

# MOVING FORWARD PARTNERSHIP

**FEBRUARY 2025**

## **The Creation of a Vision**

### **The Nuts and Bolts - how the structure supports the Vision**

Don't tell me your Vision, your Dream - Tell me your Plan

#### **We need the nuts and bolts to support the STRUCTURE**

What are you building?

What are the nuts and bolts that are helping us to build?

The vision leads

The dream leads

The plan follows

#### **TWO THINGS BEFORE WE START - NOTHING CONDESCENDING OR CONDEMNING**

*James Macdonald - Churches have outdated systems and structures, paralysed leadership that effectively blocks innovation and creativity. McDonald concludes they see it all but are unwilling to pay the price to address it.*

#### **How will we get the best from this session?**

- Are all my systems still effective?

#### **ASK OURSELVES THIS QUESTION FOR THIS YEAR. What needs our attention?**

- No excuses
- Pay attention to the tension!!
- Not got the resource
- Not got the team
- Start where you can

Some key nuts and bolts around 3 areas:-

- The Office
- The Main Gatherings - for most of us Sundays
- The Midweek Gatherings

## **FIRST AREA - THE OFFICE**

### **1- A Calendar Review**

- Don't just do what you've always done without thinking about it
- What worked well last year
- What didn't
- Do we need to put the same things in the Calendar?

### **2- Metrics**

Our Metrics should be

- easily accessible
- Simple to understand
- Giving you the information you need without loads of work
- Compare Year on Year - where are we growing, where are we not!!
- Some key areas to track:-
  - Attendance
  - Responses to Salvation
  - Generational ministries - kids, students, seniors
  - Groups
  - Events (events to reach wider than our church family)
  - Giving
  - Serving
- Celebrate what God has done
- Reflect on what hasn't gone so well

### **3- A Teaching/Ministry Plan**

- Look at a Year in Review
- WHAT IS GOD SAYING SPECIFICALLY FOR THIS YEAR
- Where do we need to teach this year?
- Teach series around what we feel is important
- Have a Plan for your Teaching
- And ensure you have the right people speaking into this
- Consider a Ministry/Teaching Team

### **4- Marketing and Promotion**

- Get the word out for what you are doing
- Give sufficient notice

- REMIND, REMIND, REMIND
- No Last minute MINISTRIES
- Make it easy for people to sign up
- What's On Emails/Website information
- GDPR - Ensure you have permission to send emails
- Someone on social media - Start where you can
- Good photos/videos - ensure they reflect you well
- Email addresses that reflect you well

## **5- Finance and Governance**

- Churches been tripped up by not having these in place
- Regular Reporting of finances to Board
- Get the right people on the board - Skills Audit
- Three year term for your Board members
- Annual Checks for all your policies
- What policies do the Charity Commission in the UK say we should ideally have?

In the UK, charities must comply with UK charity law and related regulations. The specific policies required depend on the type and size of the charity, but the following are the key policies most UK charities should have:

### ***Governance and Legal Policies***

- Governing Document (required): This could be a constitution, trust deed, or articles of association, depending on the charity's structure.
- Conflict of Interest Policy: Required to manage potential conflicts between trustees' personal or professional interests and the charity's interests.
- Trustee Code of Conduct: Outlines the responsibilities and expected behavior of trustees.
- Risk Management Policy: Helps assess, monitor, and mitigate risks related to finances, reputation, operations, or compliance.

### ***Financial Policies***

- Financial Controls Policy (required): Ensures transparency and accountability in handling funds, including banking, budgeting, and procurement.
- Reserves Policy: Explains why the charity holds financial reserves and how they will be used.

### ***Safeguarding Policies***

- Safeguarding Policy (required for charities working with children or vulnerable adults): Outlines procedures to protect these groups, as mandated by the Charity Commission.
- Child Protection Policy: Required if the charity works specifically with children.

- Adult Safeguarding Policy: Required for charities supporting vulnerable adults.

### ***Employment and Volunteer Policies***

- Health and Safety Policy (required if you employ five or more people): Ensures compliance with the Health and Safety at Work Act 1974.
- Volunteer Policy: Outlines the role of volunteers and expectations, protecting both the charity and the volunteers.
- Grievance and Disciplinary Policies: Required for charities with employees to manage workplace disputes and disciplinary actions.

### ***Operational Policies***

- Privacy and Data Protection Policy (required): Ensures compliance with UK GDPR and the Data Protection Act 2018.
- Whistleblowing Policy: Encourages trustees, staff, or volunteers to report misconduct, fraud, or unethical behavior.
- Complaints Policy: Provides a transparent process for addressing and resolving complaints.

### ***Regulatory Requirements***

- Serious Incident Reporting Policy: Ensures trustees report serious incidents to the Charity Commission, such as fraud, safeguarding issues, or reputational damage.

## **SECOND AREA - The Main Gatherings**

### **We want to Grow**

#### **1- Before the Service - A Great Welcome**

- Nothing Off putting
- The right people on welcoming
- Consider teams for Service co-ordination
- Set up the room well
- Identify your team
- Running Orders
- Reserved seating areas
- Welcome guest speakers well
- Try not to use In House Phrases -
- Look out for those who are stood on there own
- Role out the Red Carpet for Everyone

- All are welcome - are they really?
- Regular Announcement reminders
  - BEING ON TIME
  - KIDS AREA FOR KEEPING CHILDREN QUIET - WE LOVE KIDS!!
  - WATCHING OUT FOR YOUR BELONGINGS

## **2- During the Service - Worship and The Word - PRIORITY IN THE SERVICE!!!**

- Pre Service Prayer
- Worship Team prepared well
- Worship prepared around the word
- Have a clock
- Draw a response
- Leading people into change
- Finance Giving - make it easy to give
  - QR code giving
  - Gift Aid
  - Envelopes

## **3- After the Service**

- Teas and Coffees - Limit obstacles
- Resource Hub/Connect Point
- Prayer Point
- New People's Stand - We are expecting New People
- Thank people on the door
- Safeguarding

## **FINAL AREA - The Midweek Gathering**

### **Not just about Sundays!!!**

#### **1- Groups**

- Teaching
- Regular encouragements to the leaders

#### **2- Community Outreach**

- Start where you can

### **3- Training and Development**

- Some specialised training - where do I need more specific training (outside of Sundays?)
- Development of your leaders - am I intentional with developing our leaders?
- Team Training
  - Am I expecting new people on teams?
  - Does any team need training?
  - Have any teams gotten off course?

### **4- Prayer**

The Secret Sauce  
Cover everything in prayer  
Pray over the vision  
Surround it all in prayer

### **CONCLUSION:-**

What does God want this year ?

Where do we need to give our focus to achieve the vision?

Where do we need to change ?

- No excuses
- Too difficult
- Not got the resource
- Not got the team
- Start where you can