

## Speedway Leadership Guidelines

1. It is impossible to consult this group about every decision. But **the over-arching goal of the leadership team is to seek consultation** with each other. We know that the majority opinion of godly servants acting in love is the best decision we can make. Any of us may be called upon to yield to the wisdom of our peers at any time.
2. While some consultations will be required one on one, **we all agree to carefully avoid selling our own agenda to one or two leaders apart from the entire team.**
3. **We each expect the other to think and speak for himself.** We do not expect or require any member of the team to agree with us. We understand that every problem has a solution and that every solution is in turn a problem. It is good to be aware of both before coming to decisions. We all agree that accuracy is better than agreement. Open discussion will prevent any one leader from representing a personal point of view as being that of all the leaders. It is impossible for the staff to lead assuming that there is consensus when there is not. Nor is it possible to make progress when we assume there is disagreement when there is none.
4. **To talk to anyone outside the meeting about how an individual leader commented or “voted” (on the rare occasions when votes are necessary) is inappropriate.** Pastoral conversations about members that are sensitive in nature are strictly confidential. These should not be discussed outside the leaders group at all.
5. **Speaking for oneself prohibits hiding behind the objections of “some people” who might be against something. A leader must speak for himself first.** Then, it is appropriate to speak about others feelings and how that affects the decision-making process. It is also important to know the number of “some people” and whether the objections of some people are assumed or whether they have been raised in direct conversation. While some conversations between members and leaders must remain confidential, leaders must indicate to the team whether or not they encouraged those who have questions of concerns to take them up with the leadership team in general.
6. **Concerns must be voiced before matters are agreed to before the whole group.** All views are valued. Expressing concerns or objections does not mean that the consensus of the leadership will necessarily defer to those objections. However, it is probable that better decisions and better implementation of any decision will occur because of an open discussion of all feelings. Deference does not require silence. **If reservations are not voiced at the leaders meeting before decisions are made, they are not to be expressed to anyone in the congregation at all.**
7. **When a consensus decision is made with which a leader disagrees, he must be willing to go along with and explain in a positive light the rationale for that decision to members of the congregation.** It is possible to report to church members that one had reservations, if , at the same time, a leaders also explains the positive points of a decision and why it is deserving of his and the member’s support. But all such conversations should be reported to the leadership group.