



# New Day Church Leadership Board Role Description

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## 2. Introduction

A description of New Day Church outlining some of our core values can be found in Appendix 7.

The purpose of this document is to define the roles and responsibilities of the New Day Church Leadership Board ('the Board') and the church membership.

The Board is made up of Elders (spiritual leadership) and Trustees. Some of the Elders are also Trustees, referred to in this document as Trustee-Elders. Elders who are not Trustee-Elders are not required to attend Board meetings other than on exceptional occasions.

It is not possible to define every single duty or detail of how the Board will operate. However, this document seeks to define the context in which the Board operates and the overarching principles and responsibilities which it must fulfil. These have been prayerfully considered, discussed at length, refined and approved by the Elders, Trustees and the Senior Pastor.

Throughout the above process the following guiding principles were applied:

- The Board must fulfil all of the legal requirements for Trustees as defined by the Charity Commission
- The Board, whether Elders or Trustees, must fulfil the requirements of the Biblical role of 'Elder'
- The Board must support the Senior Pastor in the achievement of the vision for New Day Church (this does not mean always saying 'yes' 😊)

With the above principles and the legal structure of the church in mind, members of the Board between them fulfil the roles of Elders and Trustees of New Day Church. If the Board Members had just one of these titles, the wider church could perceive the role as just being focussed on that one area. To avoid this happening, it has been agreed that the Leadership Board will be referred to as 'the Board' and the titles of Elder, Trustee used as appropriate within the context of any given situation. For example, when meeting with our accountants Board Members would be referred to as Trustees, when ministering to members of the church those elected as such would be referred to as Elders, etc. Notwithstanding the above, there are some Trustees and Elders who serve in only one of these roles, not both.

The Board oversees the spiritual, business and legal elements of the church. Therefore, this role description seeks to reflect a balance of all three of these critically important areas.

Terminology:

Trustees who also serve as Elders are referred to as Trustee-Elders in this document.

A meeting of the Trustees and Trustee-Elders is a Board Meeting

A meeting of the Elders and Trustee-Elders is an Elders' or Leadership Meeting.

Our view of church governance has the following two foundational concepts:

### 3. Foundational Concepts

#### Theocratic Rule

Whilst it may seem obvious, we must never forget God is in charge and this is His church. All rightful authority and power on earth belongs to God and only He can grant it to others. Therefore, all leaders must function as representatives of God and His kingdom, always seeking to advance these rather than their own interests.

Membership of the Leadership Board is not something to be taken lightly; it requires extensive time commitment and deep spiritual and legal responsibility for New Day Church.

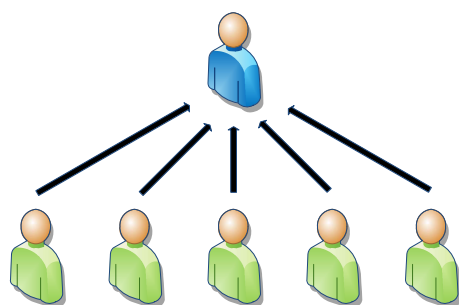
#### Singular Headship with Plural Leadership

The relationship between Board Members and the Senior Pastor is critical for the overall leadership and direction of the church to be effective.

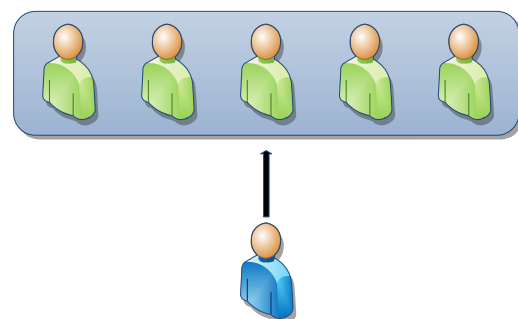
We must all approach our roles with a spirit of humility and mutual submission, always seeking to communicate with grace and truth. We should value our relationships with each other above the issues we discuss.

The Senior Pastor is the singular head of the church, supported by a plurality of Godly leaders. This creates freedom to lead the church as directed by God, along with healthy checks-and-balances of leadership direction, spiritual guidance, legal compliance and ministry implementation.

Board Members submit to the Senior Pastor individually, and the Senior Pastor submits to the Board Members corporately. This is illustrated as follows:



Individual board members are accountable and submit to the Senior Pastor



Senior Pastor accountable and submits to the Board corporately

## **4. How Things Work in Practice**

### **Vision**

The overall vision of the church is imparted by God in a variety of ways and received by the Senior Pastor. It is then confirmed and clarified through discussion and prayer with the Board, before being implemented by the Pastor(s), staff and wider ministry leadership of the church. This does not preclude vision input from within the church to the Senior Pastor / Board about the larger vision or about individual areas of ministry that fit within the overall vision.

### **Decision Making by the Board**

To make decisions a quorum of at least 3 Board Members is required at a Board Meeting.

As a guiding principle the Board should only move forward with decisions in unity. If there isn't unity, we take this as a sign that we need to keep on praying and seeking God.

This approach helps to maintain unity within the Board and removes any temptation to play politics in order to secure votes on issues being discussed.

However only where there are circumstances which require an urgent decision to be made, an approaching deadline for example, a majority rules vote approach will be used. Each Board Member has one vote; in exceptional cases where the vote is tied the Chairman of the meeting shall have the casting vote.

Once a decision has been made it is the responsibility of all Board Members to stand behind it and publicly support its implementation. If, however, a Board member cannot publicly support an agreed decision they will be required to resign from the Board and consider their church membership.

If a member of the Board is unable to attend a meeting, they should accept any decisions made by the Board in their absence. However, if a major decision is required the remaining members of the Board may choose to defer it until all members are present.

### **Lines of Authority**

Clear lines of authority are crucial for the Senior Pastor, the Board and wider church leadership to work well together. As we move forward, we need to continually clarify and define these further so they are fully understood and adhered to by everyone.

Authority should be given and received in the context of mutual honour, trust and respect.

### **Senior Pastor's Authority**

The Senior Pastor is the uncontested leader of the church on a day-to-day basis and as such he functions as a representative of the Board to both the staff and the congregation.

The staff and day to day leadership of the church is guided by the Senior Pastor and carried out by those to whom he delegates. The Senior Pastor is the singular head over the staff. This prevents opportunities for confusion and division caused by members of the Board intervening in the day to day running of the church (i.e. they should not do this unless asked).

It is the Senior Pastor(s) responsibility to ensure the Board is informed on all important issues and fully aware of the current direction of the church. The Senior Pastor can delegate this responsibility.

The Senior Pastor should operate within clear parameters including job description and objectives and operational guidelines, that are defined and agreed with the Board. These boundaries must be broad enough to give the Senior Pastor the authority and freedom to lead and run the church, whilst retaining appropriate limits to provide him with protection and accountability but not to frustrate and restrict.

### **The Board's 'Governing Authority'**

The Board has governing authority only when they are meeting as a group to conduct church business. In that context individual members of the Board have the opportunity to speak into issues relating to the church and openly express their opinions. As described above, decisions are then made in unity.

The Board should not micromanage the church or undermine the Senior Pastor's authority to run the church on a day-to-day basis.

When they leave the meeting the Board Member's governing authority falls dormant. What remains is their authority in their ministry sphere.

