

## Good Shepherd Mission Leadership

### **The role of the Good Shepherd Mission leadership team, and the duties/qualities required of a member of the Good Shepherd Mission leadership team**

#### **1. Introduction**

- 1.1 The trustees of the GSM combine two roles, being spiritual leadership and practical leadership. This note refers to a member of the GSM church leadership team as, simply, a “leader”.
- 1.2 The duties and personal qualities required reflect a mix of Biblical teaching, legal requirements and the lessons from practical experience. Before stating what the duties/attributes of a leader are, it’s important to understand what parts are played by others.
- 1.3 Jesus is:-
  - The head of the GSM (Ephesians 5:23);
  - The “high priest” of the GSM (i.e. someone who stands in the middle between GSM members and God) (1 Timothy 2:5, Hebrews 4:14), although elders are held to account for GSM members (Hebrews 13:17).
- 1.4 Each GSM member individually is a “priest” or minister to other GSM members (1 Peter 2:9, Revelation 1:5,6, Hebrews 3:13).

#### **2. The duties and attributes of leaders and of the leadership team**

- 2.1 The position of leader encompasses the Biblical positions of both elder and deacon. On this basis, from the Bible, the duties/attributes of a leader are:-
  - a) to serve as an overseer/shepherd of the GSM members (1 Peter 5:2, Acts 20:28) as someone who will have to give account (Hebrews 13:17);
  - b) to hold fast to Biblical truth, by encouraging GSM members with sound doctrine and opposing false teaching (Titus 1:9);
  - c) teach (1 Timothy 3:2), that is having both an understanding of Biblical truth and an ability/willingness to communicate it pastorally – the essence of leadership being to assert the authority of the Bible in relation to GSM

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matters;

d) save for matters which are to be decided by the GSM members alone (see para 1.4 above) to make decisions on ethical and doctrinal matters (Acts 15:29) where appropriate lay them before the GSM for approval (Acts 15:22);

e) to set an example in relation to the following characteristics required of all Christians: to be self-controlled, hospitable, not addicted to drink, gentle not violent, not factional, to manage one's own family well, to avoid greed (1 Timothy 3:2-5);

f) to avoid favouritism/partiality (1 Timothy 5:21);

g) to pursue Godly virtues and spiritual growth (1 Timothy 6:11 and 12, 1 Timothy 4:15);

h) to be motivated by bringing glory to God (1 Timothy 6:13-16);

i) to pray over and anoint the sick at the request of the family of the sick person (James 5:14);

j) practically to help co-ordinate meeting the physical/financial needs of the GSM members (Acts 20:35, Acts 11:30) and other believers further afield (2 Corinthians 8:6);

k) to exercise authority willingly (not under compulsion), as one eager to serve (not greedily) and be an example to the GSM members (not lording it over them or being motivated by human praise) (1 Peter 5:1-5, Matthew 23:8-11);

l) to send out GSM members on missional activity (Acts 13:3, Acts 15:22);  
and

m) to expect difficulties and to be patient and persist when they come (2 Timothy 3 and 4).

The Bible also states that a leader must not be a new convert (1 Timothy 3:6) and must have a good reputation with outsiders (1 Timothy 3:7). Their spouses must be worthy of respect, and temperate and trustworthy (1 Timothy 3:11).

It is plain from the above that the leader needs to be, and remain, a professing Christian.

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- 2.2 Although not Biblically mandated, it is submitted that a leader needs also to be a member of the GSM. Also, the position of GSM pastor and GSM Outreach Manager includes being a leader of the GSM, and where a vacancy exists in either post, the requirements set out in this paper will inform the recruitment process.
- 2.3 The practical/“secular” duties of a leader are:
- a) to ensure that the GSM complies with its governing document and relevant law or regulations;
  - b) to keep the policies of the GSM under review, to oversee compliance with them, and to suggest changes where appropriate;
  - c) to ensure that the GSM pursues its objectives as defined in its constitution;
  - d) to ensure the GSM applies its resources exclusively in pursuance of its objectives, i.e. the GSM must not spend money on activities which are not included in its own objectives, no matter how worthwhile or charitable those activities are;
  - e) to represent the GSM at functions and meetings as appropriate;
  - f) to be collectively responsible for the governance of the GSM;
  - g) to ensure the effective and efficient administration and financial/resource management of the GSM;
  - h) to appoint and support the employees of the GSM and monitor their performance;
  - i) to provide advice and guidance requested by other leaders on issues relevant to the area of, the GSM’s work in which the leader has special expertise;
  - j) to participate in other tasks as arise from time to time, such as interviewing new staff, helping with fundraising; and
  - k) to keep informed about wider issues which affect the work of the GSM.
- 2.4 Finally, as well as being a registered charity (with each leader as a trustee of the charity) the GSM is a company limited by guarantee, and each leader is also a company director. As a company director, each leader has additional obligations imposed by the Companies Act 2006, which can be summarized as follows:-

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- a) A duty to act in accordance with the GSM constitution, and to use their powers only for the purpose for which they were conferred;
- b) A duty to promote the success of the GSM for the benefit of its members;
- c) A duty to exercise independent judgment;
- d) A duty to exercise reasonable care, skill and diligence;
- e) A duty to avoid conflicts of interest (except where they arise out of a proposed transaction or arrangement with the GSM - see (g) below);
- f) A duty not to accept benefits from third parties;
- g) A duty to declare to the other GSM leaders any interest a leader has in a proposed transaction or arrangement with the GSM. Although not a requirement of the law, when a leader is personally involved in a transaction (for instance, if the GSM is buying his/her house, or - if the leader is also an employee - discussing their salary) they will absent themselves from that part of the meeting that discusses it.

Note that some of these overlap with other duties set out in this document.

The statutory duties set out above were drafted to apply to commercial companies and will in certain respects not fit with the approach of a leader to their responsibilities (for instance, duty (b) above is not on all fours with the responsibility of a church leader). The approach of a leader in fulfilling them should be that, where they conflict with duties set out in the Bible, the Biblical statement of duties prevails.

**Church Leadership Team  
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