

## Introduction to 'Vision Report'

**Vision**, in the sense of excitement and faith in what God is doing and has promised to do, is important. ( *'Where there is no vision, the people perish ...'* Proverbs 29 v 18 ) Our God is alive and has good purposes for us as **individuals** ( *'For I know the plans I have for you, declares the Lord, plans to prosper you and not to harm you, plans to give you hope and a future.'* Jeremiah 29 v 11 ), and for **His church** ( *'Husbands, love your wives, just as Christ loved the church and gave himself up for her to make her holy, cleansing her by the washing with water through the word, and to present her to himself as a radiant church, without stain or wrinkle or any other blemish, but holy and blameless.'* Ephesians 5 v 25-27 )

Earlier this year, the Kirk Session came to the clear conviction that the time had come, under the will of God, to clarify our vision as a Fellowship, and to let that vision determine the nature and extent of the venture to which we believe God is calling us. Consequently, during the months of May and June the whole congregation was invited to take part in a 'Clearing Our Vision' Conference. This was facilitated by Chris Hollies of Evangelical Ministries. The conference was designed to help us think through several aspects of our church's life, such as – our reason for being, our core values and our aims and objectives.

Throughout the process we have sought God's guidance and directives and prayed that He would make known His future plan for Banbridge Road. Attached is the comprehensive report produced by our 'Vision Team' which I commend to all.

As we continue the journey of faith together, might we move in unity in accordance with God's leading through His word and by His Spirit, towards what He wants His Church to be here in Dromore.

Gary Trueman

The Clearing Our Vision sessions produced a lot of input and discussion, and from these many good ideas several of which are included in this report. It may be that you do not see your particular thoughts captured in the following pages in the manner they were expressed. However, be assured that, all ideas were considered, distilled and streamlined to produce common threads set out in this report. Every effort has been made to ensure that nothing has been overlooked. This is an ongoing process and as the plans are developed and implemented modifications will undoubtedly be necessary. The continued input and support of everyone in the congregation will be necessary and appreciated.

## Mission, Vision, Values, Aims and Objectives

A few months ago, we met as a congregation to discuss God's vision for our Church for the next five years. We had a series of meetings where we discussed Mission, Value, Vision, Aims and Objectives. We used the data from the congregational questionnaire and an audit report to give us a starting point and predict where we would be if we continued doing what we do now. When we compared the current position to what is possible if we followed God's plan for us, this spurred us on to embark on this exciting journey to fulfil God's purpose for our church.

What do these words mean for us

**Mission** is our 'reason for being' and is made up of two parts which answer two very important questions -

1. 'Why are we here' and
2. 'What then are we to do?'

**Values** are our basic foundational convictions that describe and inform 'why we do what we do'. They are the guidelines for creating the environment in which we seek to fulfil our Mission.

**Vision** is a word picture painted by faith of where we believe our church fits into what God is already planning to do. Vision, according to God, is a life or death issue "*where there is no vision the people perish*" Proverbs 29:18

**Aims & Objectives** are the second stage of our journey and define our goals and plan to help us move from where we are to where God would have us be. The real test for our Church is our willingness to put this plan into action.

## **Our Purpose – Mission**

Following the example of Jesus in John 17:1, we know that His purpose was to show God's glory. Taking this a little further we know through 1 Corinthians 10:31 that the purpose of the Church is to Glorify God and to enjoy Him forever.

We therefore know our purpose or **why we are here**. The next step then is designed to help us answer the question, "what then are we to do?"

The answer to this is our mission which reads as follows:

**In this church Jesus is central; we love, reach and teach people to help them become more like Him.**

## **Our Values**

Values do not define what we are going to do rather they define "why we do what we do". They are the guidelines for creating the environment in which we will work to fulfil our purpose and mission.

We defined our values around three key areas, those looking to God (upwards), those looking at ourselves (inwards) and those looking to the world (outwards). These also follow on from our mission statement.

### **In our total reliance on God, we value...**

#### **WORSHIP**

We believe worship is a matter of giving our lives as living sacrifices and everything that we do should be done in an attitude of praise and worship. Time given in praise and intimacy with God is time when we are transformed through the renewing of our minds into Christ's likeness. We aim to give priority privately and corporately to being before God and giving him worship.

#### **HIS WORD**

We believe the study of His Word is normal for every believer and that scripture is useful for teaching, rebuking, correcting and training us in righteousness, so that we may be thoroughly equipped for every good work.

#### **PRAYER**

We believe we should regularly speak to God to praise Him, to listen and wait upon Him, to thank Him and confess our sins. We ask things of Him in Christ's name, recognising His loving, sovereign care for us and knowing that He gives or withholds whatever is for our good.

### **To be more like Him, we value...**

#### **DISCIPLESHIP**

We believe we are to grow and become mature. This maturity can come through study of the Bible, prayer, teaching and training, exercising faith, suffering, obedience and consistent service.

#### **FELLOWSHIP**

We believe we should love one another, serve one another and live transparent lives. We are God's family and are committed to unity, loyalty and trust. We encourage everyone to live sacrificial lives in conformity to the Word of God.

