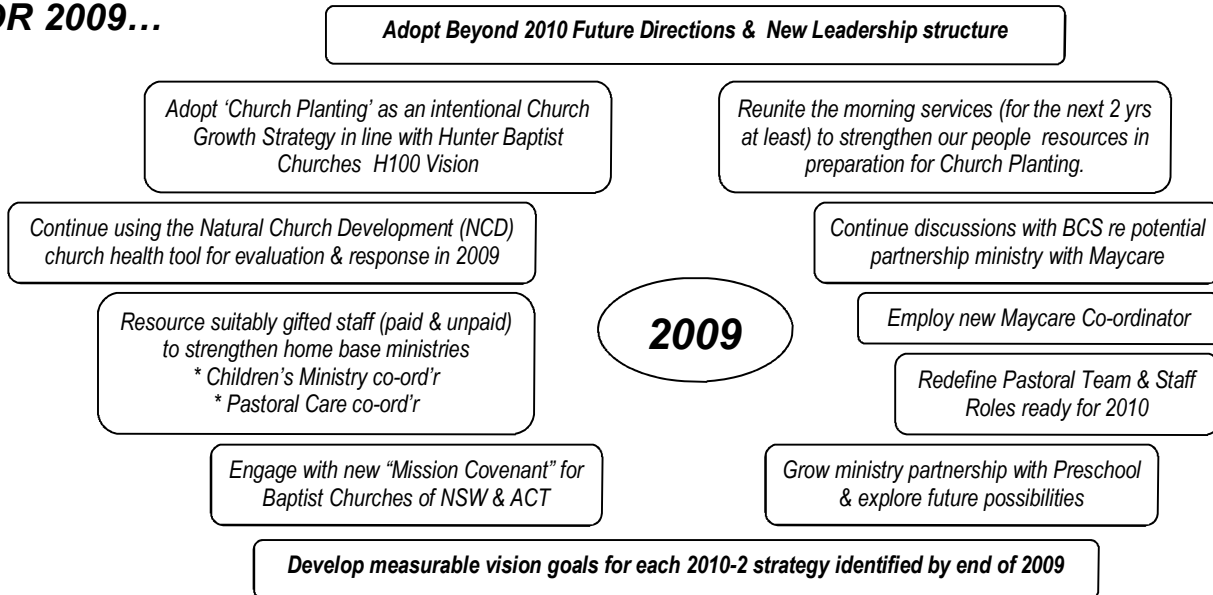
In Serving & Leading... Always bringing our best

*We believe that we honour God by giving Him our absolute best in worship, service & leadership as we support, pray for and encourage one another - especially those who lead & serve in our ministries.
(Matt 22:37-39; 2 Cor 2:14-16; Col 3:23-24; 1Tim 5:17; 1Peter 2:13-17 Eph 4:15-16)*

