

SEEING THE FUTURE WITH

20/20 VISION

Session 3

**MEN OF ISSACHAR ... WHO KNEW WHAT
ISRAEL SHOULD DO?**

PART I



West Highland

Making the *Word* fully known

Review:

**ENLARGE THE PLACE OF
YOUR TENT**

Tonight:

**MEN OF ISSACHAR ... WHO KNEW
WHAT ISRAEL SHOULD DO?**

1 Chronicles 12:32

What are the things we need to do to break the 800 barrier and become a church that ministers regularly and effectively to double the number of people than at present?

**Do you remember the Four Challenges
before us?**

- 1. Spiritual**
- 2. Structural**
- 3. Physical**
- 4. Personnel**

1. IMPLEMENT DUAL SERVICES (Physical Challenge)

The work of DSAT

The plan consists of:

- a. Two Morning Services at 9:00 and 11:00 a.m.**

b. Two Children's Sunday Schools that will operate simultaneously with the worship services.

c. The Jr. Church program will be eliminated and the two Sunday Schools will be programmed with components of both our present Sunday School and Jr. Church programs.

d. Adult Bible Classes will be eliminated in the mornings, but will operate in the evenings.

e. Between Adult Bible Class semesters there will be Special Evening services.

Important Additional Comments on Dual Services:

2. ESTABLISH A SUNDAY EVENING BIBLE AND MINISTRY TRAINING INSITUTE (Physical Challenge)

- **Teachers from inside and outside of West Highland**
- **Partnership with Theological Schools**

- **Curriculum will follow several learning tracks**

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- **All Ministry Divisions will operate training components**

- **The Primary focus is for adolescents and adults**

Further Thoughts on Sunday Evenings:

**3. OFFICIALLY ADOPT SMALL GROUPS AS
THE PRIMARY NURTURING DISCIPLING,
FELLOWSHIP AND CHURCH CARE
MINISTRY FOR ADULTS
(Physical and Spiritual)**

- **Grow larger by growing smaller**
- **The ability to grow is directly related to our ability to care for those entrusted to us**

- **Membership Expectations**

- **Worship**

- **Serve**

- **Small Group**

- **Training/Equipping**

- **No Facility Constraints**

4. DEVELOP MINISTRY DIVISIONS AND A STAFFING PLAN (Structural and Personnel)

We envision 5 Ministry Divisions:

- a. Worship Ministries**
- b. Family Ministries**
- c. Outreach Ministries**
- d. Church Care Ministries**
- e. Administrative Ministries**

We have identified the following possible Ministry Team positions needed:

- **Leaders for each Ministry Division**
- **Assimilation Director**
- **Parish Nurse**
- **Student Ministries “Assistants”**
- **Campus and Ethnic Evangelists**
- **Ministers in Training**
- **Executive Pastor**
- **Other Support Staff**

Some Important Considerations:

- **Painting the desired “staff picture”**
- **Determining order of priority**
- **Developing a realistic time line**
- **The need for flexibility to changing developments**

- **Part-time vs. Full-time**
- **Budget allocations for staffing**
- **Changing role of Committees**

5. DEVELOP AN OUTREACH TEAM LED TEMPORARILY BY THE LEAD PASTOR (Structural and Spiritual)

This Team will:

- **Be the first step toward forming an Outreach Ministries Division**
- **Assist in monitoring and strengthening present evangelism initiatives**
- **Explore the possibility of strategic partnerships**

- **Conduct demographic studies and gather information on needs within our parish**
- **Develop plans for the evangelization of our city**
- **Develop an Assimilation Track**

6. EXPAND OUR FINANCIAL BASE **(Physical and Spiritual)**

Some Recent Developments:

- **Stewardship and Finance Committee**
- **Preliminary Report**
 - **Approved by the Board**
 - **22 possible action points**

Pastoral Concerns:

7. ESTABLISH A BUILDING TASK FORCE (Physical)

Recent Developments:

- **Vision 20/20 Committee**
- **Priorities and Phases**

8. CONTINUE AND COMPLETE THE WORK OF THE GOVERNANCE TASK FORCE (Structural)

- **The Basic Principles**
- **Elders Board**
- **Enlarged and Redefined Diaconate**
- **Constitutional Changes**

10. EXPAND OUR PRAYER BASE **(Spiritual)**

Recent Developments and Things to Come:

- **Seek Weeks**
- **Days of Prayer**
- **Mountain Prayer Summits**
- **Cultivating a Culture of Prayer**
- **A Call to Intercession**

**11. CHURCH LEADERSHIP WILL CONTINUE TO MEET ANNUALLY TO PRAY, EVALUATE PROGRESS, MAKE NECESSARY ADJUSTMENTS IN PLANNING AND STRATEGY, CONSIDER STAFFING AND OTHER NEEDS THAT MAY ARISE TO HELP US REACH OUR VISION 20/20 GOALS
(Physical)**

Conclusion and Wrap Up

Questions and Answers

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