

HOW WE WORK TOGETHER

1. Resound Leadership and Decision Making

The following points here are how the churches of Resound have agreed to operate until either the end of 2022 or we grow to 25 churches, whichever comes first.

A. General Principles on Leadership

Resound is a family of churches. This means that the authority of Resound resides collectively in the churches that form part of it (the “Resound Churches”). The leaders of the respective churches in turn are representatives of their church, bringing to Resound and making decisions on behalf of their churches.

Resound itself has its own leadership team (the “Leadership Team”), which functions to serve the authority of this family of churches. It represents the will and desires of collection of churches, and leads to bring about the execution of the vision and mission of it. This means that the Leadership Team is not a power above the churches, but its authority is vested by the churches (through the leaders who act as their representatives).

B. Decision Making: Voting

Matters that are fundamental to who we are can only be decided and/or amended upon by way of voting by the Resound Churches, with a simple majority of 66% being sought.

Each Resound Church has one vote. Such matters include:

- a. Changes to Statement of Faith
- b. Changes to 8 Core Values
- c. Approving budget for the year ahead
- d. Appointment and removal of the members of the Leadership Team
- e. Changes to the organizational structure of Resound
- f. Addition of a Resound Church
- g. Removal of a Resound Church
- h. Appointment and/or changes to Leadership Team

C. Decision Making: Matters entrusted to the Leadership Team

The Leadership Team is entrusted with:

- a. Guarding the doctrinal beliefs and values of Resound
- b. Executing the vision and mission of Resound
- c. Executing the plans as decided by simple majority of the Resound Churches
- d. Operationalizing the strategic plans of Resound and making day to day decisions associated with the aforementioned, within the mandate given by the Resound Churches. Such matters include:
 - i. Rhythms of meetings
 - ii. Organizing conferences (times, venue, content and speakers etc.)
 - iii. Framing issues and submitting proposals beforehand on various items that need to be voted on by Resound Churches
 - iv. Managing budget and any staff employed under Resound

D. How the Leadership Team is appointed and organized

Primary responsibilities for leaders:

The primary responsibilities of Resound is as listed above in paragraphs C (a) to (d). They must hold to our vision and values with great clarity and conviction, rather than being particularly gifted in any area.

Composition, Appointment and Tenure of the Leadership Team:

- a. 5 members altogether, comprising of 3 members having a tenure of 4 years (the "Core Leaders") and 2 members having a tenure of 2 years (the "Regional Representatives").
- b. The Core Leaders will first be nominated at the Annual Meeting and appointed by way of a majority of 66% votes. If there are more than 3 nominees, the ones with the highest votes are appointed. The Regional Representatives, who shall be from the countries that are not represented by the Core Leaders, shall thereafter be nominated and appointed in the same way. This is to ensure healthy representation of the Resound Churches within the Leadership Team.
- c. The Core Leaders provide history, consistency of values and rotating members of the Leadership Team ensure its continual refreshment. The respective tenure cycles should not start in the same year, so that not all of the Leadership Team Members are rotated off at any given point. For the first Leadership Team, Core Leaders will only serve a 2-year term, after which they

may continue for a further 2 years, or rotate off, subject to the discussions and decision of the Resound Churches. Historically, Mark, Seita and Simon have provided some leadership and hence will be the initial Core Leaders unless they prefer not to be.

- d. Besides tenure, there is no difference in the roles and powers of the Core leaders and the Regional Representatives on the Leadership Team.

E. Leader of the Leadership Team

The leadership team is led by one person who is a “first among equals” on the team (the “Leader”). We recognize the need for healthy, Christ-like leadership but want to avoid Resound becoming “leader-centric”. This Leader is proposed by the entire leadership team, and affirmed by vote of all Resound Churches.

The Leader’s responsibilities are to lead the Leadership Team to ensure that its responsibilities are met. The Leader proposes and prepares the agenda of the meetings together with the help of the Leadership Team.

F. Annual General Meetings

Annual General Meetings happens annually and will address all matters pertaining to Resound including:

- a. Appointment of leaders
- b. Churches officially received into Resound
- c. Budget for the year ahead
- d. Review of the previous year
- e. Any other matters raised

2. Joining Resound

The process of joining Resound is as follows:

- I. The church that desires to join Resound (the “Prospective Church”) shall indicate its desire in writing on behalf of its elders. This indication can be expressed to any of the Resound Churches, which will then convey it to the rest of the Resound Churches. It would be ideal if a church comes to Resound with a reference from an existing Resound church (a “Resound Church”). In the absence of this, the process for a church joining might be a little longer as there is no prior basis of relationship.
- II. The aforementioned indication commences the process of exploration for the Prospective Church and Resound, for both parties to evaluate the Prospective Church’s suitability.
- III. Representing Resound in the process would be the pastors of at least two different Resound Churches (the “Resound Representatives”). At least one of the pastors shall be on the Resound Leadership Team.
- IV. Initial Discussions Stage:
This should first take place by way of a meeting(s) for Resound (through the Resound Representatives) to get to know the Prospective Church and its beliefs and values; and for the Prospective Church to understand Resound’s values, Statement of Faith, organisational structure, culture and its leaders etc.
- V. Exploration Stage:
If, after the Initial Discussions Stage, the Prospective Church desires to continue exploring joining Resound, and Resound feels that the Prospective Church is a viable candidate for joining Resound, the two parties shall move into the Exploration Stage. In this stage, Resound will:
 - a. formally assess the Prospective Church’s suitability to join as a full member;

