

Vision 2016

"meeting needs, transforming lives, restoring community ..."



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Foreword...

The blessing of God and a brilliant team effort has brought us to today. I want to thank everybody that has contributed.

I want to acknowledge our heritage; in 2010 the Apostolic Church has been in Aberdeen for 80 years. There have been many faithful men and women of God along the journey so far, I praise Him for that and for all those who have played their part.



Now we look forward. I echo Habakkuk's prayer:

*"LORD, I have heard of your fame;
I stand in awe of your deeds, O LORD.
Renew them in our day,
in our time make them known..."*

As gathered people of God we want to be known as men and women "*after God's own heart.*" As we set out on the next phase of New Life's journey, as a Leadership, we will make every effort to remove any barrier that would frustrate the purposes of our God. We want to make space for growth in all aspects, in word and in action we ask God "*let your kingdom come...*"

So today we thank God for the last 80 years and we look forward to the next five. Our hearts are full of expectancy and a deep sense of privilege.

May you too be inspired by this vision for New Life's future.

Jon
Senior Pastor – New Life International Church
October 2010

Why We're Here ...

If you are in any doubt, know this, God's purpose for His church expressed through New Life can be summarised in six simple words:

"meeting needs, transforming lives, restoring community..."

We believe that God has called us to serve - to see a need and meet it. At New Life, Serving precedes Soul Winning. God has clearly shown us that He will pour out His Spirit on us as we give our lives in serving in a community that doesn't yet know Him.

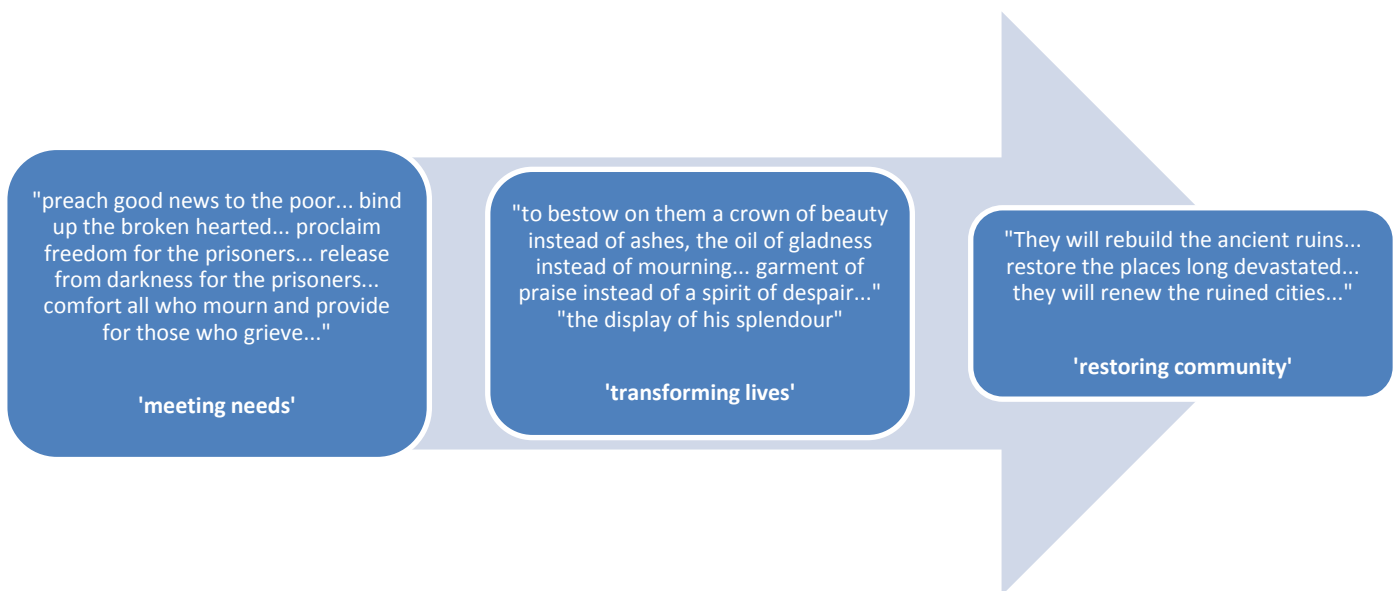
The Bible says this:

"If you get rid of unfair practices, quit blaming victims, quit gossiping about other people's sins. If you are generous with the hungry and start giving yourselves to the down-and-out, your lives will begin to glow in the darkness, your shadowed lives will be bathed in sunlight.

I will always show you where to go. I'll give you a full life in the emptiest of places — firm muscles, strong bones. You'll be like a well-watered garden, a gurgling spring that never runs dry.

You'll use the old rubble of past lives to build anew, rebuild the foundations from out of your past. You'll be known as those who can fix anything, restore old ruins, rebuild and renovate, make the community liveable again."¹

In the Bible the book of Isaiah has really helped guide us to where we are now. In Chapter 61 we see this:



Jesus uses this very text from Isaiah to outline His reason for being here and so do we.

