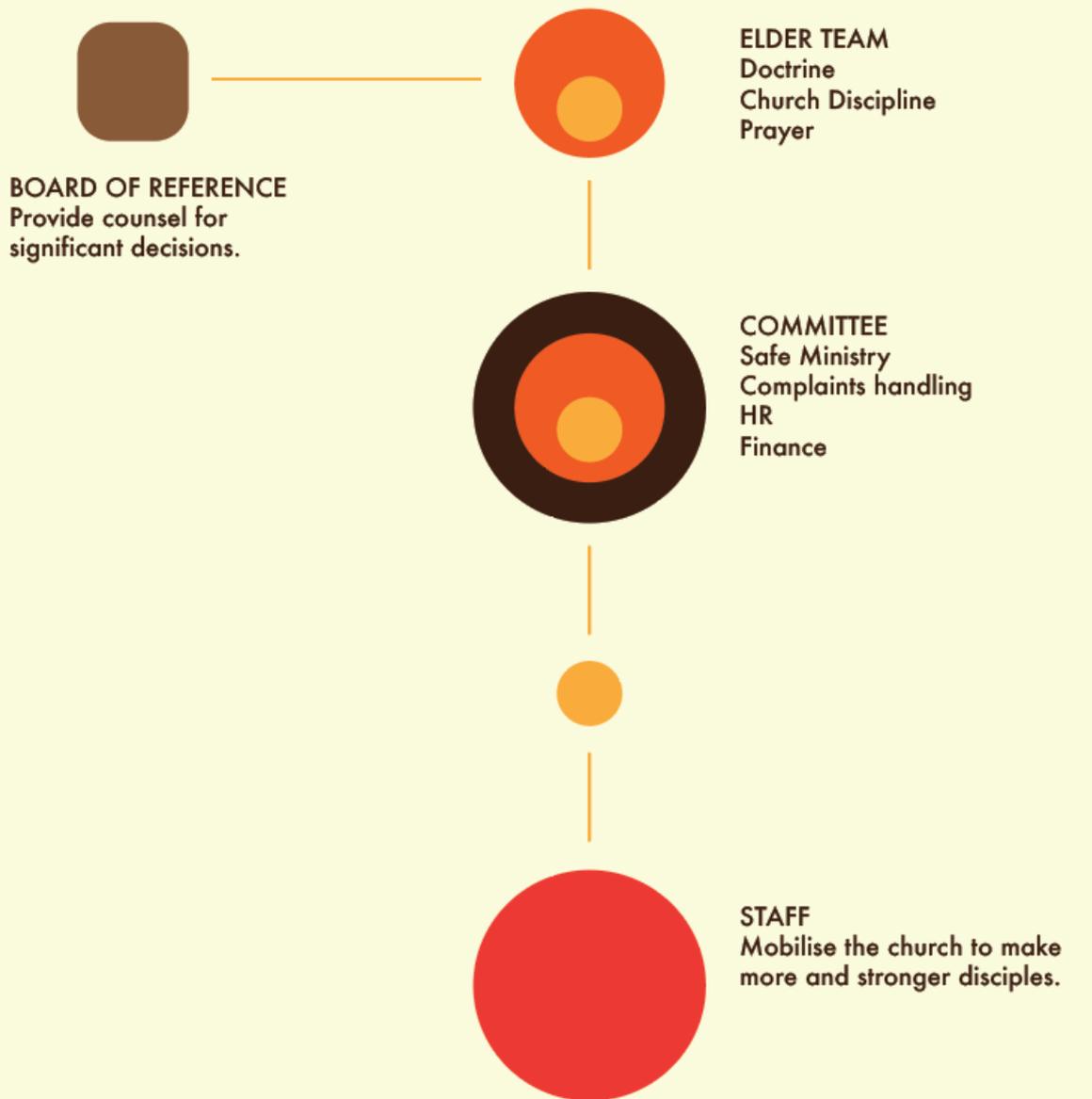
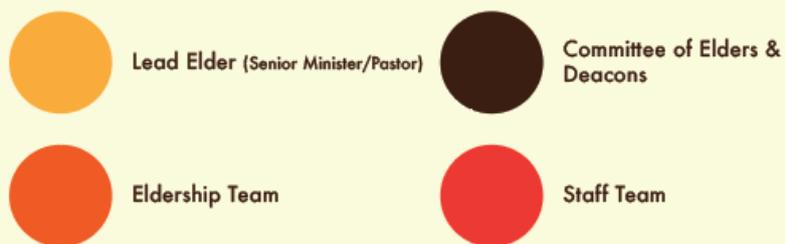


