



Vision 2020

“Building Foundations and Developing Futures!”

[To establish a multi-functional, multi-faceted fellowship, empowering individuals to discover and activate their unique purpose and potential. Ultimately, working together to develop and rebuild our community through the unifying power and love Jesus Christ.]

History

In 2013 a vision statement was presented to the leaders of PBBC and the work commenced to update and re-structure PBBC.

Synopsis of Vision 2013

1. To empower individuals, to define their role within the body of Christ, offering support and training to enable them to embrace their responsibility to establish their spiritual and physical role within society, family and the church environment.
2. To maintain and support the family unit to grow spiritually and physically providing spiritual and physical support to encourage stability and growth. Developing family values and community strategies.
3. Supporting and training individuals of all ages to develop strong and healthy relationships both spiritually and physically. Empowering individuals to develop and grow in their Christian faith

The ultimate goal is to develop an arena where like-minded people can come together and discover their spirituality whilst developing their personal potential and purpose. The Church must offer a place for individuals to receive love, encouragement and honesty on a consistent basis.

The aim is to execute a financial strategy to enable the church to develop its financial status through various means consisting of investments, property and sound financial planning, with the guidance of qualified financial advisors and accountants.

The vision is to develop a strategic management system that will develop general administration and operations of the church, and maintain various statutory obligations. To develop and implement a diverse and strategic leadership team with the knowledge, skills and abilities to enhance the development of a cutting-edge ministry (church) in the inner city. To train and develop the ministries within the church to enable the delivery a first class service to the community.



So much has been documented and accomplished since 2013. However, the years have given us a significant amount experience and much has been learned. There have been many successes and failures recorded since the launch of the vision in 2013.

I believe it would be a fair to state that the vision has been implemented with the exception of the new building project. The building project has been discussed and exploration began after year 3. *(Personally, I believe this was a little early, but it progressed anyway and is still in transition.)*

The initial vision plan 2013 was implemented and is still being developed. The restructure of varied ministries, development of a deaconate election process, financial planning and budgeting has been moderately successful. However, updating and improvement is always necessary and that is what I hope we will address in the 2020 vision.

Current Situation

Though Vision 2013 was implemented it is clear that Vision 2020 is necessary to reinforce and update the previous vision. The 2013 vision has been successful but has not been monitored and assessed adequately to validate its effectiveness. In 2019 a report was commissioned to evaluate all the ministries within PBBC and it revealed that although all the ministries had been implemented it was clear that because of fundamental management the ministries were failing and not adequately productive, The introduction of Vision 2020 will reassess and eradicate the weakness and failing that had become evident since vision 2013 was implemented and offer a forthright and robust solution going forward.

PBBC finances have vastly improved since 2013 and are quite consistent, but still need the benefit of a serious overhaul and budget review. We are still not budgeting effectively and some of the finance procedures need updating and improving. Possibilities of investment have not been adequately explored; also the budget for giving to outside ministries is still in need of a review.

The individual ministries have seen a development of teams and structures unfortunately; they still suffer from clarity and entrenchment. I would suggest the team structures have not been embraced by the congregation as a whole and has resulted in the collapse and underachievement of many of the ministries during the previous years.

I suggest this may have been due to the limited overall management and lack of engagement and drive of many of the individuals involved.



The initial process to motivate the ministries was a strategic attempt to encourage the congregation and get everyone involved, in the hope of obtaining a more committed attendance and increased input in the general operation of the church. However, this has not been as successful as anticipated, as we evidenced many volunteers failing to be able to either fully commit to the roles or finding they were not satisfied with the roles that they selected to participate in.

(Personally, I believe the breakdown was a result of many individuals volunteering for roles without clarity, management or understanding of the role and the commitment that would be necessary to fulfil the demands required; subsequently the outcome was many opting to resign from their position which led to a breakdown and ineffectiveness of the ministry. I feel this was an oversight by the leadership in a haste to motivate the church members to take ownership of the ministries of the church and drive the vision forward.)

Various ministries started without a clear and precise understanding of the pressures and pitfalls of the role. Many were not adequately trained or prepared for the role they volunteered to do, also a number of the selected coordinators failed to establish meetings, prayer times, training updates etc. Some were expected to manage a group, even though they may have had no managerial or supervisory experience or support from the leadership.

I believe this was a mistake on my part as Pastor and take full responsibility of the failure to train and prove/test individuals and ensure there was a clear “calling” or desire to fulfil the role before commissioning them.

I don't think individuals should ultimately be held responsible for the failure, as they clearly were not adequately trained, instructed and informed of what was expected of them and the commitment necessary. Inevitably, there was a lack of discernment and forthrightness on behalf of the leaders and those that volunteered.

2020 Vision “ Building foundations-Developing Futures”

“Vision 2020” offers a different approach. I recognise that the church is a living organism and is constantly changing. Therefore, it is essential that the leadership adjusts and adapts their strategy to progress in line with the changing needs of the church.

It is evident that to ensure PBBC progresses and undertakes the challenges of 2020 and beyond, it will demand a more forthright and robust process, ensuring that PBBC is clear and concise in their communication regarding the direction and expectation of its leadership and congregation going forward.

“Vision 2020” is a process of small but sure steps as opposed to large dramatic movements, building solid foundations for future growth. *(The steps of a righteous man are ordered by the*



Lord.) We must create competency, and capacity in individuals, rather than be influenced by a haste to fill the roles (The race is not for the swift but for the sure.)

Over the next twelve months “Vision 2020” will deliver clear boundaries and expectations of its membership and leaders, ensuring that there is clarity of the roles and responsibilities. The intention is to make plain the directive that God has given to us as a church, establishing firm foundations.

