



## **Culver Church Constitution – Principles and Practices**

Culver Evangelical Church (abbreviated to Culver Church) is a local fellowship of Christians who share the beliefs set out in our Statement of Faith.

This Constitution sets out the basis on which membership is held and upon which the Church is organised and led.

### **Membership**

We welcome, to membership, all Christians who share the beliefs and follow the practices set out in our Statement of Faith and Practices.

The leadership, acting for the membership, will arrange for new members to be welcomed into the fellowship. Members are expected to commit themselves as far as possible, and as a matter of high priority:

- to share in the worship and service of God, and in the community and witness of the church fellowship;
- to lead a lifestyle consistent with their commitment to Christ;
- to show love and loyalty to one another and to the fellowship; and
- to support the work of the church financially as they are able.

Pastoral care and support will be offered to all members.

### **Organisation**

The Church Membership will appoint leaders and may employ a Pastor and/or other Christian workers.

#### *Leadership Team*

The Church Leadership Team will comprise (i) the Pastor and (ii) between four and six members of the church membership. The leadership team will appoint one of its number as Church Secretary and one as Church Treasurer, and will notify the Church of the appointments.

#### *Church Leaders – Gifts and Graces, Qualities and Skills*

No leader is perfect (nor do they imagine themselves to be). However, under God, they seek to give leadership in the spiritual life of the church community, whether in public meetings or in interpersonal work. Leaders meet regularly to pray together to seek God's will for the Church and to oversee the work of the Church. Since no leader personally has all the gifts and graces needed for such demanding work, it is valuable to appoint people who together have a range of gifts and a common purpose to use them for the glory of God as they serve His people. Leaders should be chosen because of their spiritual gifts, evidenced in their qualities of character and their capacity to fulfil their role. Leaders are accountable to God and to the church.

## *Church Leaders – Roles, Responsibilities and Tasks*

Leaders are depicted in Scripture as servants, as shepherds, as fellow-workers and as elders and overseers. The Pastor, who is a full-time leader, works with others in the Leadership team, and carries out their duties as specified below.

Leaders exercise responsibility and authority together as a team. The Leadership team at Culver seeks to fulfil the roles as depicted in Scripture and the leaders have the responsibility to plan, oversee and/or organise all the services, activities and events which bring the church community together, or facilitate outreach, as well as providing for the nurture and pastoral care of members and friends.

## *Church Leaders – Administration*

In addition to handling correspondence and membership details, the Church Secretary will have a major role with the Pastor in managing the diary, publicity and other publications in the church. The Church Treasurer will handle all aspects of the financial affairs of the Church. Both Secretary and Treasurer (who are members of the Leadership team) may co-opt the help of others – for example an Associate Church Secretary or Associate Church Treasurer (who need not be members of the Leadership team).

## **The Pastor and Other Employees of the Church**

The appointment of a Pastor is subject to the terms of appointment agreed by the Church at the time of appointment.

The Pastor is a full time church leader and has particular responsibilities which include:

- to articulate and share a vision for the work of Culver Church;
- to organise, develop and present teaching appropriate to the needs (including age-dependent needs) of the people;
- to prepare God's people for their works of service and to help every member to develop their ministry;
- to encourage, nurture and pray for (and with) members of the church and the wider community in which it is located; and
- to stimulate the church to Mission and outreach, organising resources to facilitate effective service in the community and to attract those who do not know Christ.

## **Other Employees**

When appropriate the church may employ other Christian workers who will be responsible, through the Pastor and the Leadership team, to the Church.

## **Trustees**

The church buildings are owned by a trust set up in October 1936 by John William Laing and others. The trust provides for the erection of a building or buildings for the use of Believers professedly holding doctrines set out in the Trust documents and (if meeting as a church) following the practices set out in the document.

The Culver Church Statement of Faith is consistent with the specifications of the trust deed, and the Church currently enjoys use of the buildings free of rent, but with responsibility for maintaining them to the standards required by the Trustees, who are the Landlords.

Any trustee, who is a member of Culver Church, is eligible to be a member of the church leadership team, but is not a member of that team unless specifically asked to be one.