As we serve (meeting needs), in God we will see lives changed (transforming lives) with the impact of renewal in our city (restoring community).

¹ Isaiah 58: 9-12. The Message

Our Core Values ...

Everything we do finds its expression through these core values:

Worshipping

We are a worshipping church. We love vibrant, Spirit led, contemporary worship, spending time in God's presence where He speaks and ministers.

We were made for God's pleasure. Worship involves every aspect of our lives. In everything we do we want to honour God. At home, work, school and play; in times of blessing and times of joy; in despair; in everything we live with intent to acknowledge Him as *"King of Kings and Lord of Lords."*

Serving

New Life is here to serve. There is something for everybody to do. We believe there is a role for every person. We will help you *"find your place, take your place and function in your place"*. We want to help identify and release your talent and gifting.

We love serving people whether or not they know God. We don't turn people into the next project. We don't come and point out peoples failings.

We serve and God blesses because of it.

Connecting

New Life is a family, God's family. We love and hold every person who is part of us and we desperately miss those who are absent. We share in each other's joys and sorrows, strengths and weaknesses.

There is a place around the table for you. We are family.

Growing

We are made to become more like Christ. We recognise, and you will see reflected through this vision and strategy, the fundamental importance of growing in the knowledge and experience of God. We are Bible based.

In the Bible Paul instructs us *"to prepare God's people for works of service."* Regardless of age or background New Life will be a continual place of growth in spirit, soul and body for all who belong.

Coming to Faith

The Bible speaks of the *"Great Commission"*. God has *"commissioned"* each one of us.

"All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you."

We will always think of others. We will see the ability that God has to affect nations through one life coming to Him. We will understand more of *"eternity"* than the *"here and now"*. We will develop creative and innovative ways to help people *'come to faith'*.

We are here to extend the Kingdom of God, to see lives transformed and communities restored.

Our Culture ...

“Excellence Honours God and Inspires People”

We will do our very best in every thing we do. Whatever task we undertake we will do it to the glory of God. Every sacrifice, whether seen or unseen, will be the very best we can bring.

Corporately, we will ensure that God is honoured in every area of ministry with competent, gifted, Spirit led people. We will make space for new ministries that God brings to us.

Even in things as small as the tea and coffee, we will aspire to use the best.

This doesn't mean our service will always be Five Star or that we will ever be like Starbucks. It does mean that we will do the very best with what we have individually and as New Life.

Be loved, Believe, Become

We won't ask any searching questions. We will not seek references or a personality profile. If you want to come to New Life, we promise to do one thing first – Love You.

We believe that Faith is a journey. As we encounter unprovoked and unconditional love, our hearts open to believe. Over time we understand that God has made us for a purpose that is unique to each one of us.

One thing you can be assured of is that there will be a smiling face and a loving welcome to anyone who comes to New Life. And over time as you discover 'faith' and God, we would love you to become a partner of the work of New Life.

Making Space for Growth

God's heart is for growth. There are seasons of growth and cutting back, but God's heart is for growth. We will do all we can to identify activities that restrict or inhibit growth. This means that activities and ministries will constantly be under review in order that we can ensure there is always space for growth.

We will have a culture and a heart like the careful gardener. We will replot the plant even before the container starts to restrict or confine its growth.

Find it, Take it, Function in it - your place

At New Life we understand that God has a unique role for every person within the Church. We will work to identify, nurture and release God's calling on your life.

We will create space for personal and corporate growth. We will grow to rely on one another – on team.

There will be support in discovering your spiritual gifts, your passions, your abilities and new experiences.

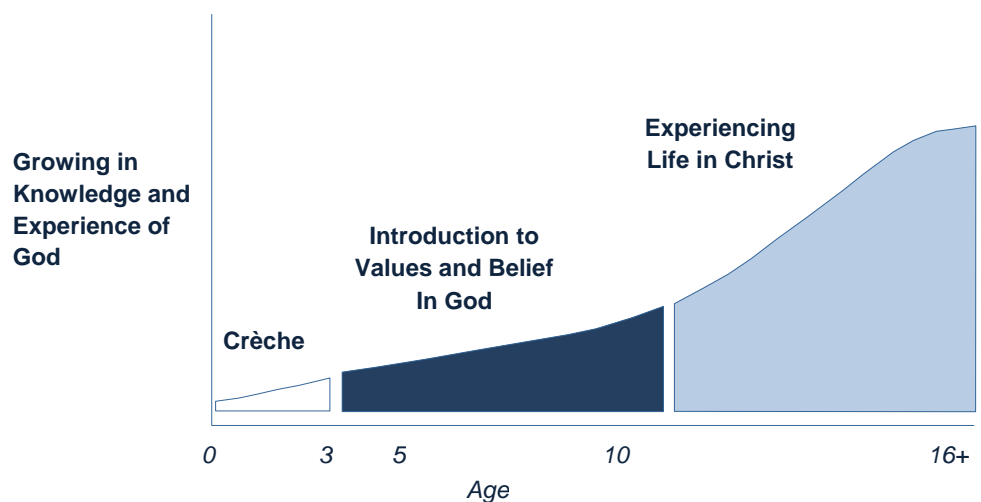
We will develop a God centred culture, that affects all areas of serving and ministry - 'preferring one another' above ourselves.