### **To Love and Reach people, we value...**

#### **SERVICE**

We believe every Christian should have a servant heart. We seek to serve God and others selflessly and in humility, bringing His love and compassion to people in practical ways. We seek through empowering leadership to equip and mobilise every member and release them to use their gifts and talents to the best of their ability and to build up one another.

## **MISSION**

We believe that empowered by His Spirit, Jesus sends us out to make disciples of all nations, beginning in our own town. People matter to God and therefore we proclaim the good news of Jesus Christ, His death and resurrection, that they might know Him and the joy and peace that can only come from Him.

## Our Vision

Vision is a tool that is used to look forward and describe where God wants us to go and what He wants us to see in our future. Again, we have been able to link these together from our mission statement through our values into our vision.

Our vision for Banbridge Road is therefore described as follows:

**The church we see is a place of excellence, where in response to the grace and power of God, His people are committed to be more like Jesus.**

**A place of excellence in:**

### **WORSHIP**

Where we see the beauty and majesty of God leading us to a passionate and joyful response to our Shepherd King. We see a community that obviously worships God through their lives.

### **HIS WORD**

Where we see a hunger and enthusiasm to read and obey the scriptures both privately and corporately. We see a church where the Bible is foundational and where we live out what it says.

### **PRAYER**

Where we see an enthusiastic, expectant and urgent dialogue with God, by everyone and for everyone.

### **DISCIPLESHIP**

Where by God's grace we see His people helping one another to grow, mature and become more Christ like.

### **FELLOWSHIP**

Where we see a united, caring and sharing community constantly showing love for each other.

### **SERVICE**

Where we see needs identified and met through practical intervention and all responded to with love and humility.

### **MISSION**

Where we see a deep concern for a lost world and where the love of Christ moving us to passionate evangelism.

## **Aims and Objectives**

This section allows us to bring everything together, stating what we aim to do (Aims) and how we will achieve it (Objectives).

## **Worship**

### **Our Mission**

In this church Jesus is central; we love, reach and teach people to help them become more like Him.

### **We Value – Worship**

We believe worship is a matter of giving our lives as living sacrifices and everything that we do should be done in an attitude of praise and worship. Time given in praise and intimacy with God is time when we are transformed into Christ's likeness. We aim to give priority privately and corporately to being before God and giving him worship.

### **Our Vision for Worship**

Where we see the beauty and majesty of God leading us to a passionate and joyful response to our Shepherd King. We see a community that obviously worships God through their lives.

### **Aims**

#### **Lifestyle**

- We aim to understand what Worship means in our lives
- We aim to change our attitudes towards Worship

#### **Praise**

- We aim to have services that embrace all ages and where every person engages in worship
- We aim to provide surroundings that are conducive to enthusiastic worship
- We aim to have passionate and joyful worship

### **Objectives**

#### **Lifestyle**

Provide teaching on worship so that we can change attitudes and understand the biblical concept of worship.

#### **Praise**

Further consideration of our praise is required to achieve our Aims.

Short term attainable objectives are:-

- To continue to provide variety in our praise
- Look at timing and length of service.
- Consider the appointment of a musical director.

Longer term objectives include:-

- Consider a plan to refurbish church

## **His Word**

### **Our Mission**

In this church Jesus is central; we love, reach and teach people to help them become more like Him.

### **We Value - His Word**

We believe the study of His Word is normal for every believer and that scripture is useful for teaching, rebuking, correcting and training us in righteousness, so that we may be thoroughly equipped for every good work.

### **Our Vision for His Word**

We see a hunger and enthusiasm to read and obey the scriptures both privately and corporately. We see a church where the Bible is foundational, where its relevance is obvious, and where we live out what it says.

### **Aims**

- We aim to provide variety in how disciplined study of His word may be achieved
- We aim to provide a well equipped library to help with personal study
- We aim for everyone in the congregation to have a Bible and apply it to their lives
- We aim to have the walls, windows, doors of the building speak His Word by placing Bible Texts in noticeable and meaningful places
- We aim for everyone to study their Bible once per day
- We aim to have a well structured, appropriate and repeatable training system for His Word
- We aim to link bible study material to the sermons for further study and personal reflection.
- We aim to provide a Bible reading plan to encourage people to read through the entire Bible in a Year

### **Objectives**

#### **Provide a Functioning Library to Aid Study**

Provide Bible reading notes such as Daily Bread, Word for Today and others, that will allow people to go deeper and provide a journal aspect to their daily study

Provide a DVD of Worship Services in the library; distribute these with DVD players for those in need as identified by the Care Team. Take care over any copyright issues.

A ready stock of bibles will be available suitable for all ages, these will be distributed at key development stages, i.e. a child moving from The Ark to Senior Sunday school, this distribution system is to be defined.

Provide study materials which allow some members to look at more varied topics in a personal study.

Provide 'Praise and Worship' CDs for loan from the library.

Library to contain a Prayer Corner - with appropriate literature. (see Prayer)

The library should be staffed by a team of librarians.

## **Prayer**

### **Our Mission**

In this church Jesus is central; we love, reach and teach people to help them become more like Him.

