

POLICY FOR MINISTRY TEAMS WITHIN THE CHURCH

Date approved: March 2022

Review date: March 2025

Rationale: *Ministry Teams are a vital part of the life of the church. We want to see ministries that are birthed by the Spirit in people's hearts, and then developed within the life of the church. This policy is to ensure that ministries have the freedom to develop, while also being healthy, accountable, and integrated within the church.*

Clarification of Terms

- A ministry leader at ICBC is one of the staff employed by the church, who head up the 5 key areas of the church; Lead, Grow, Nurture (children, youth), Reach, and Support.
- A team leader is any person heading up a ministry or group within the church and has been appointed by a ministry leader. This could include an intern, a leader of a ministry, someone with a role in children's or youth ministry, or a worship leader.
- Small groups (e.g. home groups/life groups) are not part of this policy and are covered by the **Policy for Small Groups**

POLICY STATEMENT:

- Each team at ICBC should have a clearly defined function that is approved by the Ministry Leadership team.
- Each team should have a leader (or point person for communication) who is approved by the Ministry Leadership team. The Ministry Leadership team have the right to stand a person down from team leadership (refer to "Process for standing a person down from small group or team leadership" below).
- Each team leader has a Ministry Leader who they communicate with and are accountable to. This Ministry Leader is an ex-officio member of the team and may attend any meeting.
- Each team must be aware of, and abide by, the policies of the church.
- Each team should have an understanding of how their ministry overlaps with other ministries and how it serves the mission and priorities of the church.
- If a budget is required, it must fall within the church budget and operate within the financial policies of the church. They must not operate their own bank account or expect that any money generated by the team is "theirs", except when authorized by the Support Leader.
- No team should do anything that brings God or the church into disrepute.
- No team should place advertisements, engage with the media, sign contracts, or use ICBC branding without prior approval from the Lead Pastor.