

# Resound Governance Document

Tier 1		Trustee Team (Oversees Charity)	Team Leader (Heads Leadership Team)	Leadership Team (Leads Church)	
Tier 2	Operations (eg. Admin, Finance, Facilities)	<ul style="list-style-type: none"><li>Resound is committed to the principle of Team Leadership, optimally with a minimum of three people constituting the Leadership Team.</li><li>The Team Leader will undertake a coordinating role in the Leadership Team.</li></ul>			Ministry Leads (eg. Worship, Youth, Pastoral)
Tier 3	Congregation (*Advisory Input)				
Accountability	Appointed by Leadership or Management Team and ratified by Trustee Team  Accountable to Operations Manager (as line manager) & ultimately responsible to Trustee Team (in terms of employment or issues of Trust).	Nominated by Leadership Team/Trustee Team - Ratified by Trustees  Accountable to: Internally - Individually accountable to Trustee Team, Congregation*  Externally - Charity Commission	Selected by Leadership Team with input from Congregation*.  Where employed ratified by Trustees.  Accountable to: Internally - Trustee Team (in terms of employment or issues of Trust), Leadership Team & Congregation*  Externally - Apostolic Oversight**	Selected by Leadership Team with input from Congregation*.  Accountable to: Internally - Team Leader/Leadership Team, Trustee Team (in terms of employment or issues of Trust), Congregation*  Externally - Apostolic Oversight**	Appointed by Leadership Team (if employed then ratified by Trustee Team)  Accountable to Leadership Team & Trustee Team (in terms of employment or issues of Trust)

# Resound Governance Document

Tier 1		Trustee Team (Oversees Charity)	Team Leader (Heads Leadership Team)	Leadership Team (Leads Church)	
Tier 2	Operations (eg. Admin, Finance, Facilities)	<ul style="list-style-type: none"><li>Resound is committed to the principle of Team Leadership, optimally with a minimum of three people constituting the Leadership Team.</li><li>The Team Leader will undertake a coordinating role in the Leadership Team.</li></ul>			Ministry Leads (eg. Worship, Youth, Pastoral)
Tier 3	Congregation (*Advisory Input)				
Purpose	<ul style="list-style-type: none"><li>Ensure the efficient running of the building and facilities, the Charity and church activities.</li><li>Ensure the events held are effectively executed drawing on teams as required.</li><li>Line-manage staff as delegated by the Trustees and Operations Manager.</li><li>Ensure the efficient, effective and appropriate management of finances.</li></ul>	<ul style="list-style-type: none"><li>Oversee Charity</li><li>Stewardship of Trust's assets and resources to fulfil the Trusts objectives***.</li><li>Ensure legal compliance.</li><li>Ensure appropriate Policies are in place.</li><li>Ensure the continued well being of the Trust.</li></ul>	<ul style="list-style-type: none"><li>Chairs Leadership Team.</li><li>With LT ensures the provision of spiritual, Pastoral and organisational leadership for the church.</li><li>With LT ensures the development, leading and driving of the church's vision, mission and strategy.</li></ul>	<ul style="list-style-type: none"><li>Lead the Church</li><li>Individual leadership roles to be clearly defined (input not limited to role)</li><li>With the Team Leader, set a vision and develop a Strategic Plan.</li><li>Outworking of actions to deliver the strategic plan.</li><li>Develop and maintain the spiritual health and well-being of the church community (individually and corporately).</li><li>With Team Leader, support the setting of an agreed budget and work within it.</li></ul>	<ul style="list-style-type: none"><li>Set vision and develop strategic plans for particular ministry focus within Resound</li><li>With the Leadership Team, input into vision and Strategic Plan for the church as a whole.</li></ul>

# Resound Governance Document

Resound Governance Document					
Tier 1		Trustee Team (Oversees Charity)	Team Leader (Heads Leadership Team)	Leadership Team (Leads Church)	
Tier 2	Operations (eg. Admin, Finance, Facilities)	<ul style="list-style-type: none"><li>Resound is committed to the principle of Team Leadership, optimally with a minimum of three people constituting the Leadership Team.</li><li>The Team Leader will undertake a coordinating role in the Leadership Team.</li></ul>			Ministry Leads (eg. Worship, Youth, Pastoral)
Tier 3	Congregation (*Advisory Input)				
Delegated Authority	<ul style="list-style-type: none"><li>As delegated by the Trustees and directed by the Operations Manager (line manager)</li></ul>	<ul style="list-style-type: none"><li>As instructed by the Trust Deed in line with Charity Commission Guidelines</li></ul>	<ul style="list-style-type: none"><li>As delegated by the Leadership Team in line with Congregational support and by the Trustees, in line with the Trust Deed.</li><li>With LT, identification and selection of new members of Leadership Team (final approval by Leadership Team with Congregational input*).</li></ul>	<ul style="list-style-type: none"><li>As delegated by the Congregation and by the Team Leader in line with the Trust Deed.</li><li>Work with the Team Leader regarding the identification and selection of new Leaders.</li></ul>	<ul style="list-style-type: none"><li>As delegated by the Leadership Team with Congregational support, in line with the Trust Deed</li></ul>