We will identify opportunities to develop your gifts.

For example, there will be a prospectus that allows parents to have confidence that New Life cares for and develops both children and youth – this will cover teaching, relational support and social networking.

Agile Church

New Life will be agile. If the Spirit of God says "*I want you to work here*", we will respond quickly. We want to be a church and leaders that are able to respond immediately to the prompting of God, making the most of every opportunity we see.



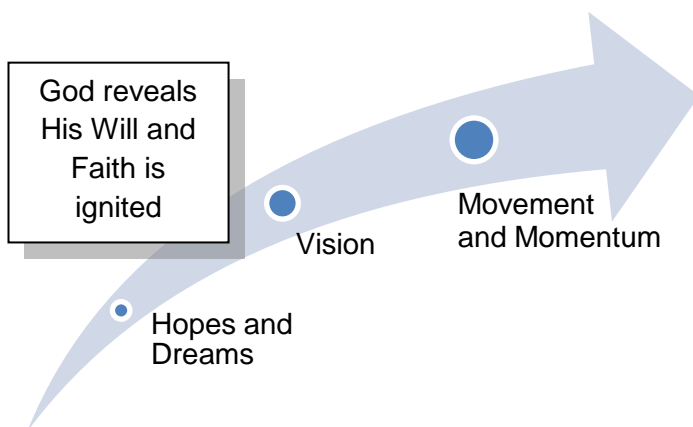
Ours Dreams ...

In summer 2009 at the New Life Weekend Away we were provoked to uncover our hopes and dreams again. This was a significant time for us. Something was conceived then that we see today. Our heart was expressed in this simple way:

Disturb us Lord, when we are too well-pleased with ourselves; when our dreams have become true because we dreamed too little; when we have arrived in safety because we sailed too close to the shore.

*Sir Desmond Tutu
former Archbishop of Cape Town*

- People will be added to New Life through coming to faith
- We will see the Kingdom of God on earth in what we do
- We will see whole person renewal, restoration and healing.



New Life is a growing, vibrant church that serves both the community and the city.

In Summer/Autumn 2010 our Sunday Celebration attendance ranges from 85 to 110 New Lifers and is growing. Over the next ten years we would like to have a venue that can cater for the needs of over 500 people.

A long term financial analysis (over ten years) has shown that we need stepping stones to release growth. This may mean moving venue a number of times over that period. God willing, at the right time this would culminate in the construction of a purpose built facility.

As part of this change, New Life needs to strengthen its house group network. Presently, approximately 50% of New Lifers attend house groups; we would like that to be above 75%.

At New Life's heart is our compassion expressed through Social Action – we will develop and partner with organisations to deliver significant change to the poorest of our city over the next ten years.

We will develop a comprehensive training facility.

We will influence change in our city.

We long to see the Kingdom of God come in a way we have never seen before in this generation.

