

HPBC Restructuring Strategic Plan

Associations

Throughout the Hawaii Pacific Baptist Convention, ministries are changing. The traditional paths of ministry are shifting. Words like resourcing and partnerships are taking new meanings. In the midst of these movements, the need for God's Kingdom work cries out more than ever before.

Our HPBC/Associational structure is one area that is transitioning around us. The traditional fashion of separation between the two entities is beginning to devolve in our days – our territory is vast with great distances between churches, and NAMB no longer funds associational leadership or convention staff members to resource these regions.

We are finding that a disconnect is forming that is causing a duplicity of services, strained financial commitments, and a lack of clarity in roles, support, and vision. The leadership of the HPBC and our associations addressed this difficulty many years ago but did not choose to move ahead to confront the challenging issues.

Today, realignment is needed for the HPBC/Associations to become unified in the scope of cooperative ministry and missions. A combining of the two structures could be the best plan of action. Realignment will allow for the future of our churches to be positioned for a streamlined process of communication and resourcing, resulting in a more efficient system of Kingdom ministry.

How do we propose to work/serve better together through a realignment of the HPBC with the current associations?

1. Services:

A restructuring of the HPBC/Association relationship will eliminate the duplicity of several processes, such as funding through the Cooperative Program/Associational giving, similar functions and events, leadership development, pastor-less church support, church revitalization, and more. Eliminating this duplicity will clarify ministry direction and support, allowing the regional work to be provided under the HPBC budget, under the direction of an HPBC/Regional joint team. In forming this team, associational leadership will partner directly with the HPBC staff team to pray, seek vision and strategy, implement ministries and evaluate processes to provide the strongest possible team for Kingdom advancement for the region.

For each region, the current Moderator/Executive Board structure will remain in place to facilitate the work of this joint team. The current associational ministries will be reevaluated initially, then annually by each HPBC/regional team, with an emphasis on addressing vision, strategic plans and budgeting.

This shift also would bring unified identification under the HPBC title, with individual recognition of each region (HPBC – Big Island, HPBC – Maui, etc.) but with a sharing of services and resources that the regions may be better connected internally and inter-regionally.

2. Personnel:

One HPBC staff team member will be specifically assigned to provide liaison support for the regions. This HPBC staff team member will coordinate with the joint team for regular meeting schedules to allow for effective communication. The interaction between the entire HPBC staff team and the regional leadership will provide the on-going strategic planning and implementation for regional work.

3. Finances:

All current giving to the associations from the churches will be redirected through the Cooperative Program, increasing the total amount given to world missions and theological education, but also providing specific regional line-item budgeting for each region.

The HPBC budget will provide block allocations for each region directly related to each association's historical budget/income. This amount will be subject to review by the HPBC/Regional joint team annually, to ensure adequate funding for the regions. Annually, any residual funds will be retained in the HPBC Cooperative Program budget.

4. Agreements:

Each region will operate annually under a cooperative agreement between the HPBC staff team and the regional Executive Board. Initially, these cooperative agreements will be renewed each year, until a time arises that they can be increased to multi-year agreements.

Each annual cooperative agreement will be evaluated under a mid-term review by the joint team to address the upcoming term. These cooperative agreements may outline details of the current term, with updates, revisions or changes as determined by the joint team. Each association will maintain their by-laws until the joint team determines the time for changes.

Timeframe: The implementation of this transition will be scheduled for the calendar year 2018, with a provision for a mid-year option, if determined by the associations.

Approval: This strategic plan is subject to approval by the seven current HPBC associations, the HPBC Executive Board and the messengers at the HPBC Annual Meeting.