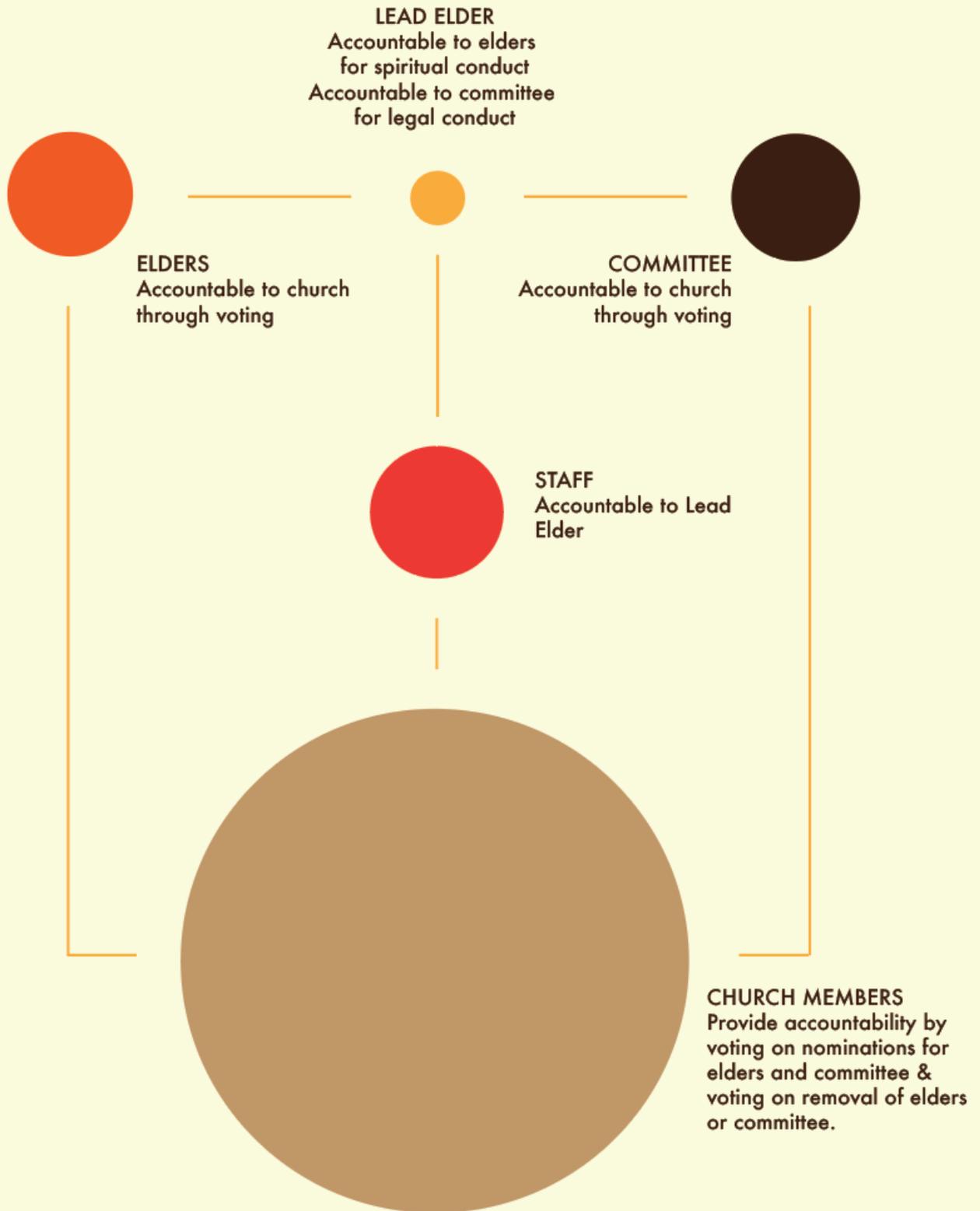
# {CHURCH STRUCTURE}



## {KEY}



# {ACCOUNTABILITIES}



## CHANGES TO GOVERNANCE STRUCTURE

### Previous governance structure

City Light Church is a biblical church gathered and organised locally under the leadership of Biblically qualified elders. Their role is to shepherd the flock through the oversight of sound doctrine and pastoral care and right governance. In order to employ staff and conduct ministry safely and effectively City Light is registered with the government as an Incorporated Association meaning that part of church life involves running an incorporated association according to the required standards and procedures overseen by our government.

