

# West Auckland Vineyard Church

## Leadership in the Vineyard

We understand that members and potential members of West Auckland and Weardale Vineyard Churches (WAVC & WVCC) will want to understand how it is lead. We hope that the following explanation will be helpful. For the purpose of this information WAVC includes WVCC.

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## Leadership in the Vineyard Movement

Many different leadership models exist in the wider, global church, for example, 'Episcopal' where the primary responsibility for leadership and oversight in the church is vested in the Senior Pastor, 'Congregational' where democracy is exercised by the church members and 'Presbyterian' where authority is vested in a group of elders.

Each model has its strengths and weaknesses. WAVC is affiliated to the Association of Vineyard Churches UK and Ireland. The Vineyard Movement as a whole has adopted an 'Episcopal' system of government. In the Vineyard, we believe that God gives to the leader the ultimate responsibility for oversight and direction of the church, for which he will be held accountable (Hebrews 13:17).

Additionally, as registered charities, and in accordance with their governing documents, Vineyard Churches also have Boards of Trustees/Directors who have responsibility for ensuring that finances, buildings and employment are well managed and that legal requirements are met. Spiritual leadership is however exercised not by the Trustees/Directors, but by the Senior Pastor.

### Leadership, Authority and Accountability in West Auckland Vineyard Church

While the Senior Pastors, Adrian and Linda Hancock, have been given primary responsibility for leadership and oversight of WAVC, they are not autocratic. They are under authority from

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outside the local church and make themselves appropriately accountable inside the local church – and they take their responsibilities very seriously.

Most importantly, Adrian and Linda are under the authority of Jesus Christ, who is head over all the church, the Chief Shepherd. (Ephesians 5:23; 1 Peter 5:4).

Senior Pastors are under the pastoral authority of the Vineyard Movement. David and Nicola Bass, Senior Pastors of Tyneside Vineyard Church have pastoral oversight as well as being leaders of the northern region.

## Leadership Team

Within WAVC, the Senior Pastors have established a Leadership Team to work with them in carrying out their responsibilities for overall leadership of the church across the campuses. The current members of the Leadership Team are:

- Adrian and Linda Hancock, Senior Pastors
- Richard Sellick
- Hazel Charlton
- Andy & Tonya Mitchell
- Nathan Carr
- Gordon & Jen Lennox, Weardale church plant

The main responsibilities of the Leadership Team are to work with and support the Senior Pastors in the leadership and development of WAVC, aimed at achieving its overall mission of ‘Transforming the community in the power of the Holy Spirit’. This includes strategy, culture, planning, processes, structures and people development.

## Board of Trustees

From within West Auckland Vineyard Church, Adrian and Linda work with a Board of Trustees, to which they have accountability for financial, buildings, employment and legal compliance issues (making sure that the church, as a registered charity and company, are well run).

The current Trustees are:

- Adrian Hancock
- Richard Sellick
- Hazel Charlton
- David Sparrow
- Martin Redfern

## Specific Responsibilities of the Senior Pastors

Many aspects of the leadership of WAVC are either shared by the Senior Pastors with the Leadership Team or delegated to particular ministry leaders - for example, communications, events and catering, home group leaders, children’s and youth work leaders, media. Where

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members of the church have queries or need help, they are encouraged in the first instance to approach the person with delegated responsibility for the specific area.

Although Adrian and Linda exercise joint overall responsibility as Senior Pastors of WAVC, in practice they each focus on particular aspects of leadership in line with their experience and gifting. We hope it will be helpful to the church as a whole to know the areas for which they take particular responsibility.

| Ministry area  | Leader 1               | Leader 2            |
|--|------------------------|---------------------|
| Development of WAVC - vision, direction, planting, culture | Adrian Hancock         | Linda Hancock       |
| Pastoral Care  | Hazel Charlon          | Linda Hancock       |
| Teaching   | Richard Sellick        | Adrian Hancock      |
| Preaching  | Adrian Hancock         | Richard Sellick     |
| House Groups   | Richard Sellick        | Andy Mitchell       |
| Discipleship   | Andy Mitchell          | Tonya Mitchell      |
| Worship  | Nathan Carr            | Adrian Hancock      |
| Outreach & Evangelism                                      | Andy Mitchell          | Tonya Mitchell      |
| Prayer Ministry  | Linda Hancock          |                     |
| Governance & administration                                | Richard Sellick        | Linda Hancock       |
| Weardale church plant                                      | Adrian & Linda Hancock | Gordon & Jen Lennox |

## Additional responsibilities of the Senior Leadership Team

In addition to the responsibilities of the Leadership Team as set out above, the way in which the team operates is crucial to the health of the church. This includes:

### Praying and seeking God

The Leadership Team prays and listens to God for the church, both together as a group, and as individuals. Members of the group commit to praying for the Senior Pastors, their fellow leaders, the whole church, and their own ministries. Wherever possible, the Leadership Team will seek a common mind on issues, subject always to the Senior Pastors' right to make decisions, having ultimate responsibility for the church.