- b. identify any major areas of strength or weaknesses;
 - c. identify how the Prospective Church can best serve Resound and where it would benefit from Resound
- VI. The Prospective Church in this time shall continue to build relationship and understanding Resound more through these interactions. To facilitate and to ensure that both parties can meaningfully explore the possibility of the Prospective Church joining Resound:
- a. The Prospective Church will be invited to join Resound's events including: calls, meetings, conferences etc
 - b. Resound will get to know the Prospective Church's elders and leaders through church visits, calls, and other interactions.
 - c. Resound will formally communicate the privileges and responsibilities of joining Resound in this stage.
- VII. Around 6 months into the Exploration Stage, the elders of the Prospective Church shall write to Resound requesting to join it (the "Request") , in which they affirm:
- a. their agreement with the Statement of Faith, its values and its policies;
 - b. their commitment to the values of Resound; and
 - c. their agreement to Resound's vision, mission and organisational structure.
- VIII. The Resound Representatives shall, upon receiving the Request, write a report detailing (the "Report"):
- a. their time with the church;
 - b. their assessment of its suitability to join as a Resound Church (including the assessments on paragraphs 5a to 5c); and
 - c. its recommendation of the Request.
- IX. The Report together with the Request shall be circulated to all Resound Churches, and the Request shall be put to a vote within 4 weeks of the aforesaid circulation. A majority of 66% in votes shall be sought.
- X. By way of guidance, it would be wise for Resound Churches in the same region as the Prospective Church to weigh in significantly into the above discussion as they would likely have better insight into the Prospective Church. Their views may also be given more weight as a result thereof.

- XI. If the Resound Churches vote in favour of the Request, the Prospective Church shall be formally accepted.

3. Leaving Resound

- I. A Resound Church may leave Resound by:
 - a. voluntarily withdrawing its membership from Resound; or
 - b. Resound removing it in accordance with the criteria and process of removal stated below.

- II. If a Resound Church voluntarily withdraws from Resound, it shall inform the Resound Leadership Team in writing. The letter shall be signed off on behalf of the elders of the Resound Church, and accepted by Resound. All Resound Churches will be informed of this.

- III. A Resound Church may be removed only on the following grounds:
 - a. It no longer adheres to Resound's Statement of Faith and/or the values of Resound, whether express or implicitly;
 - b. There is a clear violation of biblical principles by the Resound Church whether by its actions or statements;
 - c. The Resound Church has demonstrated that it is clearly uninterested and clearly no longer desires to participate in the relationships and activities of Resound.

- IV. For avoidance of doubt, the acts of the leaders of the Resound Church may be taken to represent the Resound Church.

- V. The process of removal of a Resound Church is as follows:
 - a. A Resound Church shall propose commencing the process of removal against the church to the Leadership Team, which shall put it forward to all the churches of Resound. The church in the process of being removed shall be hereafter be referred to as the "Removing Church".

 - b. If there is a majority of 66% amongst the Resound Churches that the process of removal should commence against that Removing Church, a pastor of a Resound Church and a member of the Leadership Team

(together referred to as “the Representatives of Resound”) shall approach the leaders/representatives of the Removing Church.

- c. The Representatives of Resound will begin a process of walking alongside the Removing Church which includes multiple conversations with the objective of seeking to understand its position, difficulties, heart and desires and to help to restore it to . To reflect the spirit of patience and the desire to maintain unity as much as possible, this process shall not take less than 6 months of regular communication at least between the Resound Representatives and Removing Church. This process shall involve other elders of the Removing Church (or at least the eldership team’s express ratification of the Lead Pastor’s decisions), and not just its lead pastor.
 - d. When the Resound Representatives are satisfied that the process under 12c has been duly followed through, and that they are reasonably confident of making an assessment, they shall provide a written recommendation to Resound, stating the following:
 - i. Whether or not it recommends the removal of the Removing Church;
 - ii. Concrete reasons for its recommendations. It is pertinent to note that where it recommends removal, there must be clear grounds for doing so (in accordance with paragraph 11) and there has been clear demonstration by the Removing Church that it has no desire to move towards unity and/or from its position.
 - e. The recommendation shall be put to a vote, and a majority of 66% sought. If the Resound Churches vote in favour of removal of the Removing Church, the decision shall be communicated by within 2 weeks of the voting, to the lead pastor of the Removing Church both verbally and in writing on behalf of Resound. Its removal shall be official once the written communication has been delivered.
- VI. Members of a Resound Church may reach out to Resound over any internal issues, but on the common understanding that:
- a. Resound does not have any authority over Resound Churches, and thereby cannot make decisions for them or impose any corrective

action in them. Such decisions and action can only be taken by the existing leaders of the Resound Church.

- b. The only action Resound can formally take is to officially remove the church from Resound.
- c. Resound can advise, consult or guide Resound Churches along and help them with internal challenges, but not have any formal authority over the Church.
- d. Where there are internal challenges within a Resound Church, its members are strongly encouraged to reach out to Resound only as a last course of action after all internal avenues for resolving such issues have been exhausted.