

ALL LEADERS GATHERING

April 23, 2018



AGENDA

Meeting Time: 75 minutes

Welcome, Prayer, & Objectives

- The Valuable Role You Play
- Insight into Heritage Ministry
- Ways to Partner With Us
- Know How Much You are Appreciated

The Valuable Role You Play

- Leadership Structure
- Vision & List of Team Life Leadership (TLL)

Insight into Heritage Ministry

- 2018 Schedule
- Current Focus
- Financial FAQ

Leadership Equipping

- Roy Reeves

Ways to Partner With Us

- Top 10 Current Initiatives
- Resources: The Sage Team, Pastoral Care Guide, The Legacy Team

Know How Much You are Appreciated

- Future gatherings
- Online resources: heritagelife.org/resources
- Closing prayer

- Feedback Survey
- Refreshments in Atrium

THIS PACKET ALONG WITH OTHER RESOURCES CAN ALSO BE VIEWED
AT THE ONLINE HERITAGE RESOURCES PAGE

heritagelife.org/resources

— Click “Team Life Resources” —

HERITAGE LEADERSHIP STRUCTURE

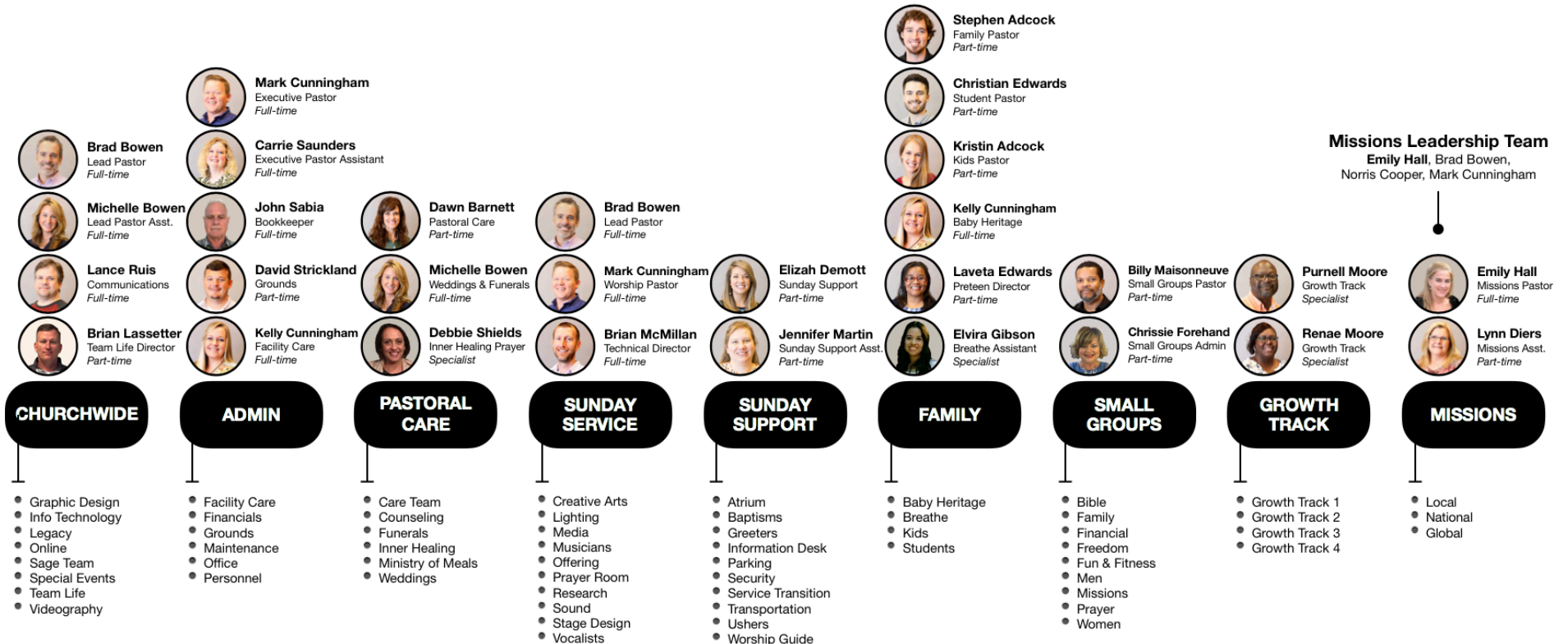
Leadership Team

Roy Reeves, Brad Bowen, Mickey Cochran, Norris Cooper, Mark Cunningham, Robby Faircloth, Jon Forehand



Executive Staff Team (EST)

Brad Bowen, Stephen Adcock, Mark Cunningham, Emily Hall, Brian Lassetter, Billy Maisonneuve



Other Specialists

Donnie & Trina Eubanks: Freedom Hub, Leah Gaines: Sunday AM Director, Michelle Nieman: Kids Assistant, Eric Foster-Whiddon: Bible Hub, Liz Ruis: Vocalists, Mitch Griffin: Men Hub, Julia McMillan: Media

TEAM LIFE LEADERS

After this the Lord appointed **seventy** others and sent them two by two ahead of him to every town and place where he was about to go. He told them, "The harvest is plentiful, but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field. Go! I am sending you out like lambs among wolves. Do not take a purse or bag or sandals; and do not greet anyone on the road. When you enter a house, first say, 'Peace to this house.' If someone who promotes peace is there, your peace will rest on them; if not, it will return to you. Stay there, eating and drinking whatever they give you, for the worker deserves his wages. Do not move around from house to house. When you enter a town and are welcomed, eat what is offered to you. Heal the sick who are there and tell them, 'The kingdom of God has come near to you.'" **Luke 10:1-9**

MEMBERSHIP

Team Life Leaders are comprised of pastors, coaches, and leaders who carry the burden of ownership of Heritage Church ministry. They represent a high level of servant leadership committed to the vision of loving God with all of their heart, soul, mind, and strength and working to see people saved, healed, restored, and fulfilled in Christ. TLL should have a solid understanding and commitment to the Heritage Church vision and strategy and a desire to grow as a minister of the Gospel.*

* Protégés, assistants, and individuals showing leadership potential may participate in leadership gatherings if the intention is to work toward his or her place in leadership.

COMMITMENTS

- One quarterly gathering with Staff
- One or two gatherings per year with all Team Life members

Bonus Track: Additional resources and opportunities will be made available to Team Life Leaders (ex: books, staff training sessions, lectures, group discussions, retreats, etc.)

MINISTRY PRINCIPLES

"The harvest is plentiful, but the workers are few."

- We realize there will always be more to do and more needs to meet than we are capable.
- We will do our best to be Spirit-led and not need-driven.
- We will set healthy boundaries in life to avoid burnout and discouragement.

"Ask the Lord of the harvest, therefore, to send out workers into his harvest field."

- We will pray continually for the current and future leaders of Heritage Church.
- We will consistently call others to discover and develop their God-given gifts and abilities in ministry.
- We will be encouragers and not critics.

"Go! I am sending you out like lambs among wolves."

- We are in a spiritual battle and will fight back against spiritual attacks and guard against disunity.
- Conflict with others is inevitable, so we commit to walk in mercy, forgiveness, and grace.

"Do not take a purse or bag or sandals, and do not greet anyone on the road."

- Our primary source of power and direction will be the Holy Spirit.
- We won't allow earthly treasures to become a burden or distraction from our mission.

"When you enter a house, first say, 'Peace to this house.' If someone who promotes peace is there, your peace will rest on them; if not, it will return to you."

- Some are ready to receive the Good News of Jesus, and some are not. We will not allow critics to steal our joy!

"Stay there, eating and drinking whatever they give you, for the worker deserves his wages."

- We will receive encouragement whenever it is offered and remember to frequently encourage others.

"Do not move around from house to house. When you enter a town and are welcomed, eat what is offered to you."

- We will stay flexible and and practice contentment.

"Heal the sick who are there and tell them, 'The kingdom of God has come near to you.'"

- We will put the needs of others above our own and continually call people to faith.

GOVERNMENT

Leadership Team

1. Roy Reeves
2. Brad Bowen
3. Mickey Cochran
4. Norris Cooper
5. M. Cunningham
6. Robby Faircloth
7. Jon Forehand

Executive Staff

8. Brad Bowen
9. Stephen Adcock
10. M. Cunningham
11. Emily Hall
12. B. Maisonneuve
13. Brian Lassetter

Pastor Advisory Council

14. Bruce Owen
15. Bo Baeil
16. David Brown
17. Roy Reeves

Total: 17

Total Positions
Unique Leaders

559
245

CHURCHWIDE

Financial Leaders

Executive Report (176)

Graphic Design

177. Lance Ruis

Info Technology

178. Lance Ruis
179. Brian McMillan
180. Lynn Diers

Legacy

181. Marcy Sullivan
182. Brad Bowen
183. Payge Ladson

Legacy (cont)

184. Emily Hall
185. M. Cunningham
186. Randy Benner

Legacy (cont)

187. Dan Carlton
188. Becky Carlton
189. Roy Reeves

Total: 189

Online (App, Web, Social)

