

EBC - Going Deeper

VISION

- ▶ We want to play our part as Jesus builds his church
- ▶ We want to “Go and make disciples...”
- ▶ We exist to love God, love people and grow together to become more like Jesus.
- ▶ We want to be a church that people who don’t “do church” love to *become part of*. (i.e. become disciples)

VISION

“HERE”

- ▶ 450 attenders
- ▶ 115 members
- ▶ 100 regular givers
- ▶ 100 regular servers
- ▶ Reaching wide...
... going deep?

“THERE”

- ▶ 1000 attenders
- ▶ 400 members
- ▶ 500 regular givers
- ▶ 500 regular servers
- ▶ Reaching wider and
going deeper

VISION

“HERE”

- ▶ Dependency on lettings
- ▶ Only 77% of members on a regular giving scheme
- ▶ No real focus on explaining and encouraging baptism and membership
- ▶ Living beyond our giving

“THERE”

- ▶ Dependency on giving
- ▶ 100% of members on a regular giving scheme
- ▶ Baptisms and membership are key milestones - for individuals and EBC
- ▶ Living within our giving

VISION

“HERE”

- ▶ Blend of dedicated employees and volunteers
- ▶ Default is to employ staff to meet needs
- ▶ Hardworking, loyal team in right roles for them and EBC
- ▶ “One team” mentality
- ▶ Some key vacancies

“THERE”

- ▶ Blend of dedicated employees and volunteers
- ▶ Default is to employ only where absolutely necessary
- ▶ Hardworking, loyal team in right roles for them and EBC
- ▶ “One team” mentality
- ▶ Key vacancies quickly filled

CHALLENGES

Realities

1. We have a forecast gap of about £16k this year... despite a legacy and not employing a Families Team Leader
2. Financial gap next year too if nothing changes... Much bigger (£50k) if we employ someone else fulltime
3. We need to close the gap between our spending and our giving
4. We need a point leader for children's work and a point leader (and bigger team) for youth work
5. Regular giving "gap" may take longer to close than our needs demand

CHALLENGES

Solutions

1. Do not employ FTL this year. Use/build Ministry Fund (£21K, Gift Day 2016) to improve families work as priority.
2. Do not commit to spends we cannot afford - may mean not employing someone anytime soon
3. Focus on giving as a priority (everyone, not just 77%)
4. Find a solution with EBC leaders, staff and volunteers. Explore blending the Children's and Youth Ministries - shared resource, joined-up approach
5. Ongoing Gift Day funds earmarked for building up families work until we close the regular giving "gap"

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The Future Dream Team

- ▶ Team Leader
- ▶ “Assistant Minister” type - full time
- ▶ Point leaders per ministry area (seniors, youth, children, Refresh, local causes, other causes, pastoral)
- ▶ Church manager/Admin
- ▶ Treasurer
- ▶ General assistants
- ▶ Elders / Leaders
- ▶ Special Advisors
- ▶ Volunteers co-ordinator
- ▶ Environments champion
- ▶ Worship Leader(s)
- ▶ Creative Arts Leader
- ▶ ... and their teams!

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KEY:

Black = current paid staff

Blue = current volunteers

Red = current/long term vacancies

The “Take Homes”

- ▶ We will always need a blend of dedicated staff and volunteers
- ▶ We should be imaginative and flexible in how we employ/deploy them - and we will be
- ▶ We have been over-reliant on lettings and staffing
- ▶ We need to rely instead on giving and serving
- ▶ Our mission to make disciples aligns perfectly with our need for more resources - we will secure our future by pursuing our mission to make disciples (not merely attenders)

Next Steps

- ▶ Re-assess children and youth approach - make it more “joined-up”
- ▶ Increase resource to give more support to children and youth - leadership, staff, volunteers, training, materials
- ▶ Cast vision and push Discovering Membership
- ▶ Appoint Volunteers Co-ordinator(s)
- ▶ Pursue the “catalysts for spiritual growth” (6Ps)
- ▶ Keep communicating!

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