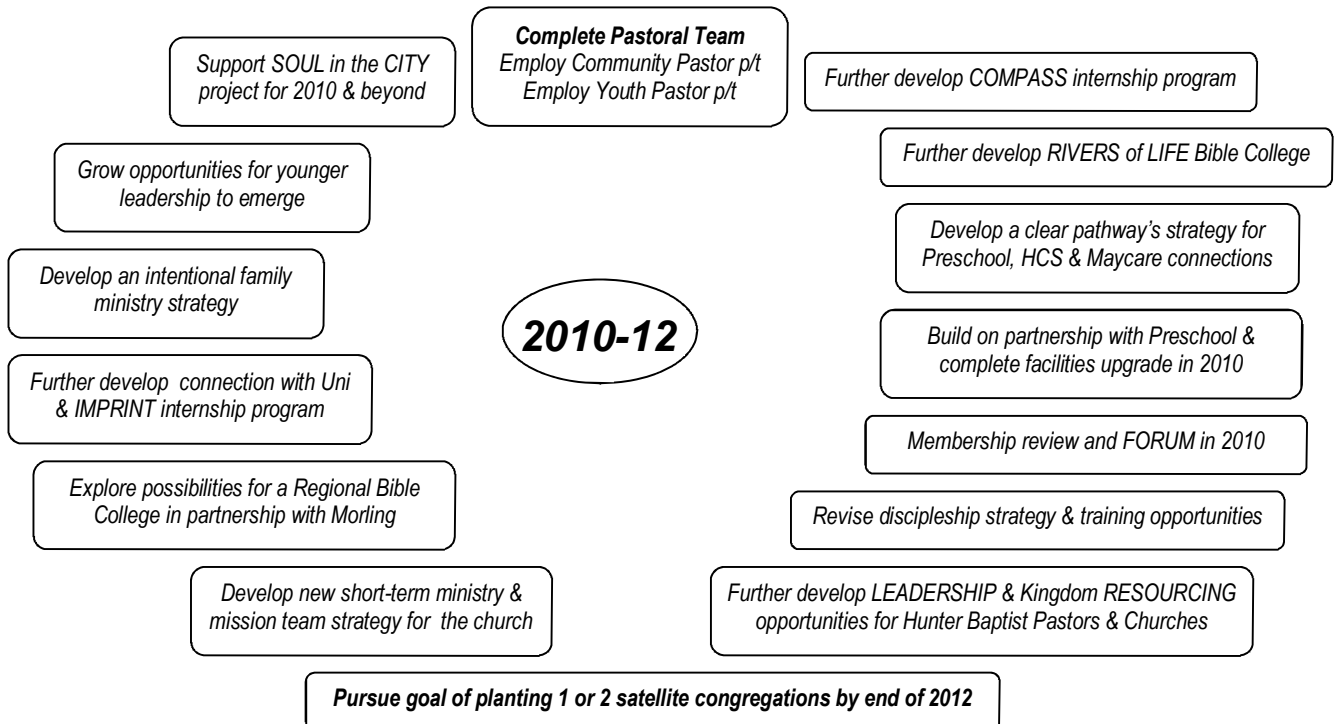
OUR FUTURE...

Responding to the challenges & grasping the opportunities...

FOR 2009...



FOR 2010-12



OUR STRUCTURE...

Mayfield Baptist "Beyond 2010"

1. CHURCH GOVERNANCE

- 1.1 The governance of Mayfield Baptist Church, in line with our Baptist distinctives, is vested in the body of believers who compose the membership of the Church, who have full powers to manage their own affairs, under the guidance of the Holy Spirit and the Word of God. This will involve leadership by congregational governance principles rather than management by church meeting.
- 1.2 As practiced in the New Testament, the Church Community affirms the need for the appointment of godly servant leaders to lead and guide the Church in the pursuit of its vision and values. These leaders should be appointed on the basis of their commitment to Christ, their character, and their giftedness. This means that those affirmed by the church into appropriate leadership positions as outlined below, are then empowered by the church to lead the church, based on gifting and demonstrated commitment to MBC.
- 1.3 **Church Meetings...** The church community will meet annually for the AGM to affirm the budget & various leadership positions, and then quarterly as required to deal with specific matters concerning finances, property, leadership or pastoral staff. Non voting forums, will remain the primary avenue for discussion of major church issues.
- 1.4 **Church Membership...** Although everyone who attends Mayfield regularly is part of our church community only those with a formal membership are entitled to vote at the AGM and on other specific issues before the church, when a formal vote is necessary. Membership involves both privileges and responsibilities for all concerned (see Appendix 2) and as such should remain a priority for all who are committed to the future health, ministry life & direction of MBC.

*** At present formal membership is limited to those disciples of Jesus who have been baptised by immersion as believers. This is no longer the standard position across Baptist Churches, with some form of open membership becoming normative. It is envisaged that in 2010 we will bring this issue of membership criteria back before the church for discussion & review.