### ***The Board's 'Spiritual Authority'***

The Spiritual Authority resides with the Elders and covers the spiritual oversight of the church, modelling and maintaining a biblical standard of behaviour.

This includes:

- Maintaining a watching brief on the 'spiritual temperature' of the church.
- Providing spiritual oversight of New Day Church.
- Shepherding the church by being an example and role model.
- Caring about the spiritual and physical wellbeing of church members.

- Guarding the body of Christ against harmful influences, confronting those who are contradicting biblical truth or continuing in a pattern of sinful behaviour.
- Implementing appropriate church discipline. Specific areas where this may be necessary include:
  - Cases of open and blatant sin (1 Cor 5:1-2)
  - Issues involving doctrinal error (2 Peter 2:1-22)
  - Divisive and contentious behaviour within the congregation (Titus 3:9-11)

Thankfully the need for this type of intervention is rare. However, when it is necessary, these confrontations must be handled biblically, in humility, with compassion and with restoration as the objective.

Unlike the 'Governing Authority' of the Board, the Elders' 'Spiritual Authority' remains active at all times.

### **Responsibilities of the Board**

The role of the Board is to oversee the spiritual, legal and business aspects of New Day Church. This includes oversight and responsibility for:

- The financial health of the New Day Church charity
- Ensuring compliance with all legal requirements associated with a UK Registered Charity
- Elders: The spiritual health of the church, including pastoral care, teaching and protection of the congregation

*(Please refer to Appendices 1, 2 and 3 for further details on the Biblical and Legal Responsibilities of Leadership Board)*

An appropriate balance must be maintained between these areas of responsibility as all are critically important.

The table on the following pages is a list of the main responsibilities of the Board. Please note, this list is not exhaustive and should be reviewed annually and updated as the church grows and the context in which we operate changes.

Whilst the Board are responsible for the items below, they may choose to equip and delegate to qualified others where necessary to ensure they are carried out effectively.

<b>Ref.</b>	<b>Responsibility</b>
<b>1</b>	<b><i>Vision and Strategy</i></b>
1.1	Confirming / clarifying the vision with the Senior Pastor, ensuring it is in line with biblical principles.
1.2	Ensure the church remains true to the vision and strategic decisions, budgeting etc are in alignment with it though not restricting it
1.3	Approve the strategic plans and ministry initiatives and provide oversight to their implementation. (Not the day-to-day low-level detail, but the overarching strategy and high-level plans). In practice this will largely be done via the Elders fortnightly meeting.
1.4	Communicating the plans and initiatives etc. to staff, ministry leaders and to church members. Plans and initiatives to be presented to Church Members at the six-monthly Members' meetings, with additional members' meetings scheduled when necessary. These can be highlighted for the wider Church on Sunday mornings, when appropriate to do so.
1.5	Approval of any decision likely to have a material impact on the church from any perspective, including, but not limited to, financial, operational, strategic or reputational.
1.6	Approve any strategic affiliations to other organisations (whether they are Christian or secular).
<b>2</b>	<b><i>Spiritual Oversight (Elders)</i></b>
2.1	Maintaining a watching brief on the 'spiritual temperature' of the church – periodically asking the question of ourselves and others.
2.2	Intercessory prayer on behalf of the church (in addition to the Prayer Ministries within the Church)
2.3	Be available to pray for the sick should this be requested (either directly or via the Senior Pastor).
2.4	Ensuring processes are in place to care, support and encourage the Pastor(s) and staff of the church: Board for the Senior Pastor and Senior Pastor for the other Pastors.
2.5	Implementing appropriate church discipline.
2.6	Bi-annual review and approval of the church 'Statement of Faith', Mission Statement and Core Values.
2.7	Provide support to the Senior Pastor for any pastoral issues which he deems appropriate to raise with the Elders.
<b>3</b>	<b><i>Teaching (Elders)</i></b>
3.1	Approve teaching programmes / teachers for the main gatherings of the church.
3.2	Where clarity is required set policy on biblical positions taken by the church.
<b>4</b>	<b><i>Finance (Trustees)</i></b>
4.1	Approve the annual budgets and any subsequent material changes to them.
4.2	Oversee the financial management of the New Day Church charity via reviews of the 'budget' versus 'actual' financial position as required.

<b>Ref.</b>	<b>Responsibility</b>
4.3	Approval of any material unbudgeted capital or operating expenditure.
4.4	Ensure appropriate financial controls and policies are in place for the day to day running of the charity finances (to be done in consultation with the Senior Pastor and Finance Director).
4.5	Approval of any significant changes in accounting policies or practices.
4.6	Approval of the annual report and accounts for New Day Church liaising with the Accountants as required.
<b>5</b>	<b><i>Policies and Procedures</i></b>
5.1	Ensure that a process is in place for all Policies and Procedures to be reviewed annually and enforced. (Day to day activities are managed by the Senior Pastor and staff team).
<b>6</b>	<b><i>Staff</i></b>
6.1	The Board are responsible for the appointment of Pastor(s) and staff. This includes approval of both the recruitment process and final appointments.
6.2	Board approval is required for any staff appointments which have not been budgeted for (and therefore approved via that process already).
6.3	As part of the annual budgeting process the Board review and approve staff pay increases.
6.4	Board approval is required for any changes to staff pay which have not been budgeted for (and therefore approved via that process already).
6.5	Approval of any changes to the staff salary structure / bandings.
6.6	Ensure that staff appraisal policy is in place and implemented.
6.7	The Board is responsible for completing performance appraisals for the Senior Pastor.
6.8	Where there is a conflict of interest, as defined by the Conflict of Interests policy, other members of the Board will undertake those reviews.
6.9	The Board have the authority to administer discipline and remove staff for due cause.
<b>7</b>	<b><i>Legal, Corporate Governance &amp; Structure</i></b>
7.1	Approval of the appointment of principal professional advisers (Solicitors and Accountants for example).
7.2	Appointment, reappointment or removal of the external auditor.
7.3	Liaise with the Charities Solicitors regarding any aspects of legal compliance which require Board approval or awareness.
7.4	Approval of the overall levels of insurance for the charity (including the activities undertaken by the Charity and for all persons involved in those activities).
7.5	Approve any changes to the church management and structure required by, but not limited to, legislation.
7.6	Authorising conflicts of interest, where these are permitted by the church policy on this.

<b>Ref.</b>	<b>Responsibility</b>
7.7	Where possible ensuring adequate succession planning for the Board and Senior Pastor so as to maintain an appropriate balance of skills and experience within the Board.
7.8	Make appointments to the Board, following the criteria and process outlined in section 7 and 8 of this document.
7.9	Selection of the Chairperson of the Board, following the criteria and process outlined in section 4 of this document.
7.10	Selection of the Company Secretary, following the criteria and process outlined in section 4 of this document.
7.11	Maintain full records/submissions to the Charity Commission/Companies House on behalf of the New Day Church charity
7.12	Keep records of all Meetings/Annual Meetings

## 5. Board Composition

The Board consists of a minimum of three people, including the Senior Pastor for whom it is part of the Terms and Conditions of their employment. In such a case, all Board Members would be required to serve as both Elders and Trustees (Elder-Trustees).

Where the Board consists of four or more people, members of the Board, with the agreement of the full Board, may choose to serve only as Elders or only as Trustees provided that when the Trustees meet there are preferably at least two Elder-Trustees present.

