

Emmanuel Church Governance

1. Purpose of the Policy

This policy sets out governance, accountability, and leadership arrangements in accordance with UK charity law. It aims to:

- Ensure clarity between spiritual leadership, operational governance, and legal responsibility
- Support effective ministry while meeting the requirements of the Charity Commission for England and Wales

2. Legal Status and Governing Authority

The church is a registered charity governed by its governing constitution

The **Trustee Body** (sometimes known as 'The Church council') acts as the charity trustees for the purposes of the *Charities Act 2011*. Trustees have ultimate legal responsibility for:

- Compliance with charity law
- Financial stewardship
- Employment and safeguarding
- Protecting the charity's assets and reputation

Key compliance point: Trustees cannot delegate ultimate legal responsibility, even where spiritual authority sits elsewhere.

3. Guiding Principles

Spiritual leadership and legal governance are distinct but complementary. Trustees act in support of the church's spiritual vision while retaining independent judgement as required by law. All leaders and trustees must act in the best interests of the charity and its purposes.

4. Leadership Structure

4.1 Leadership Team

The Leadership Team is responsible for the spiritual direction and ministry vision of the church and operates under the direction of the Senior Minister. Responsibilities include:

- Teaching and doctrinal oversight
- Vision setting and ministry strategy
- Identifying staffing needs and ministry priorities
- Recommending staff appointments to the Trustee Body

4.2 Senior Minister

The Senior Minister provides overall spiritual leadership and doctrinal integrity, leads the Leadership Team, and oversees ministry delivery.

The Senior Minister is an employee of the charity and is accountable to the **Trustee Body** in relation to:

- Employment responsibilities
- Conduct
- Performance

- Compliance with charity policies

5. Trustee Body

5.1 Role and Purpose

The **Trustee Body** constitutes the governing body of the charity. Its role is to support and resource the vision of the Leadership Team, ensuring that this vision is delivered lawfully, responsibly, and with good governance.

5.2 Trustee Responsibilities

In line with Charity Commission guidance, the Trustee Body is responsible for:

- Acting in the best interests of the charity
- Managing the charity's finances and approving budgets
- Ensuring compliance with:
 - o Charity law
 - o Employment law
 - o Safeguarding requirements
- Managing risk and maintaining effective governance
- Acting as the legal employer of all staff

5.3 Relationship with the Leadership Team

The Trustee Body recognises the Leadership Team's authority in matters of spiritual leadership and ministry vision and seeks to work collaboratively to enable that vision.

However, where legal, financial, or safeguarding concerns arise, trustees must exercise independent judgement as required by law.

Important: UK law requires trustees to be able to challenge decisions where necessary, even when appointed through church processes.

6. Staffing and Employment

6.1 Staff Selection

Staff selection and ministry role definition are led by the Leadership Team.

The **Trustee Body** is responsible for ensuring recruitment processes comply with employment law, approving appointments, and issuing contracts of employment.

6.2 Accountability of Staff

All staff members, including the Senior Minister and Leadership Team members, are accountable to the **Trustee Body** in relation to:

- Employment performance
- Conduct and discipline
- Compliance with contracts, policies, and procedures
- Adherence to the statement of faith, positional statements and charity constitution

Accountability is exercised through:

- Employment contracts
- Staff handbook and policies

- Formal performance and review processes

The specific lines of accountability for senior staff are set out in Section 8.

7. Appointment and Composition of Trustees

Trustees are nominated by the congregation. All nominations are reviewed by the Leadership Team, which considers each nominee's pastoral suitability for trustee responsibilities.

Those nominees whom the Leadership Team considers suitable are presented to the **Trustee Body**. Where approved nominations exceed available vacancies, selection is made by common agreement. In considering nominations, regard will be given to factors such as:

- Skills and experience relevant to trustee responsibilities
- Understanding of governance, finance, law, or safeguarding
- Commitment to the church's vision and values

Trustees must:

- Be eligible under charity law
- Act independently once appointed
- Not be unduly influenced in their decision-making

Trustees are appointed for a fixed three-year term and may stand for further terms, subject to a vote by the Trustee Body. Ex-officio members will include Leadership Team representatives and office holders.

Once approved, trustee nominees are ratified at the Annual General Meeting. Prior to this, members of the congregation have the opportunity to raise any concerns.

