



Langham[™]
PARTNERSHIP

Protocol

For Members and Programmes

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1 Identity

Langham Partnership is an evangelical global fellowship working in pursuit of the vision God entrusted to its founder John Stott - to facilitate the growth of the church in the Majority World in maturity and Christ-likeness through raising the standards of biblical preaching and teaching.

The name 'Langham' derives from All Souls Church, Langham Place, London, where John Stott ministered for 60 years. The organisation is now international and inter-denominational, developed and supported through a growing community of countries in every continent of the world.

2 Vision Statement

OUR VISION IS TO SEE CHURCHES IN THE MAJORITY WORLD EQUIPPED FOR MISSION AND GROWING TO MATURITY IN CHRIST THROUGH THE MINISTRY OF PASTORS AND LEADERS WHO BELIEVE, TEACH AND LIVE BY THE WORD OF GOD.

3 Mission Statement

Our mission is to strengthen the ministry of the Word of God, through:

- nurturing national movements for biblical preaching (Langham Preaching)
- fostering the creation and distribution of evangelical literature (Langham Literature)
- enhancing evangelical theological education (Langham Scholars)

especially in countries where churches are under resourced.

4 Statement of Faith

The Langham Partnership is committed to the fundamental truths of historic biblical Christianity, in accordance with which we affirm:

- 4.1 There is one, eternal God, Creator and Lord of the universe who, in the unity of the Father, the Son and the Holy Spirit, both governs all things according to God's will and is accomplishing God's purpose in the world and in the church.
- 4.2 The Holy Scripture in its entirety is inspired by God's Spirit through human authors and constitutes the revelation of God's truth to humanity. It is wholly true and trustworthy in all that it affirms. Whatever the Bible, rightly interpreted, is found to teach, we are bound to believe and obey. It is our supreme authority in every matter of belief and conduct.
- 4.3 All human beings are created in God's own likeness and therefore have inherent value and equality before God. Human sin and guilt since the fall have rendered us subject to God's wrath and condemnation and have resulted in our alienation from God's life, suppression of God's truth and hostility to God's law. God's love desires all to come to repentance and to be reconciled rather than condemned.
- 4.4 Salvation from the guilt, penalty and all other consequences of sin has been achieved solely through the work of Jesus Christ – his perfect obedience, substitutionary death, bodily resurrection and exaltation as Lord. Jesus alone is truly God and truly human, the only mediator between God and humanity. There is salvation through no other person, creed, process or power. Each sinner is justified before God and reconciled to God only by divine grace appropriated by faith alone.
- 4.5 The work of the Holy Spirit is necessary for the individual's new birth and growth to maturity. The Holy Spirit empowers and indwells the church, enabling its constant renewal in truth, wisdom, faith, holiness, love, ministry, power and mission.
- 4.6 There is one, holy, universal and apostolic church, which is the Body of Christ, and to which all true believers belong. The church's calling is to worship God forever and to serve God in the world.
- 4.7 As the Father sent the Son into the world, so the Lord Jesus Christ sends his church to participate in God's mission by words and works. The church is called: to make Christ known; to proclaim God's truth and the gospel of God's grace; to make disciples among all nations; to exhibit God's character through compassionate care for the needy; to demonstrate the reality of God's kingdom through creative and sacrificial living, the community of love, the quest for righteousness, justice and peace, and the care of God's creation.
- 4.8 As the Lord Jesus ascended to his Father, so he will return personally, visibly and in glory. He will raise the dead and bring salvation and judgment to final completion. God will then fully establish his Kingdom and finish the new creation - a new heaven and a new earth from which all evil and evildoers, all suffering and death, will be excluded and in which God will be glorified forever.

5 Values

As an evangelical organization, Langham Partnership is above all committed to exalt the name and glory of the Lord Jesus Christ, to promote the gospel of his grace and to foster the mission of his church. Specifically, we are committed to the following core values.