The Senior Pastor provides the key link between the Board, the staff team and the wider leadership of the church. From time to time other people may also be invited to attend Board Meetings in order to provide updates, discuss issues/future plans etc. This may include for example, other Pastor(s), Staff, Church Finance Team or Ministry Leaders.

The Board will appoint a Chairperson and a Board Secretary from the full Board. These should be two different people. The Senior Pastor may choose whether to accept or decline the role of Chairperson.

### **Chairperson & Board Secretary Roles**

#### ***Chairperson***

The responsibilities of the Chairperson are as follows:

- Provides the link between the Board and the Senior Pastor outside of formal meetings, except in the case when the Senior Pastor and the Chairperson are one and the same.
- Agree the agenda for Board Meetings, in consultation with the Senior Pastor, Board Secretary and other Board Members.
- Chair Board meetings, ensuring:
  - A balance is struck between time-keeping and space for discussions.
  - Matters before the board are dealt with and decisions made.
  - Discussions, decisions and actions are adequately recorded in the minutes.
  - The implementation of decisions/actions is clearly assigned and monitored.
  - The Chairperson may delegate Chairpersonship to another Board member if required.
- Provide a point of reference for other Members of the Board, for example regarding previous decisions, policy/procedure and matters arising.
- Act as a spokesperson for the Charity at general / annual church members meetings as necessary

#### ***Board Secretary***

The responsibilities of the Board Secretary are as follows:

- Prepare or delegate the preparation of the Agenda in advance of Board Meetings in consultation with the Chair of the Board, ensuring that;

- the numbering system for items and action point's remains consecutive, to provide the necessary audit trail.
- the minutes of the previous meeting and any other relevant documents (such as reports) should be attached for information purposes.
- the meeting pack is distributed to Board Members before meetings
- Review the minutes of the Board Meetings to confirm that the numbering system is consistent and keep a permanent record of all minutes produced.
- Prepare or delegate preparation of registration paperwork and information required for new members of the Board

### ***Finance Trustee***

The responsibilities of the Finance Trustee are as follows:

- To oversee the work of the church finance team.
- Prepare and present to church members the Financial Reports at church members meetings.
- Ensure the Trustees and Pastor provide the narrative for the Trustee's Report (New Day Church) included in the annual accounts produced by the charity's accountants.
- Update the online records at the Charity Commission, for New Day Church (Preston) when any changes are made to the Board. This may be delegated to the Chairperson.
- Complete the annual online returns and lodge the accounts for New Day Church at Companies House / Charity Commission by their due dates (**see APPENDIX 4 for Annual Return and Accounts Due Dates**)

### **Appointment of the Chairperson, Board Secretary and Finance Trustee**

The Chair of the Board, Board Secretary and Treasurer are appointed by the other members of the Board for their term in office.

To qualify for these roles a person must be judged by their peers to have the competence, gifting and abilities required by the role.

## **6. Meeting Cycle / Structure**

Board Meetings of the Trustees and Elder-Trustees take place every 4 - 8 weeks (except August), or as required.

Elders meet every 2 - 3 weeks. Elders make their own minutes of these meetings.

The whole Board of Elders and Trustees, including the Elders who are not Trustees, may meet together once or twice a year or when circumstances require.

Both Board and Elders' Meetings follow a standard agenda structure to ensure that the Elder and Trustee elements of the roles are adequately covered. The following outline agenda items are used as a starting point (but may be adapted as necessary):

1. Good News Stories / Prayer / Share / Fellowship
2. Matters Arising / Actions from Previous Minutes
3. Main Agenda Items
  - To be agreed in advance of the meeting in accordance with point 2 of the Chairperson's responsibilities.
4. AOB
5. Prayer

Over the course of the year there will also be major themes which require discussion and will therefore be incorporated into the agenda. Examples include:

- Annual budget review and approval
- Quarterly review of the current actual v budget position for New Day Church charity
- Policy Reviews
- Our priority and focus – what is God saying to us?
- Reports from the Pastor(s) and Ministry Leaders.

In line with the above we will have an annual timeline showing key dates and activities required. This can be used to shape meeting agendas and give appropriate notice to the office for inputs required (budgets, management accounts, reports etc.)

This timeline is managed by the Church Administrator who draws the attention of the Board to each annual policy review and other time—sensitive matters requiring Board discussion and decision.

All Board meetings of Trustees and Elder-Trustees are formally minuted and agreed actions are tracked to closure.

## 7. Time Commitment for Board Members

- Board Meeting – every 4 - 8 weeks
- Leadership Away Days – occasional
- Two to four hours (on average) every 4 - 8 weeks for review of meeting materials, correspondence, meeting preparation etc. For an Elder this time would be considerably increased.
- In addition to the regular meetings above, working groups may be established from time to time for specific purposes requiring additional hours.
- If serious issues arise that require immediate attention, additional hours may be required outside of regular meetings (this happens infrequently but is a possibility).
- Time for regular prayer on behalf of the church and concerning the key challenges being faced at any given time. This involves meeting to pray as a group and also time to pray individually.

## 8. Eligibility for Eldership and/or Membership of the Board

NB. Eligibility requirements are the same for both Board Members and Elders

### Prerequisites

Prior to being considered for membership, potential Board Members and Elders will normally fulfil the following criteria:

- Be an “active” member of New Day Church. (“Active” is defined in terms of regular attendance at Church and members Meetings and meaningful involvement in one or more ministries or other activities of the church). Newly appointed pastors are exempted from this criterion.
- **Baptised** – Board members must have undertaken believers’ baptism.
- Be known and approved for consideration by a current member of the Board. Fulfil all criteria as outlined in the Charities Act 2011 (sections 178-180) and not be disqualified by law from acting as a Trustee. Please refer to APPENDIX 5 of this document for specific details.

In exceptional circumstances the above criteria may be waived for other people to be invited onto the Board for specific purposes and/or limited time.

Additionally, the Board may invite for election external trustees who are not members of the church but who have particular skills, objectivity and love for the church which the Board, supported by a Membership election, consider to be advantageous to the church.

## Essential Components of a Leadership Board Member – ‘the five Cs’

### **Character** (1 Timothy 3:2–7 and Titus 1:6–9)

- **Above reproach**—Board Members must lead by example and demonstrate a lifestyle free from patterns of sin.
- **Unity in Marriage**— Board Members, if married, must be devoted spouses. Both the Board Member and their spouse must be in unity regarding their calling to the Board as the pressures and requirements of the role fall equally on both parties.
- **Temperate**— Board Members must be self-controlled, enslaved to nothing, and free from excesses and addictions.
- **Prudent**— Board Members must be responsible, sensible, wise, balanced in judgment, not given to quick, superficial decisions based on immature thinking but rather seeking God’s wisdom in all their undertakings on the church’s/charity’s behalf.
- **Respectable**— Board Members must demonstrate a well-ordered life and honourable behaviour.
- **Hospitable**— Board Members must be unselfish with personal resources, willing to share blessings with others.
- **Able to teach**— Board Members must be able to communicate truth and sound doctrine in a non-argumentative way.
- **Not quick-tempered**— Board Members must be gentle, patient, and able to exercise self-control in difficult situations.
- **Uncontentious**— Board Members must not be given to quarrelling or selfish argumentation.
- **Free from the love of money**— Board Members must not be stingy, greedy, or preoccupied with amassing material things.
- **Manage own household**— Board Members must have a well-ordered household and a healthy family life.
- **Not a new convert/not a new believer**— Board Members must not be new believers. They must have been a Christian long enough to demonstrate the reality of their conversion and depth of faith.
- **Good reputation with outsiders**— Board Members must be well-respected by unbelievers and free from hypocrisy.
- **Not self-willed**— Board Members must not be stubborn, or prone to forcing their opinions on others or abusing authority. They must be servant-hearted.
- **Loving what is good**— Board Members must desire the will of God in every decision.
- **Just**— Board Members must desire to be fair and impartial. Their judgments must be based on scriptural principles and the requirements of UK Charity Law.
- **Devout**— Board Members must be devoted Christ followers, seeking to be conformed to His image. They must be committed to prayer, worship, the study of Scripture, and the guarding of their spiritual walk.