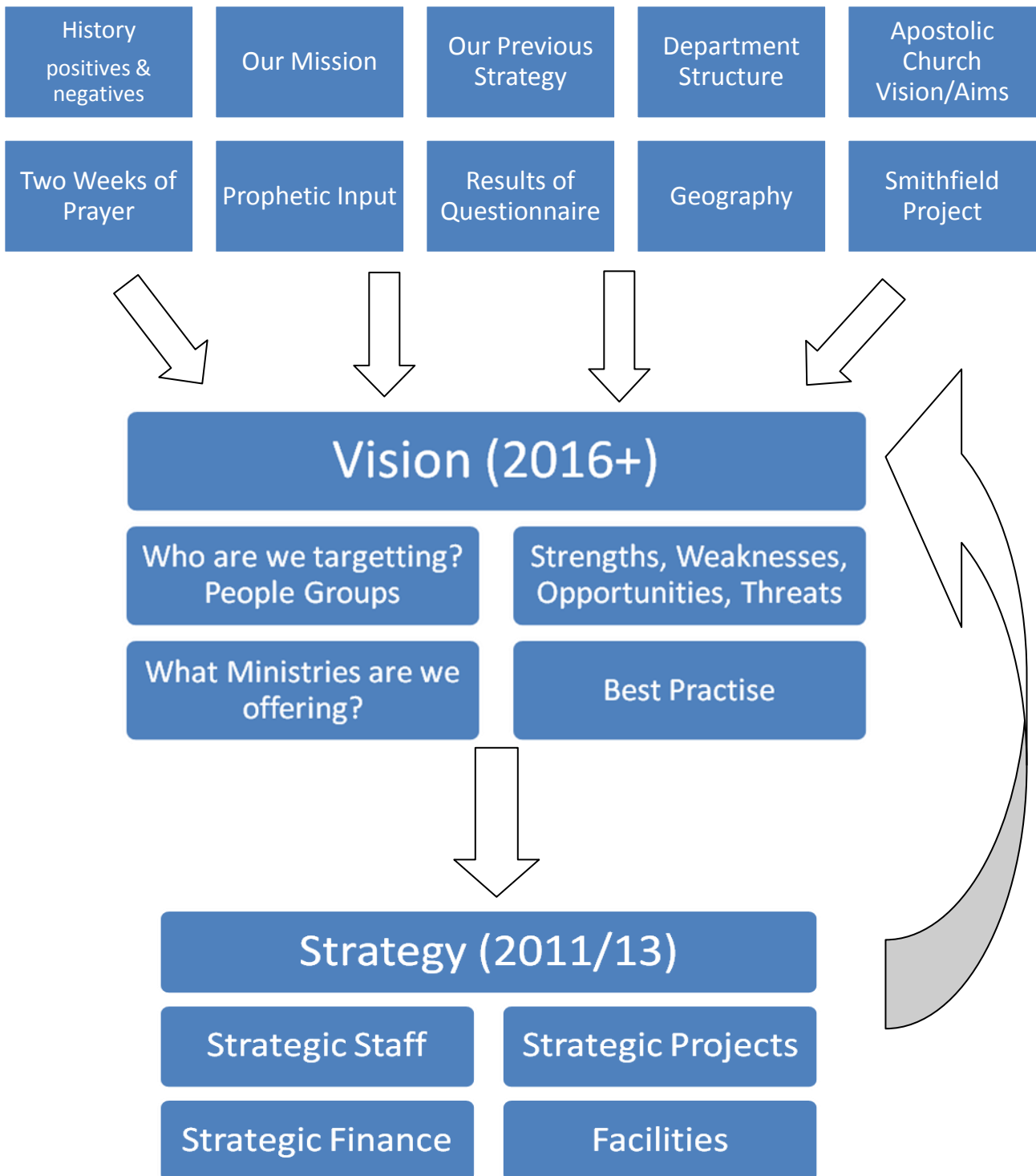
"meeting needs, transforming lives, restoring community..."

New Life Vision and Strategy ...

We began specifically working on New Life's Vision in May 2010.

Receiving and Conveying Vision

Our first sessions involved a substantial amount of prayer, looking to the Bible, seeking wise counsel and spending time together as a leadership. Initially we gathered and considered the information directly below. Then over the summer months of 2010 we began to discover significant insight for the future.



Department	Vision 2016 onwards	Strategy 2011 to 2016	Timescale
Senior Leadership	We will aim to bring another three to five people into eldership; identifying the next generation of Senior Leaders.	Identify, Train and Release New Elders	1-2 years
	Enhance the use and grouping of Ascension Ministry Gifts.	Identify Train and Release New Ascension Ministries	2-5 years
	<i>The primary role of Eldership (pastors and elders) is to provide spiritual oversight at a strategic level across New Life, supporting and advising the specific strategy for the Department Managers and their teams who are responsible for the 'day to day' running of New Life.</i>	Develop an Advisory Role for Ascension Ministries Grouping	12 months
Church Administration	Improving service to New Life. Releasing Senior Leadership from the burden of administration, freeing them to provide greater pastoral care, spiritual oversight and support.	New Life will establish a church office which will be managed by the Church Administrator, with a team of voluntary staff.	6 months
		All church documentation will be centrally managed (including personnel, finance, etc).	12 months
	Make the most of external funding opportunities.	This will be facilitated by the Church Administrator and managed by the Department Manager	12-18 months
	An Excellent/Professional first contact with New Life.	The office will provide a robust/credible/professional interface for people who wish to contact New Life, many for the first time either by phone, email or text.	6 months
	Management of the use of New Facilities.	The day to day organisation and booking of church premises, or hiring of a celebration venue will be undertaken from this office.	6 months
	Church Communications.	The work of the Church Administrator will include church communications for Elders/Pastors, Department Managers, wider New Life e-mail coordination, Business Planning/Documentation support and preparation.	6 months

