

When dry law lives

How the law can help to create
a fairer and more just church
community



**Edward
Connor
Solicitors**

At last! A cure
for insomnia?



Thinking Christianly



Law is good



Righteousness is
relational



Justice puts the
emphasis on the
action

Having a lively theology



Righteousness:
working out Kingdom
values



Justice:
fixing what's broken







Romans 13:1a
(NIVUK)

“

Let everyone be
subject to the
governing
authorities...

”

When dry law lives!



Edward
Connor
Solicitors



Good foundation for
ministry



Gospel witness



Fairer and more just
church community

**How can your
constitution
contribute to
creating a fairer
and more just
church community?**



Statement
of faith

Who are
the
trustees?

How does
trusteeship
come to an
end?

**How can your
constitution
contribute to
creating a fairer
and more just
church community?**



Trustee
benefits

Conflicts of
interest

Trustee
decision
making

Delegations

How can your church rules contribute to creating a fairer and more just church community?



Outworking of your statement of faith

Joining as a member

Responsibilities as a member

What happens when things go wrong

Resources



- **Article on trusteeship and spiritual leadership:** ['Trustees, spiritual leaders and decision-making' - Edward Connor Solicitors](#)
- **The Charity Commission's "5-minute guides" to charity regulation:**
 - › [Charity purposes and rules](#)
 - › [Making decisions at a charity](#)
 - › [Managing charity finances - GOV.UK](#)
 - › [Managing conflicts of interest in a charity](#)
 - › [What to send to the Charity Commission and how to get help](#)
- **The Commission's introductory guidance to trusteeship:** [The essential trustee: what you need to know, what you need to do](#)

Living documents



Guiding - working out Kingdom values



Planning - fixing what's broken





Guiding



Working out Kingdom values...

Statement of faith and
ethos statements





Guiding



Working out Kingdom values...

Statement of faith and
ethos statements

Recruitment and
selection



Guiding



Working out Kingdom values...

Statement of faith and
ethos statements

Recruitment and
selection

Staff Code of Conduct



Planning



Fixing what's broken...

Disciplinary policy and procedure

- Relational space for accountability and restoration
- Legal basics and Christian distinctives
- Biblical motivation
- Create a step-by-step guide

Planning



Fixing what's broken...

Grievance policy and procedure

- Relational space for listening and reconciliation
- Legal basics and Christian distinctives
- Biblical motivation
- Create a step-by-step guide



Planning



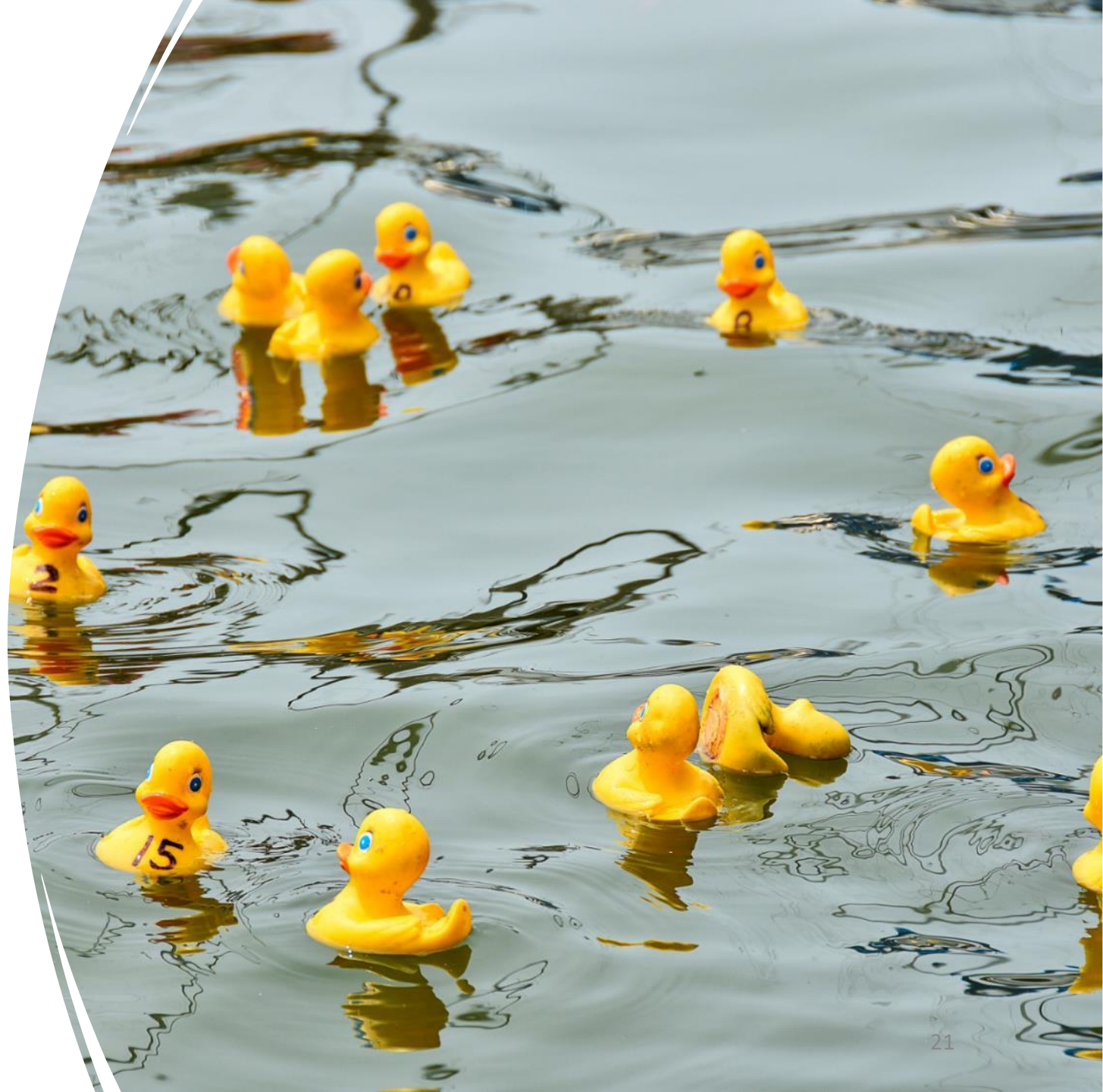
Fixing what's broken...