- **Faith**— Board Members must be stable in the faith, obedient to the Word of God, and continually seeking to be controlled by the Holy Spirit.

### **Competence**

Specific, Holy Spirit-endowed gifts and abilities, combined with skills acquired through training and life experience.

### **Chemistry**

The intangible quality of being able to “fit” within the team; a clear team player. The ability to blend into and enrich the current circle of community and relational harmony within the Board.

### **Courage**

The ability, when needed, to make difficult decisions, enter into difficult exchanges and defend the faith, the church, and individuals in ways that preserve and maintain church unity. The ability to speak the truth in love and with grace. Furthermore, the ability, when needed, to make and implement difficult decisions which are both in line with the legal requirements of the Charity and the vision of the church.

### **Calling**

The ability to sense God’s calling on one’s life for a particular season of service to the body of Christ.

### **Characteristics / Skills of Leadership Board Members**

- Able to keep confidential information
- Spiritual maturity
- Able to exhort in sound doctrine
- Excellent interpersonal skills
- Business / financial awareness
- Excellent communication skills
- Team player
- Humility
- Conflict-resolution skills
- Awareness of legal requirements

### **Essential Spiritual Gifts for Board Members**

The spiritual gifts of discernment, wisdom, and administration are considered foundational gifts for those who serve on the Board; however, the presence of other gifts such as leadership, teaching, encouragement, and mercy greatly enhance the functioning of the Board.

It should be noted that there should be a healthy mixture of gifting across the Board in order to create a balanced team overall. A Board made up of ‘clones’ with identical gifts and abilities would limit the effectiveness and balance of the team.

### **Discernment**

The gift of discernment is the divine enablement to distinguish between truth and error. It is the ability to discern the spirits, differentiating between good and evil, right and wrong.

*Scripture references are:* 1 Corinthians 12:10; Acts 5:1–4; and Matthew 16:21–23.

### **Wisdom**

The gift of wisdom is the divine enablement to apply spiritual truths effectively to meet needs in specific situations.

*Scripture references are: 1 Corinthians 12:8; James 3:13–18; 1 Corinthians 2:3–14; and Jeremiah 9:23–24.*

### **Administration**

The gift of Administration is the God given ability to give direction and make decisions on behalf of others that result in efficient operation and accomplishment of goals.

Administration includes the ability to organise people, things, information, finances etc.

Often the mark of an administrator is the ability to accomplish things in a 'fitting and orderly way'.

*Scripture references are: 1 Corinthians 12:27-28, 1 Corinthians 14:40*

### **Leadership**

The gift of leadership is the divine enablement to engage people in the vision and future of the church coupled with a humble heart to serve others.

*Scripture references are: Genesis 12:1; Isaiah 43:18–19; Matthew 7:7; Matthew 20:25–28; Luke 22:27; John 10:3–4, 11; 1 Corinthians 2:9–13; and James 1:5.*

### **Teaching**

The gift of teaching is the divine enablement to understand, clearly explain, and apply the Word of God, hopefully encouraging greater Christ-likeness in the lives of listeners.

*Scripture references are: Romans 12:7; 1 Corinthians 12:28–29; Acts 18: 24–28; and 2 Timothy 2:2.*

## **9.**

## **9. Term of Office of Board Members**

All Board Members, whether Elders and/or Trustees, are elected by the Church Members and serve a three year term which includes an induction year. At the end of this term the Board may recommend that they serve a second term of three years subject to a further vote of Church Members.

After two terms of office Board Members (excluding the Pastor(s)) step down from their role for a minimum period of one year. In exceptional circumstances, and for a specific purpose, this may be waived for a short period but must be ratified by Church Members with a vote if it is to extend beyond six months.

After a year out of office Board Members may be invited back on the Board subject to the usual appointment process as outlined in Section 9.

Board Members should prayerfully consider their position on the Board on a regular basis and re-commit/step down as they are called to by God. Should anyone anticipate their period of service is coming to an end, they must advise the rest of the Board as soon as possible prior to stepping down (ideally 6 months if circumstances permit), unless the situation is deemed to be an emergency.

It is important to note that when a Board Member leaves the Board after their normal three or six year term of office they are still 'qualified' for the role. Therefore, if necessary, they can be called upon to fulfil specific duties at the request of the Board. Similarly, it is important that the Board care for those Members stepping down and help them to transition into a new area of service which they believe God is calling them to within the church.

A Board Member's term of office automatically terminates before the normal period if he / she:

- ceases to support the Objects or subscribe to the Statement of Faith of the Church as determined by other Board Members;
- is disqualified under the Charities Act from acting as a Charity Trustee;
- is incapable, whether mentally or physically, of managing his / her own affairs, as determined by the Board having considered all relevant input;
- is absent from three consecutive meetings of the Board without notification and acceptance and is asked by a majority of the other Board Members to resign;
- resigns by written notice to the Board (but only if at least three Board Members will remain in office); or
- is removed from office by the unanimous agreement of the other Board Members as a result of an issue which cannot be rectified whilst the person is still actively serving on the Board.

## 10. The Appointment of Board Members

Members of the Board undergo a prayerful screening, approval and induction process. This is as follows:

- Existing Members of the Board are responsible for recommending potential Board candidates. However, any Church Member also has the right to suggest people for the Board to consider, submitted on the proforma provided which details the requisite spiritual and character criteria as outlined in Section 7.
- Potential candidates must fulfil the criteria and procedures as outlined in the Charities Act 2011, Sections 178-180 and the Charity's governing document (see APPENDIX 5 for more information).
- Nominated candidates are prayerfully and carefully considered by the Elders to ensure that the criteria, defined on the proforma and in Section 7 above, are satisfied. This process is conducted individually and then discussed collectively by the Board.
- Consensus amongst the Board Members is required on candidates to be taken forward before the appointment process proceeds further.
- The agreed candidates (and their spouses, if any) are approached by two Elders on behalf of the Board. The responsibilities of Board Members are carefully explained and they are provided with copies of the proforma and the Statement of Faith. Their attitude to the current church vision forms an important part of this discussion. They are asked to prayerfully consider whether they feel God calling them to serve on the Board.

(Note: Marriage is a partnership. Therefore, both the prospective Board Member and their spouse must be in unity on the decision to become a Member of the Board).