Department	Vision 2016 onwards	Strategy 2011 to 2016	Timescale
Pastoral Care	We will develop a compassionate Social Action ministry that operates in partnership with existing charities and ministries within the city of Aberdeen.	Develop a dialogue, commencing partnerships with organisations such as Integrate, Street Pastors and the Lighthouse as well as other churches in the city and local social care projects. Building on the contacts we already have within Integrate and Lighthouse. Develop a plan to take forward our social action ministry with partner organisations.	6-12 months
	The social action ministry will provide a robust, reliable framework for caring for those with practical and spiritual needs, both in and outwith the New Life family.	Sharpening our financial support - The requests so far have been few and small: this could change very rapidly depending on circumstances and need. Over the next 12 months we will review the demand to assess the long term need for an annual budget	6-12 months
	We will put in place a support system for those at the early stages of discovering their faith; this will include a comprehensive, proactive Alpha after care programme.	Volunteers are required as Alpha buddies, adoptastudent, hospital and home visitors and to join the Street Pastors scheme. Relationships are key to all of these projects. There is a place for everyone. We will adopt a person-centred approach.	6-12 months
		We will have examples of New Life serving the body and the local community with no strings. Reaching and connecting with each other and un-churched.	12 months
	Over the next five years we envisage an increasing need for counselling ministry. Counselling will be offered through a range of ministries, including informal counselling such as Pastor's Surgery and visitation and through a more structured approach. We will plan to grow and support the counselling ministry within New Life. Where relationships exist we will partner with other churches to deliver this ministry to the city.	We will have a co-ordinated approach to our counselling/ministry and the Church Administrator will help to facilitate this.	6 months

Department	Vision 2016 onwards	Strategy 2011 to 2016	Timescale
Children and Youth	New Life will offer a clear progression from birth to late teens. As children grow there will be continuity, structure and progression for them.	Develop a Curriculum and Prospectus to grow and mature our children in their faith and demonstrate to parents that New Life wants the very best for their children. The prospectus will assure parents that there is a map for their child's spiritual growth within New Life.	6-12 months
		Review our Children and Youth work to ensure that the ministry is sustainable and where possible not dependant on location.	6 months–3 years
		Develop a plan that continues to build on the community based projects such as Monday Night Kids' Club, Lunch Clubs and Toddler Group – moving forward existing and new projects aimed at serving the community first.	3-6 months
	New Life will put in place a discipleship programme and increase its emphasis on the growth of each young person's ministry and walk with God. We will engage and empower New Life's youth. This ministry will be flexible in its delivery and will not be dependent on a building.	Employ a Youth Worker to work with the Teaching and Training Department to deliver youth discipleship. Identify, nurture and release talent regardless of age.	3 months–2 years
	A vibrant Junior Church.	We will ensure that resources are balanced across all age ranges. Ensuring that the Junior Church team will have the materials, space and support workers they need to be effective. We will consider enlarging the age range of Junior Church to include the 3 to 5 year old grouping.	3-6 months
	Supporting Parents with Young Children - We will provide a crèche facility during key services.	Provide better support for parents with young babies, working toward providing crèche facilities.	6 months – Ongoing

Department	Vision 2016 onwards	Strategy 2011 to 2016	Timescale
House Group Network	We believe that 'life change' happens best in community. When people gather in groups with a shared mission to pursue God, to love one another, or to serve others.	Review all house group attendance and restructure groups. Identify areas of house group need within the city. Naming, re-branding and re-launching House Groups.	0-6 months
	It is through our small group network that we will see teaching, pastoral care, the development and expression of spiritual gifts, social care and winning streets and communities for God.	Teach on the importance of house groups, continue to promote and raise awareness and train future leaders. Envision each house group with the need to find a holistic expression of New Life.	0-3 months
	House Groups will be safe places, where New Lifers can grow and develop. They will be places of spiritual and social activity. They will be 'lights' in the neighbourhoods where they are found. They will help the needy in their local community.	Identify and train two to three new house group leaders each year. As individual house groups grow beyond twelve people the house group will divide.	12-18 months
	New Life house groups are groups of eight to twelve people. Over the next five years we aim to have a network of 15 to 20 house groups across Aberdeen and the outlying areas.	New Life will create a forum for house group leaders to receive input, development, training and fellowship.	6 months
	<i>A key role of the House Group Leader will be the identification of gifting and calling in peoples' lives. They will be the first caring contact for their group, maturing attendees and nurturing relationships, sensing and dealing with problems as early as possible.</i>		
Teaching and Training	The key aims of this department include: <ul style="list-style-type: none"> • Turning attendees into partners • Developing mature partners • Turning partners into ministers/leaders <p><i>"...to prepare God's people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ..."</i></p>	Baptismal and Membership/Partnership Classes including the development of an annual commitment. Branding and launching membership classes.	April 2011