### **We Value - Prayer**

We believe we should regularly speak to God to praise Him, to listen and wait upon Him, to thank Him and confess our sins. We ask things of Him in Christ's name, recognising His loving, sovereign care for us and knowing that He gives or withholds whatever is for our good.

### **Our Vision for Prayer**

Where we see an enthusiastic, expectant and urgent dialogue with God, by everyone and for everyone.

### **Aims**

- We aim to have everyone think of prayer first rather than last
- We aim to have all Christians in a prayer group
- We aim to have fast access to emergency prayer
- We aim to have a prayer room
- We aim to have a prayer request "system" available to the wider community
- We aim to encourage a deeper personal relationship with God through Spiritual Disciplines – solitude, fasting and the regular use of prayer dairies
- We aim to have people attending corporate prayer times where the numbers involved is a reflection of the number of Christians worshipping in our congregation

### **Objectives**

#### **Corporate Prayer**

Improve the attendance at corporate prayer times so that it more accurately reflects the number of Christians in our church. Accomplish this through providing a focus to our prayer; regular times and sessions, prayer weeks where needed, provide focus on topics and issues that require prayer.

Initially a prayer corner will be provided in the library as part of our aim for a prayer room.

#### **Prayer Cells**

Prayer Cell coordinator up and running quickly. Cell structure should be 25 groups of 3/4 people. The cells should come together with other groups once a month/two months. People should be able to sign up for a cell where they know the members. Targets - 100 people by end 2008, 200 by 2010.

#### **Praying for people's needs**

Provide emergency prayer support to the congregation and community through a telephone prayer chain, e-mail, text messaging and other technologies.

Provide an information board highly visible outside the halls, with number to ring with prayer requests.

### **Prayer/Sermon Diaries**

These should be used to keep a diary of personal needs for prayer and to keep a record of answered prayer. This is to help us to put prayer first by showing success.

Available through the office we will provide a notebook; it will list our Mission, Values and Vision and can be used for note taking in sermons as well as a prayer diary.

Accountability will be provided through the prayer cells.

### **Prayer as Part of the Worship Service**

Provide teaching on Prayer.

We should provide opportunities for people to "testify" to prayer in their lives to encourage others in prayer.

Prayer after service should be available with trained prayer team to any that should wish it.

## **Discipleship**

### **Our Mission**

In this church Jesus is central; we love, reach and teach people to help them become more like Him.

### **We Value – Discipleship**

We believe we are to grow and become mature. This maturity comes through study of the Bible, prayer, teaching and training, exercising faith, suffering, obedience and consistent service.

### **Our Vision for Discipleship**

Where by God's grace we see His people helping one another to grow, mature and become more Christ like.

### **Aims**

- We aim to empower every member of our fellowship to fully explore their potential and to facilitate their growth to Christ likeness
- We aim to establish an ongoing mentoring programme
- We aim to have a special mentoring program for new Christians
- We aim to further develop our Youth Ministry
- We aim for everyone to be equipped to tell their "story" and to relate the gospel message in a one on one situation
- We aim for people to be stretched in their faith through serving
- We aim for people to grow in their faith through small groups, corporate worship, corporate and individual prayer.
- We aim to equip parents and families to live out their faith in the home.

### **Objectives**

#### **Set up a Mentoring network**

Further investigate and implement a programme, discuss with other churches what happens there and look at appropriate courses.

Incorporate mentoring for new Christians to facilitate those recently converted to the Christian faith by providing a context where they can 'find their feet' and start the growing process.

#### **Youth Ministry**

Set up study group to organise strategy for youth. Things to consider would be the need for a Youth Pastor and a Youth ministry team, how we can work with other Youth organisations in the town. How we can engage the Youth through study groups for homework and other initiatives.

Continue to promote Youth Services at regular intervals.

#### **Set up a Training Function**

The training team should enable co-ordination of training within the congregation, to find courses, to schedule courses and to determine needs. From the Clearing Our Vision sessions so far we

have identified various training needs (See Appendix).

Run seminars discussing the points raised in various sermons, this would require leaders trained to take seminars. This could also be done as part of small group study if that suited.

Provide training and resources to assist parents to train their children according to Biblical principles.

### **Stretching Our Faith**

Provide a means of measuring and improving how our individual faith is being nurtured and is growing through the service we do as an individual and in the family.

## **Fellowship**

### **Our Mission**

In this church Jesus is central; we love, reach and teach people to help them become more like Him.

### **We Value - Fellowship**

We believe we should love one another, serve one another and live transparent lives. We are God's family and are committed to unity, loyalty and trust. We encourage everyone to live sacrificial lives in conformity to the Word of God.

### **Our Vision for Fellowship**

Where we see a united, caring and sharing community constantly showing love for each other.