- 5.1 **The Bible** - We affirm the supreme authority of the Bible and are convinced of its centrality for church growth, health and maturity. We endorse the call of The Cape Town Commitment: *'Theological educators must re-centre the study of the Bible as the core discipline in Christian theology, integrating and permeating all other fields of study and application. Above all, theological education must serve to equip pastor-teachers for their prime responsibility of preaching and teaching the Bible.'* (Ilf.4.d)
- 5.2 **Prayer:** we believe that the programmes of Langham Partnership are biblically mandated in their goal of teaching, training and equipping God's people through God's Word. We are confident, therefore, that they will be intrinsically effective and fruitful when they are carried out in dependence on God and in the power of God's Spirit. Accordingly, we affirm the vital place of prayer in all that we do, as we seek God's guidance, wisdom, power, protection and blessing, in the name of Jesus Christ and for his glory.
- 5.3 **Preaching** – We believe in the continuing importance of biblical preaching, on the grounds that God reforms and renews, sustains and nourishes his church through the life-giving Word of God, as it is preached with textual faithfulness and contextual relevance.
- 5.4 **Teaching** –The Bible in both Testaments insists that the people of God need teaching and teachers. The seminary is a key institution in the church through its training of pastors. We also affirm the importance of non-formal means of teaching and learning. We strongly emphasise the need to train those who will in turn teach and train others. We affirm the strategic value of Christian literature in nurturing such biblical preaching, teaching and learning.
- 5.5 **The Church** – Although Langham Partnership is a para-church agency, our primary objective is to foster the growth and mission of the church, not to promote our own ministries.
- 5.6 **Partnership** - We seek to listen to churches and Christian organisations in any country where Langham operates and to work alongside them, seeking to understand and facilitate the vision and mission that God has given them. Programmes and projects will be undertaken only at the invitation of local and national church leaders, in consultation with them, and wherever possible under local leadership.
- 5.7 **Servanthood** - We seek to be servants of God and of God's people, and we reject actions, policies or communications that display pride or paternalism. We pray that humility will shape all our relationships, and that modesty and gratitude will characterize our response to whatever success God grants to our efforts.
- 5.8 **Mutuality** – we recognize that God has given gifts to all his people throughout the world and we long to facilitate a greater mutual sharing of God's blessings, spiritual and material, in all directions. While some parts of the worldwide church are at present entrusted with greater material resources than others, we strive to avoid the dangers of dependency or donor manipulation. We long to see a true biblical equality of resources and capacities throughout the worldwide body of

Christ, such that Langham would no longer be needed except as a global fellowship

- 5.9 Integrity** – We insist on honesty, accountability and transparency in all our dealings, and seek to foster all of these in our internal and external communication, and in all our operations and partnerships.
- 5.10 Excellence** – While recognising that we constantly fall short of God’s standards, we believe that God is worthy of the best we can offer. Accordingly we aim at the highest standards of excellence, spiritually, professionally, and academically.
- 5.11 Holiness** – We are committed to personal and spiritual growth, among ourselves and in all those who participate in our ministries. Our aim is to model at all levels of our organization, and in all our programme activities, biblical discipleship, godliness and Christ-likeness. We are also committed to see the Church teach and exemplify justice and righteousness in social, familial and political relationships.

6 Membership

Langham Partnership seeks to be an open and welcoming organization. We are committed to welcoming to the Langham family anyone who shares our vision, pursues our mission, and can affirm our statement of faith.

In some countries Langham exists as a registered charity, raising financial, prayer and staff support for the mission of all three Langham programmes around the world, and this rightly requires a legal structure of governance and fiscal accountability. In many countries Langham exists in the form of a group or organization devoted to operating a particular Langham programme or project in their country, and raising support for that purpose. In both cases, it is important to protect the use of the Langham name and brand on behalf of all who are part of the fellowship.

In order to meet these needs Langham has established the following two categories of membership: National Member and Programme Partner. These should be viewed as technical designations for governance and administration and not as indicating any ranking of fellowship or importance; we are all co-workers within the Langham family.

Langham Partnership, as formed in 2001, comprised four Members: Langham Partnership UK and Ireland (LPUKI); John Stott Ministries (JSM), which changed its name to Langham Partnership USA in 2012; Langham Partnership Australia (LPA); and Langham Partnership Canada (LPC). Then, with the inclusion of Langham Foundation Hong Kong (LFHK), five Members signed this Protocol in 2003. In 2008 Langham Partnership New Zealand (LPNZ) became a Member of LP. Further extension of the number of Members of LP is possible and envisaged in the longer term, in accordance with the criteria below.

6.1 Criteria of Eligibility for National Members

Each National Member of Langham Partnership (LP) must:

- 6.1.1 Accept the Statements of Vision, Mission, Faith, and Values of LP, as set out in this Protocol. Acceptance shall include the requirement that all individual members of the National Member boards shall sign the LP Statement of Faith as a condition of appointment, and that National Member boards shall corporately read and sign the LP Statement of Faith annually;
- 6.1.2 Adopt a Mission Statement that is compatible with the Vision, Mission, Faith, and Values Statements of LP;

- 6.1.3 Primarily support programmes which pursue the Langham Mission Statement, as approved by the Executive Director (ExecDir) under the governance of the LPIC;
- 6.1.4 Be governed by a board that satisfies the legal requirements of the country in which it is situated.
- 6.1.5 Create a legal entity as a charity or charitable (not-for-profit) company unless valid and acceptable reasons make it impossible to do so;
- 6.1.6 Have been in existence for at least one year and demonstrate sufficient vitality and momentum to give confidence that it is established as a viable self-sustaining entity;
- 6.1.7 Have appropriate mechanisms for fiscal oversight, including the operation of a bank account and proper annual accounts (audited or certified as appropriate);
- 6.1.8 Be able to raise sufficient funds for the organisation to be self-supporting.