- Once the candidates have indicated their agreement, the names of the approved candidates are then presented to the church by letter or email (Mailchimp) to members only. Church Members now have the opportunity for a period of 14 days to send any concerns to the Board in writing which may result in further investigation to address issues raised.
- If this process raises further issues of concern or issues requiring clarification then the Elders will meet with the candidates again to discuss these.
- Once all outstanding issues are satisfactorily resolved the Board will inform the candidates and bring their names to a Church Members meeting (usually the Spring or Autumn meeting) for a vote.
- New Board Members require a two thirds majority of those present and voting (abstentions are not counted in the vote total) or two thirds majority of whatever voting system is in place at the time. (e.g. If postal or proxy voting is adopted). Voting is conducted using a secret ballot paper.
- Successful candidates are then prayed for before the church and appointed to serve an induction period of one year. During this period, they are full Board Members subject to the normal terms of office of all Board Members. After one year the Board will review each appointment and decide whether they should continue to serve the remaining two years of their term of office.

New Board Members will be provided with a copy of the Charity Commission publication 'The Essential Trustee', outlining their legal responsibilities, the Code of Conduct, the Conflict of Interests Policy and access to all other policies the church has produced which are available online or by request from the Church Administrator

The Company Secretary will notify all relevant parties, such as Auditors, Companies House and the Charity Commission of each new appointment and also when they step down from office.

### **The Induction Process**

During the 12 month induction process, the following takes place:

- Reviews are conducted with representatives from the Board at the end of six and twelve months. The purpose of these is to discuss the 'fit' with the criteria described in Section 7 above now that the person is operating as part of the Board.
- An experienced Board Member is assigned to each new Board Member (and their spouse, if any) to provide support and encouragement.
- At any point during this twelve month period, the Board has the right to remove the newly appointed Board Member if any of the items described in Section 7 are found not to be in place. Similarly, the new Board Member has the right to step down at any point should they prayerfully discern that the role is no longer right for them.

## **11. Succession Planning**

The Board should constantly be looking for people within the church who have (or are developing) the gifts, abilities and Biblical qualifications to become future members of the Board.

Such people should be nurtured, equipped and given the opportunity to develop their gifts and abilities with a view to potentially joining the Board in the future. This is especially true when existing members of the Board are approaching the end of their tenure and replacements will be required. Such succession planning is vital for the continuing renewal and enhancement of the Board as it continues to grow and develop.

However, if circumstances should arise which will reduce the Eldership to less than three people e.g. sudden illness or resignation(s) then the remaining Elders reserve the right to co-opt new Elders in order to maintain the ongoing safe spiritual leadership of the church. Co-opted Elders should be drawn from the current membership of the church and should be people who fulfil the qualifications of Eldership as listed in this document, have the qualities required in an emergency situation and be in good standing with the church. Other Trustees may be co-opted as Elders

Co-opted Elders take office immediately and carry all the responsibilities, rights and authority of elected Elders and are to be regarded and referred to as full Elders. Nevertheless, if the co-opted Elders are to continue as Elders for the long-term then the Board will endeavour to arrange for an election at the earliest opportunity once the situation which precipitated co-option has stabilised.

In the same way and for the same reasons as outlined in the above two paragraphs, the Board may co-opt Trustees to ensure that the proper governance of the Charity is maintained.

## **12. External Accountability**

As a nondenominational church we are autonomous and free to serve the Membership and local community as we see fit and are led by God. However, there are times when authoritative, trusted and objective input from outside the church may be required.

As such the Board should seek to appoint an external Board of Reference made up of at least three people who are able to provide impartial advice and, in exceptional circumstances, mediation should there be some form of deadlock which we cannot resolve.

The Board should unanimously agree the Members of the Board of Reference. They should be respected in the Christian community, be of unquestioned integrity, have a sound knowledge and understanding of the Bible and the ability to seek and to hear the Holy Spirit.

Whilst the Board of Reference would normally only be called upon in exceptional circumstances, the Board should meet with them at least once per year. Pastor(s) can meet with the Board of Reference of their own discretion but always bearing in mind the foundational concept of mutual accountability.

If Church Members wish to raise any serious concerns\* these should first be directed to the Board. In the event that the Board is unable to resolve these concerns the Church Member may take their concern to the Board of Reference.

\* "Serious concerns" are defined in section 12, outlining the qualifications and responsibilities of Church Membership.

## **13. Qualifications, Responsibilities and Benefits of Church Membership**

People who have come to faith in Christ and begun attending the church are encouraged to take a significant step of commitment by becoming Church Members. They are invited to participate in a membership course which outlines the vision of the church and the responsibilities of membership. See Appendix 12.

## **Church Members and the Board**

Church Members have specific and defined responsibilities as follows:

- Nomination of Board Members to the Board of Elders and Trustees. A nomination will only proceed to a vote with the prayerful agreement of the current Board and the nominee, subject to all necessary criteria being fulfilled as outlined in Sections 7- 9.
- Election of Elders and Trustees in accordance with the agreed procedures requiring a two thirds majority of those present and voting.
- Bring encouragement and prayerful suggestions to the Board regarding the running of the Church, the meeting of its objectives and the fulfilment of its mission.
- Bring to the Board issues of serious concern about a Board Member, once having fulfilled the following procedures based on Matthew 18 and Galatians 6.
- Regular attendance at the Autumn and Spring Meetings of the Church.
- Attendance at any other such meetings at which the Board should consider the presence of the Church Members desirable.
- With respect to all of the above, it is expected that Members will be demonstrating their ongoing commitment to the Church and its leadership through prayerful and active committed involvement in the life of the Church, its vision and its activities.

**Issues of serious concern** are limited to:

1. Illegal or immoral behaviour
2. Physical, sexual and racial abuse of others.
3. Emotional abuse of others where such behaviour is sustained over a period of time  
For example: contempt, shaming, bullying, name-calling, marginalising, blaming and blackmailing.
4. Behaviour which dishonours either God's name and reputation or that of the Church.
5. Beliefs which have been expressed which contravene the Church Statement of Faith.

**Procedures** for a member of the charity to follow:

With regard to 1 – 3 above, the issue should be brought to the attention of another Board member and kept confidential. It should not be gossiped about. Where such behaviour may place children at risk the Church safeguarding procedures must be followed. See our Safeguarding Policy for clarification.

In the majority of situations, with regard to 4 – 5 above, the Church Member should:

- a. In a spirit of humility and prayer go to the Board Member about whom they are concerned.
- b. Carefully explain their concern and seek a response.
- c. Discuss and pray about the issue, seeking mutual understanding.
- d. Seek a Godly resolution and repentance with forgiveness and mutual confidentiality maintained.
- e. In the absence of repentance, go with another Member and seek further understanding, resolution with repentance, forgiveness and mutual confidentiality maintained.
- f. In the continued absence of repentance, take the matter to the Board for investigation and resolution.
- g. The Elders will first consider the matter and decide on the veracity or otherwise of the issue of concern and what actions should take place, basing their decision on the clear teaching of Scripture, the CIO Foundational Document and the Leadership Board Role Document. In the absence of unanimity in the Eldership they will bring the matter to the whole Board for a decision. Consensus will be sought but, if this is not possible, a majority decision, with the Senior Pastor having a casting vote, will conclude the matter.
- h. If the Member still believes that the situation has not been properly resolved they may then take the matter to the External Board of Reference for their consideration and investigation.

The Church Board are committed to leading the Church in the ways of God according to Biblical principles and in line with this Leadership Document.