### **Aims**

- We aim to focus on unity, love and encouragement.
- We aim to be a fellowship united with one purpose, with an expanded role for small groups
- We aim to have a fully functioning web site and magazine to aid communication and a sense of belonging
- We aim for everyone to know each other, so there are "no strangers" in our fellowship
- We aim to have effective, accountable, reviewed management of everything we do
- We aim to provide social events where people can come together and meet
- We aim to develop working relationships with other like minded churches
- We aim for newcomers to feel welcome when they enter this place of worship

### **Objectives**

#### **Small Groups**

Promote the membership of small groups, expand their existence to be more than a bible study group. In that they are to promote love, caring, help and fellowship. Prayer cells should also be included as part of the small group community. Group structures and boundaries to be defined. Leaders to be trained and mentored.

Involve 200 people in small groups over the next two years.

#### **Gift Ministry**

Identify people's gifts. Run courses to identify gifts, for those who have completed this course recently, we can use those results.

Create a database system that can record such results and in which we can manage the resource pool available. Data protection to be adhered to.

Make sure that roles and positions have been identified ready for those who have their gifts identified. Review and provide flexibility to ensure people can move ministries.

### **Social Events**

Regularly review the provision of social events with the aim of providing somewhere to meet and also to help introduce people to our church.

### **Welcome Team**

Further develop the Welcoming team - define their role and responsibilities, determine any training and practical assistance needed such that the team become the focus point for new people visiting the church.

## Service

### Our Mission

In this church Jesus is central; we love, reach and teach people to help them become more like Him.

### We Value - Service

We believe every Christian should have a servant heart. We seek to serve selflessly and in humility, bringing His love and compassion to people in practical ways. We seek through empowering leadership to equip and mobilise every member and release them to use their gifts to the best of their ability and to build up one another.

### Our Vision for Service

Where we see needs identified and met through practical intervention and all responded to with love and humility.

### Aims

- We aim to be a Church that helps people in need - to identify needs and provide practical and spiritual help
- We aim to reach out to the community for them to know and trust us
- We aim to use our school contacts more to serve the community
- We aim to have people trained properly to counsel and help those in need within and outside our church
- We aim to advertise everything that happens in this place to our local community
- We aim to identify and use people's gifts to the full

### Objectives

#### Introduce a Care Network

Create a system that uses God's people to care for our congregation and community through meeting their needs in a practical way.

Use the pastoral team and small groups as a means of identifying needs within our community.

Identify members for the team and identify what skills they can use in this work – record in a database (see above).

This work needs central coordination which will take direction from the visitation team and from the small groups as to what needs are there to be met.

Small groups provide a local Care Network in themselves, meeting the needs of the group, when an issue is too big they can feed the information to the central coordinator for further assistance. They also provide a team that can be mobilised quickly as part of the larger care network.

Work with any other Christian based organisations in the community

### **Flexibility and Review**

Provide the means to review performance regularly for our people in terms of progress and also to make sure the right people are in the right role.

Make sure people are able to change roles after a certain time period.

### **Working with Our Local School Community**

Talk to local school heads and see what is needed.

Determine what is needed to run a homework club during the school year, in terms of people, health and safety, etc.

Survey the car park users to see what they need/want.

## **Mission**

### **Our Mission**

In this church Jesus is central; we love, reach and teach people to help them become more like Him.

### **We Value – Mission**

We believe that empowered by His Spirit, Jesus sends us out to make disciples of all nations, beginning in our own town. People matter to God and therefore we proclaim the good news of Jesus Christ, His death and resurrection, that they might know Him and the joy and peace that can only come from Him.

### **Our Vision for Mission**

Where we see a deep concern for a lost world and where the love of Christ moves us to passionate evangelism

### **Aims**

- We aim to be creative and innovative in finding ways to reach people locally and worldwide with the Gospel
- We aim to support local and worldwide Mission, financially and prayerfully
- We aim to have an awareness of the workers - to know who's out there, what they're doing and what their needs are
- We aim to have a personal evangelism training programme for "reaching out"
- We aim to develop a plan for involvement in an off church centre for young people and others in society
- We aim to work with other like minded churches locally and worldwide
- We aim for every Christian to be able to tell their story

### **Objectives**

#### **Develop the Missionary Team and a Local Evangelism Outreach Team**

Look at the structure of the team. Define roles and areas of concern. Appoint leader who is accountable to Session. Create teams and lead roles for local evangelism and worldwide mission.

Communication is key, make sure that the work being done is well known, use our web site, local papers and the church magazine.

#### **Supporting Mission**

Provide an initiative so that we can support our members involved in going out to work in various outreach teams.

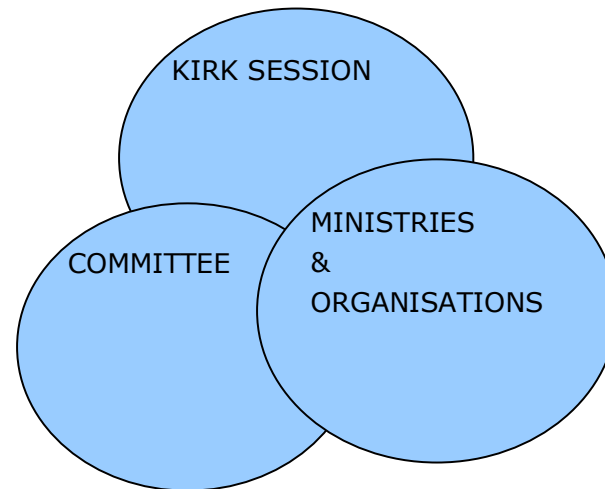
Provide publicity for them, help them with fund raising, help them with practical issues and publicise their prayer needs and make sure those are met by our prayer ministry.