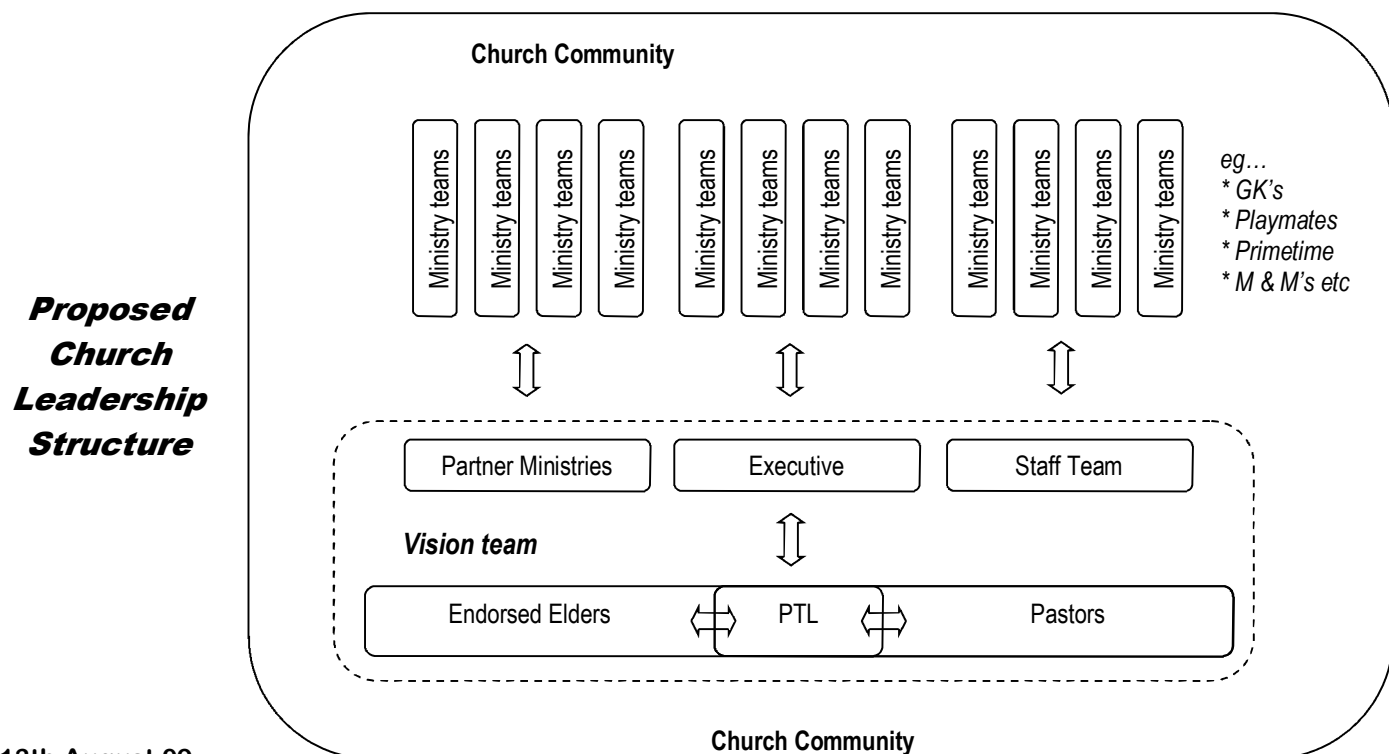
2. LEADERSHIP

2.1 Leadership Bodies (Summary)

In seeking to pursue its Church vision and values, the Church will be led by suitably gifted members serving in a number of leadership groups. These will be:

- The Elders [provide spiritual oversight for the church]
- The Pastoral Team [led by Pastoral Team Leader]
- The Church Executive [led by Pastoral Team Leader]
- The Vision Team [led by Pastoral Team Leader]

The Church may also appoint other functional ministry and management groups as it determines. This governance structure reflects the belief that visionary leadership will emerge through the combined wisdom of the vision team and that the management of routine church matters would be handled by the Church Executive, with intentional processes in place to ensure effective communication & appropriate transparency.