6.2 Commitments of National Members

By accepting membership of Langham Partnership (LP), each Member is committed:

- 6.2.1 To support the work of LP through raising resources, including prayer and funding for the three international programmes, and where appropriate, employing staff;
- 6.2.2 To contribute financially to the annual International Programme Budget as constructed by the LP senior staff;
- 6.2.3 To contribute to the strategic thinking and policy-shaping that drive the ongoing development of all Langham programmes;
- 6.2.4 To promote the corporate identity of LP by making use of its 'property' – e.g. the logo, strapline, website and intranet, and common publicity;
- 6.2.5 To undertake all work in a spirit of partnership and co-operation with the other LP Members, and to follow agreed practices of mutual communication and planning; particularly to respond to communications from LP executives with reasonable dispatch;
- 6.2.6 To consult and co-operate with the international Programme Directors (PDs) and ExecDir in relation to any project or proposal that affects programme policy or delivery;
- 6.2.7 To send a representative or representatives (as agreed) to the meetings of the LPIC;
- 6.2.8 To share information, including financial information, at all meetings of the LPIC, in the form of a written report, and to co-operate in financial reporting according to agreed schedules;
- 6.2.9 To contribute financially to the agreed LP Central Budget, proportionally to annual income, on the assessment and request of the financial officer and in a timely manner;

- 6.2.10 To provide research, information, policy advice and strategic guidance to the ExecDir, the International Ministries Director (IMD) and the PDs in the development of Langham programmes in countries of which they have knowledge and understanding.

6.3 Proposal and Termination of National Members

- 6.3.1 A prospective National Member may be nominated for membership of LP by any existing National Member and seconded by another existing Member. The motion to admit a new Member must appear on the agenda of the LPIC and be passed by two-thirds present and voting or participating members of the LPIC.
- 6.3.2 Any National Member shall be free to withdraw from the LP, provided it has given 12 months written notice of its desire to do so to the Chairman of the LPIC.
- 6.3.3 Any National Member's LP membership may be terminated by the other Members. The motion to terminate a particular Member's membership must appear on the agenda of the LPIC and be passed by two-thirds of those present and voting members of the LPIC.
- 6.3.4 Reasons for termination of membership may include (for example): serious or deliberate breach of the Protocol; actions, statements or policies which are clearly inconsistent with the Statement of Faith; and repeated failure to honour the commitments of membership.
- 6.3.5 Any Member which has withdrawn from the LP, or had its membership terminated, will relinquish the right to use the LP logo, the word or the name 'Langham' in the English language or its equivalent in any other languages, the name of John Stott, or any other object or indication of the Langham corporate identity.

7 Programme Partners

Programme Partners (PP) are members of the Langham family and partners in the Langham ministry. They are:

- included in Langham communications and fellowship;
- authorized to use the Langham name and brand;
- not required to share in governance or financial support for Langham programmes beyond their own borders.

7.1 Criteria of Eligibility for Programme Partners

Each Programme Partner of the Langham Partnership must:

- 7.1.1 Accept the Statements of Vision, Mission, Faith, and Values of LP, as set out in this Protocol. Acceptance shall include the requirement that all individual members of the Programme Partner's leadership committee shall sign the LP Statement of Faith as a condition of registration.
- 7.1.2 Adopt a Mission Statement that is compatible with the Vision, Mission, Faith, and Values Statements of LP as set out in this Protocol.

- 7.1.3 Pursue such ministry activities as are compatible with the LP Statements of Vision, Mission, Faith and Values, as approved by the ExecDir under the governance of the LPIC;
- 7.1.4 Have a functioning leadership committee, including a chair, secretary and treasurer, who shoulder responsibility for the programme or project in their country and are as broadly representative as possible of the evangelical churches in their country;
- 7.1.5 Have been in existence for at least one year and demonstrate sufficient vitality and momentum to give confidence that it is established as a viable self-sustaining movement;
- 7.1.6 Have appropriate mechanisms for fiscal oversight, including the operation of a bank account and proper annual accounts (audited or certified as appropriate).