# Organisational Structure for Implementation

## Introduction

In order to implement our Vision Plan we must have an organisational structure that ensures on-going commitment and focus to achieve our goals. There is an existing structure within our church but such is the work involved it is necessary to introduce a management layer.

Existing Model



## Proposed Management Structure

Under the proposed plan the Kirk Session continue to hold ultimate responsibility for setting and fulfilling the Vision Plan.

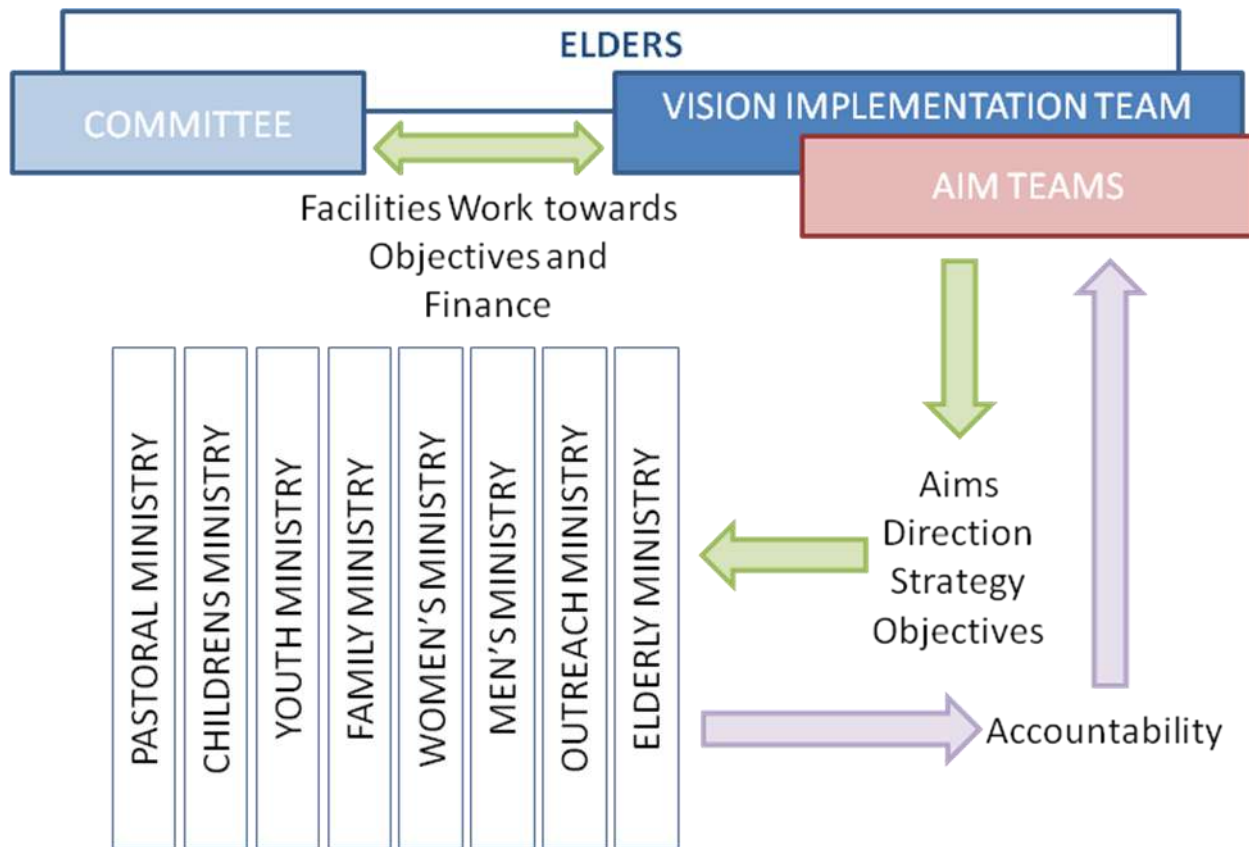
Similarly the Congregational Committee will continue to have responsibility for ensuring that all necessary resources are available to enable each ministry and organisation to achieve the goals set by the Kirk Session and embrace the core values of the Fellowship.

Having now defined a series of Aims and Objectives through Clearing our Vision, **Aim Teams** will be formed to introduce these aims and objectives into every area of the life and witness of this Fellowship under the direction of the Vision Implementation Team.

The Vision Implementation Team will be led by the **Vision Co-ordinator**. The team will comprise the Kirk Session and one or two suitably gifted people to assist with strategic planning.

**The Aim Teams** are small groups of people and will include one elder and a number of suitably gifted people. Their role is to hear from the Vision Implementation Team about what the church's leadership has determined should be the priority ministry thrusts over the next period (usually six months to one year) and then seek to consider how these thrusts can be achieved in

line with their allotted Aim. They submit their proposals through the Vision Implementation Team. Aim Team members will be invited onto a team on the basis of their giftedness and ministry passion.