2.1.1 Accountability and Reporting Relationships (Summary)

- The Pastoral Team Leader will be appointed by the Church membership and accountable to Christ and the Church through the endorsed Elders
- Members of the Pastoral Team will be accountable to the Pastoral Team Leader.
- In the absence of the Pastoral Team Leader, the Snr Assoc. Pastor will assume all delegated responsibilities.
- The Elders shall be affirmed by the Church and accountable to Christ and the Church membership.
- The Church Executive will be accountable to the Church through the Pastoral Team Leader.
- The Vision Team will be accountable to the Church through Pastoral Team Leader.
- All church activities including reporting and formal grievance to be in accordance with published church procedures.

3. ELDERS

3.1 Mission

To provide spiritual oversight and leadership in the ministry of the Church.

3.2 Ministry

In seeking to fulfil the above, the Elders will:

- provide spiritual leadership of the Church in the pursuit of its vision and values.
- work with the Pastoral Team in providing spiritual care of the Church Community.
- work with the Pastoral Team in supporting the ministries of the Church.
- provide for the Church membership, spiritual accountability for the Pastoral Team.
- provide Pastoral Care and support of the Pastoral Team.

The endorsed Elders together with Pastoral Team Leader and Snr Assoc Pastor will form the Church Eldership. They will meet on a regular basis to ensure the Church has a strong, godly, wise and visionary leadership. While providing leadership to the Church, the Elders will leave the day-to-day functional ministry leadership and the administrative and financial management to others, who they will seek to encourage and care for.

3.3 Qualifications:

Elders qualifications are summarised in 1 Timothy 3 and Titus 1. These qualifications and our understanding of them are listed in **Appendix 1**.

3.4 Appointment Process

3.4.1 Transition for 2010

- The current Eldership already having been endorsed by the Church Membership will be retained to complete their 3 year terms..
- For any current Elder whose 3 year term as Elder finishes this year, a sub-committee of the current Church Council, known as the Nominating Committee will meet with the Elder[s] as soon as possible to prayerfully discuss with them whether or not they wish to seek a further term. Should the Nominating Committee choose to again bring the Elder's name to the Church for another term, the process to be followed is outlined below.
- For the nomination of additional Elders, the names of the nominees will be brought to the Church Executive initially, and then to the Church by the Nominating Committee. The names will be presented to the Church at least four weeks before a Church meeting.
- Church members may submit the names of potential Elders at any time, but it will be left to the prayerful consideration of the Nominating Committee to determine whether or not to proceed with the nomination. Should the Committee determine not to proceed with a nomination, two members of the committee will meet with the nominee and nominators to explain the committee's decision.
- No person to be considered for the position of Elder shall be included on the Nomination Committee.
- Nominations shall be in writing & bear the signature of the nominee & 2 nominators. (All must be Church members.)
- During the four week notification period any Church member who believes they have biblical reasons not to support one or more of the nominees is asked to write to the Nominating Committee through its convenor, expressing these reasons. Should such correspondence be received, the Nominating Committee will prayerfully consider the matter in consultation with the Church Member and the Elder nominee in question, before deciding whether or not to proceed with the proposed nomination.
- After the minimum four week notification period the names of the endorsed Elder nominees will be presented to the Church Annual General Meeting for a vote of affirmation.
- Upon affirmation at the AGM, Elders will serve for a period of three years.

3.4.2 Future

- The current Eldership already having been endorsed by the Church Membership will be retained to complete their 3 year terms.
- At least three months before the completion of their 3 year term as Elders, a sub-committee of the Vision Team, known as the Nominating Committee will meet with the Elder[s] to prayerfully discuss with them whether or not they wish to seek a further term. Should the Nominating Committee choose to bring the Elder’s name to the Church for another term, the process to be followed is outlined below.
- For the nomination of future Elders, the names of the nominees will be brought to the Church Executive initially, and then to the Church by a Nominating Committee consisting of the Executive & two other members of the Vision Team. The names will be presented to the Church at least four weeks before a Church meeting.
- Church members may submit the names of potential Elders at any time, but it will be left to the prayerful consideration of the Nominating Committee to determine whether or not to proceed with the nomination. Should the Committee determine not to proceed with a nomination, two members of the committee will meet with the nominee and nominators to explain the committee’s decision.
- No person to be considered for the position of Elder shall be included on the Nomination Committee.
- Nominations shall be in writing & bear the signature of the nominee & 2 nominators. (All must be Church members.)
- During the four week notification period any Church member who believes they have biblical reasons not to support one or more of the nominees is asked to write to the Nominating Committee through its convenor, expressing these reasons. Should such correspondence be received, the Nominating Committee will prayerfully consider the matter in consultation with the Church Member and the Elder nominee in question, before deciding whether or not to proceed with the proposed nomination.
- After the minimum four week notification period the names of the endorsed Elder nominees will be presented to the Church Annual General Meeting for a vote of affirmation.
- There is no set number of Elders at any given time, but rather opportunity for those gifted and endorsed by the church to serve in this shepherding role.
- Upon affirmation at the AGM, Elders will serve for a period of three years.