“Vision 2020” aims to ensure that the leadership and congregation is forthright, trained and engaged in the operational, organisational and ministerial aspects of the church structure, and will lead by example and demonstration to ensure a coherent and robust directive in guiding PBBC.

We must ensure that there is clarity regarding the expectations and goals of the leadership, the ministries and the congregation as a whole. Clarity is an essential precursor of productivity, and a lack of clarity can cause stress and confusion. Formal guidelines and protocols need to be dispensed from the leadership and clear policies must be extended to the congregation.

“Vision 2020” will deliver a financial strategy to be presented in a bid to ensure that PBBC has sufficient funds to create opportunities for future investment and security of the church. This will include strategic financial planning to ensure we explore all the financial options available to us via HMRC, Gift-Aid, Charity status, External funding streams, internal funding projects, concerts, seminars and comprehensive use of our premises.

“Vision 2020” will review and retrain **every ministry**, ensuring all those involved have been trained and attained above the minimum standard that is required to fulfil the roles effectively; excellence has to be our goal. There will be a clear standard required to be selected for the roles and a declaration of principle must be agreed. This process will highlight and resolve the issues that have created the breakdown of ministries previously. *(Study to show thyself approved)* We are not expecting everyone to take a degree, but at least the agreed ministry standard **MUST** be obtained regardless of personal opinion. *(Many are called but few are chosen.)*

Previously, we have opened the door to allow everyone an opportunity to serve and rightly so, however we must accept that we have a responsibility to discern carefully how individuals are selected, we must discern between desire and capability to fulfil the role. Hence the training and selection process being improved and updated.

It is imperative that we implement an appropriate accountability process throughout the ministries and the general operating of the fellowship. All ministries must account to the



leadership; there should not be any ministries that are active outside of the authority of the leadership of PBBC especially if they are representing PBBC. Also, sadly too often negative remarks, attitudes and behaviours go unchecked and often become hurtful without any explanation or justification, this type of behaviour cannot be encouraged or condoned. Individuals displaying such behaviour must be challenged and a process applied to eliminate such attitudes. It is our duty to deal with those causing division in a biblical way. (*Matthew 18*)

We must make the vision plain and eradicate any confusion in a loving but firm manner.

“Vision 2020” will be determined to achieve the following...

1. A worshipping people (Making Christ the centre of all we do)
2. A praying people (Making prayer a foundation for all we do)
3. A serving people (Recognising that every person is created by God)
4. A giving people (To share what we have for the glory of God)
5. A transformed people (Becoming more like Christ daily)

Vision 2020 aims to create a church/fellowship that functions with excellence in every area, ensuring that every ministry is adequately trained and prepared to fulfil their role in the work of PBBC. Ultimately, developing those that are committed by providing them with the skills and abilities necessary to fulfil their personal calling with clarity, integrity and assurance regarding their purpose and direction, transforming the individual and PBBC in a practical and spiritual way.

The strategy to achieve this vision is through constructive training, consistent assessment, and regular reviews. Clarity of roles and discernment of abilities will be crucial in ensuring competence and capacity is being achieved and implemented. Consistency in standards and innovative ideas for progress is key to the building PBBC and developing a committed congregation to progress in small but effective stages, underpinned by a strong firm foundation, spiritually, financially, socially and physically.

Church Structure

The following is an explanation of the three sectors of the church structure.

Operational- Organisational- Ministerial.

The operational involves the practical outworking of the church. The organisational involves the business and administration functions of the church and the Ministerial involves the



spiritual functions of the church. Obviously some of these functions may cross but essentially there are three sectors that need to be overhauled during 2020.

These three sectors need to be established and ingrained into the life of the church. Responsibilities and working practices must be identified and clarified to ensure a coherent and convenient pattern of work is developed throughout PBBC. Unfortunately, previously these structures have never been clear, due to lack of meetings, communication and haste to deliver. The lack of timeframes, failure to address situations have led to processes becoming problematic, also a “head in the sand” mentality has contributed to some of the breakdown. Therefore, clear roles and responsibilities for leadership and congregation alike will be necessary. Continuous update and follow up meetings are essential in ensuring individuals are adhering to the procedures and policies.

Operational (Practical working of PBBC)

Please note these lists are not exhaustive.

1. Worship teams
2. Musicians
3. Catering
4. Ushers
5. Communion
6. Alter Workers
7. Mixing desk and Song pro
8. Repairs/maintenance
9. Equipment maintenance and upgrade
10. Health and Safety
11. Sunday School Teachers
12. Youth workers
13. Outreach Workers
14. Security Workers
15. First Aid Workers
16. Safeguarding Team

Organisational (Business and Administration functions of PBBC)

1. Finance income/outgoings



2. Financial Goals
3. Donating and Tithing
4. Budgets
5. Gift Aid
6. Invoicing External/Internal
7. Investments
8. Charity Status
9. Training/Operational/Organisational/Ministerial
10. Marketing/Outreach/Branding
11. Buildings
12. Safeguarding

Ministerial (Spiritual functions of PBBC)

1. Bible Study
2. Worship leading
3. Prayer meeting
4. Healing meeting
5. Discipleship
6. Women of Purpose
7. Men's ministry
8. Women's ministry
9. Sunday school
10. Youth ministry
11. Pastoral ministry
12. Evangelism
13. Baby Blessings
14. Baptisms
15. Funerals
16. Weddings
17. Counselling
18. Home visits
19. House Blessings
20. Ministry Trainees
21. Outreach Programs