It can be expected that this will lead to New Day Church being a church that will benefit its Members as a place to grow in faith and discipleship, as individuals, families, friends and ministry groups.

This will happen through:

- Biblical teaching for all generations
- Worship, prayer and ministry
- Appropriate teaching and training courses for life's pathways
- Personal development of spiritual gifts, practical skills and ministries
- Opportunities to serve
- Participating in both large scale and small group relational activities

Opportunities to shape and benefit from the fulfilment of vision

## 14. APPENDIX 1: Biblical References – for Leaders

### **1 Peter 5:1-3**

<sup>1</sup>To the elders among you, I appeal as a fellow elder and a witness of Christ’s sufferings who also will share in the glory to be revealed: <sup>2</sup>Be shepherds of God’s flock that is under your care, watching over them—not because you must, but because you are willing, as God wants you to be; not pursuing dishonest gain, but eager to serve; <sup>3</sup>not lording it over those entrusted to you, but being examples to the flock.

### **Acts 20:28-31**

<sup>28</sup>Keep watch over yourselves and all the flock of which the Holy Spirit has made you overseers. Be shepherds of the church of God,<sup>[a]</sup> which he bought with his own blood.<sup>[b]</sup> <sup>29</sup>I know that after I leave, savage wolves will come in among you and will not spare the flock. <sup>30</sup>Even from your own number men will arise and distort the truth in order to draw away disciples after them. <sup>31</sup>So be on your guard! Remember that for three years I never stopped warning each of you night and day with tears.

### **Titus 1:9**

<sup>9</sup>He must hold firmly to the trustworthy message as it has been taught, so that he can encourage others by sound doctrine and refute those who oppose it.

### **Ephesians 6:12**

<sup>12</sup>For our struggle is not against flesh and blood, but against the rulers, against the authorities, against the powers of this dark world and against the spiritual forces of evil in the heavenly realms.

### **1 Thessalonians 5:12**

<sup>12</sup>Now we ask you, brothers and sisters, to acknowledge those who work hard among you, who care for you in the Lord and who admonish you.

### **1 Timothy 5:17-18**

<sup>17</sup>The elders who direct the affairs of the church well are worthy of double honour, especially those whose work is preaching and teaching. <sup>18</sup>For Scripture says, “Do not muzzle an ox while it is treading out the grain,” and “The worker deserves his wages.”

### **James 5:14**

<sup>14</sup>Is anyone among you sick? Let them call the elders of the church to pray over them and anoint them with oil in the name of the Lord.

### **Acts 20:35**

<sup>35</sup>In everything I did, I showed you that by this kind of hard work we must help the weak, remembering the words the Lord Jesus himself said: ‘It is more blessed to give than to receive.’”

### **1 Timothy 3: 2-7**

<sup>2</sup>Now the overseer is to be above reproach, faithful to his wife, temperate, self-controlled, respectable, hospitable, able to teach, <sup>3</sup>not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money. <sup>4</sup>He must manage his own family well and see that his children obey him, and he must do so in a manner worthy of full<sup>[a]</sup> respect. <sup>5</sup>(If anyone does not know how to manage his own family, how can he take care of God’s church?) <sup>6</sup>He must not be a recent convert, or he may become conceited and fall under the same judgment as the devil. <sup>7</sup>He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil’s trap.

### **Titus 1:6-9**

<sup>6</sup>An elder must be blameless, faithful to his wife, a man whose children believe<sup>[a]</sup> and are not open to the charge of being wild and disobedient. <sup>7</sup>Since an overseer manages God’s household, he must be blameless—not overbearing, not quick-tempered, not given to drunkenness, not violent, not pursuing dishonest gain. <sup>8</sup>Rather, he must be hospitable, one who loves what is good, who is self-controlled, upright, holy and disciplined. <sup>9</sup>He must hold firmly to the trustworthy message as it has been taught, so that he can encourage others by sound doctrine and refute those who oppose it.

## 15. APPENDIX 2: Summary of Legal Responsibilities

The following is a summary of the legal responsibilities of the Board in their capacity as Trustees of the New Day Church Charity.

(**Source:** Charity Commission Publication 'The Essential Trustee, what you need to know, what you need to do', July 2015 edition)

### **Ensure your charity is carrying out its purposes for the public benefit**

You and your co-trustees must make sure that the charity is carrying out the purposes for which it is set up, and no other purpose. This means you should:

- ensure you understand the charity's purposes as set out in its governing document
- plan what your charity will do, and what you want it to achieve
- be able to explain how all of the charity's activities are intended to further or support its purposes
- understand how the charity benefits the public by carrying out its purposes

Spending charity funds on the wrong purposes is a very serious matter. In some cases trustees may have to reimburse the charity personally (New Day Church, Trustee liability is limited to £10.00).

### **Comply with your charity's governing document and the law**

You and your co-trustees must:

- make sure that the charity complies with its governing document
- comply with charity law requirements and other laws that apply to your charity

You should take reasonable steps to find out about legal requirements, for example by reading relevant guidance or taking appropriate advice when you need to.

### **Act in your charity's best interests**

You must:

- do what you and your co-trustees (and no one else) decide will best enable the charity to carry out its purposes
- with your co-trustees, make balanced and adequately informed decisions, thinking about the long term as well as the short term
- avoid putting yourself in a position where your duty to your charity conflicts with your personal interests or loyalty to any other person or body
- not receive any benefit from the charity unless it is properly authorised and is clearly in the charity's interests; this also includes anyone who is financially connected to you, such as a partner, dependent child or business partner.

### **Manage your charity's resources responsibly**

You must act responsibly, reasonably and honestly. This is sometimes called the duty of prudence. Prudence is about exercising sound judgement. You and your co-trustees must:

- make sure the charity's assets are only used to support or carry out its purposes
- avoid exposing the charity's assets, beneficiaries or reputation to undue risk
- not over-commit the charity
- take special care when investing or borrowing
- comply with any restrictions on spending funds or selling land

You and your co-trustees should put appropriate procedures and safeguards in place and take reasonable steps to ensure that these are followed. Otherwise, you risk making the charity vulnerable to fraud or theft, or other kinds of abuse, and being in breach of your duty.

### **Act with reasonable care and skill**

As someone responsible for governing a charity, you:

- must use reasonable care and skill, making use of your skills and experience and taking appropriate advice when necessary
- should give enough time, thought and energy to your role, for example by preparing for, attending and actively participating in all trustees' meetings

### **Ensure your charity is accountable**

You and your co-trustees must comply with statutory accounting and reporting requirements.

You should also:

- be able to demonstrate that your charity is complying with the law, well run and effective
- ensure appropriate accountability to members, if your charity has a membership separate from the trustees
- ensure accountability within the charity, particularly where you delegate responsibility for particular tasks or decisions to staff or volunteers

## **16. APPENDIX 3: Summary of Charity Commission Requirements**

The following are specific requirements of the UK Charity Commission which New Day Church must fulfil.

### **Charity Law - Registration, Accounting, Reporting and Other Requirements**

All charities must keep proper financial records and prepare annual accounts. Trustees must arrange for accounting books and records (including cash books, invoices and receipts) to be kept for a specified period. (See separate document – ‘Retention of Accounting Documents’)

All registered charities:

- must inform the Charity Commission of any changes to the information on the register of charities, including trustee details and changes to the governing document
- must send an annual return (or annual update) and other information to the commission
- must comply with any additional accounting and reporting requirements such as filing annual
- accounts and reports with the commission, depending on the size of the charity
- should report to the commission any serious incident in their charity, as soon as possible after it occurs.