3.5 Accountability

The Elders shall be affirmed by the Church and accountable to Christ & the Church membership.

4. PASTORAL TEAM

4.1 PASTORAL TEAM LEADER

4.1.1 Mission

The Pastoral Team Leader, in co-operation with the other Elders, will be entrusted with the spiritual oversight and leadership in the ministry of the Church.

4.1.2 Ministry

In seeking to fulfil the above, the Pastoral Team Leader will:

- lead the Church in the pursuit of its vision and values.
- equip members for ministry, in conjunction with other members of the Pastoral Team.
- provide spiritual care of the community in conjunction with other members of the Pastoral Team.
- have responsibility for the Church’s preaching/teaching ministry.
- manage the day-to-day activities of the Pastoral Team and Church Staff.
- represent the Church in the wider community.
- serve as a member of the Eldership.
- serve as an ex-officio member of all MBC’s organisations [or delegate another Pastoral Team nominee].

4.1.3 Qualifications and Experience

The Pastoral Team Leader will serve as an Elder of the Church and must meet the biblical qualifications in 1 Timothy 3 & Titus 1 as listed in **Appendix 1**. The Pastoral Team Leader should have appropriate gifting, theological training, a demonstrated leadership ministry and meet the criteria as determined by the Pastoral Search Committee.

4.1.4 Appointment

When a vacancy occurs in the position, the Executive will recommend to the Church names for the establishment of a Pastoral Team Leader Search Committee. This committee will be charged by the Church with the responsibility of bringing a nomination to a Church meeting for the consideration of the membership.

4.1.5 Accountability

Pastoral Team Leader will be appointed by the Church Membership and accountable to Christ and the Church membership, through the endorsed Church Elders.

4.2 SNR ASSOC PASTOR

4.2.1 Mission

The Snr Assoc Pastor in support of the Pastoral Team Leader & in co-operation with the other Elders, will be entrusted with the spiritual oversight and leadership in the ministry of the Church.

4.2.2 Ministry

In seeking to fulfil the above, the Snr Assoc Pastor will assist the PTL to:

- lead the Church in the pursuit of its vision and values.
- equip members for ministry, in conjunction with other members of the Pastoral Team.
- provide spiritual care of the community in conjunction with other members of the Pastoral Team.
- represent the Church in the wider community.
- serve as a member of the Eldership.
- serve the Church in accordance with the affirmed ministry role description.
- in the absence of PTL, serve as an ex-officio member of all MBC’s organisations [or delegate another Pastoral Team nominee].

4.2.3 Qualifications and Experience

The Snr Assoc Pastor will serve as an Elder of the Church and must meet the biblical qualifications in 1 Timothy 3 and Titus 1 as listed in **Appendix 1**. The Snr Assoc Pastor should have appropriate gifting, theological training, and a demonstrated leadership ministry and meet the criteria as determined by the Pastoral Search Committee.

4.2.4 Appointment

When a vacancy occurs in the position, the Executive will recommend to the Church names for the establishment of a Snr Assoc Pastor Search Committee. This committee will be charged by the Church with the responsibility of bringing a nomination to a Church meeting for the consideration of the membership.

