

Decision Making Policy for Kiama Baptist Church

Purpose:

The purpose of this policy is to outline a structure for making decisions within Kiama Baptist Church. This policy aims to ensure transparency, accountability, and unity among the leadership, including the pastor, elders, deacons, and congregation.

Decision-Making Principles:

- a. Prayerful - All decisions should be grounded in prayer, seeking God's guidance and wisdom.
- b. Unity - Whenever possible, decisions should be made through a process that promotes consensus and fosters unity among the leadership and congregation.
- c. Transparency and Communication - Decision-making processes should be transparent, and relevant information should be communicated effectively.
- d. Accountability - Those involved in decision-making should be accountable to God, each other, and the congregation for the decisions made.

Decision-Making Roles and Responsibilities:

- a. Lead Pastor - The pastor is responsible for the overall vision and direction for the ministry and life of the church. The primary roles of the lead pastor include preaching, teaching, leadership development and strategic planning. The Lead Pastor also oversees staff and volunteers and ensures that Kiama Baptist Church is equipped to engage in prayer, outreach, pastoral care and evangelism.
- b. Pastors/Elders - The elders are responsible for providing spiritual oversight and guidance to the congregation. They actively participate in decision-making processes and ensure that decisions are made in alignment with the church's vision and core values.
- c. Deacons - The deacons serve the practical needs of the church and its members. They may be involved in decision-making processes related to matters within their scope of responsibility, such as facilities, finance, or policy etc.
- d. Congregation - The congregation plays a vital role in the decision-making process, particularly for significant matters that impact the church as a whole eg. staffing & property. Congregational input may be sought through forums, surveys, or other appropriate means.

Decision-Making Process

a. Information Gathering: Relevant information related to the decision is gathered and shared with the appropriate people, including the pastoral team, elders, deacons, and congregation.

b. Consultation and Deliberation: The pastoral team, elders, and deacons discuss & prayerfully consider decisions, seeking input and perspectives from each other. Input from the congregation may be sought at times to ensure a broad range of viewpoints are considered.

c. Seeking Consensus: Whenever possible, efforts should be made to reach a consensus among the leadership and congregation.

d. Decision Implementation: Once a decision is reached, it is communicated to the relevant people in a timely and clear manner. Responsibilities and action steps are assigned to ensure effective implementation of the decision.

Review and Evaluation

Regular review and evaluation of decisions and their outcomes should be conducted to assess their effectiveness. Adjustments and revisions may be made based on feedback, lessons learned, and the changing needs of the church.