

EDEN WESLEYAN CHURCH CONSULTATION

FEBRUARY 21 – 23, 2014

STRENGTHS

1. **The Pastor:** Pastor Richard Hall is highly respected both by the congregation and by many in the community. People value his preaching and pastoral skills. He has a desire to see God move through the people to accomplish great things for His Kingdom.
2. **Accepting People:** The congregation is known for welcoming people from a variety of backgrounds. It often demonstrates God's love to those that have seldom experienced love in their lifetimes. The people are willing to meet the needs of many.
3. **Outward Ministry Emphasis:** The congregation often implements its desire to serve the community. Examples of this commitment are the busing of youth and children, reaching out to those in need and providing great events to bless the community.
4. **Children and Youth:** A number of people shared with us their appreciation of the ministry to children and young people. There is also appreciation for the leadership of Pastor Brady in these two areas of church life.
5. **Resources for Ministry:** The congregation has been blessed by God with resources that can be leveraged for ministry. Such resources include its buildings and property, a willingness of many to serve, finances etc.

CONCERNS

1. **The Mission of God:** The congregation is not seeing people become new disciples for Jesus Christ on a regular and consistent basis. The focus more often than not is on believers rather than unbelievers.
2. **Lack of Missional Focus:** The mission is inadequate and there is no compelling vision. This contributes to a lack of focus in ministry.
3. **Ministry Structure:** The ministry structure limits effective strategies for ministry and does not produce accountability.
4. **Leadership Development:** The lack of consistent and strategic leadership development is hindering the congregation's ability to grow.

5. Facilities: The current facilities and the usage of property is hindering potential growth.

PRESCRIPTIONS

1. The Mission of God: The pastor will call the congregation to a day of confession and repentance. This event will take place on a Sunday morning and be led by the District Superintendent. He will lead the pastors, leadership team and congregation in prayers of confession for failing (both individually and collectively) to make new disciples for Jesus Christ on a regular and consistent basis. People will also be asked to confess sins related to gossip, slander and complaint. Leaders will be asked to seek forgiveness for sins of the past. The congregation will ask God to break their hearts for lost people and to give the congregation a vision and passion for those without Christ. After this worship service the congregation will be asked to drive throughout the community praying for those who do not know Jesus Christ. This day will occur by Sunday April 13, 2014.

The pastor will lead the congregation in a mission/ministry audit of every ministry in the church to see how each fits the new mission. Those that do not must be changed so they do or they will no longer exist. This audit will begin by May 1, 2014 and be concluded by December 31, 2014.

The pastor will lead the congregation to conduct four bridge events (based on the training provided during the weekend). Each will occur on a Sunday morning. These events will occur from June 1, 2014 to May 31, 2015.

2. Lack of Missional Focus: The new mission statement: Eden Wesleyan Church exists to honor God by making more disciples for Jesus Christ, will be adopted the day this report is accepted by the congregation (should that be the case). The new vision (based upon the training provided during the consultation weekend) will be presented to the congregation by the pastor, in consultation with the coach and DS on the day the congregation seeks God's forgiveness. The pastor will lead the congregation to focus on three key ministries. Those ministries are Sunday morning worship, children and assimilation (connecting people new to the church). These ministries will be launched by September 15, 2014.

Worship Service: The pastor will develop a creative arts team led by Amanda Boyd. The pastor will serve this team as the ultimate director and producer behind each service. The team will move the service to be even more contemporary in feel, not just in music. Necessary financial investments will be made to improve all systems, wiring and instruments.

Children's Ministry: The children's ministry primary focus will be Sunday morning. Sunday evening will be discontinued for both children and youth (although a process will be worked out for child care for Life

Groups). The children will be in Children's Church during the entire time the adults are in worship allowing leaders to implement the new curriculum to its fullest. The Wednesday night ministry will continue as is for both children and youth.

Assimilation: The pastor will put a leader over this process who will be responsible for developing a team that tracks guests from the parking lot until they become engaged in the Body of Christ and the use of their gifts and talents.

3. **Ministry Structure:** The Ministry Team will be reduced to five including the pastor and structured in consultation with the DS. The purpose of this is to free up individuals to serve on the pastor's staff and on teams being developed. The new Ministry Team will read and adopt the principles for governance found in John Kaiser's book, *Winning on Purpose*. This will occur at the next church conference. The adoption of the principles will occur by December 31, 2014. The pastor will create a staff (paid and unpaid) that he will meet with every two weeks for training and accountability. This staff will include the current assistant (children and youth) worship, assimilation, bridge events, finances and facilities and grounds. This staff will be in place by August 1, 2014. Once the Ministry Teams adopts Kaiser's principles the pastor will begin to work on staff members developing goals and being held accountable for them. The first set of goals will be in place six months after the adoption of the principles.
4. **Leadership Development:** The pastor will meet with three Wesleyan pastors during the next 12 months, who lead congregations of 500 in worship or larger. He will create a set of questions related to leading healthy congregations and leadership that he will use during each visit. The DS will recommend and approve the three pastors. The congregational coach and the DS along with the pastor will help the staff overseeing worship, children and assimilation find three mentors. These mentors must be people in other congregations that are effectively leading staff in each respective area. These mentors will be selected by June 1, 2014. The pastor will be expected to provide leadership training at every staff meeting and every Leadership Team meeting. This training will begin when the new Leadership Team and staff are in place. The pastor will also meet individually with staff members once a month once the new staff is in place. Finally the pastor will select five people in the church to disciple as prospective leaders by June 1, 2014. He will meet with these people once a month for 12 months.

5. Facilities: The congregation will cover areas of their lawns and grass with crushed stones/rocks for additional parking. This will be completed by August 31, 2014. Signage for parking, guest parking, directions to the nursery/children's area and other pertinent locations will be created by June 1, 2014. The sign out front will be redesigned. The front of the auditorium needs to be renovated/decorated to enhance the worship experience. This will be done by September 1, 2014. By the end of 2015 the Leadership Team will have a five year plan in place for campus development.

THOSE WHO ATTEND REGULARLY WILL VOTE TO ACCEPT THIS REPORT OR REJECT IT. IF ACCEPTED, THE DISTRICT WILL HELP THE CONGREGATION LOCATE A CONGREGATIONAL COACH TO WALK ALONGSIDE IT FOR ONE YEAR. IF REJECTED THE PROCESS IS OVER, SINCE THE CONGREGATION WILL HAVE SPOKEN. THIS VOTE WILL OCCUR BY MARCH 23, 2014

Dr. Paul D. Borden
Rev. Buddy Rampey
Dr. Dan Berry
Rev. Jerry Lumston