

Elders & Trustees

Self Assessment Questions

Church / Leadership Health

1 - What would we consider determines the health of our church and do we have any ways in which this is measured? Does our culture help create the right environment to prevent the leadership crises we read about in the news?

2 - Do we have systems in place to see that our staff members are developing well, working well together and not suffering/creating frustrations in their roles? Likewise, do we have ways to ensure that key volunteers are doing well and linked into the leadership team to avoid frustrations?

3 - How much should trustees be concerned with the spiritual / mental health of leaders? Only when it is obviously poor? Or should structures be in place to see it is monitored and remains good?

4 - Our church sees being part of Commission, and hence the relationships and accountability with leaders outside of our church, as critical for the health and wellbeing of our leaders - **OR** - this is an internal matter and whilst we value being part of Commission, leadership entirely rests with local elders.

Leadership & Governance

5 - Lead elders are called by God to lead the church and eldership teams are there to help them - **OR** - Eldership teams are called by God to lead the church and lead elders are there to help them.

6 - Biblically, we believe that elders are called to lead the church. Legally, trustees are responsible for the governance of the church charity. With so many areas overlapping, how do we ensure that both responsibilities are fulfilled and work together to the same aim?

7 - What areas do you think are common to both trustee and elder roles and what are distinctly separate?

8 - We see the importance of accountability within our eldership and senior leadership teams, and this happens as part of the natural dynamic of the relationships within these teams - OR - We see the importance of accountability within the leadership teams and so have formal procedures to ensure this takes place.

Leadership Character & Processing Concerns

9 - In 1 Timothy 3, Paul places the emphasis on character when it comes to appointing elders. Do we have a culture to ensure character continues to be a high value and is not overlooked in a gifted leader?

10 - Is the most important criterion for trustees that they have professional skills or that they have spiritual maturity? What role does character play in the recruitment and appointment of trustees?

11 - If someone (e.g. a regular attender or member) was concerned by some attitudes of leadership in the church, do we have a mechanism for them to express this? If so, how would they do it? And, given that eldership is male, how do we ensure that women feel able to raise any concerns about their leaders in a safe setting? Do people know how to go about doing this?

12 - If an accusation was brought against a key leader of bullying / harassment / over-dominance what would be the first actions of the church leaders and trustees? (Ref: 1 Timothy 5:19-21 on bringing accusations against elders and the fact that an employer or manager is required to take any bullying or discrimination complaint seriously.)