7.2 Commitments of Programme Partners

By accepting membership of LP, each Programme Partner is committed and authorized:

- 7.2.1 To support the mission of LP through raising resources, including prayer and funding for the operation of at least one Langham programme or project and where appropriate, employing staff;
- 7.2.2 To adopt either the name 'Langham', with the name of their country, or a locally appropriate name in their own language. In either case the PP may add in its official documents, in any appropriate language, the sub-title: '*A Programme Partner of Langham Partnership*'. This need not be used on all publicity, but wherever its use might be helpful.
- 7.2.3 To use only the official Langham Partnership logo, in the format provided by Langham Partnership, for print, website and other communications. Where the PP wishes to use the Langham strapline (*'equipping a new generation of Bible teachers'*), it is free to do so in any appropriate language, but not to introduce other straplines without consultation with the ExecDir.
- 7.2.4 To raise funds and operate a bank account, with appropriate structures of financial and legal accountability, including two authorised signatories for budgets and payments.
- 7.2.5 To undertake all work in a spirit of partnership and co-operation with the rest of the Langham family of National Members and PPs, and to follow agreed practices of mutual communication.
- 7.2.6 To consult and co-operate with the relevant PD and regional co-ordinator (where one has been appointed), in relation to any project or proposal that affects programme policy or delivery;
- 7.2.7 To recognise that the PP is an autonomous entity, and that Langham Partnership accepts no legal or financial liability in respect of any decisions or activities of the PP. Similarly, the PP undertakes no legal or financial liability within their own country for the actions of any other LP National Member or Programme Partner.

7.3 Proposal and Termination of Programme Partners

- 7.3.1 A prospective PP may be nominated for membership of LP by one or more of the LP senior staff. The motion to admit a new PP must appear on the agenda of the LPIC and be unanimously passed by two-thirds of those present and voting members of the LPIC.
- 7.3.2 Any PP shall be free to withdraw from the LP, provided it has given 12 months written notice of its desire to do so to the Chairman of the LPIC, through the relevant PD.
- 7.3.3 Langham Partnership reserves the right to terminate the status of a PP at any time, where its actions are deemed to be incompatible with the Langham mission, statements of faith and values, and the purpose and ministry standards of the relevant programme. The motion to terminate a particular PP's membership must appear on the agenda of the LPIC and be passed by two-thirds of those present and voting members of the LPIC.
- 7.3.4 Any PP which has withdrawn from LP, or had its membership terminated, will relinquish the right to use the LP logo, the word or the name 'Langham' in the English language or its equivalent in any other languages, the name of John Stott, or any other object or indication of the Langham corporate identity.

8 Governance

Langham Partnership shall be governed by the Langham Partnership International Council (LPIC). This body is charged with providing global oversight, strategic governance and international co-ordination to the network of National Members and Programme Partners, and supporting the ExecDir and senior staff in fulfilling the Vision and Mission of LP.

8.1 Responsibilities of LPIC

- 8.1.1 To be the 'guardian of the vision' for the movement and its ethos as one of the major legacies of John Stott;
- 8.1.2 To appoint the ExecDir, and to approve resources for necessary support staff and office facilities;
- 8.1.3 To approve the appointment of the international financial officer;
- 8.1.4 To agree and approve the annual LP Central Budget into which Members contribute proportionate to income;
- 8.1.5 To receive the annual appraisal of the ExecDir (conducted and reported by the Chair of LPIC);
- 8.1.6 To consider and approve strategic plans prepared by the ExecDir;
- 8.1.7 To receive and review annual reports on the implementation of approved strategic plans;
- 8.1.8 To encourage and facilitate programme development;
- 8.1.9 To consider and agree any changes to this Protocol in accordance with section 11 below;

8.1.10 To accept and confirm the annual International Programme Budget which reflects the operational plans of the senior staff and the income projections of National Member boards;

8.1.11 To maintain effective channels of consultation, information and strategic guidance from all parts of the LP network.

8.2 Membership of LPIC

8.2.1 The membership of the LPIC shall consist of representatives of each National Member and Individual Representatives. Such representatives shall be voting members of LPIC.

8.2.2 The number of representatives per National Member shall be set by the LPIC and may vary in number per Member at the discretion of the LPIC. Each Member country (regardless of the number of representatives of that Member present at a meeting) shall have one vote, and each Individual Representative shall have one vote.

8.2.3 The number of Individual Representatives shall be set by resolution of the LPIC. At the direction of LPIC the ExecDir, in consultation with senior staff, will present the LPIC with nominations for Individual Representatives, for consideration by LPIC and, if approved, for appointment.

8.2.4 National Member representatives will be appointed by their respective member board and Individual Representatives shall be appointed for three years by LPIC and shall be eligible for reappointment.