Presently, the elders have oversight of the church as a whole and City Light as an incorporated association. We are proposing to move to a model where Elders maintain their role of spiritual oversight whilst sharing the legal oversight of City Light as an incorporated association with appointed deacons in the church.

### Reasons for changing Governance Structure:

- To strengthen transparency and accountability for church leadership by involving qualified men and women in church governance.
- To share the load of leading the church more evenly and engage a wider group of men and women with requisite skills
- To align our current structure more closely with our church constitution

## NEW GOVERNANCE STRUCTURE

In order to strengthen accountability and governance we have created a **committee** of Elders and Deacons and introduced **general membership of the association**.

### Committee

The committee is a combined group of qualified Elders and Deacons who are responsible for the Incorporated Association of City Light. This group will be responsible for Constitutional compliance, HR, Finance and property as well as the annual ministry review of the Lead Elder (Senior Minister) (an assessment of his faithfulness and effectiveness in his role as lead Elder).

### General Membership

Our Constitution assumes that the Incorporated Association includes the wider membership of City Light, however, currently there are only 5 members of the association. To increase accountability and transparency we would like to expand the membership of the incorporation to include any current church member who has been a part of a small group and Sunday gatherings for at least 3 months.

According to our constitution, a member is entitled to:

- Attend general meetings
- Vote on the appointment of committee members
- Vote on the appointment of the Lead Elder (Snr Pastor/Minister)
- Receive the annual budget
- Vote on any changes to the constitution
- Vote on any special resolutions raised by the committee at a general meeting (i.e. removal of committee members or senior pastor).

### Elder Responsibilities

Teaching program

Discernment of sound doctrine and approval of annual teaching program

Prayer

Appointing, supporting and holding Lead Elder accountable  
Church discipline

### **Committee Responsibilities**

Financial oversight  
HR  
Safe ministry and compliance  
Property management  
Constitutional compliance  
Lead Elder ministry review

### **Appointment of an Elder**

A nomination for Eldership originates with the Elders. Because an Elder is ordinarily a member of the committee, the committee would need to confirm this nomination. The nomination would then be brought to a general meeting of the church where a majority vote of 70% is required to confirm the appointment.

### **Removal of an Elder**

In the case that an Elder is guilty of misconduct or behaviour leading to dismissal, a special resolution would need to be passed by the Elders and committee and then brought to the church for a vote where a 70% majority would be required for their removal.

### **Appointment of Committee Member**

A nomination for the Committee originates with the Committee. The nomination would then be brought to a general meeting of the church where a majority vote of 70% is required to confirm the appointment.

### **Removal of Committee Member**

In the case that a committee member is guilty of misconduct or behaviour leading to dismissal a special resolution would need to be passed by the committee and then brought to the church for a vote where a 70% majority would be required for their removal.

### **Joining as a member of the Association**

All current members who have been in a small group and attending Sundays for 3 months are encouraged to join as members of the Association. Joining requires completing a membership form.

## **CLARIFICATIONS**

### **Can staff be Elders or committee members?**

A staff member can be an elder and attend committee meetings but cannot be a committee member. As a member of the committee they must hold the lead Elder legally accountable but as a staff member they are accountable to the lead Elder...this would create a conflicted accountability relationship.

### **What is a deacon?**

Translated literally, Deacon just means servant, but biblically it is a category of men and women appointed to lead the church who meet the character qualifications of 1 Tim 3:8-13.

## **EXTERNAL ASSOCIATIONS AND ACCOUNTABILITIES**

### **Board of Reference**

The board of reference are an external group of experienced church leaders who are consulted whenever there are major church decisions to be made (e.g. The appointment or removal of the

senior pastor). They are presently David Taylor (Sovereign Grace Church Sydney), Steve Jeffery (St. Paul's Chatswood) & L.T. Hopper (KCC Conferences). The only constitutional power they have is to call an emergency meeting of the committee if they deem necessary.

### **CCCAust**

We are a CCCAust church and our building is leased to us from the denomination. All CCCAust churches are run autonomously. To find out more about CCCAust see [here](#).

### **A29**

We are a member of the A29 church planting network. A29 provides support and encouragement for church planting, to find out more A29 see [here](#).