The approach is for the **Vision Implementation Team** to remain a group of key leaders but be joined by the **Aim Team Group** leaders, say every third time they meet. This allows the **Vision Implementation Team** to concentrate on the overall development of the Vision and enables them to keep in touch with progress across all of the Aims to help ensure accountability and good communication.

### A note on 'Silo Busting'

This structure is useful as it can help avoid the 'Silo Syndrome'. Silos happen when a group of people, **Aim Teams or Organisation**, get so focused on their own Aims or goals that they see nothing else. The church quickly becomes a series of isolated teams (silos) all pursuing their own ends instead of cooperating with each other for the overall church's vision.

## Risks

Risks	Outcome	Mitigation
Opposition to COV process or failure to grasp vision	Non-participation Lack of co-operation Lack of commitment Lack of prayer for process Strained relationships Power building	Recognise will and purpose of God in the process Make communication of objectives of process a priority Encourage involvement Provide strong leadership
Breakdown of communication Failure to communicate vision.	People feeling excluded Confusion	Prioritise communication to all groups, using different methods – written word, spoken word, web site, leaflets, PowerPoint Appoint a 'chief communicator'.
Disappointment when personal expectations are not met.	Disinclination to co-operate further.	Manage expectations by affirmation of all contributions to date Explanation of priorities Painting overall picture
Discouragement – project too big or complex	Sense of being overwhelmed Not knowing where to begin Lack of motivation	Break project down into smaller achievable tasks Strong inspirational and highly motivated leadership Recognise and celebrate achievements
Stress – especially for those given the job of implementing the vision to fulfilment.	Along with the symptoms of stress – a loss of passion for the project.	Prayerful interest and encouragement; co-operation by all.
Insecurity and anxiety due to the effect of potential change to congregational life.	Concern over new roles and responsibilities Gossip and criticism Formation of alliances of like minded people Division Disintegration	Good communication Clear explanations given United leadership Gossip discouraged Highly motivated teams

Increasing workload with new roles and responsibilities	Stress Poor co-operation	Foster a sense of responsibility to all members to be apart of this venture. Planning Training Prayerful support
Fragmentation caused by a structure composed of small groups.	Misunderstanding	Attention given to sharing information Communication between leaders of small groups

### Mitigation

While the highlighted risks to the work of God and the congregation are potentially serious and damaging to the on-going process of CoV, we identify several solutions, which are suggested to minimize these risks and attendant problems.

Mitigation strategies will be included in the ongoing Vision planning by the Vision Implementation and Aim Teams.

1. Regularly reiterate the biblical foundations of the vision and demonstrate the will and purposes of God in the vision formation.
2. Sustain on-going commitment to prayer for implementation of the process, for those most involved in its outworking and for both leadership and congregation, as they take up the challenges presented.
3. Leadership which is inspirational, highly motivated and strongly committed to the philosophy, development and ultimate success of the vision process.
4. Frequent attention given to clear communication, using a variety of methods, to all congregational groupings.
5. A willingness by everyone to support the leadership and to work together, even if outside their comfort zones, to see God's purposes accomplished in Banbridge Road.
6. Remind the congregation of the greater risk of not implementing the vision and consequently failing to see God's greater purposes fulfilled.

# Communication of the Clearing our Vision Process

There are two main areas of communication that need to be addressed in order for the successful implementation of 'Clearing our Vision' (COV) over the next five years.

- Communication within the proposed structure
- Communication with the congregation

## Communication within the proposed structures

### Vision Implementation Team and Aim Team Leaders

The Vision Implementation Team (VIT) will have a key role in the entire process as they set the agenda, keep the vision and ensure that Aim Team leaders are equipped and informed to put into effect what is decided.

It is anticipated that the VIT will meet once a month due to the ongoing work of assessing the recommendations made by individual Aim Team leaders and reflecting on what has been done to date. The VIT will need to read and filter out recommendations as all suggestions cannot be implemented at the same time. They will also ensure that Aim Team leaders are implementing what has been decided.

Aim Teams will meet at least once a month to put into effect their aims and objectives and be accountable to the VIT. Aim Teams will also liaise and facilitate the various organisations within the congregation to put into effect what the VIT has decided.

Possible avenues to aid communication...

- Initial Team meeting between VIT and Aim Team leaders to establish roles and expectations (to implement aims and objectives).
- Aim Team leaders to keep a record of meetings and send minutes to designated person within the VIT asap for approval.
- Contact details shared (email, home telephone and address & mobile numbers etc.)
- Each VIT member to be part of an Aim Team.
- Aim Team leaders will be invited to attend a meeting with the VIT every third month/meeting

## Communication with the congregation

This will need to be done regularly and in as many ways as possible so that as many people as possible are kept informed. Also the congregation will need to be clear on who is on the VIT and who are on the Aim Teams and who each leader is. They will need to be aware of the agenda set by the VIT and what exactly the Aim Teams are responsible for and who they can contact if they have any questions or concerns.