190. Lance Ruis

Sage Team

Special Events

191. M. Cunningham
192. Brian McMillan
193. Lance Ruis

Videography

194. Lance Ruis

ADMINISTRATION

Mark • Brad

Facility Care

3. K. Cunningham
4. Michelle Nieman

Financials

5. John Sabia

Grounds

6. David Strickland

Maintenance

7. Carrie Saunders

Office

8. Carrie Saunders

Personnel

9. M. Cunningham

Total: 9

PASTORAL CARE

Dawn • Michelle

Care Team

3. Robby Faircloth
4. Sue Chaney

Counseling

5. Debbie Shields

Funerals

6. Michelle Bowen

Inner Healing

7. Debbie Shields

Ministry of Meals

8. Bonnie Edwards
9. Karell Scott

Weddings

10. Michelle Bowen
11. Jennifer Martin

Total: 11

SUNDAY SERVICE

Mark • Brad

Creative Arts

3. Lance Ruis

Lighting

4. Leah Gaines

Media

5. Julia McMillan

Musicians

6. Brian McMillan

Offering

7. Grant Hammack
8. Jonathan Edwards

Prayer Room

9. Cathy Owen

Total: 15

Research

10. Brad Bowen

Sound

11. Brian McMillan

Stage Design

12. M. Cunningham

Vocalists

13. Liz Ruis
14. Carissa McKinney
15. Summer Hart

SUNDAY SUPPORT

E. Demott • J. Martin • B. Wilson • B. Lassetter

Atrium

5. Elizah Demott
6. Jennifer Martin

Baptisms

7. Elizah Demott

Greeters

8. Michelle Newsome
9. Lynn Hammack
10. Lori Reeves

Greeters (cont)

11. Brienne Tomlinson
12. Tiffany Powell
13. Kathryn Holland

Information Desk

14. Jennifer Martin

Security

15. Billy Wilson
16. Brian Lassetter

Service Transition

17. Don Hancock

Transportation

18. Larry Poole
19. Isaac Scott

Ushers

20. Don Hancock
21. Michael Arcury

Worship Guide

22. Jennifer Martin

Total: 22

FAMILY

Stephen Adcock

Baby Heritage

2. K. Cunningham
3. Morgan Holt
4. Caleb Moore
5. Bre Rhea

Breathe

6. Nettie Hatcher
7. Jason Gibson
8. Elvira Gibson
9. Janine Hill
10. Ruby Martinez
11. Nicole Kusik
12. Steve Watts

Kids

13. Stephen Adcock
14. Kristin Adcock
15. Laveta Edwards
16. Michelle Nieman
17. Ellis White
18. Kim Crawford

Kids (cont)

19. Stephanie Moses
20. Jason Cox
21. Amy Owen
22. Camille Bowden
23. Cheri Maisonneuve
24. Olena Maisonneuve

Kids (cont)

25. Bethany Swartz
26. Kallie Gay
27. Heather Walters
28. Mary Grace Powers
29. Ellie Ladson

Youth

30. C. Edwards
31. Anna Edwards
32. Allison Bryant

Total: 32

SMALL GROUPS

Billy Maisonneuve • Chrissie Forehand

Bible Hub

3. E. Foster-Whiddon (S1)
4. Seth Berl
5. Wayne Edwards
6. Robin Wilson

Family Hub

7. Stephen Adcock (P3)
8. Kristin Adcock (P4)
9. C. Edwards (P5)
10. K. Cunningham (F1)

Financial Hub

11. Jim Fountain
12. Deborah Fountain

Freedom Hub

13. Donnie Eubanks (S2)
14. Trina Eubanks (S3)
15. Emily Hall (F2)

Fun & Fitness Hub

16. Brian Lassetter (P6)

Total: 23

Men Hub

17. Mitch Griffin (S4)

Missions Hub

18. Emily Hall (F3)

Prayer Hub

19. Cathy Owen

Women Hub

20. C. Forehand (P7)
21. Emily Hall (F4)

Women Hub (cont)

22. Dana Lewis
23. Liz Ruis

GROWTH TRACK

Purnell & Renae Moore

Growth Track 1

5. Austin Hamilton
4. Ashley Hamilton

Growth Track 2

7. Billy Maisonneuve
6. Renae Moore

Growth Track 3

7. Billy Maisonneuve
8. Cheri Maisonneuve

Growth Track 4

9. Jase Bass
10. Sara Bass

Total: 10

MISSIONS

Emily, Lynn, MLT: Emily, Brad, Mark, Norris Cooper

LOCAL

6. Lynn Diers: **Altar Fund**
7. Randy Benner: **Crossroads Mission**
8. Larry Poole: **FCA**
9. Fred Clemens: **Food Bank**
10. Ethel Clemens: **Food Bank**
11. David Brown: **Good Samaritan**
12. Jayne Brown: **Good Samaritan**
13. Mitch Griffin: **Good Samaritan**
14. Roger Cooper: **Ground to Go**
15. Michelle Cooper: **Grounds to Go**
16. Katrina Bivins: **Hope House**
17. Jase Bass: **Life Under the Son**
18. Sarah Bass: **Life Under the Son**
19. Lisa McLenore: **Merge**
20. Genelle O'Neal: **Senior Center**
21. Kippy Adams: **Storehouse**

LOCAL (continue)

22. Bobby Davis: **Storehouse**
23. Shirley Davis: **Storehouse**
24. Anna Ray: **Storehouse**
25. Terri Sullivan: **Storehouse**
26. Eddie Seagle: **Storehouse (Monday)**
27. Teresa Stringer: **Storehouse (Relief)**
28. Pat Wilson: **Storehouse (Relief)**
29. Jay Jordan: **Storehouse (Relief)**
- SWGA Community Action Council

NATIONAL

30. Nettie Hatcher: **Breathe Org**
31. Mary Margaret Ingalls: **Faith & Fashion**
32. Randy West: **Rapid Relief**
33. Pat Wilson: **Calvary Children's Home**

NATIONAL (continue)

- Heba Rabi (Athletes in Action)
- Blake Wiggins (Wesley Foundation)
- The Breathe Organization
- Rapid Relief
- Church Coaching

GLOBAL

34. Emily Hall: **Bethlehem**
35. Nolan Riley: **Bethlehem**
36. Christie Riley: **Bethlehem**
37. Amy Taylor: **Bethlehem**
38. Allie Floyd: **Cafe 1040**
39. Billy Maisonneuve: **Haiti**
40. Cheri Maisonneuve: **Haiti**
41. Seth Berl: **Honduras**
42. Linda Berl: **Honduras**

GLOBAL (continue)

43. Roy Reeves: **Honduras**
44. Cheryle Reeves: **Honduras**
45. Anna Ray: **I AM**
46. Johnny Ray: **I AM**
47. Shanda Best: **Nepal**
48. Eddie Seagle: **Peru**
49. Jennifer Seagle: **Peru**
50. Norris Cooper: **Uganda**
51. Pam Cooper: **Uganda**

- Sylvia Evans (Rapid Relief)
- Martha Grice (To the Nations)
- Lindsey Hayes (Perspectives)
- Drew & Kate Krenkle (TBD)
- Wesley & Alex Philippi (TBD)

Total: 51

SMALL GROUP LEADERS

Billy Maisonneuve

SMALL GROUPS PASTOR

Chrissie Forehand

SMALL GROUPS ADMINISTRATOR

HUB LEADERSHIP & CATEGORIES

BIBLE

ERIC FOSTER-WHIDDON

- Bible Study Groups
- Discipleship

FAMILY

STEPHEN, KRISTIN, CHRISTIAN, KELLY

- Baby Heritage
- Kids
- Youth
- Young Adults
- Marriage
- Parenting

FINANCIAL

JIM & DEBORAH FOUNTAIN

- Faith & Finances
- Financial Peace University
- Legacy

FREEDOM

DONNIE & TRINA EUBANKS

- Freedom
- Grief Share
- Addiction
- Freedom Retreat

FUN & FITNESS

BRIAN LASSETTER

- Sports
- Miscellaneous

MEN

MITCH

- 1-on-1 Discipleship
- Promise Keepers
- Miscellaneous

MISSIONS

EMILY HALL, NETTIE HATCHER

- Service Groups
- Special Needs
- Storehouse

PRAYER

CATHY OWEN, DEBBIE SHIELDS

- Prayer Gatherings
- Inner Healing

WOMEN

CHRISSIE FOREHAND, DANA LEWIS, LIZ RUIS

- 1-on-1 Discipleship
- Miscellaneous

BIBLE HUB

Eric Foster-Whiddon, Robin Wilson

- | | | | |
|-------------------|-----------------------|-----------------------|-----------------------|
| 1. Carol Poole | 6. Dawn Barnett | 11. David Hopkins | 16. E. Foster-Whiddon |
| 2. Genelle O'Neal | 7. Bill McCalley | 12. Billy Maisonneuve | 17. Stephen Adcock |
| 3. Candi Allyn | 8. Deborah Campbell | 13. Sara Bass | |
| 4. Kathy Murray | 9. Marcy Sullivan | 14. Billy Wilson | |
| 5. Wayne Edwards | 10. Chrissie Forehand | 15. Robin Wilson | |