4.2.5 Accountability

The Snr Assoc Pastor will be appointed by the Church membership and accountable to Christ and the Church membership, through the Pastoral Team Leader.

4.3 ASSOCIATE PASTORS

4.3.1 Mission

The Pastoral Team (paid and unpaid) in co-operation with the Pastoral Team Leader, will ensure the effective pastoral oversight and leadership in the various ministry areas of the Church.

4.3.2 Ministry

Members of the Pastoral Team will pursue the Church’s ministry vision and values in specialised ministry areas, as outlined in their job descriptions, which will be framed to maximise the person’s gifts and ministry passion.

4.3.3 Qualifications & Experience

The Pastoral Team shall comprise those with appropriate gifting, character, competence and affirmed by the church in a pastoral calling.

4.3.4 Appointments

The Church membership may appoint other members to the Pastoral Team in ministry roles as it determines. Any proposed position must be brought to the Church by the Executive through the Pastoral Team Leader. Members of the Pastoral Team naturally serve in significant ministry leadership and so should also meet the biblical qualifications in 1 Timothy 3 and Titus 1 as listed in **Appendix 1**.

4.3.5 Accountability

All Pastoral staff are accountable to the Pastoral Team Leader.

5. STAFF TEAM

5.1 Mission

The Staff Team will facilitate & co-ordinate their relevant ministry area, in conjunction with the Pastoral Team, ensuring that all ministries in their area are supported and encouraged and are pursuing the Church’s Vision and Values.

5.2 Ministry

Members of the Staff Team will pursue the Church’s ministry vision and values in specialised ministry areas, as outlined in their job descriptions, which will be framed to maximise the person’s gifts and ministry passion.

5.3 Membership

The Staff Team shall comprise those affirmed by the Church Executive in specific ministry focus areas. - paid & unpaid.

5.4 Appointments

The Church Executive may appoint members to the Staff Team in ministry roles as it determines. Members of the Staff Team should be suitably gifted in their appropriate ministry areas, demonstrate principles as listed for servants in 1 Tim 3. They must also have the ability to lead their own ministry teams & work with others on the staff team.

5.5 Accountability

All staff are accountable to the Church through the Pastoral Team Leader.

5.6 Meetings

The Staff Team, facilitated by the Pastoral Team Leader, will meet as a group quarterly, & at other times as appropriate.

6. CHURCH EXECUTIVE

6.1 Mission

To assist the Pastoral Team and the Church in ensuring the effective and efficient co-ordination of ministry and administration of the Church and its finances, in support of the Church’s ministry Vision and Values.

6.2 Ministry

To assist the Pastoral Team in the implementation of strategic plans for the vision, directions and goals for the church.

To assist the Church in the implementation of major decisions and the formulation of informed recommendations as appropriate.

To assist in the implementation of new strategies and explore new ministry opportunities as appropriate.

To assist the Church in the co-ordination of the administrative & financial activities of the Church, including insurances and other legal requirements, preparation and review of budgets.

To oversee the maintenance and development of Church property and facilities.

To co-ordinate and maintain appropriate Church and membership records and minutes.

To co-ordinate the meeting & dreaming of the Vision Team.

6.3 Membership

The Church Executive will comprise:

- The Pastors
- The Church Secretary
- The Church Treasurer
- The endorsed Elders, as ex-officio members of the Executive, will have a representative at Executive Meetings.

6.4 Ministry Descriptions for Church Secretary & Treasurer

As members of the Church Executive serve in significant ministry leadership, it is also important that...

- They are people of Godly Character and integrity with a clear commitment to the Values & Vision of MBC.
- They meet the biblical qualifications in 1 Timothy 3 and Titus 1 as listed in **Appendix 1**.
- They have regular contact with the Pastoral Team Leader to ensure effective management & communication.