8.2.5 The ExecDir shall attend and report to meetings of the LPIC.

8.2.6 The international financial officer and the senior staff of LP shall attend and report to meetings of the LPIC as requested by the LPIC Chair.

8.2.7 The international financial officer is requested to attend when the annual accounts are presented.

8.2.8 Other LP staff may attend meetings of the LPIC, subject to the authorization of the appropriate LP Senior Executive and the agreement of the LPIC Chair.

8.2.9 Significant guests may be invited to attend a particular meeting of LPIC at the discretion of the LP Chair and in a non-voting capacity.

8.3 Physical Meetings of LPIC

8.3.1 The LPIC shall meet at least once per year, varying the location among the National Members or at another agreed to location.

8.3.2 The following LPIC meeting costs will be included within the annual LP Central Budget:

- The costs of the venue and necessary administrative facilities.
- The travel and accommodation costs of voting representatives.
- The travel and accommodation costs of the international financial officer.

- 8.3.3 The travel and accommodation costs of senior programme staff will be counted as part of their programme travel budget.
- 8.3.4 The travel and accommodation costs of any staff not previously mentioned, members of the Boards of National Members (other than voting representatives on LPIC), or volunteers, who attend any meeting will be borne by the National Member which authorizes their attendance.
- 8.3.5 The travel and accommodation costs of any other guests will be borne by their own organizations, unless the Chair of LPIC pre-authorizes an invitation that specifically includes reimbursement of expenses

8.4 Electronic Meetings of LPIC (Teleconferences)

- 8.4.1 The LPIC may meet by teleconference in order to transact business between the annual meetings.
- The Chair of LPIC will call these meetings with no less than two weeks notice.
 - Two-thirds of the membership is needed to form a quorum for teleconference meetings.
 - Minutes and decisions made at teleconference meetings will be appended to the minutes of the succeeding annual meeting.
- 8.4.2 Electronic email meetings of the LPIC, including voting and resolutions, may be held at any time, according to the procedures listed in the Policy Manual.

8.5 The Chair of LPIC

- 8.5.1 The Chair shall be held by a National Member representative, elected by the individual voting members of the LPIC, for a term of two years, and may stand for re-election for no more than two subsequent terms of two years.
- 8.5.2 The responsibilities of the Chair shall include
- Chairing meetings of the LPIC;
 - Constructing the agenda for each meeting of the LPIC, in consultation with the ExecDir or the ExecDir's designate;
 - Maintaining regular contact with the ExecDir;
 - Conducting and reporting the annual appraisal of the ExecDir.
- 8.5.3 A Vice-Chairperson shall be elected from among the individual voting members of the LPIC, for a similar term, who will chair any meeting in the absence of the Chairperson.

8.6 Agenda of LPIC

- 8.6.1 The agenda for each meeting is the responsibility of the LPIC Chair and shall be prepared in consultation with the ExecDir or the ExecDir's designate.
- 8.6.2 The agenda and related documentation shall be circulated to all members and expected attendees, at least two weeks before the next meeting.

- 8.6.3 The ExecDir's office or the office of the ExecDir's designate will coordinate the collation and distribution of documents for forthcoming LPIC meetings.
- 8.6.4 All reports to LPIC should be sent by the responsible party to the office of the ExecDir or ExecDir's designate at least three weeks before the next meeting, to allow time for editing, collation and distribution.

8.7 Executive Committee

The LPIC shall have an Executive Committee elected by the LPIC at each annual meeting. The Executive Committee will function when needed to enable discussion of issues and proposals in the period between meetings of the Council, and where necessary to make decisions for the LPIC subject to ratification or correction at the next meeting of the Council. The Executive Committee will comprise the LPIC Chair, the LPIC Vice-chair, and at least one other voting Council member, provided that the Executive Committee should always have a representative of LPUKI, a representative of LPUSA, and a representative of at least one of the other National Members.

9 Programmes

9.1 Objectives and Priorities

- 9.1.1 All Langham programmes work together to serve the overall aim of Langham Partnership, as expressed in the Vision Statement:

OUR VISION IS TO SEE CHURCHES IN THE MAJORITY WORLD EQUIPPED FOR MISSION AND GROWING TO MATURITY IN CHRIST THROUGH THE MINISTRY OF PASTORS AND LEADERS WHO BELIEVE, TEACH AND LIVE BY THE WORD OF GOD.