FAMILY HUB

Stephen Adcock, Kristin Adcock, Christian Edwards, Kelly Cunningham

- | | | | | |
|------------------------|-----------------------|---------------------------------|---------------------------|---------------------|
| BREATHE | 13. Katelyn Gallagher | MARRIAGE & PARENTING | YOUTH | 53. Ivy Jarvis |
| 1. Nettie Hatcher | 14. Jonathan Hobby | 28. Ty Sutz | 39. Christian Edwards | 54. Laura Faison |
| 2. Donna Billings | 15. Lyndsey Hobby | 29. Tiffany Sutz | 40. Anna Edwards | 55. Leah Gaines |
| 3. Nicole Kusek | 16. Skyler Hopper | 30. John Oxford | 41. John Michael Harrison | 56. Chad David |
| | 17. Dejah Kennedy | 31. Ashleigh Oxford | 42. Christine Ray | 57. Ashley Hamilton |
| KIDS | 18. Cheri Maisonneuve | 32. Michele Cope | 43. Palisa Harris | 58. Courtney Foy |
| 4. Kristin Adcock | 19. Melaney Martin | 33. Kari Oliveto | 44. Allison Bryant | 59. Micah Edwards |
| 5. Eva Barnett | 20. Jasmine Moses | 34. Jason Cox | 45. Jessica Green | 60. Bonnie Harrison |
| 6. Taylor Bloodworth | 21. Kathy Murray | 35. David Brown | 46. Scotty Green | 61. Jacob Tompkins |
| 7. Jason Cox | 22. Zach Owen | 36. Jayne Brown | 47. Ellis White | 62. Brittany Parker |
| 8. Carrie David | 23. Michael Reed | 37. Jeffery Barnett | 48. Kerri White | 63. Laveta Edwards |
| 9. Daniel Demott | 24. Michelle Sparks | 38. Lisa Ulakovits | 49. Mark Cunningham | |
| 10. Zoe Foster-Whiddon | 25. Seth Walters | YOUNG ADULTS | 50. Brad Bowen | |
| 11. Jim Fountain | 26. Ellis White | | 51. Kelsey Cooper | |
| 12. Nora Fountain | 27. Sophi White | | 52. Stephen Adcock | |

FINANCIAL HUB

Jim & Deborah Fountain

- | | |
|---------------------|----------------------|
| 1. Jim Fountain | 6. Dea Fountain |
| 2. Deborah Fountain | 7. James Fountain |
| 3. Brad Bowen | 8. Shelia Cenicerros |
| 4. Michelle Bowen | 9. Jeff Martin |
| 5. Ben Nieman | |

FREEDOM HUB

Donnie & Trina Eubanks, Emily Hall

- | | | | |
|------------------|---------------------|-----------------------|-----------------------|
| 1. Cathy Owen | 6. Amanda Casteel | 11. Laura Faison | 16. Mitch Griffin |
| 2. Bruce Owen | 7. Cheryle Reeves | 12. Marie Brown | 17. Chrissie Forehand |
| 3. Renae Moore | 8. Roy Reeves | 13. Billy Maisonneuve | 18. Donnie Eubanks |
| 4. Purnell Moore | 9. Seth Walters | 14. Karen Bourrie | 19. Trina Eubanks |
| 5. Sean Casteel | 10. Heather Walters | 15. Debbie Shields | |

FUN & FITNESS HUB

Brian Lassetter

- | | |
|----------------------|-----------------------|
| 1. Karell Scott | 6. Cassandra Peterson |
| 2. Isaac Scott | 7. Trevino Peterson |
| 3. Sheila Cenicerros | 8. Brian Lassetter |

MEN HUB

Mitch Griffin

- | | |
|----------------------|--------------------|
| 1. Billy Wilson | 6. Bill McCalley |
| 2. Billy Maisonneuve | 7. Randy Benner |
| 3. Roy Reeves | 8. Wayne Edwards |
| 4. David Brown | 9. Brian Lassetter |
| 5. David Hopkins | 10. Mitch Griffin |

MISSIONS HUB

Emily Hall

- | | | | |
|----------------------|-----------------------|---------------------|----------------|
| 1. Linda Berl | 6. Cherie Maisonneuve | 11. Eddie Seagle | 16. Emily Hall |
| 2. Seth Berl | 7. Abril Castanon | 12. Jennifer Seagle | 17. Lynn Diers |
| 3. Robby Faircloth | 8. Lynda Tompkins | 13. Sue Chancy | |
| 4. Wendy Barber | 9. Roy Reeves | 14. Shirley Davis | |
| 5. Billy Maisonneuve | 10. Cheryle Reeves | 15. Bobby Davis | |

PRAYER HUB

Cathy Owen, Debbie Shields

- | | | |
|-------------------|-------------------|---------------------|
| 1. Dalena West | 5. Darlene Cox | 9. Melody Harrison |
| 2. Jan White | 6. Bonnie Edwards | 10. Eddie Seagle |
| 3. Rhonda Smith | 7. Cathy Owen | 11. Jennifer Seagle |
| 4. Debbie Shields | 8. Mike Harrison | |

WOMEN HUB

Chrissie Forehand, Dana Lewis, Liz Ruis, Emily Hall

- | | | | | |
|--------------------|-----------------------|----------------------|-----------------------|-----------------------|
| 1. Gail Holliday | 7. Deborah Campbell | 12. Dana Lewis | 17. Cindy Glow | 22. Dawn Barnett |
| 2. Renee Lassetter | 8. Michele Cope | 13. Summer Hart | 18. Frances Tomlinson | 23. Cheryle Reeves |
| 3. Candi Allyn | 9. Kari Oliveto | 14. Melissa Sparks | 19. Michelle Bowen | 24. Chrissie Forehand |
| 4. Cathy Murray | 10. Alicia Horkan | 15. Liz Ruis | 20. Debbie Shields | 25. Laura Faison |
| 5. Dee Taylor | 11. Brianne Tomlinson | 16. Carissa McKinney | 21. Karen Bourrie | 26. Robin Wilson |
| 6. Amy Morgan | | | | |

2018 SCHEDULE

Social Media Schedule

SUN	Mark (Worship)
MON	Stephen (Family)
TUE	Lance (Changed Life)
WED	Billy (Small Groups)
THU	Emily (Missions)
FRI	Brad (Sun AM)
SAT	Brian (GT, SS)

Growth Track Schedule

1 st Sun	Growth Track 1
2 nd Sun	Growth Track 2
3 rd Sun	Growth Track 3
4 th Sun	Growth Track 4
* Recess May & December	

Meeting Schedule

1 st Mon	Research Team
4 th Mon	Executive Staff
1 st Tue	Team Meetings
2 nd Tue	Full Staff
3 rd Tue	Open
4 th Tue	Staff Equipping
5 th Tue	Variety
5 th Sun	Team Life Teams
Monthly	Hub Leaders
Monthly	Legacy Lanes
Monthly	Donor Breakfast
Monthly	Staff Survey
Monthly	Regional Social
Quarterly	Leadership Team
Quarterly	Pastor Advisory
Quarterly	Missions LT
Quarterly	TLL
Quarterly	Legacy Leadership
Quarterly	The Sage Team
Quarterly	Sun AM Team
Quarterly	Team Life Survey
Semesterly	SGL Survey
Biannually	Full Team Life
Annually	Donor Team

Staff Sabbath

Everyone follows their own unique schedule, but we ask everyone to honor **Friday** as a day off from communicating about work. This includes email, WhatsApp, phone calls, texting, etc. Even if Friday is a workday for you, please refrain from engaging others as a way to encourage a day of rest, worship, and family time. Likewise, on days other than Friday, we ask that you please respond to messages in a timely manner to preserve a productive rhythm to our workweek.

2018 Packer Football

Aug 18	@ McEachern
Aug 25	Trinity Catholic
Aug 31	Thomasville
Sep 7	Valdosta
Sep 14	@ Warner Robins
Sep 21	@ Grayson
Sep 28	Alcovy
Oct 12	Camden County
Oct 19	@ Tift County
Oct 26	Lowndes

2018 Central Football

Aug 17	@ Early County
Aug 24	@ Thomasville
Sep 7	@ Cook
Sep 14	Monroe
Sep 21	Brooks
Oct 5	@ Worth
Oct 12	Warner Robins
Oct 19	@ Harris County
Oct 26	@ Veterans
Nov 2	Bainbridge

2018 T'ville Football

Aug 17	@ Cairo
Aug 24	Thomas County
Aug 31	@ Colquitt
Sep 7	Everglades
Sep 21	Cook
Sep 28	@ Crisp County
Oct 5	@ Brooks County
Oct 12	Fitzgerald
Oct 19	@ Berrien
Nov 2	Early County