6.4.1 Church Secretary

- Will seek in partnership with the Pastoral & Office Administration Team, to ensure the effective and efficient administration of the Church in support of the Church’s ministry Vision and Values;
- Will be responsible for maintaining, in conjunction with Executive, appropriate Church records and minutes;
- Is the legal representative of the Church [as per act of NSW Parliament].
- Will be responsible for co-ordinating Executive & Church meetings in consultation with the Pastoral Team Leader.
- Will co-ordinate the administration of Pastoral Search Committees on behalf of the Executive.
- Will be the official recipient of Church correspondence.
- Will be ex-officio member of all Church Committees.

6.4.2 Church Treasurer

- Will seek to be a good financial steward of the material assets of the Church and its affiliates.
- Will seek to ensure that the finances of the Church are at all times handled with integrity and in the best interests of the Church’s Vision and Values.
- Will seek to support the Pastoral Team & Executive with appropriate financial reports, advice & recommendations.
- Will be responsible for building the financial team who will use sound financial practices in counting and banking of the Church offerings, and all other moneys received & distributed by the Church.
- Will ensure all statutory requirements with respect to Church Financial administration are met.
- Will oversee the payment of Pastoral and Church Staff.

6.5 Appointment of Secretary & Treasurer (***appointment process brought into line with current process for Elders)

6.5.1 Transition for 2010

- As soon as possible a sub-committee of the current Church Council, known as the Nominating Committee will meet with the Secretary &/or Treasurer to prayerfully discuss with them whether or not they wish to seek a further term.
- Should the Nominating Committee choose to bring their name to the Church for an initial 2 year term, the process to be followed is outlined below.
- No one under consideration for the position of Secretary or Treasurer shall be included on Nomination Committee.
- Nominations shall be in writing and bear the signature of the nominee and 2 nominators. (All must be Church members.)
- During the four week notification period any Church member who believes they have biblical reasons not to support one or more of the nominees is asked to write to the Nominating Committee through its convenor, expressing these reasons. Should such correspondence be received, the Nominating Committee will prayerfully consider the matter in consultation with the Church Member and the nominee in question, before deciding whether or not to proceed with the proposed nomination.
- After the minimum four week notification period the names of the nominees will be presented to the Church AGM for a vote of affirmation.
- Upon affirmation at the AGM, the Secretary and Treasurer will serve for a period of 2 years.

6.5.2 Future

- At least three months before the completion of their 2 year term as Executive, a sub-committee of the Vision Team, known as the Nominating Committee will meet with the Secretary &/or Treasurer to prayerfully discuss with them whether or not they wish to seek a further term. Should the Nominating Committee choose to bring their name to the Church for another term, the process to be followed is outlined below.
- No one under consideration for the position of Secretary or Treasurer shall be included on Nomination Committee.
- Nominations shall be in writing and bear the signature of the nominee and 2 nominators. (All must be Church members.)
- During the four week notification period any Church member who believes they have biblical reasons not to support one or more of the nominees is asked to write to the Nominating Committee through its convenor, expressing these reasons. Should such correspondence be received, the Nominating Committee will prayerfully consider the matter in consultation with the Church Member and the nominee in question, before deciding whether or not to proceed with the proposed nomination.
- After the minimum four week notification period the names of the nominees will be presented to the Church AGM for a vote of affirmation.
- Upon affirmation at the AGM, the Secretary and Treasurer will serve for a period of 2 years.

6.6 Accountability

The Executive will be accountable to the Church through the Pastoral Team Leader.

6.7 Meetings

The Church Executive will meet monthly.

7. PARTNER MINISTRIES

7.1 Affiliation

Partner Ministries are larger ministries with autonomous legal identities. They have a structural &/or relational affiliation to MBC and share a commitment to the Vision and Values of the Church, as per the existing MBC policies for Partner Ministries. At present this applies to such ministries as Maycare, Hunter Christian School & Mayfield Central Community Preschool.

7.2 Accountability

Partner Ministries will be accountable to their individual ministry structures & to the church relationally through the Pastoral Team Leader & the wider Eldership.

8. VISION TEAM

8.1 Mission

To serve the Church by the provision of leadership, encouragement and co-ordination of all ministries of the Church, in support of MBC's ministry Vision and Values.