Department	Vision 2016 onwards	Strategy 2011 to 2016	Timescale
	Everything we teach or minister will be intentional. We will aspire to provide the very best. We will be consistent and all teaching will be integrated - Sunday Morning services, House Groups, Youth Groups, Junior Church, etc.	Intentional Ministry Themes for six month periods will be identified and promoted in the New Life Calendar.	Ongoing
	Across all of New Life's Departments and ministries training will be provided. A person or leader's continual development will also be a key value. We will have a culture that identifies, trains and releases leadership gifting.	Identifying Ministries to be brought into New Life including New Life conference 2011.	Ongoing
	Teaching and Training is fundamental to continually growing both individually and corporately: <ul style="list-style-type: none"> • Growth of the whole person (whether church or un-church) in Spirit, Soul and Body. • Corporately growing in freedom and liberty as we encounter and live in the truth of God. 	Three to four Training Mornings per year including topics such as Preaching (Saturday session and speaking on Sunday), ministering to others, child protection/health and safety, etc.	Ongoing
	Linking into the 'Buddy System' outlined in Pastoral Care we will provide a framework for developing believers who are young in their faith.	Supporting the ministry of other Departments in Teaching and Training for: <ul style="list-style-type: none"> • English Learning (International and Pastoral Care Departments) • Alpha and the Marriage Course (Management Team and Pastoral Care Departments) • Home Groups Study Material and Training for House Group Leaders • The provision of ministry to New Life Russian Speaking Church • Develop a Nurturing Programme for people young in their faith. 	Ongoing Ongoing 6 months 6-12months 12 months
	Within the next 5 years we will establish a Training Academy – Leadership, Prophecy and Worship.	Training Academy: <ul style="list-style-type: none"> • Develop and agree a plan for establishing the Academy, including a staffing and financial plan. • We will secure appropriate dedicated/training facilities and equipment. • Identifying suitable trainers. 	2 years

Department	Vision 2016 onwards	Strategy 2011 to 2016	Timescale
Prayer	A culture of prayer will be evident in everything we do. Prayer will be the starting point for every initiative, every endeavour, every meeting. We will continually raise the importance of prayer.	Leadership prayer times will link with wider church times of prayer publicised through the New Life Calendar - Leaders Prayer Days.	Now
	Our vision is to deepen our prayer life and place prayer right at the heart of New Life. A culture where people are praying individually, in small groups and collectively: <ul style="list-style-type: none"> • To deepen our relationship with God • To help promote faith and perseverance in prayer and to seek to understand God's heart through prayer. • To raise the levels of expectation and excitement at God's plan and purpose for New Life • To celebrate answered prayer. • To move from 'prayer meetings' to 'prayer life'. 	Every time a group of New Lifers meet we will pray.	Now
	We will develop a network of prayer.	Working with the House Group Leaders to Develop prayer times within the house group setting. Providing themes enabling us to praying into New Life.	6-12 months
	We will be creative and interactive in prayer.	Creative prayer sessions where people are encouraged to participate i.e. 72 hours of prayer.	3-6 months
	We will celebrate answered prayer. We will record it and communicate it effectively in a contemporary way.	Develop a prayer wall for answered prayers (and possibly for prayers that we are still praying for). Produce materials for recording prayers.	6-12 months
	We will develop a members' area within New Life's website that will include recorded prophecy.	New Lifers to update the office with God's answers to prayers and with specific guidance/direction that they feel God is giving them.	6-12 months

Department	Vision 2016 onwards	Strategy 2011 to 2016	Timescale
Worship and Creative Arts	A key aim of the New Life worship celebration is that we will always encounter the presence of God – He lives in our praise/true worship. That God would speak and minister in those times.		
	Our worship leaders will be shepherds, leaders and sensitive to the Spirit of God. They will aim for relevance, excellence and meaning. They will develop gifts and talents.	Review the Department Structure of the Teams to accommodate future growth. Consider merging Singers and Musicians Teams. Commence a Song Writing Team.	6 months
		Training – Develop a Training Plan for the teams.	12-24 months
		Provide Worship Seminars focusing on Spiritual Growth in Worship and Foundational Truths.	12-24 months
		Develop a plan for Providing Practical Training – Instrument and vocal coaching, musical arrangement and song writing.	12-24 months
		Develop a God-centred ‘professional’ culture, that affects areas such as musician selection so that we can get to the place where we are ‘preferring one another’ above ourselves.	Ongoing
		Create a parallel scheme for less experienced musicians. Developing musicians, worship leaders and singers. This second band could look after events such as Junior Church, Alpha or other team days. Identify a Leader for this.	6-12 months
	Over the next 5 years New Life will develop its own style of worship. This will include songs and drama written by and for the people of New Life, as well as dance choreography.	New Life’s worship will be interactive, for example including times of personal testimony – possibly by video.	12-24 months
	Proactive investment in New Worship Resources. Including song writing and recording time in a studio	12 months	