Extra Media	** = Guest Speaker	Ministry Spotlight	# = School Holiday	BONUS TRACK	Major Initiative
JAN :: VISION & FRESH START VALUE: PASSION		FEB :: RELATIONSHIPS VALUE: RELATIONSHIPS		MAR :: THE EASTER STORY VALUE: COMPASSION	
CRAFTED FOR HIS GLORY APPLICATION: ONE DAY, FINANCIAL EVENT, & SMALL GROUP		CRAFTED FOR HIS GLORY APPLICATION: MARRIAGE EVENT & SMALL GROUP		THE SEVEN FEASTS - PART ONE APPLICATION: BREATHE PROM & EASTER SUNDAY	
**07: No Other Gods *14: Guarding our Hearts (MLK Weekend) 21: In Awe of His Name 28: Remembering the Sabbath (YIR, SG Launch)		04: Honoring Authorities (Super Bowl Sunday) *11: Faithfulness (Valentine / 50 Years) 18: Restoring Relationships 25: Vision Sunday		**04: Standalone: "Show Me the Tree" (Roy Reeves) 11: Unleavened Bread (Daylight Savings) 18: First Fruits 25: Weeks/Pentecost	
Big 4, Prayer, Financial Staff: 9 • Equipping: 23 1-2, 15		Family All Staff: 13 • Equipping: 20 19		Breathe Staff: 13 • EST: 19 • Equipping: 27 26-30	
FIRST-TIMER (CHURCH, GT, SG PARTICIPANT OR LEADER)		READ "..."		PARTICIPATE IN THE BREATHE PROM	
7: PRE-TEEN SERVICE LAUNCH 14: BAPTISM SUNDAY 14: SMALL GROUP LEADER TRAINING (LUNCH AT SOUTH VENUE) 17: STUDENT ENCOUNTER 17: SMALL GROUP LEADER TRAINING (DINNER AT TEAM LIFE) 20: COMMUNITY SECURITY & DISASTER RELIEF TRAINING 20: FINANCIAL FREEDOM WORKSHOP 24: ONE DAY: PRAYER, FASTING, & GIVING (OPTION FOR 3 DAYS?) 28: SPRING SEMESTER LAUNCH (1) NEW YEAR'S DAY (15) MLK DAY Major Correspondence (YIR, Financials), Contribution Statements		2-3: STOREHOUSE SALE 11: BAPTISM SUNDAY // 50 YEARS OF MARRIAGE 13: ALL STAFF 21: STUDENT ENCOUNTER 23: DATE NIGHT EVENT (2) GROUNDHOG DAY (4) SUPER BOWL (13) MARDI GRAS (14) ASH WEDNESDAY (14) VALENTINE'S DAY (19) PRESIDENT'S DAY (28) PURIM Legacy		3-10: HONDURAS MISSION (DENTAL) 8-2: ECUADOR MISSION 11: BAPTISM SUNDAY 21: STUDENT ENCOUNTER 23: THE BREATHE DANCE 24-31: HONDURAS MISSION (SOLOHOPE) 7: MEN'S EVENT (11) DAYLIGHT SAVINGS (17) ST. PATRICK'S DAY (25) PALM SUNDAY (30) GOOD FRIDAY (30) PASSOVER	
APR :: SPIRITUAL WARFARE VALUE: ANOINTING		MAY :: BOOK OF THE BIBLE OR BIOS VALUE: FRUITFULNESS		JUN :: FAMILY VALUE: INTIMACY	
WICKED WHISPERS APPLICATION: ???		ECCESSITIES APPLICATION: SMALL EVENTS		SELAH: A SUMMER IN THE PSALMS APPLICATION: SMALL GROUP, STUDENT CAMP, & FX	
01: Passover (Easter Sunday - Survey) 08: The Father of Lies 15: Shutting the Door **22: The Shame Factor (Roy) **29: Subdue the Earth (Mark) (Child Dedications) Freedom Staff: 10 • ALL LEADERS: 23		06: Ecclesiastes 1-3 (5th Grade Milestone) 13: Ecclesiastes 4-6 (Mother's Day) 20: Ecclesiastes 7-9 (Graduation Event) 27: Ecclesiastes 10-12 (Memorial Day Weekend) Legacy Team Staff: 8 • EST: 14 • Equipping: 22 28		**03: Psalm ? (Summer Launch) *10: Psalm 84 (John Eubanks) *17: Psalm ? (Father's Day) *24: Psalm ? Family x	
FINISH WELL SPRING SEMESTER & BRING A GUEST EASTER		EXPERIENCE A DIFFERENT MINISTRY & READ "..."		ENGAGE IN PERSONAL EVALUATION & A RENEWAL EXPERIENCE	
1: EASTER SUNDAY 8: BAPTISM SUNDAY 12: THOMASVILLE SOCIAL (MADISON GROVE) 15: LEGACY MTG 15-19: FINANCIAL ONE DAY & ARE 18: STUDENT ENCOUNTER 23: ALL LEADERS GATHERING 24-27: ORANGE / RETHINK 27-28: FREEDOM RETREAT 29: CHILD DEDICATION 29: TEAM LIFE 5TH SUNDAY (1) EASTER SUNDAY (1) APRIL FOOLS DAY (15) TAX DAY (25) ADMINISTRATIVE PROFESSIONALS DAY Legacy, Fire Drill, Congregation CCB Update		NO GROWTH TRACK 4-5: STOREHOUSE SALE 6: 5TH GRADE MILESTONE TRANSITION 10: TIM HAWKINS COMEDY SHOW 13: BAPTISM SUNDAY // MOTHER'S DAY 16: STUDENT ENCOUNTER 17: THOMASVILLE SOCIAL (MADISON GROVE) 20: GRADUATION EVENT (3) NATIONAL DAY OF PRAYER (5) CINCO DE MAYO (13) MOTHER'S DAY (19) SHAWUOT (20) PENTECOST (28) MEMORIAL DAY		3: SUMMER SEMESTER LAUNCH 4-9: STUDENT CAMP (SNOWBIRD) 7-9: WOMEN'S RETREAT 10: BAPTISM SUNDAY 11-19: PERU MISSION 12-19: HAITI MISSION 28-1: CLARKSTON MISSION (REFUGEE CITY) (2) CCHS GRADUATION (14) FLAG DAY (17) FATHER'S DAY Calendar Next Year's Events, Mid-Year Budget Review, Personal Evaluations, Resource Continuity, Master Reports (IT, Tech, Property, Inventory, Risk)	
JUL :: LEGENDS VALUE: FINISHING WELL		AUG :: CLOSER TO GOD VALUE: PURITY		SEP :: BIBLE THEME OR BOOK VALUE: MENTORING	
LEGENDS APPLICATION: SHARE LIFE STORY		FOUR REVELATIONS APPLICATION: ONE DAY & SMALL GROUP		THE SEVEN FEASTS - PART TWO APPLICATION: SMALL GROUP	
01: The Value of Finishing Well 08: Legend #1: 15: Legend #2: 22: Legend #3: 29: Legend #4: (Child Dedications) Storehouse x		05: SAVED: I Need a Savior 12: HEALED: I Need to Be Healed 19: RESTORED: I Have a Purpose (Fall Launch) 26: FULFILLED: I Live for His Glory Big 4, Prayer, Recreation x		**02: Standalone 09: Feast of Trumpets (Spontaneous Baptisms) 16: Day of Atonement 23: Feast of Tabernacles **30: Standalone (Child Dedications) Men, Women x	
LEARN SOMEONE'S LIFE STORY		FIRST-TIMER & READ "HOLINESS" BY FRANGIPANE		INTERACT WITH A MENTOR	
8: BAPTISM SUNDAY // HERITAGE BIRTHDAY 21: CLARITY GATHERING WITH TLL 29: CHILD DEDICATION 29: TEAM LIFE 5TH SUNDAY 31-2: GROW CONFERENCE 7: UGANDA MISSION ?: FX: FAMILY EXPERIENCE (4) INDEPENDENCE DAY (21) TISHA B'AV (22) PARENTS' DAY Legacy, Budget, Facelift		31-2: GROW CONFERENCE 3-4: STOREHOUSE SALE 12: BAPTISM SUNDAY 14: ALL LEADERS 15: ONE DAY: PRAYER, FASTING, & GIVING 15: STUDENT ENCOUNTER 19: FALL SEMESTER LAUNCH ?: PRE K OPEN HOUSE (CLUBHOUSE) HC Correspondence (Ministry Report, Vision)		9: SPONTANEOUS BAPTISM SUNDAY 19: STUDENT ENCOUNTER 21: BIBLE EXPO EVENT 30: CHILD DEDICATION 30: TEAM LIFE 5TH SUNDAY ?: MEN'S RETREAT (GOOD SAMARITAN) ?: MEN'S RETREAT (SNOWBIRD) (3) LABOR DAY (9) ROSH HASHANAH (11) PATRIOT DAY (16) STEPFAMILY DAY (17) CITIZENSHIP DAY (18) YOM KIPPUR (23) SUKKOT (30) SHEMINI ATZERET	
OCT :: MISSIONS VALUE: UNITY		NOV :: STEWARDSHIP VALUE: FRUGALITY		DEC :: CHRISTMAS VALUE: JOY	
ON MISSION APPLICATION: SERVE DAY		OVERFLOW APPLICATION: SERVE DAY		CHRISTMAS SERIES APPLICATION: CHRISTMAS EVE SERVICE	
07: Living On Mission 14: Global Missions 21: National Missions 28: Local Missions Missions x		04: Overflowing x (possible guest speaker Alan Wright) 11: Overflowing x 18: Overflowing x (Legacy Offering) 25: Overflowing x Legacy x		**02: xxx 09: Remembrance Sunday 16: Christmas Blessings 23: Christmas Service **30: Testimonies or Standalone (Child Dedications) Inner Healing & GriefShare x	
ATTEND GROWTH TRACK & SERVE NEWSONG EVENT		FINISH WELL FALL SEMESTER & PARTICIPATE IN SERVE DAY		CELEBRATE YOUR GROUPS & TEAMS	
14: BAPTISM SUNDAY 17: STUDENT ENCOUNTER (1) SIMCHAT TORAH (16) BOSS'S DAY (16-18) EXPO (31) HALLOWEEN Legacy, Budget Creation, Case for Support Deadline		2-3: STOREHOUSE SALE 11: BAPTISM SUNDAY 13: ALL STAFF 18: LEGACY OFFERING 21: STUDENT ENCOUNTER 25: HERITAGE FINANCIAL MEETING (AFTER EACH SERVICE) 30: WOMEN'S ONE NIGHT ?: STAFF RETREAT (4) IDOP: PERSECUTED CHURCH (4) DAYLIGHT SAVINGS (11) VETERANS' DAY (22) THANKSGIVING (23) BLACK FRIDAY (26) CYBER MONDAY Financial Review, Job Evaluations, Next Year's Schedule, Licensing & Ordination, Budget Creation, Case for Support Decisions		NO GROWTH TRACK 5: TEAM LIFE CELEBRATION 9: BAPTISM SUNDAY 19: STUDENT ENCOUNTER 24: CHRISTMAS EVE SERVICE 30: CHILD DEDICATION 30: TEAM LIFE 5TH SUNDAY ?: STAFF CHRISTMAS PARTY ?: SURVIVING THE HOLIDAYS (GRIEFSHARE) ?: BREATHE CHRISTMAS PARTY ?: KIDS MUSICAL OR ELEMENT (2) HANUKKAH (25) CHRISTMAS (31) NEW YEAR'S EVE Budget, Facelift	