8.2 Ministry

- To serve as the Church's functional ministry leadership group, aimed at leading the Church in the pursuit of its ministry priorities.
- To support the Pastoral Team and the Executive in their ministry & leadership functions.
- To serve as a platform for communication across ministries.
- To encourage, support and pray for existing ministries and ministry leaders.

8.3 Membership

The Vision Team will be made up of the Pastors, Elders, Executive, Staff Team & Partner Ministry Chairpersons, each being members of MBC. The Vision Team may also form smaller working parties to pursue specific ministry issues, areas or needs and invite individuals with specific experience, insight or expertise to join with them.

8.4 Qualifications and Experience

Vision Team members should be suitably gifted in their appropriate ministry areas and have the ability to work with others on a leadership team. The biblical principles as listed for servants in 1 Timothy 3 should apply to members of the Vision Team.

8.5 Accountability

The Vision Team will be accountable to the Church, through the Pastoral Team Leader.

8.6 Meetings

The Vision Team will meet twice yearly and at such other times as appropriate.

Appendix 1

Leadership qualifications as summarised in 1 Timothy 3 and Titus 1

| | |
|---|---|
| Above reproach: | <i>(able to lead by example and demonstrate a lifestyle free of patterns of sin)</i> |
| Husband of one wife: | <i>(if married, must be devoted spouses)</i> |
| Temperate & self-controlled: | <i>(self-controlled in all areas of life, enslaved to nothing and free from excesses)</i> |
| Respectable: | <i>(demonstrate a well-ordered life and honourable behaviour)</i> |
| Hospitable: | <i>(unselfish with their personal resources & willing to share their blessings with others)</i> |
| Able to teach: | <i>(able to communicate truth and sound doctrine)</i> |
| Not given to drunkenness: | <i>(free from drunkenness)</i> |
| Not violent but gentle: | <i>(gentle, patient and able to exercise self-control)</i> |
| Not quarrelsome: | <i>(not given to quarrelling or selfish argumentation)</i> |
| Not a lover of money: | <i>(not stingy, greedy, out for sordid gain, or pre-occupied with amassing material things)</i> |
| Manage his own family well: | <i>(have a well-ordered household & a healthy family life)</i> |
| Not be a recent convert: | <i>(able to demonstrate spiritual maturity for leadership in the Church)</i> |
| Good reputation with outsiders: | <i>(well respected by unbelievers, those outside the church and free from hypocrisy)</i> |
| Not overbearing: | <i>(demonstrate servant leadership)</i> |
| Loving what is good: | <i>(devoted to kindness, reflecting the love of God in their relationships with others)</i> |
| Upright and Holy: | <i>(devoted followers of Jesus, seeking more and more in their life to reflect His likeness & committed to honouring God in all of their lives)</i> |
| Disciplined: | <i>(able to live disciplined lifestyles)</i> |
| Holding firmly to the Word: | <i>(mature in the faith & obedient to the Word of God, holding firmly to the Word, encouraging believers & opposing false teaching)</i> |

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Appendix 2

Membership Privileges & Responsibilities at Mayfield Baptist

***Privileges

- To belong to the community of believers known as Mayfield Baptist Church and to the family of churches known as the Baptist Churches of NSW & ACT
- To use the gifts and abilities given by God to help the MBC community grow in maturity & effective witness.
- To be encouraged, nurtured, taught, challenged & cared for by the Pastoral Team & wider MBC community.
- To contribute to the life, ministry & decision making processes of the Mayfield Baptist Church community.

***Responsibilities

- To CHRIST... Commitment to Christ and to personal Christian Growth.
- To the CHURCH... Commitment to our church & it's people as together we commit to Building Kingdom Community.
- To the CONGREGATION... Commitment to regular participation in at least one of our worship congregations.
- To the CELL... Commitment to be involved where possible, in some form of small group for prayer, nurture, bible study, fellowship & training.
- To make a CONTRIBUTION... Commitment to support the mission & ministry of MBC with prayer, spiritual gifts and finances.
- To the COMMUNITY... Commitment to the service and kingdom witness in our Local Community.