Sickness absence policy and procedure

- Time and space for compassion and recuperation
- Legal basics and Christian distinctives
- Biblical motivation
- Create a step-by-step guide

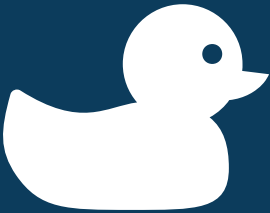


Getting (and
keeping) your
legal ducks in
order



Register of policies and procedures

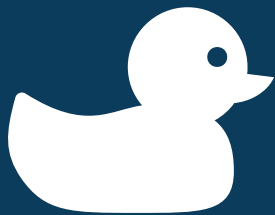
Getting (and keeping) your legal ducks in order



Register of Policies & Procedures.xlsx • Upload Pending

No	Title	Implemented	Responsible	Reviewed	Training Rec'd	Training req'd	Review
1	Recruitment Policy & Procedure	2019.10.01	Chair of trustees	2022.10.01	ECS webinar on 2019.10.01	Equalities training	2024.10.01

Getting (and keeping) your legal ducks in order

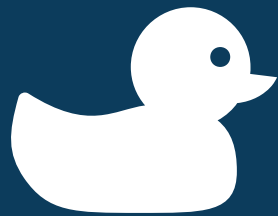


Risk Audit

Example:

- What's the risk category? Reputation and credibility: Not seen as faithful and credible.
- What does success look like? Having a growing church membership who are active in key ministry areas.
- What might stop you from achieving this?
 - a) Doctrinal error
 - b) Not prioritising evangelism
 - c) Failing to train growth group leaders
- How will you mitigate against the risk (current / future?) each with Date Due and Action owner
 - a) Eldership regularly reviewing content of Sunday sermons Date due: 6 March 2024; Action owner: elders
 - b) Etc.

Getting (and keeping) your legal ducks in order



GDPR - is a suite of documents really necessary?

GDPR policy and appendices:



Information security policy



Record retention policy



Data breach procedure



Complaints process



Privacy notice

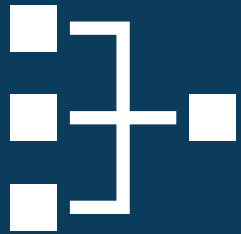


Review form



Data audit

Making the connections: avoiding the gap



“

Many of us are willing to live with functional inconsistency between the truths that we declare we believe and how we choose to live. Faith in Christ is never just intellectual understanding. Biblical faith is a commitment of the heart that radically alters the way you live. Truth not lived is truth not believed.

”

From Jonah, Doctrine, and Fear - Wednesday's Word Weekly Devotional - Paul Tripp (17 Nov 2021), by Paul David Tripp.

**Any
questions?**



**Edward
Connor
Solicitors**



Contact Us



01858 411568



info@edwardconnor.com



www.edwardconnor.com

Resources (URLs)



- **Article on trusteeship and spiritual leadership:**
<https://www.edwardconnor.com/2018/09/10/trustees-spiritual-leaders-and-decision-making/>
- **The Charity Commission’s “5-minute guides”**
 - › <https://www.gov.uk/guidance/charity-purposes-and-rules>
 - › <https://www.gov.uk/guidance/making-decisions-at-a-charity>
 - › <https://www.gov.uk/guidance/managing-charity-finances>
 - › <https://www.gov.uk/guidance/managing-conflicts-of-interest-in-a-charity>
 - › <https://www.gov.uk/guidance/what-to-send-to-the-charity-commission-and-how-to-get-help>
- **The Commission’s introductory guidance to trusteeship:**
<https://www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3/the-essential-trustee-what-you-need-to-know-what-you-need-to-do>