CURRENT FOCUS

{ Church-wide }

Child Protection, Online Resources, Legacy, Website Update, Sage, Special Events

All	Brad	Update Leadership Structure
All	Mark	Strategize for Grow
All	Stephen	Child Protection Policy
All	Michelle	Update online resources
All	Brad	Baptism by immersion
All	Mark	Ordination Process
Financial	Emily	Educate Storehouse
Graphics	Lance	See Assignment List
Info Tech	Brian	Live feed
Info Tech	Lance	Sunday digital notes
Info Tech	Brian	Public wifi @ North Campus
Info Tech	Lance	Technology backup
Legacy	Brad	Launch
Online	Lance	Website Update (see list)
Online	Lance	Social Media Presence
Sage	Brad	LT & Job Descriptions
Special Events	ALL	See Schedule
Special Events	Michelle	Update EPF / Précis
Videography	Lance	See list

{ Pastoral Care }

Pastoral Care Guide & Training, Care Team

All	Dawn	Guide & Training
Care Team	Dawn	Promote & recruit
Counseling	Debbie	Bring all counselors together
Funerals	Michelle	Confirm recording of all services
Inner Healing	Debbie	Implement tracking
MOMs	Dawn	Expand team
Weddings	Michelle	Update price list

{ Sunday Support }

Info Desk Communication, Fire Drill, Security/Disaster Planning

Atrium	Elizah	Build team, Easter theme
Baptisms	Elizah	Salvation follow-up
Baptisms	Elizah	Huddle & pool
Baptisms	Brad	Pamphlet: What Baptism Means
Greeters	Elizah	Evaluate equipping
Info Desk	Elizah	Improve communication
Parking	Elizah	Build team
Security	Brian	Rehearse Fire Drill Procedures
Security	Brian	Security/Disaster Planning
Security	Brian	Uniforms
Security	Brian	Sunday Cancellation Protocol
Transitions	Elizah	Build Team
Transportation	Mark	Accident protocol
Ushers	Elizah	Grow service transition team
Worship Guide	Jennifer	Add team members

{ Small Groups }

Expansion, Group Listings, Surveys, Manual, Bible Event, Freedom Retreat

All	All	Expand to other communities
All	Chrissie	How do churches add groups?
All	Chrissie	Listing/search options on CCB
All	Billy	Leader Surveys
All	Billy	Update training manual
Bible	Eric	Plan Hub Event
Family	Stephen	Grow Hub
Financial	Jim	Aim for more, smaller groups
Freedom	Billy	Establish retreat leadership
Fun	Brian	Grow Hub, Establish leadership
Men	Mitch	Sync schedule with GS
Men	Brad/Mark	Explore men's gathering options
Missions	Emily	Sync w/local organizations
Missions	Emily	Encourage more "For Colquitt"
Prayer	Brad/Mark	Establish SUN AM gathering
Women	Chrissie	Leadership Retreat

{ Administration }

Church Management Software, Database Clean-up, Signage, Customer Service, Surveys

All	Mark	Church Management Software
All	Brian, Billy	Database Clean-up
All	Mark	Signage
All	Mark	Master Reports
Financials	Mark	Text-to-give option
Grounds	Mark	Published list of priorities
Environmental	Kelly	Job transition
Maintenance	Mark	Published list of priorities
Office	Mark	Evaluate customer service
Personnel	Mark	Staff & Team Life Surveys
Personnel	Mark	Meeting Schedule / TLL in All Staff
Personnel	Mark/Brad	Simplified Employee Manual
Personnel	Lynn	Update Metrics process

{ Sunday Service }

Facelift, Stage Reconstruction

Creative Arts		
Lighting	Leah	Improved quality
Media	Julia	AM Checklist
Musicians	Brian M	Record an album
Offering	Mark	Team commitment
Offering	Mark	Wall board & Vision
Prayer	Mark	Request follow-up
Prayer	Brad	Establish monthly focus
Research	Brad	Message Prep (Monthly Mtg)
Research	Brad	Enlarge preaching team
Sound	Brian M	Improved crowd mics
Stage Design	Mark	Facelift
Stage Design	Brian M	Stage Reconstruction
Vocalists	Mark, Liz	Pray for more diversity

{ Family }

Parent Notification System, Locked Door Protocol

Baby	Kelly	Parent notification system
Baby	Kelly	Welcome for new families
Breathe	Elvira	Add team members
Baby	Kelly	Locked door protocol
Kids	Kristin	Welcome for new families
Kids	Stephen	Improve retention
Students	Christian	Age-specific truths for SG
Students	Christian	Resources for parents
Students	Christian	Build TL Groups

{ Growth Track }

Video Projects, Material Revisions, Added Class, Job Openings, Staff Involvement

GT 1	Lance	Updated campus video
GT 1-4	Lance	Brief intro videos
GT 1-4	Moore	Material revisions
GT 1-4	Moore	Added class strategy
GT 1-4	Moore	Process for job openings
GT 1-4	Moore	Participant tracking
GT 1-4	Moore	Trained leadership
GT 4	Moore	Update Signage

{ Missions }

Strategic & Financial Clarity, CFS Plan, Bethlehem, Honduras HQ

All	MLT	Strategic & financial clarity
All	Emily	Implement Case for Support plan
All	Mark	Update web dropdown options
All	Emily	Add a webpage for Missions
Local	Emily	Storehouse leadership structure
National	Nettie	Breathe: Board Objectives
National	Brad	Intern Program Plan
Global	MLT	Bethlehem leadership
Global	MLT	Honduras HQ

FINANCIAL FAQ

Frequently Asked Questions

HOW ARE FINANCIAL DECISIONS MADE?

OPERATING BUDGET

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CONTINGENCY FUND

The **Contingency Fund** is our “rainy day” fund. We can’t always predict what these needs will be, but we know we will have them. Examples might include replacing an A/C unit or an expensive piece of technical equipment. Since we have now built Contingency into our Operating Budget, the **Executive Staff Team** will make most of these decisions, but will usually keep the Leadership Team informed and/or call on external advisors to assist with prioritization and decision-making.

SAVINGS

The **Savings Account** is reserved for unexpected or very significant purchases that fall outside the means of the Operating Budget. These will typically be expenses that either maintain or greatly enhance ministry programming. As this falls outside the Operating Budget, these decisions must be approved by the **Leadership Team**.

LEGACY

Legacy items are significant dreams that will enhance or advance Heritage ministry or missions in a special way. Legacy projects are funded by a combination of ministry donors, special offerings, The Storehouse, Grounds to Go, etc. **The Legacy Leadership Team** is charged with setting priorities. The opportunities are promoted in advance and reported frequently. Legacy participants are invited to be involved in the research and decision-making process as much or as little as they choose.

HOW ARE MISSIONS FUNDS DISTRIBUTED?

MISSIONS OPERATING BUDGET

12% 4% LOCAL • 3% NATIONAL • 5% GLOBAL

of all non-designated giving from the previous year is allocated to missions. The operating budget is used to provide annual support to Homegrown Missionaries (HGMs) and local/national/global mission organizations, and the **Missions Leadership Team** (MLT) meets regularly to make budgeting decisions. We require all missionaries and mission organizations to submit a Case for Support annually to ensure the highest standards of stewardship and ministry fruitfulness.

2017: \$183,948

GROUNDSTO GO

100% of proceeds are earmarked for special **Homegrown Missionary** (HGM) support opportunities.

2017: \$5,222

THE STOREHOUSE

70% of proceeds used in-house to cover operating costs, local ministry, and to support missionaries who participate in the work program.

30% of proceeds is allocated to the Legacy Missions Lane.

2017 TOTAL: \$122,579

DESIGNATED CONTRIBUTIONS

Other contributions are received to support specific missionaries and mission trips.

2017: \$246,431

Total 2017 Missions Funds: \$558,180

NOW THAT WE ARE DEBT-FREE, HOW ARE THE FUNDS PREVIOUSLY USED TO PAY THE MORTGAGE BEING UTILIZED?

THE ANSWER TO THIS QUESTION IS FOURFOLD...

AMORTIZATION

- (1) While our mortgage payment at its peak was significant (approximately **\$10,000 per month**), our bankers at Ameris Bank were wonderful to renegotiate our terms and payments through the years as the principle decreased. In 2017, they even allowed us to have an interest-only loan as we had our sights set on retiring the debt that calendar year.

DEBT RELIEF

- (2) We applied the principles in **Financial Peace University (FPU)** and started eliminating all other debts. We were able to pay off the South Campus Building in 2010 (17 months early) and The Storehouse Building in 2015 (57 months early). Finally, in October of 2017, after the generous and sacrificial giving of our members, we had enough to pay off the mortgage.

