



Spruce Grove Alliance Church

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May 23, 2012

Spruce Grove Alliance Church Family,

Warm greetings on a rather chilly day in May. A couple days of refreshing rain is certainly welcome and dearly needed; but I must admit I'm looking forward to some sun and heat. Once again there is much blessing from God to be thankful for, and much more to anticipate.

About the Board:

The roles of the Board of Elders and the roles of Pastors can sometimes be confused. I may not be able to clarify this in a paragraph but I want to highlight two important disciplines of the Board – **to direct** and **to protect**. The Board will *direct* the organization (SGAC) by strategic planning, setting vision, setting budget targets, creating policy and other means of guidance. The role of the Lead Pastor (Pastor David) is to carry out this *direction*. The Lead Pastor will then oversee staffing, programs, ministry budgets, etc. to meet the *direction* set the Board. Within the Christian and Missionary Alliance, the Lead Pastor is always on the Board (normally as chairman unless he chooses to appoint that role – as we do at SGAC). The Board also must *protect* the organization (SGAC). It's the Board's job to make sure the organization is following the vision, plans and policies and that we are being good stewards with what God has gifted us. We can do this by monitoring (such as monthly budget updates, performance reviews) and feedback (like listening to the congregation and staff).

Let me illustrate by inserting (*directing*) or (*protecting*) in the following update of recent Board matters:

April Meeting Highlight:

At each monthly Board meeting, we hear from one of the pastoral staff about their ministry area (*protecting*). In April **Daryl Sam, Worship and Arts Pastor** provided an update. One of the primary expectations the Board has of pastors is that they can develop and disciple lay-leaders (*directing*). In Worship and Arts there are a total of 75 volunteers! Pastor Daryl has a blueprint in place for creating a healthy culture of ministry that includes core values, ground rules, and Arts CORE evenings, amongst other things. This allows people with artistic gifting to grow spiritually and use their talents, and in turn to lead others to glorify God.

Budget:

The Board reviews the budget on a monthly basis (*protecting*). In response, our treasurer Gerald Weighill has addressed the congregation a couple of times, first regarding general fund giving and then the roof repairs. We've been amazed and grateful for your response so that general fund is now showing a modest surplus for the year, and many are designating gifts for the roof repairs. Thank-you!

Listening process:

A big **THANK YOU!** to all who took the time to fill in a Listening Questionnaire or to speak to one of elders (*protecting*). I know for many it was difficult to put down thoughts in writing, especially concerns. We as a Board are overwhelmed by the loving, constructive way that your concerns were expressed, and for the many words of encouragement and praise. I know that the responses only represent a small portion of our congregation and we recognize that many do not wish to put things down in writing, but would rather have a conversation. So here is our go forward plan:

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Jesus our focus. People our Mission.



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- Compile and analyze – the Board held two special meetings on May 1 and 8 to review the feedback, identify common themes and possible responses. This has been compiled into a working draft of an action plan.
- Additional listening will be invited:
 - To reach people who didn't want to submit a form.
 - To address or explore comments by specific people
 - To explore some themes in more detail (focus groups)
- Then we will :
 - Identify and Prioritize Actions to Heal (*protecting*)
 - Identify and Prioritize Actions to Plan (*directing*)

We will report back to the Congregation in June to tell you: Here's what we heard, and here's what we plan to do about it (*directing and protecting*).

Short Term Missions:

We are blessed and privileged to have so many people who are passionate about and called to international ministry, both long term and short term. SGAC has been regularly sending teams to Costa Rica, Antigua and Uganda, and many other individuals join other short term missions through other organizations. With this level of activity, we saw the need for some oversight and guidance around short term missions (*directing and protecting*). Staff and the elders have developed a **short term missions policy** in consultation with leaders of our short term missions, and based on the policy in place at Beulah Alliance Church. This policy will be considered for adoption at the June board meeting.

Planning for the next Ministry Year and Beyond:

At the May board meeting, Pastors Russ and Josie presented a forward thinking plan that involves adjustments to some of the Pastors roles and staff roles, as well as ministry development (*directing*). Details of this will be forthcoming over the next couple of months, but I can't contain all the good news so I'll spill some of it now:

Even though staff prepared this plan without knowing the feedback from the listening process, it affirms/answers some of the concerns and suggestions that the Board has received! This includes:

- a shift in pastor roles that builds upon their strengths and giftedness (such as Pastor David's preaching/teaching, and Josie's coaching, team building and empowering laity)
- a renewed emphasis on discipleship and lay leadership,
- more alignment of all ministry areas to a common vision, and
- preparing for a multi-site congregation (which is already started with Calahoo Chapel)

"May the God who gives endurance and encouragement give you a spirit of unity among yourselves as you follow Christ Jesus" Romans 15:5

Blessings,
Neil Hollands
Chair, SGAC Board of Elders

As always, if you wish to talk about any of this. contact me:
chair@sgac.net or home phone: 780-962-3207

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