

SEEING THE FUTURE WITH

20/20 VISION

Session 4

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

PART II



West Highland

Making the *Word* fully known

Tonight:

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

Part II

Review of Session #3

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?

SESSION #4
MEN OF ISSACHAR ... WHO KNEW
WHAT ISRAEL SHOULD DO

1. THOUGHTS ON FULFILLING VISION 20/20

“And finally, brothers...” Philippians 4:8

2. THE IMPORTANCE OF MINISTRY DIVISION
LEADERS

“Choose ... men ... who are known to be full of the Spirit and wisdom.” Acts 6:3

3. WH GOVERNANCE TASK FORCE

“Everything should be done in a fitting and orderly way.” 1 Corinthians 14:40

Basic Principles

The Board governs

The Senior Pastor leads

The Staff manages

The Congregation ministers

Rationale

- Over the past 37 years, WH leadership structure has changed to meet the needs of a growing congregation**
- As we grow, we need to put structures in place to allow us to carry out the mission, as well as to implement measurable and tangible accountability**

- As the congregation grows, the staff grows and the need for the board to be involved in day-to-day matters diminishes (as well as their ability to effectively do so). The role changes to one of governance.**
- The Senior Pastor assumes leadership of the staff**
- The Staff assumes the day to day operation of the church**

Benefits

- Implementation of a structure that is a major contributor to allowing us to grow beyond the 800 barrier**
 - *to further to mission of Principle #1***
- Clear roles and responsibilities**

Accountability

- ***Lead Pastor to the Board***
- ***Staff to the Lead Pastor (or Ministry Division Leader)***
- ***Committees to Staff and/or Ministry Division Leaders***
- ***The Board to the Congregation to govern well***

Next Steps

- The Board will develop the governance framework in the form of Guiding Principles**
- The Board will work on changing the Constitution**
- The Board and Senior Pastor will continue to develop the Ministry Divisions, including a prioritized staffing plan and revised Diaconate**

- Any changes to the budget will be included in the 2010 budget to be presented for congregational approval at the November QBM.**
- The Board and Senior Pastor will continue to communicate with the congregation**

4. EXPANDING THE FINANCIAL BASE

**“See that you also excel in this grace of giving.”
2 Corinthians 8:7**

Purpose: To inform, invite and challenge the Church Community to give financially in accordance with biblical principles to ensure the ministries of West Highland can effectively “Make the Word Fully Known”

A. Initial “Short Term” Priorities

- **Regular Bulletin Updates (statistics)**
- **Special Offerings**
- **A periodic Newsletter consisting of details regarding the current financial picture of the church and connection to the various ministries**
- **Tutorial or Information Pamphlet on Direct Deposit Offerings**

B. The Biblical Imperative

- **Challenges from the Pulpit via Sermons/Series**
- **Connection to Vision 20/20**
- **Small Group Studies on Stewardship**
- **Adult Bible Electives (morning or evening) on Financial Planning**
- **Element of Children's and Student's Ministries Curriculum**
- **Newcomer's Class – Assimilation to regular giving (Envelopes/Direct Deposit)**

C. "Longer Term"

- **Memorial Fund**
- **Estate Planning**
- **Financial Planning Ministry**
- **Capital Campaign**
- **Donations in Kind (investment accounts)**
- **Issuing of Debt/Bonds**
- **Revisit Policies to remove potential barriers**
- **Personal Budgeting Seminars**
- **Generating additional Revenues from Facility**
- **Internet/Online Donations**
- **Research other Churches**

5. NEW AND ENLARGED FACILITIES

**“Enlarge the place of your tent, stretch your tent curtains wide...for you will spread out to the right and the left.”
Isaiah 54:2,3**

**VISION 20/20 IS A FULFILLING OF THE
"GREAT COMMISSION PROJECT"**

- **Requires the participation of us all**
- **Has Organizational and Physical Plant Components**
- **Spiritual in Nature**

**THREE PHASES TO THE
IMPLEMENTATION OF
THE VISION 20/20 PROJECT**

PHASE 1 - FOUNDATIONAL (2011)

- **Pay down Debt related to land purchase**
- **Implement Dual Services**
- **Deal with major Maintenance Issues**
- **Begin to implement additional Staff requirements**
- **Expand Financial Base**

PHASE 2 - MEETING IMMEDIATE FACILITY NEEDS

- A BUILDING PROGRAM (2016)

- **Repatriate church offices**
- **New Fellowship Hall**
- **New Kitchen Facility**
- **Additional C.E. Space**

PHASE 3 - MEETING THE NEEDS OF EXPANDED CONGREGATION

- A BUILDING PROGRAM (2020)

- **New Sanctuary and Supporting Facilities (e.g. enlarged foyer, additional washroom facilities, choir room)**
- **Renovation of existing Facility**
- **Additional Parking Requirements**

Panel Discussion

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