BUDGET MARGIN

- (3) In addition to debt relief, we have also been able to add margin to our budget. **Proverbs 21:20** says, *"There is desirable treasure and olive oil in the dwelling of the wise, but a foolish person devours all he has."* We did not want to be guilty of living "paycheck to paycheck" and spending all of the church's income. We have been able to create a **Contingency** line item in our budget to cover minor unexpected expenses. We also have a goal of establishing a fully-funded emergency fund with 3 months of income in **Savings**, and we are thankful to say that we currently have **\$296,607** set aside. And finally, we have also been able to establish **margin** within the budget itself. Our 2018 budget is 95% of last year's operating budget income, putting us at our goal of 5% margin.

CHURCH GROWTH

- (4) As the mortgage payment was decreasing, church operational costs were steadily increasing. In 2012, our total debt was **\$1,623,742** and our average Sunday morning attendance was **790**. Since then, we have added several ministries, seen exponential growth in areas such as small groups, Breathe, Kids, etc. We have already set a record this year with **996 people** in small groups and our average Sunday morning attendance is currently **1,175**, with a record high of **1,865** on Easter! We have had **15 salvations** and **10 baptisms** so far along with **107 first-time guests**!

The bottom line is that our financial health as a church and debt-free status now enables us to earnestly seek God's dreams for our future. The sacrifices through the years have taught us many valuable stewardship lessons, and we believe we can maintain a debt-free posture while dreaming big for the days ahead at Heritage Church. Without a doubt, our best days are still to come.

HOW IS COMPENSATION DETERMINED?

Each year the **Leadership Team** evaluates and gives final approval on all salaries. We utilize several resources to gauge appropriate pay for our staff, including a comprehensive study released by the **National Association of Church Business Administrators** that studies hundreds of churches and filters its results based on church size, budget, location, denomination, job descriptions, etc. In terms of percentage of budget reserved for compensation, the national average is **49%**. Our goal as a church is **45%** (currently at 48.57%). Likewise, the national average is to have 1 full-time staff person for every **76** church attendees, and the current Heritage ratio is 1 full-time person for every **78** church attendees. Our full philosophy of financials can be found on the following page.

WHAT IS OUR CURRENT FINANCIAL HEALTH AS A CHURCH?

Our Leadership Team is a group of highly qualified and dedicated men who closely track and watch over our financials. You are welcome anytime to inquire with our Executive Pastor, or a Leadership Team member about financial matters in the church. We have established the following **15 Health Indicators** that we feel give us a clear and comprehensive picture of our financial health:

PHILOSOPHY OF FINANCIALS

FINANCIAL VALUES

Mission: We value using funds strategically in order to advance the mission and kingdom of Jesus Christ.

Stewardship: We value using funds wisely, striving to achieve the maximum impact through the use of minimum resources.

Transparency: We value communicating often and with candor about our financial health and budgeting process. Budget details are always available upon request.

Accountability: We value accountability and utilize numerous internal and external controls on a weekly, monthly, biannual, and annual basis to ensure that we remain above reproach.

BUDGETING

Goals: The budget must line up with the goals of the church, which are focused on advancing our mission to see people saved, healed, restored, and fulfilled in Christ.

Economy: We evaluate the economic climate of our community, state, and nation.

Giving: We evaluate giving trends over multiple years and compare that to current attendance to anticipate resources.

Stability: Governmental leaders evaluate budgeting decisions to ensure long-term stability for our church.

Relationships: Ministry is relational and – while we want our facilities to reflect good stewardship, safety, and excellence – ministry to people is a higher priority than buildings.

Staff: Our mission requires a lot of people working together in unison, so we hire staff based on their ability to build and equip teams for the work of ministry (Eph. 4:11-16). Monthly evaluations are administered to ensure that our staff is healthy, focused, effective, and efficient. Our desire is to have a streamlined staff that works incredibly hard and is compensated well.

Savings: We do not want to hoard resources, but we set savings goals to prepare for unexpected expenses and to have funds available for future dreams and opportunities (Proverbs 6:6-8).

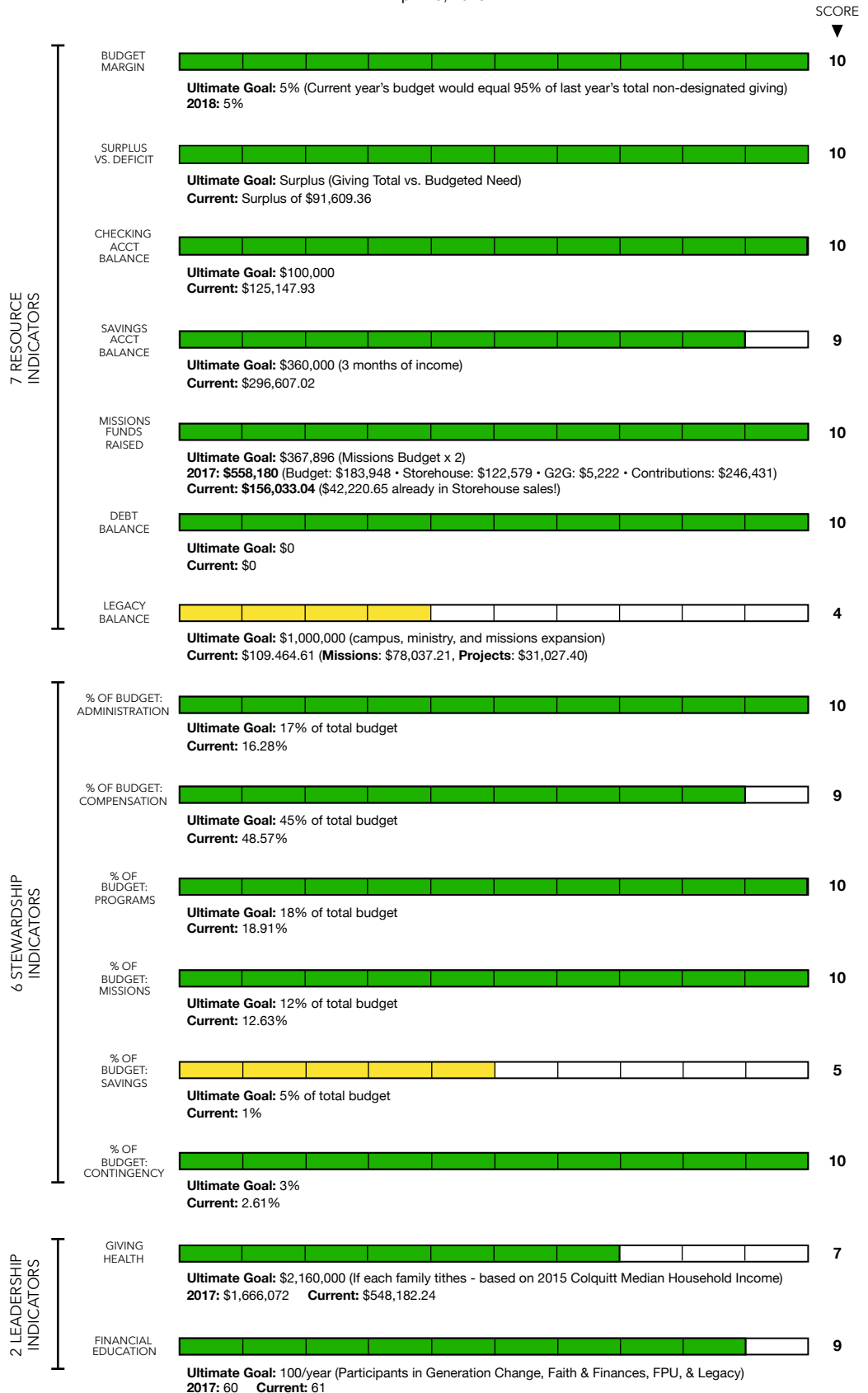
Debt: While we don't believe that debt is necessarily a sin, we do recognize that God's Word offers many warnings associated with it. Our goal is to be a debt-free church and to raise the funds for capital projects in advance. Only under unique circumstances would acquiring debt be considered, and only if **all** of the following factors are met:

1. An opportunity or need that presents a clear and significant advancement of Heritage Church ministry
2. A large percentage of the total cost is available as a down payment, unless the investment would result in an immediate return (ex: energy savings, etc.)
3. The financed payment fits inside the operating budget without resulting in a major ministry cutback
4. A unanimous decision by our Leadership Team after a SWOT (Strengths • Weaknesses • Opportunities • Threats) analysis and careful review of our financial health

15 FINANCIAL HEALTH INDICATORS

CURRENT SCORE: **8.87**

April 19, 2018



INITIATIVE FUNDING

OPERATING BUDGET

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MISSIONS FUNDS

Illustrated on next page

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CURRENT INITIATIVES

1 Leadership & Culture

Consider restructuring Staff leadership to provide better oversight and identify the key cultural principles that guide us, being more intentional to impart that to Staff & TLL.

OPERATING BUDGET	CONTINGENCY	SAVINGS	MISSIONS	LEGACY
STATUS	Not Started	In Progress	On Hold	Implemented

2 Legacy

Launch Legacy ASAP, inviting our congregation to participate in this ministry team and help us shape our future.

OPERATING BUDGET	CONTINGENCY	SAVINGS	MISSIONS	LEGACY
STATUS	Not Started	In Progress	On Hold	Implemented

3 Pastoral Care

Identify, equip, and unify Pastoral Care efforts and give this away to all of our ministry leaders.

OPERATING BUDGET	CONTINGENCY	SAVINGS	MISSIONS	LEGACY
STATUS	Not Started	In Progress	On Hold	Implemented

4 Youth Ministry Leadership

With Christian's rotation off staff, establish new class of leadership

OPERATING BUDGET	CONTINGENCY	SAVINGS	MISSIONS	LEGACY
STATUS	Not Started	In Progress	On Hold	Implemented

5 Child Protection Policy

Finalize and implement our policy for providing a safe environment for our children. Include reference checks, background checks, and training/implementation of clear procedures.