# Resound Governance Document

Tier 1		Trustee Team (Oversees Charity)	Team Leader (Heads Leadership Team)	Leadership Team (Leads Church)	
Tier 2	Operations (eg. Admin, Finance, Facilities)	<ul style="list-style-type: none"> <li>Resound is committed to the principle of Team Leadership, optimally with a minimum of three people constituting the Leadership Team.</li> <li>The Team Leader will undertake a coordinating role in the Leadership Team.</li> </ul>			Ministry Leads (eg. Worship, Youth, Pastoral)
Tier 3	Congregation (*Advisory Input)				
Items for referral (out of immediate scope)	<ul style="list-style-type: none"> <li>Spending and financial commitments beyond what is in the budget, and defined limits as specified in separate policy.</li> <li>Activities outside the defined job spec.</li> <li>Activities outside of policy</li> <li>Activities beyond level of competence.</li> </ul>	<ul style="list-style-type: none"> <li>Employee pastoral issues.</li> <li>Activities outside of policy</li> <li>Activities beyond level of competence.</li> </ul>	<ul style="list-style-type: none"> <li>Employment</li> <li>Spending and financial commitments beyond what is in the budget, and defined limits as specified in separate policy.</li> <li>Activities outside of policy</li> <li>Activities beyond level of competence.</li> </ul>	<ul style="list-style-type: none"> <li>Employment</li> <li>Spending and financial commitments beyond what is in the budget, and defined limits as specified in separate policy.</li> <li>Activities outside of policy</li> <li>Activities beyond level of competence.</li> </ul>	<ul style="list-style-type: none"> <li>Spending and financial commitments beyond what is in the budget, and defined limits as specified in separate policy.</li> <li>Activities outside the defined role.</li> <li>Activities outside of policy</li> <li>Activities beyond level of competence.</li> </ul>

# Resound Governance Document

Tier 1		Trustee Team (Oversees Charity)	Team Leader (Heads Leadership Team)	Leadership Team (Leads Church)	
Tier 2	Operations (eg. Admin, Fi- nance, Facilities)	<ul style="list-style-type: none"><li>Resound is committed to the principle of Team Leadership, optimally with a minimum of three people constituting the Leadership Team.</li><li>The Team Leader will undertake a coordinating role in the Leadership Team.</li></ul>			Ministry Leads (eg. Worship, Youth, Pastoral)
Tier 3	Congregation (*Advisory Input)				
Key Govern- ing Activities/ Decisions	<ul style="list-style-type: none"><li>Ensure the efficient running of the building and facilities, the Charity and church activities to support the planned objectives within approved budget.</li><li>Management of data and policies.</li><li>Compilation of budget plan from estimates received from the team plus historical spends.</li><li>Manage income and make payments in accordance with plan.</li><li>Produce easy to read income, spend and budget reports.</li><li>Advise on under/ over-spends.</li><li>Support financial audits.</li></ul>	<ul style="list-style-type: none"><li>Ultimate responsibility for financial strategy, budget, spending decisions &amp; policies.</li><li>To work closely with the Team Leader &amp; Leadership Team to ensure good governance.</li><li>Ratification of Staff employment.</li><li>Resolution of any matters referred.</li><li>Ensure appropriate Processes are in place.</li><li>Undertake monitoring and audits to ensure conformance to policies &amp; processes.</li><li>Review the strategy of the Leadership Team to ensure that it is aligned with the trust objectives and is compatible with the continued well being of the trust.</li></ul>	<ul style="list-style-type: none"><li>Chairing of Leadership Team</li><li>With LT, oversee the spiritual and Pastoral leadership across the church, including support and development of Ministry Leads</li><li>To work along with the Leadership Team, and closely with the Trustees to ensure good governance.</li><li>To oversee, with the LT, the development and review of church's strategy.</li><li>To work with Operations and Ministry Leads, Leadership Team and Trustees to develop a budget and work within it.</li></ul>	<ul style="list-style-type: none"><li>Develop, set and communicate the Vision.</li><li>Develop, set, communicate and review the Strategic Plan</li><li>To work closely with the Trustees &amp; Team Leader to ensure good governance.</li><li>To work with Finance Officer and Trustees to develop a budget and work within it.</li><li>Develop and maintain the spiritual health and well-being of the church community.</li><li>Support and monitor church-led activities initiated by others.</li></ul>	<ul style="list-style-type: none"><li>Day to day operation of particular area of ministry, including submission of, and working within, any budget requirements for that ministry.</li><li>Serve, within gift set, in overall ministry of the church as a whole</li></ul>

Note:

\* Congregation's advisory input, though not carrying final authority, shall be strongly heeded where possible and where there is clear consensus. A minimum of 2 congregational meetings per annum to be held to inform and seek input from congregation.

\*\* Apostolic oversight is to be an external relationship, invited by the church and visible/available to the congregation, to speak into the leadership with advice or admonition where needed, and should not change with changes in leadership.

\*\*\* Trust Objectives are as follows (From Trust Deed 2/6/86):

1. The advancement of the Christian Faith in accordance with doctrines set out in the underwritten Fourth Schedule and the worship of God in the said County and elsewhere by any means whatsoever including (but not by way of limitation) the preaching and proclamation of the Christian Gospel and the teaching of Christian doctrine and principles and the pastoral care of Christian people and the printing and distribution of the Bible and Christian literature.
2. The relief of persons who are in conditions of need, hardship or distress or who are aged or sick.
3. The advancement of education on the basis of Christian principles and without prejudice to the generality of the foregoing the provision of such educational establishment and if the Trustees so decide the provision of one or more charitable educational establishments for the general education of children or adults on the basis of such Christian principles