Possible avenues to aid communication...

- A Launch event
- Announcements
- Power-Point

- Kirk Session, VIT and Aim Team leaders on the announcement sheet and the website.
- Website (could each team leader have access to their respective area of responsibility?)
- Regular updates from the VIT during the Sunday services, mid-week and small groups.
- Regular updates from Aim Teams during Sunday services, mid-week and small groups
- Prayer requests to be made available on the announcements
- Meetings with the Leaders and helpers of organisations
- 2/3 newsletters
- Church notice board in the Halls
- Information packs given to new members or visitors
- Circular emails of important events

## Appendix – Value Bible Verses

### Values - Bible Verses

#### WORSHIP

“Yet a time is coming and has now come when the true worshippers will worship the Father in spirit and truth, for they are the kind of worshippers the father seeks. God is spirit, and His worshippers must worship in spirit and in truth.”

**John 4:23-24 (NIV)**

Therefore, I urge you, brothers, in view of God's mercy, to offer your bodies as living sacrifices, holy and pleasing to God—this is your spiritual act of worship. Do not conform any longer to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is—his good, pleasing and perfect will.

**Rom 12:1-2 (NIV)**

Now the Lord is the Spirit, and where the Spirit of the Lord is, there is freedom. And we, who with unveiled faces all reflect[a] the Lord's glory, are being transformed into his likeness with ever-increasing glory, which comes from the Lord, who is the Spirit.

**2 Cor 3:17-18 (NIV)**

Through Jesus, therefore, let us continually offer to God a sacrifice of praise—the fruit of lips that confess his name.

**Heb 13:15 (NIV)**

#### HIS WORD

Now the Bereans were of more noble character than the Thessalonians, for they received the message with great eagerness and examined the Scriptures every day to see if what Paul said was true.

**Acts 17:11 (NIV)**

All scripture is God breathed and is useful for teaching, rebuking, correcting and training in righteousness, so that the man of God may be thoroughly equipped for every good work.

**Tim 3:16-17 (NIV)**

But his delight is in the law of the LORD, and on his law he meditates day and night. He is like a tree planted by streams of water, which yields its fruit in season and whose leaf does not wither. Whatever he does prospers.

**Psalms 1:2-3 (NIV)**

#### PRAYER

Be joyful always, pray continually; give thanks in all circumstances, for this is God's will for you in Christ Jesus.

**1 Thess 5:16-17 (NIV)**

In the same way the Spirit helps us in our weakness. We do not know what we ought to pray for, but the Spirit himself intercedes for us with groans that words cannot express.

**Romans 8:26 (NIV)**

In that day you will no longer ask me anything. I tell you the truth, my Father will give you whatever you ask in my name. Until now you have not asked for anything in my name. Ask and you will receive, and your joy will be complete.

**John 16:23-24 (NIV)**

Pray continually;

**1 Thess 5:17 (NIV)**

This is the confidence we have in approaching God: that if we ask anything according to his will, he hears us. And if we know that he hears us—whatever we ask—we know that we have what we asked of him.

**1 John 5:14-15 (NIV)**

## **DISCIPLESHIP**

To the Jews who had believed him, Jesus said `if you hold to my teaching you are really my disciples`

**John 8:31 (NIV)**

A new command I give you: Love one another. As I have loved you, so you must love one another. By this all men will know that you are my disciples, if you love one another.”

**John 13:34-35 (NIV)**

Being confident of this, that he who began a good work in you will carry it on to completion until the day of Christ Jesus.

**Phil 1:6 (NIV)**

Like newborn babies, crave pure spiritual milk, so that by it you may grow up in your salvation,

**1 Peter 2:2 (NIV)**

Moreover, we have all had human fathers who disciplined us and we respected them for it. How much more should we submit to the Father of our spirits and live! Our fathers disciplined us for a little while as they thought best; but God disciplines us for our good, that we may share in his holiness. No discipline seems pleasant at the time, but painful. Later on, however, it produces a harvest of righteousness and peace for those who have been trained by it.

**Heb 12:9-11 (NIV)**

## **FELLOWSHIP**

May God, who gives patience, steadiness and encouragement, help you to live in complete harmony with each other – each with the attitude of Christ toward the other. And then all of us can praise the lord together with one voice, giving glory to God, the Father of our Lord Jesus Christ.

**Romans 15:5-6 (Living)**

A new command I give you: Love one another. As I have loved you, so you must love one another. By this all men will know that you are my disciples, if you love one another.

**John 13:34-35 (NIV)**

As a prisoner for the Lord, then, I urge you to live a life worthy of the calling you have received. Be completely humble and gentle; be patient, bearing with one another in love. Make every effort to keep the unity of the Spirit through the bond of peace. There is one body and one Spirit—just as you were called to one hope when you were called— one Lord, one faith, one baptism; one God and Father of all, who is over all and through all and in all.

It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God's people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ. Then we will no longer be infants, tossed back and forth by the waves, and blown here and there by every wind of teaching and by the cunning and craftiness of men in their deceitful scheming. Instead, speaking the truth in love, we will in all things grow up into him who is the Head, that is, Christ. From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work.