OPERATING BUDGET	CONTINGENCY	SAVINGS	MISSIONS	LEGACY
STATUS	Not Started	In Progress	On Hold	Implemented

6 Church Database

CBB does not provide the functionality we need. Change to a new provider. Factors: ability to track attendance, financial security, simple reporting, ease in listing/finding small groups, text-to-give, etc.

OPERATING BUDGET	CONTINGENCY	SAVINGS	MISSIONS	LEGACY
STATUS	Not Started	In Progress	On Hold	Implemented

7 LED Wall

With our projectors near the end of their shelf life, Brian will upgrade our technology for a safer, more advanced and cost-effective approach. It would also provide the ability to create backgrounds/sets.

OPERATING BUDGET	CONTINGENCY	SAVINGS	MISSIONS	LEGACY
STATUS	Not Started	In Progress	On Hold	Implemented

8 Small Group Support

Improve support for our small groups by offering more childcare options & media equipment for groups that meet on campus. Note: We budgeted for childcare, but media is a recently-raised issue.

OPERATING BUDGET	CONTINGENCY	SAVINGS	MISSIONS	LEGACY
STATUS	Not Started	In Progress	On Hold	Implemented

9 Growth Track 5-8

Add 4 more classes (rotate with GT each month) to cover core teachings: spiritual habits, sacraments / solos, finishing well, core values/beliefs, relationship needs, etc.

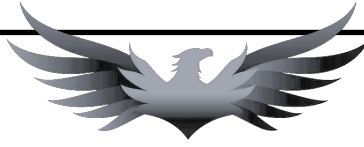
OPERATING BUDGET	CONTINGENCY	SAVINGS	MISSIONS	LEGACY
STATUS	Not Started	In Progress	On Hold	Implemented

10 The Sage Team

Develop a finishing well program for retirees to join the Heritage Staff as a volunteer workforce in major roles that utilizes their maturity, spiritual authority, giftedness, and passions.

OPERATING BUDGET	CONTINGENCY	SAVINGS	MISSIONS	LEGACY
STATUS	Not Started	In Progress	On Hold	Implemented

THE SAGE TEAM



Purpose

The **Sage Team** is an opportunity for retirees and mature members to make the most of this valuable and important season of life by offering their gifts, abilities, and wisdom to Kingdom work through Heritage Church.

Impact

There is unlimited potential for the scope and scale of ministry at Heritage, but we will always have hiring limitations. The **Sage Team** plays the invaluable role of helping Heritage expand its influence by serving in positions that directly and significantly impact the ministry we are able to provide.

Joining the Sage Team

Each member should fulfill the following:

- ☐ Current member of Heritage Church
- ☐ Completed all four steps of the Heritage Growth Track
- ☐ Committed to giving and serving
- ☐ A strong desire to use resources, influence and/or time to make a difference through the local church

Current Job Openings

Sage Team Leader(s)

GIFTS REQUIRED: *Team-building, Management*

Oversees the Sage Team program by working closely with all participants, making sure they are encouraged and equipped with the necessary tools and vision to excel in his or her position.

Administrative Assistant

GIFTS REQUIRED: *Administration, Experience in this field is preferred*

Serves one or more of the Staff by assisting with administrative responsibilities.

Assimilations Director

GIFTS REQUIRED: *Loves interacting with people, Ability to discern a good next step for others*

Leads a team to follow-up with church attenders who are not listed in a Small Group or Team Life team to see how we can better help them connect with the body of Christ at Heritage.

Church Coach Liaison

GIFTS REQUIRED: *Hospitality, Service*

Works closely with the Staff to serve other churches and ministries in a coaching relationship in all aspects of ministry.

Comptroller

GIFTS REQUIRED: *Financials*

Works closely with our Executive Pastor to make sure we have the best practices for financial stewardship by working to reduce expenses, negotiate costs, etc.

Current Job Openings (continued)

Counseling Director

GIFTS REQUIRED: *Administration, Counseling experience preferred*

Oversees and coordinates a team of counselors to provide the counseling needs of our church participants.

Discipleship Coordinator

GIFTS REQUIRED: *Familiar with major church doctrines and passionate about discipleship*

Serves our Small Group ministry by researching small group curriculum options. Also provides some quality control by ensuring the doctrinal reliability of the materials used across the board.

Environment Designer

GIFTS REQUIRED: *Craftsmanship, decorating, hospitality*

Consistently evaluates our environments to look for ways to make them more hospitable, creative, inviting, and user-friendly.

Ghostwriter

GIFTS REQUIRED: *Writing*

Works closely with the Lead Pastor to put message series and leadership principles into book form.

Heritage University Director

GIFTS REQUIRED: *Leadership, Management*

Explores the possibility of starting a program to train participants in Bible knowledge and practical ministry training.

Intern Program Director

GIFTS REQUIRED: *Leadership*

Oversees the intern program at Heritage Church to provide participants with one-on-one coaching, a wide variety of ministry experience, and personal growth to prepare them for a possible future in occupational ministry.

Maintenance Supervisor

GIFTS REQUIRED: *General maintenance and property management*

Closely monitors the entire Heritage campus to look for ways to improve our facilities, oversee repairs, and implement preventative maintenance procedures.

Online Campus Pastor

GIFTS REQUIRED: *Shepherding, General familiarity or willingness to learn online social interactions*

Serves our online viewing community by interacting with and pastoring online viewers (prayer, Q&A, counsel, etc.).

Note: This position will take effect once we start a live service broadcast, hopefully in the near future.

Project Manager

GIFTS REQUIRED: *Project management, administration, organized*

Conducts research and constructs a plan to carry out important initiatives.

Quality Control Inspector

GIFTS REQUIRED: *Management and experience in this field is preferred*

Monitors all of our activities, processes, procedures, publications, and channels of communication to ensure our best efficiency and effectiveness.

Researcher

GIFTS REQUIRED: *Teaching, General understanding of Biblical themes and doctrines*

Assists the Lead Pastor with message preparation by researching upcoming message topics to provide insights, suggested illustrations, etc.

Risk Management Inspector

GIFTS REQUIRED: *Management and experience in this field is preferred*

Consistently evaluates our policies, procedures, and environments to look for any ways we can make our campus safer and above reproach.

Current Job Openings (continued)

Social Media Director

GIFTS REQUIRED: Love for people, Ability to interact on major social media platforms

Makes sure current priorities are shared and discussed consistently and effectively through our various online resources (Facebook, YouTube, Twitter, Instagram, Website, etc.).

Special Events Planner

GIFTS REQUIRED: Event planning, administration, hospitality

Assists in the planning of all aspects of upcoming special services and events.

Strategic Giving Director

GIFTS REQUIRED: Leadership, Financials

Strengthens our culture of generosity by educating donors with strategic giving opportunities.

Visual Communications Director

GIFTS REQUIRED: Problem-solving, Ability to simplify complex concepts

Constantly evaluates our signage, graphics, publications, website, etc. to make sure we are consistent, clear, and the most helpful in our communication efforts.

Filled Positions

Care Team Leader

GIFTS REQUIRED: Pastoral care, Shepherding, Mercy

Oversees a team to coordinate visitations to the hospitals, nursing homes, and shut-ins.

Held By: Robby Faircloth

Inner Healing Prayer Director

GIFTS REQUIRED: Prayer, Leadership, Administration

Leads a team of Inner Healing Prayer workers to minister to the members of our church and community.

Held By: Debbie Shields

Storehouse Team Leader (multiple positions)

GIFTS REQUIRED: Leadership, Management

Oversees a department of Storehouse volunteers.

Held By: Bobby & Shirley Davis, Anna Ray, Terri Sullivan, Eddie Seagle, Teresa Stringer, Pat Wilson, Jay Jordan

Small Groups Hub Leader

GIFTS REQUIRED: Leadership, Administration

Recruit, equips, and encourages Small Group Leaders for a special category of groups (Men, Women, Prayer, Family, Students, Financials, Missions, Freedom, or Fun & Fitness).

Held By: Multiple

Legacy Team Leader

GIFTS REQUIRED: Leadership, management, meeting leadership, and financials

Leads our Legacy Leadership Team to expand the scope of Heritage ministry while maintaining a debt-free posture.

Held By: Marcy Sullivan



THE LEGACY TEAM

Purpose

Legacy is our lasting contribution to this world - an investment in the generations to come with the hope that they, too, will encounter and live for the glory of God. The Legacy Team is an outlet for those who are called and equipped to finance the Kingdom of God and to leave a lasting legacy.

*We have different gifts, according to the grace given to each of us. If your gift is prophesying, then prophesy in accordance with your faith; if it is serving, then serve; if it is teaching, then teach; if it is to encourage, then give encouragement; if it is giving, then give generously; if it is to lead, do it diligently; if it is to show mercy, do it cheerfully. **Romans 12:6-8***

Impact

God often plants visions and dreams for the future inside the hearts of His people.

- ☐ Abraham saw a vision of future generations. (Gen. 15)
- ☐ Joseph's dream foretold his future reign. (Gen. 37)
- ☐ Daniel's numerous dreams helped him better understand the future nation of Israel. (Dan. 7)
- ☐ Joseph's dream gave him confidence in God's will in spite of challenging circumstances. (Matt. 1)
- ☐ Paul's visions helped him navigate the challenges of ministry on the mission field. (Acts. 16)

Members of the Legacy Team walk with a sense of "What if?" — always looking for ways God may be leading us to expand the ministry of Heritage Church.