Department	Vision 2016 onwards	Strategy 2011 to 2016	Timescale
International	We will champion work within the international community both at home and overseas. We will provide strategic co-ordination for all New Life's international endeavours. We will promote international ministry within New Life.	We will recruit a Department Manager to develop a full strategy.	12 months
		Where possible, we will support the work in Inverurie. We will continue to support Actionoverseas (Malawi).	Ongoing
	New Life will partner with and develop key relationships overseas. We will continue to retain links with, support and accommodate international students	We will utilise opportunities to make the most of short term missions. <i>We are a Church that celebrates international diversity, reflecting this through all levels of leadership.</i>	12-24 months
Media	We will continue to develop New Life's website – www.newlife-internationalchurch.org .	We will create a Members' area within the existing site. The website will become more interactive to the user. It will be continually updated and will become organic. Each Department Manager will play a vital role in the website development.	12-24 months
	New Life will build on its existing social networking initiatives (Twitter).	We will develop video blogging and video testimonies in conjunction with the Worship Department. We will utilise social networking sites such as Facebook.	12-18 months
	We will develop a strategy for creating a corporate image/branding that shows New Life and the Christian faith as vibrant and attractive.	We will develop a Strategy/Guidance for corporate branding which will be consistent in our New Life communication.	12 months
	We will develop the public face of New Life.	We will proactively issue press releases promoting New Life.	12-24 months
Management Team	Budgeting and Financial Management – New Life will align the church budget and finances with the church departmental structure. We will be a 'beacon' example within the Apostolic Church.	Building on the success of financial book keeping and monitoring, we will streamline how funds are allocated through the budget process. We will present a half yearly financial report to Elders/Pastors.	3 months
		Specific fund raising opportunities: <ul style="list-style-type: none"> • annual Charity Shop week • develop EBay pilot 	12 months 3-6 months

Department	Vision 2016 onwards	Strategy 2011 to 2016	Timescale
	Building Maintenance – to develop ongoing assistance and support for continually improving New Life’s facilities. To assist in the long term financial planning for a new meeting venue.	To develop an annual and 3 year plan for maintaining New Life’s premises.	6-12 months
	New Life will have a team in place for organising key events and coordinating the use of volunteers.	Review and Identify areas within New Life where voluntary teams are essential e.g. welcoming, cleaning, teas and coffees, etc. This work will include a review of the current rota system to ensure there is adequate provision of support whilst caring for the contribution of individuals	6-12 months
	We will provide an opportunity for all to get involved in the work of New Life.	Support the delivery of the New Life Conference. Create an annual plan of (3-4) events to be delivered.	April (Ongoing)
	Legal Requirements and Policy Administration - Health and Safety will be a top priority within the delivery of the function of New Life	Compliance with relevant Government Legislation i.e. Delivery of revised Child Protection Policies	3 months
IT	We will create a stable and safe IT environment that is creative, innovative and makes the best use of technology and multi media.	We will implement: <ul style="list-style-type: none"> • standards across hardware, software and our network • policy/guidelines for future hardware and software purchases • a file sharing and storage system • standard security and virus protection. 	6-12 months
	We will provide training for IT users, New Life teams and offer training to the wider church and local community.	We will develop a plan for providing IT training within New Life and the wider local community.	6 months-2 Years
	We will work to source external funding and create opportunities to realise the aims for IT within New Life. At the same time we will provide the most cost effective solution.	We will hold (1-2) fundraising events per year.	12 months

Five Year Vision for our Organisation and Facilities ...

'Agile Church' is a concept we introduced last year (2009). We are also learning lessons from church models where they have kept growing and moving as their needs change, for example Rick Warren outlines this in the Purpose Driven Church (pp 45-46) for Saddleback Church, as well as Hillsong London who have moved meeting venue three times in the last ten years. So it can be done, with a lot of care, consistent communication and regular teaching.

Our aim is to provide enough space for in excess of 500 worshippers by 2020.

Facilities Development Plan

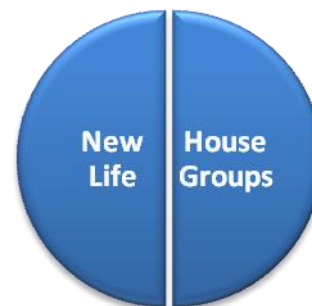
The development plan for New Life's venue or where New Life functions will involve three phases over the next three to five years:

Phase 1 (Existing)



All of the activities of 'Church' mainly constrained to one venue.

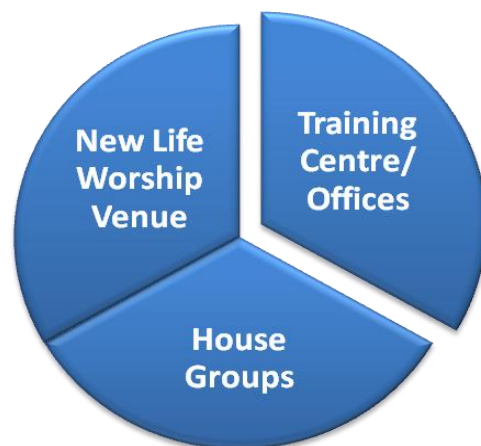
Phase 2: within 12 months



Strengthening our House Group network – Developing a strong sense of 'Church' in two locations.