**Eph 4:1-6 and 11-16 (NIV)**

If you have any encouragement from being united with Christ, if any comfort from his love, if any fellowship with the Spirit, if any tenderness and compassion, then make my joy complete by being like-minded, having the same love, being one in spirit and purpose. Do nothing out of selfish ambition or vain conceit, but in humility consider others better than yourselves. Each of you should look not only to your own interests, but also to the interests of others.

Your attitude should be the same as that of Christ Jesus: Who, being in very nature God, did not consider equality with God something to be grasped, but made himself nothing, taking the very nature of a servant, being made in human likeness. And being found in appearance as a man, he humbled himself and became obedient to death— even death on a cross!

**Phil 2:1-8 (NIV)**

Each one should use whatever gift he has received to serve others, faithfully administering God's grace in its various forms. If anyone speaks, he should do it as one speaking the very words of God. If anyone serves, he should do it with the strength God provides, so that in all things God may be praised through Jesus Christ. To him be the glory and the power for ever and ever. Amen.

**1 Pet 4:10-11 (NIV)**

## **SERVICE**

In response to all He has done for us, let us outdo each other in being helpful and kind to each other and in doing good."

**Hebrews 10:27 (Living)**

John replied, `God in heaven appoints each man's work. `

**John 3:27 (Living)**

Then the righteous will answer him, 'Lord, when did we see you hungry and feed you, or thirsty and give you something to drink? When did we see you a stranger and invite you in, or needing clothes and clothe you? When did we see you sick or in prison and go to visit you?'

**Matt 25:37-39 (NIV)**

On one occasion an expert in the law stood up to test Jesus. "Teacher," he asked, "what must I do to inherit eternal life?"

"What is written in the Law?" he replied. "How do you read it?"

He answered: " 'Love the Lord your God with all your heart and with all your soul and with all your strength and with all your mind'; and, 'Love your neighbour as yourself.' "

"You have answered correctly," Jesus replied. "Do this and you will live."

But he wanted to justify himself, so he asked Jesus, "And who is my neighbour?"

In reply Jesus said: "A man was going down from Jerusalem to Jericho, when he fell into the hands of robbers. They stripped him of his clothes, beat him and went away, leaving him half dead. A priest happened to be going down the same road, and when he saw the man, he passed by on the other side. So too, a Levite, when he came to the place and saw him, passed by on the other side. But a Samaritan, as he travelled, came where the man was; and when he saw him, he took pity on him. He went to him and bandaged his wounds, pouring on oil and wine. Then he put the man on his own donkey, took him to an inn and took care of him. The next day he took out two silver coins and gave them to the innkeeper. 'Look after him,' he said, 'and when I return, I will reimburse you for any extra expense you may have.'

"Which of these three do you think was a neighbour to the man who fell into the hands of robbers?"

The expert in the law replied, "The one who had mercy on him." Jesus told him, "Go and do likewise."

**Luke 10:25-37 (NIV)**

how God anointed Jesus of Nazareth with the Holy Spirit and power, and how he went around doing good and healing all who were under the power of the devil, because God was with him.

**Acts 10: 38 (NIV)**

Therefore, as we have opportunity, let us do good to all people, especially to those who belong to the family of believers.

**Gal 6:10 (NIV)**

And so we know and rely on the love God has for us. God is love. Whoever lives in love lives in God, and God in him. In this way, love is made complete among us so that we will have confidence on the day of judgment, because in this world we are like him.

**1 John 4: 16-17 (NIV)**

## MISSION

When I came to you, brothers, I did not come with eloquence or superior wisdom as I proclaimed to you the testimony about God. For I resolved to know nothing while I was with you except Jesus Christ and him crucified. I came to you in weakness and fear, and with much trembling. My message and my preaching were not with wise and persuasive words, but with a demonstration of the Spirit's power, so that your faith might not rest on men's wisdom, but on God's power.

**1 Cor 2:1-5 (NIV)**

Save some by snatching them as from the very flames of hell itself. And, as for others, help them to find the Lord by being kind to them, but be careful that you yourselves aren't pulled along into their sins. Hate every trace of their sin while being merciful to them as sinners."

**Jude 1:22-23 (Living)**

Therefore go and make disciples of all nations, baptising them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age."

**Matt 28: 19-20 (NIV)**

Again Jesus said, "Peace be with you! As the Father has sent me, I am sending you."

**John 20:21 (NIV)**

But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth.

**Acts 1:8 (NIV)**

## **Appendix – Training Requirements**

Values – Sermon teaching on Our Values, going into greater depth for Prayer, Worship, etc, via further study.

Evangelism – How to reach out to the local community, how to tell your own story

Prayer Team – team that meets after the service to pray with individuals – prayer training and some form of counseling instruction

How to... Mentor for new Christians, How to Mentor (tied in to the Mentoring Programme and how that evolves)

How to... run a Small group, any training needed for Small group Leaders

Training scheme/courses that will grow us all in our growth as Christians.

Training for leaders so they can facilitate seminars/group/team meetings.