LANE 1: Projects (Capital projects for the Heritage campus & ministry)

Goal: To keep our buildings, grounds, and facilities in pace with our church growth while seeking to maintain a debt-free position

LANE 2: Missions (Major initiatives for expanding the scope and reach of Heritage missions)

Goal: To be more strategic and/or effective in our ministry efforts locally, nationally, and globally

Who Makes a Good Legacy Team Member

- ☐ Leaders with passion to see the church expand to reach more people
- ☐ Leaders with experience in large-scale projects or organizational oversight
- ☐ Leaders who love to give, especially toward Kingdom-building initiatives that have eternal impact

Joining the Legacy Team

Members of the Legacy Team give influence, resources, and time as a local church ministry expression to advance the cause of Christ. Each member should fulfill the following:

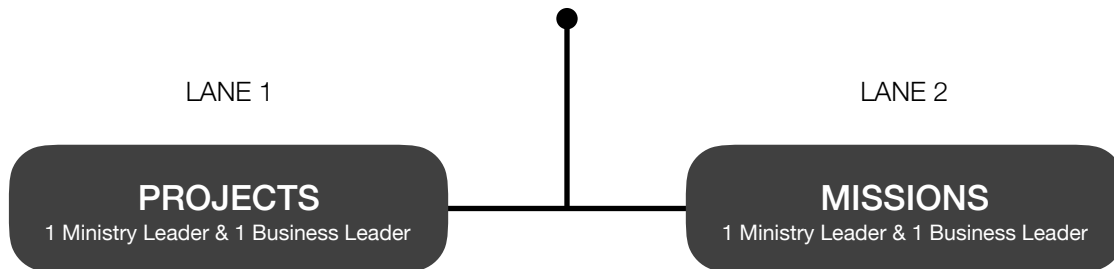
- ☐ Current member of Heritage Church
- ☐ Completed all four steps of the Heritage Growth Track
- ☐ Committed to giving over and above their tithe
- ☐ View giving as an act of worship unto the Lord
- ☐ A strong desire to use resources, influence and/or time to make a difference through the local church



THE LEGACY TEAM

LEGACY LEADERSHIP TEAM

This team carries ownership of overall Legacy projects, dreams, and initiatives. They meet regularly to evaluate and set priorities. They also actively determine the best way to promote the Legacy Team, add Team Members, and celebrate our progress.



These Lane Leaders carry ownership for dreams and initiatives pertaining to their specific lane.

RESPONSIBILITIES

- Survey team members to **listen for the dreams** God has placed in our people
- Conduct necessary **research** to determine costs associated with each initiative
- Generate a **Case for Support** for each initiative
- Meet regularly to **evaluate** progress and **prioritize** dreams and initiatives
- Generate quarterly **Impact Reports**
- Look for **new Team Members** to add
- **Inform** all team members of any significant initiative progress
- Invite **Team Members** to participate in **gatherings** (dream sessions, on-site tours, planning meetings, etc.)

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Open to everyone who meets the criteria outlined above];
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LEGACY TEAM MEMBERS

Open to everyone who meets the criteria outlined above

This group uses their gifts to further the vision and mission of Heritage Church. They choose one or more lanes to affiliate with. Participation and giving is completely optional and should be Spirit-led.

FAQ

How do I join The Legacy Team?

The Legacy Team is just like any other ministry team in the church. It is the place for people with a passion to serve the body of Christ at Heritage Church through giving. To join the Legacy Team, simply attend Growth Track or or speak to one of the Legacy Team Leaders.

How can I share my dreams and ideas for our church?

This is one of primary reasons the Legacy Team exists. We believe that God places unique gifts and dreams in His people, and we as leaders have the privilege of discovering what He has hidden in your heart. When you join the Legacy Team, one of the first questions you will be asked pertains to the dreams you have for our church. Once on the team, leaders will occasionally invite you to join them for a dreaming session, but you are welcome to share ideas and suggestions with a Legacy Team Leader at any time.

Who decides which dreams to pursue first?

*We believe in the principle found in **2 Corinthians 13:2** and that “out of two or three witnesses every word is established” — it takes more than just one person and a good idea. The Legacy Leadership Team listens closely to every idea and records them. When it is evident that the idea is burning in the hearts of numerous people, including our church leadership, that initiative takes precedent. When the Legacy Leadership Team, Lead Pastor, Staff, and Leadership Team all believe that the Lord is leading up to pursue a particular dream, we then initiate steps to inform all Legacy Team members of the opportunity to contribute.*

How do I give to a Legacy project?

Option 1: Use the giving envelopes provided on Sunday morning and check either the “Legacy: Projects” or “Legacy: Missions” box. Funds will be applied to the top initiatives in that area of ministry. To contribute to a specific project, write the project name on the FOR line of your check.

Option 2: Log on to heritagelife.org/give to view giving options. You will be directed toward ways to give to the Legacy fund of your choice.

How do I track the progress of our Legacy projects?

*Each quarter, the Lane Leaders will send an **Impact Report** to all Legacy Team Members updating them on the progress of all current initiatives. The update will include the status of the project and how much funds are still required to implement the initiative.*

In addition to this quarterly update, the Lane Leaders will notify team members of any significant progress or decisions. Team Members will also be invited on occasion to participate in an optional on-site visit to learn more about the project. And, of course, specific questions are welcome at any time.

Is my giving tax deductible?

Yes. All contributions are recorded in our CCB database and can be accessed at any time. Contribution statements are made available at the end of every calendar year and can be downloaded directly from CCB.



LEGACY DREAMS PROJECTS

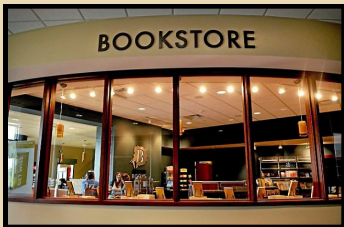


Kids Venue

EST COST: **\$150K**

Expand Baby Heritage & Heritage Kids to better serve the families in our growing church

OPERATING BUDGET	CONTINGENCY	SAVINGS	MISSIONS	LEGACY
STATUS	Not Started	In Progress	On Hold	Implemented



Heritage Bookstore

EST COST: **\$50K**

Construct a bookstore (consider merging with Grounds to Go) to make available small group resources, publications, marriage and family resources, Bibles, etc.

OPERATING BUDGET	CONTINGENCY	SAVINGS	MISSIONS	LEGACY
STATUS	Not Started	In Progress	On Hold	Implemented

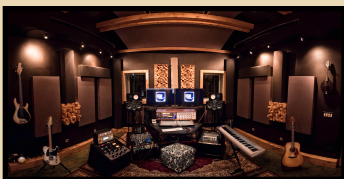


South Campus Overhaul

EST COST: **\$150K**

Renovate South Campus to serve a larger purpose. Options: childcare center, weddings/funerals, etc.

OPERATING BUDGET	CONTINGENCY	SAVINGS	MISSIONS	LEGACY
STATUS	Not Started	In Progress	On Hold	Implemented



A/V Recording Studio

EST COST: **\$75K**

Design and build a recording studio to provide the opportunity to record and promote artists at Heritage and the surrounding area.

OPERATING BUDGET	CONTINGENCY	SAVINGS	MISSIONS	LEGACY
STATUS	Not Started	In Progress	On Hold	Implemented



Retreat Center

EST COST: **\$50K**

Construct a modern retreat center with accommodations that groups can utilize for retreats of all sizes.

OPERATING BUDGET	CONTINGENCY	SAVINGS	MISSIONS	LEGACY
STATUS	Not Started	In Progress	On Hold	Implemented

LEGACY DREAMS

MISSIONS

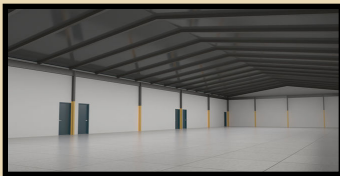


Special Needs Group Home

EST COST: **\$200K**

Moultrie is desperate for a place that can house people with special needs and teach them basic life skills in a warm, loving, well-equipped environment.

OPERATING BUDGET	CONTINGENCY	SAVINGS	MISSIONS	LEGACY
STATUS	Not Started	In Progress	On Hold	Implemented



Storehouse Upgrades

EST COST: **\$150K**

Upgrade to a more weather-resistant roof at The Storehouse.

OPERATING BUDGET	CONTINGENCY	SAVINGS	MISSIONS	LEGACY
STATUS	Not Started	In Progress	On Hold	Implemented



The Heritage Dream Center

EST COST: **\$150K**

Develop a center equipped to minister to relational, spiritual, mental, and financial needs. It could house a counseling ministry, medical care, etc.

OPERATING BUDGET	CONTINGENCY	SAVINGS	MISSIONS	LEGACY
STATUS	Not Started	In Progress	On Hold	Implemented



Campus Launch

EST COST: **\$250K**

Research the best location to start a new campus in a nearby community.

OPERATING BUDGET	CONTINGENCY	SAVINGS	MISSIONS	LEGACY
STATUS	Not Started	In Progress	On Hold	Implemented



Heritage University

EST COST: **\$75K**

Develop a program to teach theology and practical ministry & missions training.

OPERATING BUDGET	CONTINGENCY	SAVINGS	MISSIONS	LEGACY
STATUS	Not Started	In Progress	On Hold	Implemented