8. Accountability and Oversight

Our shared foundation: The Statement of Faith and agreed Position Papers provide the theological and doctrinal framework within which the church is led. The Leadership Team and Trustee Board share responsibility for ensuring that Emmanuel's life and ministry remain faithful to this agreed foundation, within their distinct areas of responsibility as is indicated in the organisational structure diagrammed below

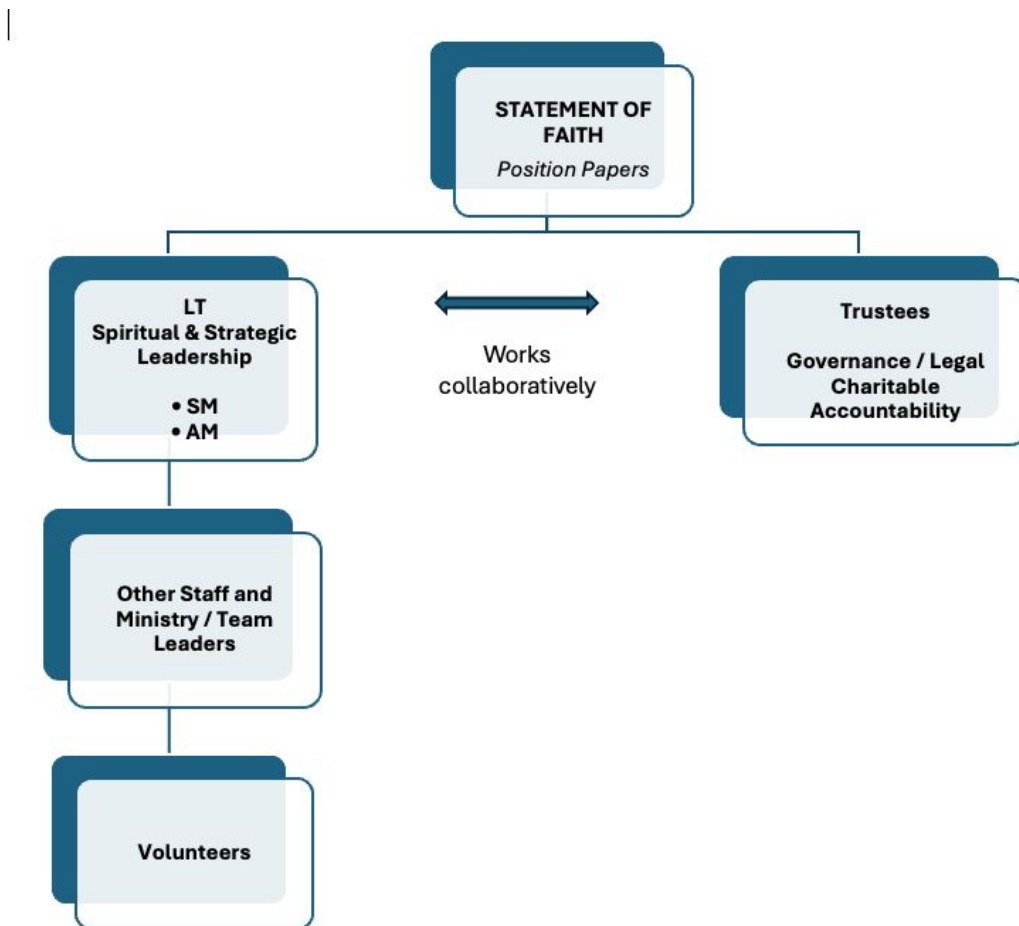
Senior Minister: Primary pastoral and spiritual leader of Emmanuel, working closely with the Leadership Team, Associate Minister(s), staff and ministry leaders. The Senior Minister is formally accountable to the Trustee Board through its Chair and line manages the Associate Minister(s) and any other staff who report directly to the Senior Minister.

Associate Minister(s): Work as part of the Leadership Team, alongside the Senior Minister and other leaders, with areas of responsibility that complement the Senior Minister and wider team.

Leadership Team: Provides spiritual and strategic leadership for the church, working collaboratively to discern direction, priorities and ministry development within the church's agreed theological framework.

Trustee Board: Carries the church's formal legal, financial and charitable responsibilities, while also sharing responsibility for the spiritual health and integrity of the church and ensuring that its governance remains faithful to the church's agreed purposes and theological framework.

We are committed to a collaborative approach to leadership, recognising that healthy church leadership is shared across gifted and called people rather than resting on one individual.



9. Conflict Resolution

Where tension arises between spiritual vision and governance responsibilities:

- Matters will be addressed through prayerful dialogue
- Reference will be made to this policy and the governing document
- Independent advice or mediation may be sought where appropriate

10. Review and Adoption

This policy is adopted by the Leadership Team and the Trustee Body. It will be reviewed regularly to ensure ongoing legal compliance, alignment with Charity Commission guidance and effectiveness in practice