

Preamble:

With the resignation of Pastor Conroy Ekkert, the Elder board felt that this was a good opportunity to evaluate and make revisions to the direction of the church, before taking on a move to hire a second pastor. In order to cast a new vision for 2012 and on, the Elder board decided to take on the process of “listening”. The “listening” process included an Elder’s retreat to study the Bible, pray, fast and vision. Also included in the listening process, the Elders sent out e-mails, made phone calls, and had various meetings with groups and mainly individuals to discern direction and feedback.

Through the “listening” process, this is what the Elders believe they heard as values for the direction of the church:

- Some kind of pastoral position for youth and children
- Children Ministry (family)
- Community groups/Community Building
- Neighbourhood impact
- Conversions and baptisms/outreach
- Good preaching
- Strong leadership
- Another full-time pastor
- Worship Ministry
- Increased help (many members need rest)
- Better placement of congregational help

From these values the Elder board asked these questions:

- **What will our children's vision look like?** What is the success for us in one year? Two or three years? Along the 4 core values of the church? Sundays, and weekdays? TREK?
- **What will the youth vision look like?** What is success? Along the 4 core values of the church? What about Sundays, youth groups, helping in other ministries, missions, TREK?
- **What will community growth look like (spiritual health)** - along with 4 core values of the church? Do we need family nights, supports, teaching, Sunday lunches and sharing, TREK lunches & TREK involvement?
- **Equipping** to meet the needs of ministry: youth training, Sunday school teaching, ministry serving, balance – Do we need special classes, sermons, mentoring? Outreach, and outreach opportunities through service? Missions? Etc...
- **Sundays...** Teaching that focuses on the Bible and Jesus, Are we relevant to the life of the members? What about worship that is about worship and not performance? Leadership? Children & youth presence during Sundays?

The leadership would like to propose the following changes:

(Please note that these are either additions or improvements to ministry already happening, those that are not mentioned here will still be upheld and continued)

Children Ministry:

- **South Hill Kid’s and South Hill Tot’s:** Will stay the same with added Pastoral involvement to help develop and maintain the ministry.
- **Weekly children’s nights** (i.e.: Awana or Pioneer Clubs, etc.); South Hill will recommend sending your kids to another church (i.e. Ebenezer Baptist Church) and parents can volunteer there if they would like. This will reduce membership fatigue.
- **South Hill Family Nights (monthly on Friday):** To create a family night on Fridays once a month for fellowship, bringing families together, parent topics for teaching, and involving youth to play with children. *(Community Building and Outreach for the Toddler’s playgroup and TREK)*
- **Sunday Mornings:** To create more involvement with kids in the service i.e.: stories, prayers, skits, songs, sharing, etc...

Youth Ministry:

- **CHAOS Youth Group:** Will stay the same with added Pastoral involvement to help develop and maintain the ministry and to retain a Youth Coordinator.
- **TREK:** To create better connection via youth group and outreach through more pastoral support.
- **Sunday Mornings:** To create more involvement with kids in the service i.e.: sharing, prayers, skits, songs, etc...

Building Community:

- **South Hill Family Nights (monthly on Friday):** To create a family night on Fridays once a month for fellowship, bringing families together, parent topics for teaching, and involving youth to play with children. (*Community Building and Outreach for the Toddler's playgroup and TREK*)
- **Toddler's Playgroup and other community outreach:** To add more pastoral support through community outreach ministry team, etc...
- **Community Lunches and Events:** To create more involvement with intentional planning for after service lunches to build community and relationships, to invite newcomers, and have times of sharing and other encouragements.

Equipping:

- **Community groups:** Pastoral involvement in training, facilitation, resources, promotion
- **To teach in specific areas:** Pastoral teaching in 101, 201 classes, evangelism, ministry and missions, etc...

Sunday Services:

- **To provide effective preaching:** By adding on more guest speakers and looking for a second pastor with strong preaching
- **Worship Music and other elements:** By adding on either a combination of Elders/Deacon or potentially second staff depending on skill sets, and training/supporting existing leaders or developing new ones.
- **Youth and Children elements:** Making an intentional effort to bring youth and children in more visible spaces of worship

Proposed Pastoral Set-up

Pastor Mike	New Pastor
<p>Lead the church as Senior Pastor Preach & teach: 40-33% of 52 weeks</p> <p>Main Ministries:</p> <ul style="list-style-type: none"> • 25% Community groups and family related ministry Pastoral direction: Children, Youth (depending on Associate Pastor SKILL SET) • 25% Community outreach • 10% Counseling and teaching/Developing leaders • Teaching and equipping • Administration 	<p>Associate Position Preach & teach: 50% of 52 weeks</p> <p>Main Ministries:</p> <ul style="list-style-type: none"> • 30% SKILL SET: Ministries within strengths and skill sets (possibly Worship, TREK, or other (see below)) • 20% Administration • Help teach, counsel, and related duties as Lead Pastor assigns • Teaching and equipping

The Associate Pastor's 30% time could be used for:

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| Small Groups | Worship |
| Youth/Children | Young Adults |
| Counseling | TREK |
| Freedom Sessions | Other... |