### Assisting the Senior Pastors with wise counsel

Leadership Team members will work with, and offer wisdom and counsel to, the Senior Pastors in overall leadership and direction of church. They are 'for' and supportive of the Senior Pastors and the church and will offer their wisdom, perspective, skills, expertise and experience on vision, direction and a variety of other issues. Leadership Team members are individuals who have a primary calling to minister through West Auckland Vineyard Church. They are not afraid to challenge, question and speak boldly and honestly in pursuit of God's mission for the church.

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## Encouraging and challenging one another

Members of the Leadership Team will encourage each other in their personal, spiritual journeys. They will challenge each other – and be willing to be challenged - constructively in the context of the work of the group, aiming for the very best that can be achieved in the life of WAVC, as the church's mission is energetically pursued.

## Acting as 'Ambassadors' and assisting communication

The larger WAVC becomes, the more challenging and essential good communication becomes. Members of the Leadership Team will facilitate two-way communication within the church and will take opportunities to explain leadership decisions to other leaders and to individuals – seeking support for, and commitment to, these decisions.

## Pastoral care

As we continue to grow, the Leadership Team will aim to ensure that members of the church are cared for and supported, that they have roles which play to their strengths and spiritual gifting and that they grow in depth as disciples of Jesus Christ.

## Exercising church discipline

From time to time, it is unfortunately necessary for every church to exercise discipline to ensure that behaviour which is contrary to expectations as followers of Jesus Christ is effectively dealt with – for the sake of the individual concerned and for the health and protection of the church. As leaders and pastors, members of the Leadership Team, under the direction of the Senior Pastors, will oversee discipline as required. They will do this in love and with boldness.

## Membership of the Leadership Team

Members of the Leadership Team are appointed by the Senior Pastors. There are a number of key attributes required of members, including:

- That they are committed to the extension of God's kingdom and to WAVC's mission and vision.
- That they are highly trusted, committed to WAVC, its Senior Pastors and its people
- That they have functional responsibilities within WAVC at a 'leader of leaders' level, some examples of which are a cluster leader role, or someone who has oversight of several ministries.
- That they have the ability to think strategically – to be 'big picture'
- That, together with other members of the Leadership Team, they bring a diversity of spiritual gifts, expertise and perspectives, and wisdom
- That they show servant hearted leadership

Individuals who join Adrian and Linda Hancock on the Leadership Team do not have a 'fixed term of office'. As functionality of leadership is so important, there will be some fluidity in the group – with some leaders moving on to other things and new leaders joining. An invited member of the Leadership Team may leave by his/her own decision, at the request of the Senior Pastors or where he/she ceases to exercise functional leadership within WAVC. That said, continuity of senior leadership is also important.

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Membership of the Leadership Team will be kept under review. As part of the on-going development of the team and of significant leaders of the future, Leadership Team will include younger, upcoming leaders, as they are identified.

## Biblical Leadership

The leadership style we expect from members of the Senior Leadership Team – and all of our leaders throughout WAVC – is clearly demonstrated in the Bible. Three key verses are helpful:

*“For it will be like a man going on a journey, who called his servants and entrusted to them his property. To one he gave five talents, to another two, to another one, to each according to his ability. Then he went away. He who had received the five talents went at once and traded with them, and he made five talents more. So also he who had the two talents made two talents more.” (Matt 25:14-30)*

*“Be shepherds of God’s flock that is under your care, serving as overseers – not because you must, but because you are willing, as God wants you to be; not greedy for money, but eager to serve, not lording it over those entrusted to you, but being examples to the flock.” (1 Peter 5:2-3)*

*“Your attitude should be same as that of Christ Jesus, who, being in very nature God, did not consider equality with God something to be grasped, but made himself nothing, taking the very nature of a servant.” (Philippians 2:5-7)*