- 9.1.2 There are three major Langham programmes:

Langham Preaching	LPr
Langham Literature	LL
Langham Scholars	LS

- 9.1.3 Langham programmes will above all else promote the honour and glory of the Lord Jesus Christ and the truths of historical, biblical Christianity as preserved and presented in God's Word.
- 9.1.4 Langham Partnership wishes to serve the global church and therefore Langham programmes will be multi-denominational in approach, while evangelical in content.
- 9.1.5 All Langham programmes will be operated as far as possible as a response to the requests of, and taking into account the wisdom and guidance of, local and national Christian leaders, and will be undertaken with their support and involvement.
- 9.1.6 *Programme integration.* In serving the church around the world, Langham operates with a single programme objective expressed through three programme faces. While each programme has its discrete *raison d'être*, methods and operational integrity, we aim to achieve optimum co-operation between the three Langham programmes such that each programme will seek to work in support of the other two, wherever and to whatever degree is possible and thus maximise their combined impact towards the common Langham vision.

- 9.1.7 *External co-operation.* As one agency among many around the world with similar vision and goals, LP will keep informed of comparable ministries to each of its own programmes, and ensure appropriate co-operation takes place where possible.

9.2 International operation

Langham programmes are jointly owned by, and are internationally operated through the staff and funds provided by, all LP Members (including National Members and Programme Partners), according to the following principles.

- 9.2.1 **Shared ownership and international management.** All Langham programmes will be operated internationally under the strategic direction and management of the PDs with maximum co-operation between Members. While respecting the legal, fiscal and fiduciary obligations of the Members and their boards, the desire is, as far as possible, to dissolve national boundaries between Members at programme level, without dissolving the accountability of national staff to their own boards, or infringing the said legal, fiscal and fiduciary responsibilities of Member boards. Within the constraints of such national responsibilities, the primary commitment of all Members is to support the three international programmes of LP, through raising funds and prayer support and assisting in the execution of the programmes at the request of, and under the personal or delegated direction of, the PDs.
- 9.2.2 **International staffing.** It is agreed that each Langham programme will be developed and managed as a co-operative effort by staff working together internationally, and that the necessary administrative functions for each Langham programme will be allocated to those best suited to do them.
- 9.2.3 **Programme direction and management.** Each PD is accountable to the ExecDir for the overall leadership and delivery of their programme, and is given authority to take decisions and actions to that end within the terms of agreed policies and budgets. In order to maintain the integrity and coherence of each programme in the international arena, all programme-related initiatives or projects proposed by any Member should be carried forward in full consultation with, and agreement of, the relevant PD and thereby integrated into the international programme structure.
- 9.2.4 **Policies in special regions.** The international operation of the three Langham Programmes may be affected by unique conditions in certain regions or countries. In such cases policies agreed by LPIC in respect of such situations will be included in the Policy Manual.
- 9.2.5 **Funding and budgets.** Each National Member has its distinct framework of legal obligations and has autonomy in the setting of its own budget, responding appropriately to the strategic priorities of the PDs and also respecting the designated desires of donors. The senior staff will produce an annual International Programme Budget that will state expenditures that are necessary to fulfil the strategic plans and priorities for all three programmes and that are in line with anticipated income from National Members. This will be produced according to a timeline set by the ExecDir and agreed by National Members.

- 9.2.6 **Trust and transparency.** It is affirmed that this international nature of Langham programmes calls for a high level of international trust between boards and staff, as well as appropriate mechanisms for transparent sharing of information. It is a major goal of LPIC, and the responsibility of the ExecDir and the senior staff, to foster such trust and transparency.
- 9.2.7 **Financial reporting.** National Members agree to provide timely financial reporting that will facilitate global budgeting processes. This includes agreement to make prompt responses to emails requesting information that is necessary for financial planning at international level. ('Prompt' may be understood to mean within five working days if possible).
- 9.2.8 **Non-interference.** While programme delivery should be as international as possible, it is important to respect the autonomy of all Members and not to infringe the operational integrity of national staff. Staff of one Member will not involve themselves in the activities of another Member within their own country or region, without explicit agreement and liaison with the staff of the latter Member.

9.3 Langham Preaching

- 9.3.1 Believing that the church grows through God's word, and that God's word comes to the church primarily (though not exclusively) through preaching, the purpose of the Langham Preaching programme (LPr) is to equip pastors and Christian leaders to preach and teach God's word faithfully and relevantly, particularly in countries where such training and resources are very limited.
- 9.3.2 The Langham Preaching programme partners with national leaders to nurture indigenous preaching movements for pastors and lay preachers all around the world. This partnership provides practical on-site support for preachers, organising training seminars, providing resources, encouraging preachers' groups, and building a local movement committed to Bible exposition.
- 9.3.3 As well as helping to launch preaching movements, Langham Preaching supports existing non-formal preaching training in many countries, providing books, materials and trainers as needed. Langham Preaching aims to link with those who share the conviction that good Bible exposition is central to the life and growth of the Church, and does so through the exchange of materials and training ideas, and through national and regional consultations.

