



# Strengthening Leadership across the Chase Team Churches

Over the last few months we have been discussing with PCCs how we can strengthen our leadership across the Chase Team Churches so that we are more sustainable and have more capacity to grow further in the future.

This has resulted in three proposals:

- Creating a **Ministry Leadership Team (MLT)** to act as an oversight group across our team.
- Re-establishing our **Congregational Leadership Teams (CLTs)** to oversee our different services
- Re-establishing a **pastoral team**.

## Ministry Leadership Team (MLT)

### Purpose:

To prayerfully discern, develop and have oversight of the shared vision, mission, and ministry priorities of the Chase Team Churches. It supports the clergy, churchwardens, PCCs, and leadership teams in identifying opportunities for growth in faith, discipleship, outreach, and community engagement across the benefice.

The MLT focuses on the **Team-wide vision and mission**, while local leadership teams (All Saints, St Mary's, and St Andrew's Congregational Leadership Teams (CLTs) and Standing Committee) discern and develop the local expression of vision and ministry within their respective churches.

### Membership:

The team will normally consist of **7–8 members**, including:

- The **Team Rector (Chair & ex-officio)**
- The **Team Vicar (Vice-Chair & ex-officio)**
- Selected **paid staff members**
- **Lay & clergy representatives** drawn from the churches in the Chase Team

The diagram overleaf demonstrates how the different leadership groups relate to each other.

### Discernment Process:

During May there will be a process of **prayerful discernment** to allow any members of the congregation to put forward names for the following:

- People to be on the MLT
- People to be on an individual Congregational Leadership Team (please state which one)
- People to be part of a new pastoral team

Please send any names for any of the above by email to [rector@chaseteam.org](mailto:rector@chaseteam.org) by Pentecost (24<sup>th</sup> May). Dave and Emily will then meet to discern final teams.

### Some required characteristics and skills of MLT (and CLT) members

Members should demonstrate the following qualities (See Acts 6; Titus 1:5–16; 1 Peter 5:1–4)

- **Humble and servant hearted**
- Being of **good standing, full of the Spirit and wisdom** (Acts 6:3)
- A lifestyle and character that honours God in **home, church, and community**
- A commitment to **investing in and honouring others**
- **Prayerful and open to the Spirit**
- **Openness to change** and a willingness to help lead it
- Commitment to the **shared vision of the Chase Team** and a **team-oriented mindset**
- The ability to handle **confidential information appropriately**
- Strong interpersonal skills and the ability to **listen well**
- Willingness to accept **collective responsibility for decisions**, even where personal views may differ
- Leadership capability including **strategic thinking**
- Full compliance with **Church of England safeguarding requirements**