

Dear Partner

If you are long term partner, existing or former leader, it will serve as a reminder of our journey since the formal introduction of our leadership structure and the introduction of elders in our AGM in October 2016.

If you are a new partner, it will give context to our current position.

2012-2016

I became the pastor of BCLC temporarily in Feb 2012, appointed permanently in Feb 2013, inheriting an infrastructure that mirrors our current position.

There were no Elders, and governance of the church was the purview of the duly appointed officers, of whom there were 7:

Christian Ashong- Chair of Trustees resigned

Susan Pugh- Trustee resigned

John Gladdish - Trustee resigned

Ray Stead - Trustee now retired

Pam Gladdish- Secretary recently resigned

Gail Thomas - Treasurer

Nigel Ipinson-Fleming - Senior Pastor

It would be accurate to assess that the framework lent itself to a form of 'unilateral leadership', with a significant number of legacy, personnel and financial issues that were my responsibility to resolve.

Officer resignations, as well as member turnover, left the church with a remnant of people that appeared relieved that certain legacy patterns were finally consigned to history.

2016-2019

On the back of a number of teaching series, specifically 'The Leader Without a Title', I commenced the journey of developing a leadership framework, representative of the people I had come to know, and empower with official responsibilities.

We strengthened our trustee board, I proposed Elders in 2016, and in 2017 we ran a series of meetings called the Leadership Series.

This series of meetings was designed to ensure that through delegation, independent responsibility for departments and remits be embraced, and processes established, negating the need for unilateral leadership.

I asked all of our leaders to contact me regarding our approach to pastoral care issues that we already faced or were likely to face as a result of being an outward facing ministry'.

The responses covered a variety of issues, including same sex marriage, LGBTQ, living together outside of wedlock, and Halloween.

We were not necessarily defining doctrinal stances, more the development of our approach defined as relational.

The structure was formalised, processes were agreed upon, and this was introduced to the church.

Senior Leadership Team

The term SLT (Senior Leadership Team) was introduced as a means of enabling us when communicating with third party organisations such as funding bodies, as the term Elders is not easily recognisable.

The SLT is not a replacement for Elders, and it is written into our Guiding Principles that a minimum of 2 Elders reside in the SLT to ensure that practical objectives are balanced with spiritual ones.

This SLT involved the key leaders across the church body:

Nigel Ipinson- Fleming- Senior Pastor
Joel Steed - Pastoral Care/Trustee/Elder
Andrew Berry - Chair of Trustees/Elder
Heulwen Webb - Operations Manager
Belinda Allsopp- Production Manager

There has been one recommended adjustment to the SLT in January of 2019.

This was the inclusion of Rachel Steed and Nicola Berry, responsible for Families and Worship respectively as well as Rachel Ashong from Production.

The importance of Rachel and Nicola's roles made this a common sense and time saving decision, with respect to their secular workloads, family commitments, and partners already involved in church leadership.

Please see a copy of the meeting minutes from **5th October 2017**, showing our collective agreement on structure and delegated responsibilities.