

Leadership and Team Development

Introduction

At Generocity Church, we recognise the pivotal role of leadership and team development in fostering a vibrant church community. Our focus is on equipping leaders and volunteers with the necessary tools, training, and resources to effectively lead and contribute to the church's mission and vision.

Leadership Resources

- **Overview:** Leadership resources at Generocity Church include a variety of tools and materials designed to support church leaders in their roles. These resources are tailored to enhance leadership skills, strategic planning, and spiritual growth.
- **Availability:** Resources are made accessible to all church leaders, including training manuals, leadership guides, and spiritual development materials.

Media and Marketing Guidelines

- **Communication Policies:** Our church adheres to specific guidelines for media and marketing to ensure consistent and effective communication. This includes standards for social media use, marketing materials, and public communications.
- **Branding and Messaging:** We maintain a strong focus on aligning all media and marketing efforts with the church's core values and vision, ensuring a cohesive and impactful message.

Training and Development Programs

- **Program Overview:** Training and development programs for staff and volunteers are an integral part of our church's growth strategy. These programs are designed to build skills, increase knowledge, and enhance personal development.

- Continuous Learning: Opportunities for ongoing training and development are provided, including workshops, seminars, and e-learning modules.

Multi-Campus Leadership Training

- Cross-Campus Training: Specialised training is provided for leaders working across multiple campuses. This training addresses the unique challenges and opportunities of multi-campus operations.
- Collaborative Approach: The focus is on promoting effective communication, coordination, and a unified vision across different church locations.

Professional Supervision for Staff

At Generocity Church we are committed to creating genuine support for our leadership team. One way we do this is through the provision of mandated professional supervision. You will be granted 1 professional supervision session each term (4 per year) at a cost of up to \$160.00 per session. If you require more supervision you may engage the supervisor for the additional session at your own cost, through your local campus budget with approval from the Executive Team, or reach out to the Senior Pastor and request additional assistance for a time.

What is Professional Supervision:

Professional supervision is a great way to engage in transformational learning, reflective practice and holistic self-care. Professional supervision formalises the ability of a pastoral professional to meet with a trained supervisor at least once a term in a safe and confidential space. This creates an opportunity for one to reflect on their ministry, to get encouragement and support, while also gaining a broader perspective on situations they are facing.

Why External Supervision:

External professional supervision is in no way designed to undermine, negate or compete with our internal support programs or a team members relationship with their up-line leaders. Whether it be mentoring, supervision or pastoral care there is an appropriate and innate sense of performance review (and potentially crisis management) built into any internal conversation. This means that well intentioned team members may hesitate to be fully open about their personal struggles because;

- They do not want to burden their upline leader with managing a situation, especially if it's a crisis
- They are already so emotionally fragile they are unable to handle the pressure of their performance being reviewed and possibly found wanting
- They are aware of pressure, limitations and strain already faced by the organisation and/or upline leader and they don't want to add to the burden
- Fear that a conversation about their current personal challenges may be interpreted as an inability to perform current or future duties

These and other factors mean that vital conversations about a team member's emotional, mental and spiritual health may not take place. Only a properly trained external supervisor creates the safe boundaries for this to happen. When a team member is receiving the correct professional supervision they are more likely to be in a healthy emotional, mental and spiritual space, allowing internal programs and their relationships with up-line leaders to be more effective and influential.

How the Program Works:

1. Select a professional supervision practitioner that you feel comfortable with (they do not need to be listed below)
2. Make an appointment and have a session
3. Pay for your session or have them send an invoice directly to accounts@generocitychurch.com
4. The Office Administrator will organise a reimbursement for you or payment of the invoice up to the value of \$160
5. Repeat the process each term (once you have found someone you are comfortable to work with it will be most beneficial if you develop an ongoing relationship with this supervisor)
6. Once supervision is completed each term, please tick off your name in the shared spreadsheet for Supervision in the Lead Pastors Basecamp project. This is important for accountability and transparency so the Executive team can ensure supervision is accessed as per employment contract agreement.

Note: no member of staff will be following up with either yourself or your supervision practitioner regarding the content of your session.

Remember Optional Extras:

If your supervision practitioner charges less than \$160 a session we are able to reimburse you for additional sessions up to a combined value of \$160.

You are entirely free to personally pay for additional sessions.

You can have a conversation with the Senior Pastor if you feel you require additional support for a season.

Professional Supervision Practitioners:

It is essential that a trusting relationship be built in any professional supervision arrangement. As an organisation Generocity Church will not prescribe who a team member receives professional supervision from, however we are able to recommend a range of providers that may assist you in deciding who you might work best with;

The ACC's own Chaplaincy Australia that has several endorsed professional supervisors:

<https://www.chaplaincyaustralia.com/supervision-2/>

ACC NSW Mentors:

<https://www.nswacc.org.au/ministries/church-health/pastorshealth/mentoring/>

Jan Dowling

<https://www.refocussing.com.au/contact>

Stephen Farr

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Summary

The 'Leadership and Team Development' section underscores our commitment to nurturing effective leadership and cohesive teams within Generocity Church. Through comprehensive resources, training programs, and professional supervision, we aim to empower our leaders and volunteers to excel in their roles and contribute significantly to our church's mission.

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