Charities whose income is over £250,000, and all charitable companies, must prepare their accounts and trustees’ annual report in accordance with the Statement of Recommended Practice - Accounting and Reporting by Charities (Charities SORP).

Registered charities with:

- income up to £10,000 should complete the relevant sections of the annual return, which include updates to trustees
- income above £10,000, and all CIOs, must prepare and file an annual return form
- income above £25,000, and all CIOs, must also file copies of their trustees’ annual report, accounts and external scrutiny report (audit or independent examiners’ report)

A registered charity with an income over £10,000 in its last financial year must state that it is a registered charity on any fundraising documents and on many of its financial documents, including cheques, invoices and receipts. This includes electronic documents such as emails and websites. You do not have to state the charity’s registration number, but it is good practice to do so.

## 17. APPENDIX 4: Key Numbers and Dates

### *Charity Commission:*

<b>Charity</b>	<b>Charity Number</b>	<b>Annual Return / Accounts Submission Due By</b>
New Day Church	1188645	<b>Filing date 31st January</b>

## **18. APPENDIX 5: Summary of Charities Act 2011 (Sections 178-180)**

Some people are disqualified by law from acting as trustees, including anyone described in sections 178 to 180 of the Charities Act 2011. This includes:

- anyone who has an unspent conviction for an offence involving deception or dishonesty;
- anyone who is an un-discharged bankrupt;
- anyone who has been removed from trusteeship of a charity by the Court or the Commission for misconduct or mismanagement; and
- anyone under a disqualification order under the Company Directors Disqualification Act 1986.
- anyone who has entered into a composition or arrangement with their creditors which includes an individual voluntary arrangement (IVA), and is currently on the Insolvency Service Register.

It is normally an offence to act as a trustee while disqualified unless the Charity Commission has given a waiver under section 181 of the Charities Act 2011, (there are some special provisions applying to the administration of charitable companies).

The appointment of a trustee must be in accordance with the charity's governing document, (Articles of Association) which will set out procedures for appointing new trustees, including any restrictions, such as a maximum number of trustees or an age limit. It is important that trustees follow these procedures. If they do not this could result in the appointment being invalid.

## **19. APPENDIX 6: Qualifications, Responsibilities and Benefits of Membership**

This course is based around the New Church River Vision as set out by Anthony in Autumn 2022

***Ps 46:4 There is a river whose streams make glad the city of God, the holy habitation of the most high.***

Our church members' values under the vision

- **We are a DEVOTED people**
- **We are a VALUED people**
- **We are a BELONGING people**
- **We are a SERVING people**
- **We are a GROWING people**

Our mission statement:

**New Day Church is a family on mission impacting communities with the love of God**

All Church Members must be in agreement with the Church Statement of Faith.

They must be willing to make the following commitments:

### **1. ATTEND**

Join us at church on a Sunday as often as you're able. There's no need to let us know when you're not coming but we'd love to see at least twice a month or more.

### **2. COMMIT**

Commit to getting involved with us at church by joining a midweek Thrive group (small group). It's the best way for you to know us and for us to know you. Thrive groups offer the best setting for you to grow in faith and discipleship by developing intimate Christian relationships.

### **3. SERVE**

Find a place to serve at church in one of our various ministries or teams. There's a variety of stuff to get involved in to suit everyone and we function best when we're in it together.

### **4. GIVE**

Regularly give a portion of your income to church to support all that we do and are. There is no set requirement to giving, just give what you can when you can.

## 20. APPENDIX 7: Description and Core Values of New Day Church

The following pages were initially written to provide a description of New Day Church including some core values and principles, as communicated when advertising for a Families Pastor (November 2019). As the church evolves over time the specific details of this description change and so it has been modified to incorporate the new vision of the church, as presented to the church by the Senior Pastor, Anthony Parkinson in 2022. Ministry groups have also been updated.

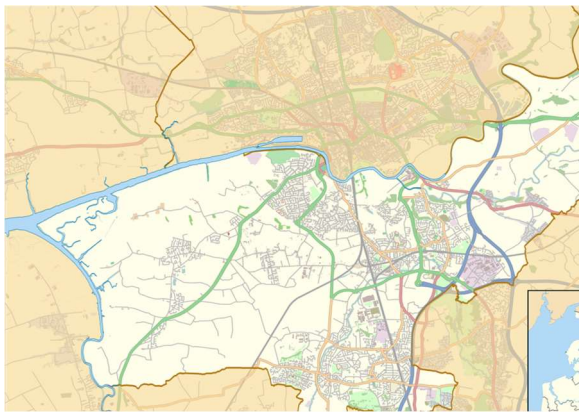
# New Day Church – A Summary

## Who we are

New Day Church is based at the heart of South Ribble, a borough described in 2017 as the “best place in Britain to live” (based on ten metrics in a Channel 5 documentary).



We are a family church with activities, ministries and services for people of all generations. In a



significant period of growth for South Ribble, with many new homes and businesses being developed as part of “City Deal”, we are taking active steps to adapt to the changes and needs all around us whilst remaining true to our historic Christian faith and values.



## Biblical

Our beliefs and practices are based on the Bible as God’s written Word, relevant to all. As an evangelical church our core beliefs are encapsulated in our Statement of Faith. Jesus Christ’s divine incarnation, His life, teachings, ministry, miracles, substitutionary death, resurrection and promised return are central aspects of that foundational statement. We are part of the Evangelical Alliance and would

describe New Day church as evangelical and charismatic.

## Worship

We are made to worship and whatever we worship can be recognised by the time we devote to it. Our worship of God our Father is centred on His Son, Jesus Christ, both in our public services and activities and also in private. We choose to style our worship services in ways that are informal, contemporary and relevant to the cultures of our day and our community.

It is important to us to be real and to connect with people in both the joys and the sorrows of life. Authenticity is key. We share communion together on at least one Sunday each month and on other occasions in large and small groups. We also have a monthly family service on the second Sunday of the month where we all share food together afterwards.

## Prayer



Prayer is integral to all we do as a freely given means of communication and relationship with God through Jesus Christ. We encourage all kinds of prayer: praise, intercession, thanksgiving, confession and for healing; spontaneous, written and led; in large meetings and small and in private. We are committed to a culture of prayer at New Day Church.

## Mission and Ministry

We believe that the church is called to serve and minister, not just to its own members but to the community beyond and ultimately to the whole world. We share, with all who will listen, the message of wholeness through Christ, forgiveness of sins and spiritual and physical wellbeing in his life and the next. We want people to know that each new day is an opportunity for a fresh start and a secure future in Christ.



We recognise that Jesus came first to the poor and marginalised and His ministry was largely spent with ordinary people who were particularly responsive to Him. We seek to follow this example but also, as He did, take the Gospel to all people of all backgrounds including those in high positions of leadership and responsibility.



Locally, we run a weekly Foodhub Community Grocery for referred clients. We also run a charity shop, New Day Homes and Hope, in Leyland, which helps fund our international missions' partners. There is a more comprehensive list of our current ministries at the end of this document.

