

Faith Covenant Church Operational Plan

Living Document – to be reviewed and updated monthly

- **Initiation Date: May 2017** - Communicate well through meetings, newsletters and presentations the operational plan to all participants in FCC.

Pastoral/Ministry Goal	Activities proposed	Outcomes	Dates
<p>Unity</p> <ul style="list-style-type: none"> • Pastoral Team 	<ul style="list-style-type: none"> • Pastors will form a Pastoral Team operating as one team versus two individual Pastors. The following operational principles will be followed: <ul style="list-style-type: none"> • Team will form a strong bond through working together, information sharing, regular Team meetings, prayer & support. • Team will base work load decision on areas of giftedness. • Pastoral Team meetings <ul style="list-style-type: none"> ○ Pastors to meet each morning (9 AM) for about 15 minutes as pastoral team (high priority) ○ Purpose: To develop a strong, unified Pastoral Team to do ministry. ○ Agenda <ul style="list-style-type: none"> ○ What’s the most important thing you have to do today? ○ How can I help? ○ How can I pray for you? ○ Pray; Encourage; Inform re: schedules, accomplishments, concerns, progress; Share new information; Share tasks; Celebrate. ○ Administrative Assistant to remind Pastors of meeting and complete tasks assigned to him/her by Pastoral Team. • Team members will <ul style="list-style-type: none"> ○ cover for each other ○ Coordinate office schedules to ensure best pastoral coverage for FCC. ○ Post Pastoral TEAM work schedules (when/time, where/location, what/tasks) each Friday for the following week. ○ Ensure Administrative staff assistance is each T-F (9-12). ○ Be available by phone to each other 24/7 for emergent items arising. • Offer and complete a Lay Leadership Training Course in the next six 	<ul style="list-style-type: none"> • A pastoral team rather than two pastors. • A pastoral team that is united, well informed and can deal with church, community and leadership needs effectively and efficiently. • Office open, phone answered and staff available to assist 9-3 T-f. • Creative sharing of Pastoral workload and skill sets to successfully meet growing ministry demands. • Well trained lay leaders to assist with ministry. • Well informed council and pastoral team with understanding of day to day operations, roles and employment expectations • Fewer interruption during ‘off’ hours • Better informed church and community members regarding • Pastoral team schedule • Trained Lay Leaders joining Pastoral Team to complete ministry tasks. 	<p>Begin immediately.</p> <p>Begin immediately.</p> <p>Begin immediately.</p> <p>Begin immediately having Lay leaders in</p>

<p>Workload</p>	<ul style="list-style-type: none"> • Church ministry work is conducted both inside and outside the church as together we strive to ‘Know God and make Him known’. • Pastoral Team with the assistance of elected leaders will develop and follow agreed on principles when deciding on workload requests and involvement (wedding, funerals, counselling, pastoral representation on church/community committees and events, etc.). • Share ministry and operational workload between pastors, council, ministry teams and congregants assigning duties based on the person’s training, gifts and abilities. • Implement Pastoral Team Model to share and manage workload. • Initiate, recruit and graduate competent FCC Lay Leader Volunteers to assist with Ministry/Organizational Workload (visitation, prayer or comfort, communion, healing, administrative tasks, etc.) • Pastoral team will meet regularly (monthly) with the Lay Leader Group to offer ongoing training, mentorship, encouragement, care and discuss workload assignments/issues/successes. • Form a list of pastoral resources both within and outside FCC to assist with requests for officiating at funerals and weddings. 	<ul style="list-style-type: none"> • See above ‘Unity’ Steps. • Trained Volunteer Lay Leaders to assist with ministry workload • Volunteers working in areas of giftedness. • More church and community adherents visited and cared for by FCC • More time spent by Pastoral Team on ministry development (teaching, programs, outreach, etc.) or spiritual and vocational development (Study, Mentorships, Spiritual Direction, etc.) 	<p>Begin immediately assigning tasks to appropriate people. Report progress on each task regularly at Council meetings. Completion date ASAP with last task (Lay Leadership training) to be completed by October 31st.</p>
<p>Finances</p>	<ul style="list-style-type: none"> • Celebrate and communicate steps above (Pastoral Team, council and congregant communication and unity, Lay Leader program and enhanced ministry services). • Support outreach ministry – Missions with McNeil family. • Make congregation aware of needs and trust God to provide. • Begin discussion on a revised financial plan to address resource realities. 	<ul style="list-style-type: none"> • Enhanced finances resulting from greater ministry, unity, involvement and understanding. • Enhanced local income resulting from giving to ministry outside the church. • Plan in place to address resource realities. 	<p>Begin immediately and complete by July 1st.</p>
<p>Embrace ‘Mid-Size’ church Operational Model</p>	<ul style="list-style-type: none"> • Offer Educational Courses to Congregants and Leaders and Pastors on Mid-size church Operational Model and the changing roles and responsibilities for congregants, council and pastors. • Choose a book for Council to read on transitioning from a small to a mid-size church model • Ask local experts to help by offering education to congregant and council on local changes that need to be made as we move to a mid-size church model. (i.e. Jon Drebert/Pastor Marc). . • Revisit FCC structure and operations to ensure it supports Mid-Size Church operations and ministry. 	<ul style="list-style-type: none"> • Informed church on Mid-Size church Model • Council’s focus changes to support mid-size church model. • Mid-Size Church ministry and operations in place and practiced. Small church operational ways gone. • Enhanced unity through church education and understanding. 	<p>Begin immediately with finding materials and books to read and study over the summer and target mid-size church training Sept/Oct 2017.</p>