



Good Practice for Leaders at St Mary's

At St Mary's we are committed to love one another. A key place to work this out is with leaders from across the church family. We place a high value on encouragement and serving one another. The values expressed here are rooted in grace, recognising we are all on a discipleship journey and have not arrived yet.

As a team, leading together, we seek God's help to:

- Put God first in all we say and do.
- Promote the vision of St Mary's in the congregation and community.
- Model godly leadership to the congregation.
- Love and support each other through good and bad times.

Leadership Values

- Have regular devotional time in prayer and scripture. Plus praying for those you may be leading.
- Work together to fulfil the church vision and values.
- Practically help one another where possible. For example, help with set up and clear up at events, even when it is not 'my' event. We go the extra mile.
- Regard something that is unsuccessful as an opportunity to learn and grow.
- Make sure to get appropriate rest and look after your physical and emotional health. It is okay to say "no" when you can't do something.
- Ask for help or advice when needed – getting help is great.
- Be willing to be accountable and if necessary receive appropriate correction with a teachable attitude.
- Support decisions made by church leaders even where it has not been possible to attain unanimity. Any concerns can always be

expressed to the Vicar.

- Not let conflict go underground, but be free to disagree without fear and to show grace to each other through disagreement.
- Communicate as best we can with others and make our meetings a priority.
- Make it a priority to come to church on Sundays & Life Group.
- Honesty, punctuality, inclusivity, reliability and kindness in our actions, reactions and interactions.
- Seek to build friendships across the church family – really loving the church. Let's build up fellowship and a sense of team in the church.
- Keep dreaming with God about His will for your ministry.

Leaders Conduct & Biblical Lifestyle

As representatives of St Mary's the conduct of our leaders must promote Biblical values. The following guidelines outline the conduct expected. It is not exhaustive. We would seek to address any of these issues with grace, honour, understanding and in a face to face conversation.

- Act in a manner that safeguards the well-being of the public, the congregation and colleagues.
- Respect confidentiality within legal boundaries.
- Behave in a way that does not bring the gospel and church into disrepute. Certain behaviour is not compatible with a leadership role at St Mary's. For example:
 - Theft, fraud, dishonesty, disorderliness or indecency.
 - Drunkenness or taking illegal drugs
 - Participating in a sexual relationship outside of marriage.
 - Wilful rejection of pastoral advice that may result in St Mary's being brought into disrepute.
 - Any abuse of another person.
 - Teaching that is significantly at variance with St Mary's understanding of the fundamentals of Biblical teaching.