

Inwards: *in love for one another, in fellowship, service and pastoral support.*

Key Values:

- We value each and every person and actively show appreciation.
- We discourage gossip and a culture of negative criticism.
- We encourage positive feedback for the edification of others.
- We are committed to truthfulness, openness and to resolving conflict.
- We support one another in prayer and practical ways.

Outwards: *in love to the community, in action, faith sharing and evangelism.*

Key Values:

- We seek opportunities to serve all people.
- We are engaged in bringing God's perspective to issues in today's world.
- We show God's love and demonstrate his standards in the community.

Love: *to encourage love in every aspect of the Church's life and to see Christ at the centre of all that we do.*

- We see people the way God sees them
- We are engaged in bringing in God's perspective to issues in today's world.
- We show God's love and demonstrate his standards in the community.

6. What differences does it make?

Existing work will continue as before. Where things need sharpening, or where there is an opportunity to take the church forward, the Ministry Groups will suggest and implement change. Where the changes proposed affect other areas, or break new ground, the ECC will discuss these before they go forward.

We believe this is a great opportunity for us to make considerable strides forward in achieving our vision and mission.

In practice, we will make mistakes, so we ask you to bear with us. We will report on the effectiveness of this way of doing things at the Annual Meeting, and adjust in the light of feedback at that time.

Phil Dykes, on behalf of the Leadership Team, September 2007.
(Please retain for your own information and future reference)



How Does Heatherside Church Work?

Introduction.

The following lays out what we at Heatherside Church are trying to do and how we expect that to happen. This explanation arises because of a change the ECC is making in the way it will be working, and it seemed a good opportunity to explain these changes in the context of the wider vision and mission statements of the church. If anything is not clear, please speak to Phil or Geoff Taylor as a first port of call (of course, you can speak to any member of the ECC but GT and PD have been closely associated with the change process.

1. Our Vision.

Our vision statement is drawn from Ephesian 3:14-21 and is stated as follows:

We seek to be a Bible based and Christ-centred community actively seeking in the knowledge of God the Father, in the love of Christ and in the power of the Holy Spirit, to Know and Go with the Gospel and to impact both our local community and the wider world.

We often summarise it as being: ***To know Christ and to make him known.***

2. Our Mission.

Our mission statement then is to *seek to achieve our overall vision through encouraging an ever-deepening commitment to the following areas of ministry:*

- Upwards, to God, in worship and prayer
- Downwards, in faith, in growth and maturity
- Inwards, in love for one another, in fellowship, service and pastoral support
- Outwards, in love to the community, in action, faith-sharing and evangelism
- Love, to *encourage love in every aspect of the Church's life and to see Christ at the centre of all that we do.*

Visually this is expressed through the arms of the cross and the arrow in our logo (see front page).

3. The Leadership Team.

If we understand our vision and mission in this way, it seemed right that the Ecumenical Church Council (ECC) should be geared to work at this in all that it does. So the ECC needs to be known by its function. We have renamed it therefore as **The Leadership Team** for it offers leadership to the church as a whole, making policy and handling major changes in the church.

4. Ministry Groups.

The Ministry Team was formed some time ago to share the load of the Minister's responsibilities, and to engage where necessary with issues in the life of our church. They have been working behind the scenes for some years now, often unnoticed. I would like to express my thanks to Geoff Severn, Jacque Kellagher, Mike Lamond, Richard Heddle and Gill Bagnall who have helped move us on. Now is a different time, with different challenges. In order to engage with our Vision and Mission more effectively, the ECC want to expand the Ministry Team into Ministry Groups linked into our Vision and Mission statements.

So, each member of the Leadership Team (ECC) will now serve on a Ministry Group. These groups will be led by someone passionate about that area of church life. Other people not on the Leadership Team will be asked to join them, where they too have a passion for that area, to help work at that area of church life.

The groups which have been formed are as follows. There are 2 Outwards ministry groups, as we decided that this was too important to try and do everything in just 1. I have also listed the activities overseen by each group.

- Upwards: led by the Minister (music, preaching, services, prayer ministry, prayer meetings)
- Downwards: led by Geoff Taylor (children's and youth ministries, marriage and confirmation preparation, other courses)
- Inwards: led by Jacque Kellagher/Yvonne Stokes (afternoon fellowship, small groups, church holiday, socials, pastoral care)
- Outwards (1): David Cox, Community Involvement (community association, gateway, mission group, newslink, website)
- Outwards (2): Geoff Severn, Faithsharing/Evangelism (alpha, baptism preparation, men's ministry)

This is not another structure to manage the church. It should be seen rather as a way to get things done, and changed more quickly and effectively.

5. Values.

Each of the Ministry Groups will be governed in part by the **Values** as set down below, which we believe will help us not only to achieve our goals, but also to achieve them in a godly way.

Upwards: to God, in Worship and Prayer

Key Values:

- We make public and private worship a priority.
- We seek the Lord's will and are guided by him in our life together.
- We are open to the Holy Spirit wherever we are and whatever we are doing.
- We encourage all to deepen their personal relationship with Jesus.

Downwards: in faith, in growth and maturity

Key Values:

- We preach and teach the Word of God in the power of the Holy Spirit.
- We are committed to discipling all ages.
- We promote and support individual and corporate growth in Christ.