9.4 Langham Literature

- 9.4.1 The Langham Literature Programme (LL) works to equip the church worldwide for mission and maturity in Christ by supplying libraries, pastors and leaders with evangelical literature resources derived from and suited to their specific contexts. These resources may be presented in various formats, including electronic.
- 9.4.2 In pursuit of this goal, LL seeks to:
- distribute evangelical literature for libraries, pastors and leaders
 - develop indigenous evangelical publishers to publish such material in under-served countries

- facilitate the creation of evangelical resources and their worldwide distribution.
- 9.4.3 **LL Distribution** provides grants and discounted resources to theological libraries, scholars and preachers in the Majority World and facilitates the worldwide distribution of evangelical materials produced in the Majority World. Success will be measured by the number of books distributed and by where they are distributed.
- 9.4.4 **LL Publisher Development** assists indigenous publishers in under-served countries to effectively meet the need for appropriate evangelical literature in their own languages. The goal is to ultimately have sustainable, commercial, evangelical publishing houses in each country served by the programme. Success will be measured by the progress that the publishing houses are making towards sustainability and the number of titles of enduring worth being published and sold.
- 9.4.5 **LL Creative Projects** provide indigenous resources for pastors and teachers that publishing houses are unable to produce on their own. For these projects, LL will provide publishing services. Success will be measured by the completion of the projects and the distribution of the products in the regions for which they are intended as well as throughout the world.
- 9.4.6 LL projects will be customized to reflect the unique situation of each country and will respect and honour the vision of national believers, seeking to serve and empower them so that what is built will be truly indigenous.
- 9.4.7 LL seeks alliances with organizations and individuals who can assist in the delivery of books, the development of writers, the publishing of books, and the financial support of operations. Alliances that involve financial commitments lasting more than two years must be brought to the attention of the LPIC.

9.5 Langham Scholars

- 9.5.1 Believing that the development and maturity of church leaders depends in part upon those who teach them, the purpose of the Langham Scholars programme (LS) is to provide financial support for evangelical doctoral students from the Majority World who will go on to train Christian leaders in their home country, most typically at the university and seminary level.
- 9.5.2 In accord with the Vision Statement, Langham Scholars will be men and women who clearly believe, study, teach and live by the Word of God, and who fulfill the criteria set out in Additional Supporting Papers
- 9.5.3 LS supports Majority World Christian leaders in pursuit of a doctorate at institutions approved by the respective scholarship committees.
- 9.5.4 To the extent that a Scholar is studying outside the Scholar's home country, LS is committed to minimizing the concomitant displacement that may negatively affect the Scholar and Scholar's family and to ensure that appropriate practical and pastoral support is available for Scholars during their course of study.

- 9.5.5 LS is further committed to the ongoing professional development of Langham Scholars, through the Fellowship of Langham Scholars, the International Research and Training Seminar, and other forms of practical in-service support for post-doctoral opportunities.

10 Operational and Accountability Structures

Each of the three Langham Programmes will be operated as a unified global programme, under the leadership of a Programme Director (PD), who will be accountable to the ExecDir.

10.1 The Executive Director

The Executive Director will:

- 10.1.1 be appointed by the LPIC, in consultation with the National Members;
- 10.1.2 be employed by one of the National Members;
- 10.1.3 be accountable to the LPIC, through submitting regular reports to, and attending all meetings of, the LPIC, and receiving annual appraisal as arranged by the LPIC Chair;
- 10.1.4 be operationally accountable to the LPIC to propose appropriate strategic plans that have been prepared in consultation with PDs and other senior staff;
- 10.1.5 appoint such staff as may become necessary at the LP senior executive level with direct reports to the ExecDir, and co-ordinate and supervise their work.
- 10.1.6 appoint, convene and lead appropriate senior management teams;
- 10.1.7 conduct an annual appraisal of those who report directly to him;
- 10.1.8 encourage and maximize appropriate cooperation between all three LP programmes;
- 10.1.9 ensure that LP maintains serious dialogue with Christian leaders throughout the world, seeking their wisdom and insights on the operation, monitoring and development of LP programmes, and establish such consultative mechanisms as are deemed appropriate for that purpose, regionally and internationally;
- 10.1.10 ensure that LP obtains appropriate advice on management and organisational issues such as finance, legal, HR and communications, and ensure that such practices and procedures within LP are in line with current good practices.
- 10.1.11 represent and promote Langham Partnership internationally, both through visiting National Members, participating in promotional events, and also participating in significant events and networks in the international Christian community.