We share, in practical and relevant ways, both Christ's love and His teaching; these go hand in hand and are not mutually exclusive. We pursue new ventures with enthusiasm and faith whilst seeking to be wise so as to ensure that our ongoing support is sustainable over the longer term.



## International

Jesus commanded His followers to go to the whole world and this applies as much to us as to the first disciples. Therefore, we value highly our international missions' partners. These are uniquely formed on the basis of genuine mutual relationship. Much of our ministry supports children and young people and those most vulnerable in this world. See the church website for further details.

## Welcome and Belonging

We have always been a church of all generations and we welcome people of all backgrounds. We encourage people to join our Thrive groups and other ministry activities as places where they can belong in their journey towards faith in Christ. Belonging to our church family means that people can be involved with integrity in serving God and others in many practical ways as they move through stages of discipleship. We work to make our church “a place where everybody gets to play and where disciples make disciples”.



We do not discriminate on the basis of race, colour, age, gender or orientation in who can meet with us for worship and find a place of belonging in our church community.

It is often said that we are all on a journey, and as a church that journey is all about becoming more like

Christ, following His teaching and obeying His Word. This journey is for everyone who is willing to make it and it involves a willingness to change and be changed by the Gospel and the Holy Spirit in ways that are unique to each individual. Such changes involve a change of mind and heart, turning away from sin, commitment to Christ and filled with the Spirit, being baptised in water, and seeking to live lives of holiness and good character.

We encourage people to a deeper level of commitment as church members and run membership courses to this end. Currently we have 91 listed members with numerous others who attend on a regular basis but have not yet committed to membership. We also have between 5-10 youth (11+) and 10-15 children (0-11) who attend frequently.



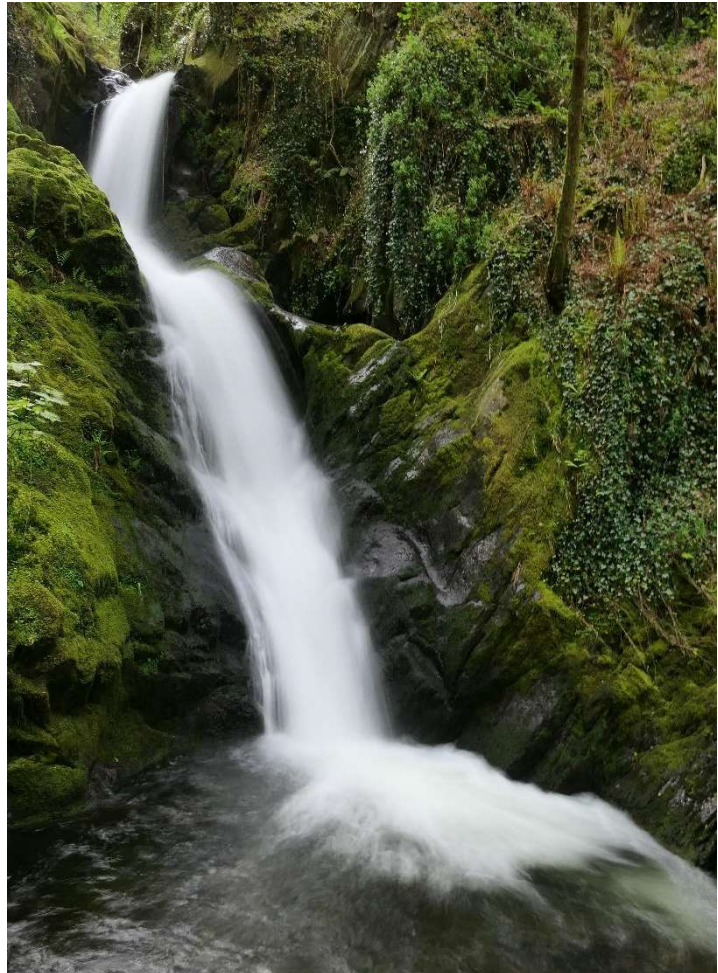
Leadership is open, by invitation, to those who are seen to be making this journey to spiritual maturity, whose vision and calling is being recognised and who are developing the relevant gifts to lead others. Our principal leaders, the Elders and Trustees, are voted for by the church members.



## Vision

We believe that the kind of church the Lord would have us build is one like a river.

- When we look at rivers, we see that they impact everything they touch, they bring change, they bring life!
- They shape the land, cutting through the landscape and simultaneously moving with the contours of the landscape always refreshing, renewing, reshaping, redeeming, bringing life.
- Rivers sustain life - settlements and cities are built upon them.
- Rivers serve communities, often visibly but equally often unwittingly - some don't even know they benefit from the river.
- Rivers move forwards but are equally capable of changing direction.
- Either way they are not static, if they were the river would be stagnant.



- The very fact that a river flows, shows it has life - the river is renewed as it moves along.
- Likewise, the church that remains in the river of the Spirit is constantly being renewed in His presence as it moves its course. The river that moves is a healthy river.
- We want to be a church like a river 'whose streams make glad the city of God.' [Psalm 46:4](#)

## Ministries

- Beehive (Friday AM toddler group)
- Surf (5-11s club fortnightly Friday evening)
- Talk & Tucker (youth club fortnightly Friday evening)
- Foodhub (Community Grocery & Café every Wednesday)
- SALT (for older people, monthly Thursday lunch)
- LIGHT (Introduction to Christianity for older people, Wednesday morning)
- The Well Community café and outreach
- New Day Homes and Hope Charity Shop
- We also have a range of Thrive Groups (midweek small groups) meeting regularly for bible study, prayer, worship and community formation.

As many other evangelical churches do, we have adopted the Evangelical Alliance statement of faith.



## Statement of Faith

We believe in:

1. The full inspiration of the Holy Scriptures, their authority and sufficiency as not only containing but being in themselves, the word of God; the reliability of the New Testament in its testimony to the character and authorship of the Old Testament and the need of the teaching of the Holy Spirit to a true and spiritual understanding of the whole.
2. The unity of the Godhead and the divine co-equality of the Father, the Son and the Holy Spirit; the sovereignty of God in creation, providence and redemption.
3. The total depravity of human nature in consequence of the Fall, and the necessity for regeneration.
4. The true and proper Deity of our Lord Jesus Christ; His virgin birth, His real and perfect manhood; the authority of His teaching, and the infallibility of all His utterances; His work of atonement for sinners of mankind by His substitutionary sufferings and death; His bodily resurrection and His ascension into Heaven; and His present priestly intercession for His people at the right hand of the Father.
5. The justification of the sinner solely by faith in our Lord and Saviour Jesus Christ.
6. The necessity of the work of the Holy Spirit in regeneration, conversion, and sanctification; also, in ministry and in worship.
7. The Universal Church, the body of which Christ is the Head, embracing all the redeemed, called by God through the gospel, born of the Spirit and justified by faith; the local Church comprising such believers as the expression of the Universal Church; and fellowship between such Churches, manifesting the unity of the body of Christ.
8. The ordinances of Believers' Baptism and the Lord's Supper as being instituted by our Lord Jesus Christ, but not in baptism as conveying regeneration grace, nor in the Lord's Supper as being a sacrifice for sin nor involving any change in the substance of the bread and wine.
9. The personal return of the Lord Jesus Christ in glory.
10. The resurrection of the body; the judgement of the world by our Lord Jesus Christ, with the eternal blessedness of the righteous and the eternal punishment of the wicked.