Phase 3: within 3–5 years

Developing 'Church' across multiple locations. 'New Life' Organisational Centre/Head Office and Training Centre. An inspiring Worship venue. A growing, nurturing, relational community of House Groups.



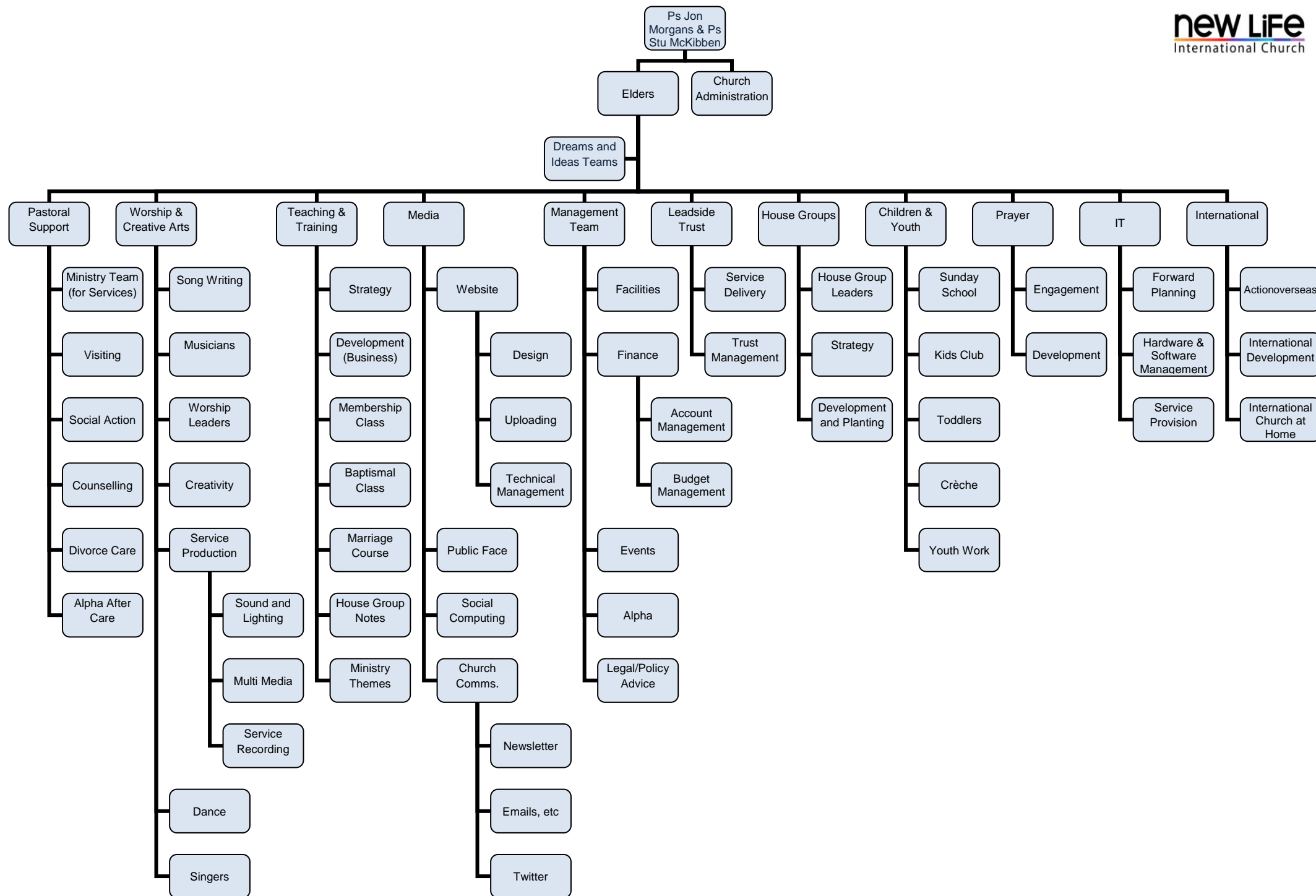
We recognise that we need space for three distinct functions of New Life - our Worship/Celebration Venue on a Sunday, office and ancillary space and finally we need space for a training facility. These could exist in the same or separate locations.

Our long term aim (ten years) is to build/develop a purpose built facility on one site.

Our Organisation

New Life relies heavily on our substantial voluntary support – we want to acknowledge this and thank the many helpers/supporters and God for the work we have completed to date.

In April 2010 we launched our current organisational structure.



In Conclusion

This is an exciting time to belong to New Life.

Today we place God at the centre of both our personal and corporate 'hopes and dreams'. This document sets out our commitment to finding and releasing His will in the lives of men and women and His Church. To a brighter future and a better tomorrow.

Meeting needs, transforming lives, restoring community ...

"meeting needs, transforming lives, restoring community ..."

New Life International Church is an assembly of The Apostolic Church, a charity registered in England and Wales: 284789 and Scotland: SC037835

Leaside Trust is a charity registered in Scotland: SC030494