10.2 International Ministries Director (IMD)

The IMD will:

- 10.2.1 be appointed by the LPIC, in consultation with the National Members;
- 10.2.2 be employed by one of the National Members;
- 10.2.3 be operationally accountable to the ExecDir and attend all meetings of the LPIC;
- 10.2.4 attend and participate in key senior staff meetings
- 10.2.5 pursue strategic opportunities of public ministry such as speaking, teaching and writing.
- 10.2.6 represent and promote Langham Partnership internationally, both through visiting National Members in order to speak at promotional engagements , and also through speaking at, or participating in, significant events and networks in the international Christian community.

10.3 Programme Directors (PDs)

The Programme Director of each LP programme will:

- 10.3.1 in accordance with the approved strategic plan, be primarily responsible for setting strategy and managing their particular international programme to achieve its ministry goals within an approved plan and budget;
- 10.3.2 be appointed by the ExecDir with the approval of the LPIC, and in consultation with the CEO and Board of the National Member where the PD will be employed;
- 10.3.3 be employed by one of the National Members, and relate to the administrative oversight of that Member board and its CEO in matters of employment, salary, contract, etc.;
- 10.3.4 be accountable to the ExecDir;
- 10.3.5 submit written reports as required to the ExecDir for the LPIC and Member boards;
- 10.3.6 at the request of the LPIC Chair, attend meetings of the LPIC;
- 10.3.7 attend meetings of their employing Member board and of other Member boards when invited.
- 10.3.8 Be authorized to appoint programme staff, including Associate Programme Directors (APDs), subject to ExecDir approval.

10.4 Programme Staff

Other staff may be appointed for the various needs of any LP programme, or to provide services to all LP programmes in general

Such LP programme staff:

- 10.4.1 will be hired or appointed where needed, to manage and administer the practical running of any programme or to provide services to all programmes;
- 10.4.2 will be employed, whenever possible, by one or more National Member, in consultation with the PD, the relevant Board and their CEO, according to strategic programme needs;
- 10.4.3 will be operationally accountable to the relevant PD or to the ExecDir or to a manager appointed by either, as applicable. (This will be the case, whether the staff member is employed by the same National Member Board as the PD or ExecDir or a different one.) Such accountability will be in relation to their work for one or more programmes only. It is recognized that staff may sometimes have other responsibilities in their own country or region besides their work for international programmes. In such matters, they are accountable to the senior executive of their own Member Board or an appointed manager;
- 10.4.4 will relate to the administrative oversight of their own Board and their CEO, in all matters of employment, salary scales, contract, etc.

10.5 National Member Boards

In relation to ownership of, and involvement in, LP international programmes, the National Member Boards:

- 10.5.1 will have representatives on the LPIC;
- 10.5.2 will receive twice-yearly reports from PDs;
- 10.5.3 may request the attendance of a PD if the relevant programme is a major agenda focus at a Member Board meeting, subject to the PDs availability;
- 10.5.4 may take up any matter directly with a PD in relation to programme priorities, policies and delivery;
- 10.5.5 will approve their own National Member budgets, including their proposed funding for international programmes, on the understanding that (a) National Member CEOs are consulted in the annual planning process for the International Programme Budget, and (b) the proposed International Programme Budget will be shared with National Member boards for the approval of their respective contribution to global programme income before its final acceptance by the LPIC.
- 10.5.6 are encouraged to use their own initiative and vitality in specific projects within the programmes, particularly for appropriate 'marketing' in their own context. Such national initiatives must only be undertaken in consultation with, and with the agreement of, the relevant PD, as specified in the provisions of section 8.2.

11 Changes to this Protocol

Langham Partnership is a dynamic and growing network, linking together the Members, the PPs and the three programmes they jointly carry forward. It is to be expected that developments in the organization in future will create the need from time to time to modify this Protocol, whether by the addition of new sections or clauses, or by the modification or deletion of existing ones.

- 11.1 Such changes may be made provided they are (a) notified on the agenda of a meeting of the Langham Partnership International Council and are (b) agreed in the form of a minuted formal resolution of that Council, and (c) subsequently approved by a two-thirds or larger majority of the whole Council, which shall include a two-thirds or larger of the National Members, who may, if they choose, delegate authority to give such approval to their representatives to the Council.
- 11.2 Revised editions of the Protocol, carrying the date of the revised version, will subsequently be issued to all individual members of the LPIC and all international staff.

Glossary of terms and abbreviations

APD	Associate Programme Director
ExecDir	Executive Director
IMD	International Ministries Director
LL	Langham Literature
LP	Langham Partnership
LPIC	Langham Partnership International Council
LPr	Langham Preaching
LPRC	Langham Partnership Regional Consultation
LS	Langham Scholars
PD	Programme Director
PP	Programme Partner