Palouse Federated Church Assessment Report

ABC of the Northwest

Team Members: Dr. Charles Revis and Rev. Jim Amend
ABC/NW Church Assessments

- A tool offered by the Region as a ministry to help churches sharpen their purpose, grow in health, and look outward with vision and compassion to more effectively reach the lost.

- Only churches who are desiring to grow and improve engage in the process.
ABC/NW Church Assessments

Findings are a result of **LISTENING:**

- Focus groups
- Individual interviews
- Written materials
- Data (attendance, finances, demographics, etc.)
- Online survey
- Onsite observations
Report Format

- General Findings
- Affirmations
- Challenges
- Recommendations
Report Format

- General Findings
- Affirmations
- Challenges
- Recommendations
Offering Income vs Budget Expenditures

- **Offering Income**
- **Budget Expenditures**

Yearly data from 1999 to 2009 shows a general trend of increase in both offering income and budget expenditures, although there are fluctuations.
Palouse under 45: 63%  
Church under 45: 55%

Palouse over 45: 37%  
Church over 45: 45%
## Stage in Life Demographic

<table>
<thead>
<tr>
<th>Number</th>
<th>Stage in Life</th>
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<tbody>
<tr>
<td>19</td>
<td>Preschool Children</td>
</tr>
<tr>
<td>18</td>
<td>Elementary School Students</td>
</tr>
<tr>
<td>29</td>
<td>Junior/Senior High Youth</td>
</tr>
<tr>
<td>58</td>
<td>Husbands and wives living together <em>with children under 18 living at home</em></td>
</tr>
<tr>
<td>74</td>
<td>Husbands and wives living together <em>with no children under 18 living at home</em></td>
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<tr>
<td>6</td>
<td>Single Parents <em>with children under 18 living at home</em></td>
</tr>
<tr>
<td>8</td>
<td>Single, never married men</td>
</tr>
<tr>
<td>11</td>
<td>Single, never married women</td>
</tr>
<tr>
<td>0</td>
<td>Divorced men, not remarried at this time</td>
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<tr>
<td>6</td>
<td>Divorced women, not remarried at this time</td>
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<td>5</td>
<td>Currently separated from spouse</td>
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<tr>
<td>1</td>
<td>Widowed men</td>
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<tr>
<td>10</td>
<td>Widowed women</td>
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<tr>
<td>80</td>
<td>Total Resident Members (Resident Attenders: 161)</td>
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</tbody>
</table>
Members Lost

Average members lost per year: 3.9
Net Membership Change

Average net membership change per year: +1.9
Net Membership Change

Average net membership change per year: +4.7
Worship Attendance

Attendance
Baptisms

Average baptisms per year: 3.5
Average baptisms per year: 7
Healthy, growing churches attain 10% of average worship attendance in annual number of adult baptisms. Your goal should be 9 a year.
Mean score calculation

- “Do Not Know” responses NOT included
- “Do Not Agree” responses = 1
- “Somewhat Agree” responses = 2
- “Agree” responses = 3
- “Significantly Agree” responses = 4
- “Strongly Agree” responses = 5

Weighted total is divided by total number of responses
Mean score calculation

- If every person responded “Do Not Agree” that statement would have a mean score of 1.0
- If every person responded “Strongly Agree” that statement would have a mean score of 5.0
Mean Score Ranges

- 4.2+ - “Sizzle”
- 4.0 to 4.2 - Excellent
- 3.75 to 4.0 - Good, Solid
- 3.50 to 3.75 - Just O.K.
- 3.0 to 3.5 – Clearly Needs Work
- Less than 3 - Cause for Concern
- Less than 2 – Flat-line
Four affirmations of Pastor Corey’s excellent preaching.

Three affirmations of the priority of prayer.
Two affirmations of care, meeting personal needs in crises.

One affirmation of happiness with the church
Excellent 4.0 – 4.2

United and peaceful.
Effectively meets needs of senior adults.
Effective in meeting needs of pre-school age children.
“Give and Take” session is effective.

Women’s Ministry helps women mature as disciples of Christ.
Leaders in touch with the congregation and open, direct handling of church problems.

Worship music.

Church website.
Reaching unchurched children.
Helping students grow as Christians.
Reaching youth in the community.
Regular prayer for church leaders.
Lack of affirmation for tithing.

Each member/attender has a ministry to fulfill.

Identification of spiritual gifts and using them in service.
Clearly Needs Work 3.0 – 3.5

“I feel the church is using my potential to the fullest.” ~ 3.26

“Men’s ministry is effective in reaching unchurched men from the community.” ~ 3.19

“I regularly pray for specific non-believers to become Christians.” ~ 3.15
Cause for Concern Under 3.0

Two responses in the category of personal evangelism.

Bible reading on a regular basis.
“I often (about every month or two on the average) invite people to attend our church.”

~ 1.94
Top Three Strengths [online survey]

- Pastor & Preaching: 62
- Ethos: 59
- Evangelism & Outreach: 53
- Family Care & Community: 40
- Worship: 24
- Programs & Ministries: 24
- Teaching & Discipleship: 11
Ideal Top Three Strengths

- Evangelism & Outreach
- Worship
- Pastor & Preaching
- Teaching & Discipleship
- Programs & Ministries
- Family Care & Community
- Ethos
Church Systems Ranking

Worship
Congregational Care
Decision-making
Evangelism
Communication
Lay Mobilization
Leader Development
Spiritual Formation (disciple-making)
Assimilation
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<tr>
<th>Rank</th>
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| Row 1 | People are positive and supportive of the church’s mission and vision  
|       | An uncertain future demands visionary leader with high energy  
|       | Nearly everyone shares a strong and clear sense of mission and vision  
|       | A vast majority of people “own” the church’s goals  
|       | There is a broad understanding and support of church’s mission and vision  
|       | The church’s ministries share a common purpose  
|       | People are losing their sense of the church’s mission and vision  
|       | New members are not familiar with church’s mission and vision  
|       | We have lost our vision  
|       | We have lost our sense of being “on mission”  
| Row 2 | Nearly everyone believes they must be involved if the church is to survive  
|       | Nearly everyone is directly involved in some aspect of ministry  
|       | Individuals give a high percentage of their discretionary time to the church  
|       | Volunteers are easily found  
|       | New people quickly find a place to be involved  
|       | People are enthusiastic about their ministry involvement  
|       | Long time people feel “they have done their part”  
|       | Its very difficult to find volunteers  
|       | Programs are being eliminated due to lack of leaders and workers  
|       | 10% of our people do 90% of the work  
| Row 3 | We emphasize ministry results and do not worry much about organization  
|       | Decisions are made spontaneously  
|       | Ministry goals shape the form of ministry  
|       | Traditions are now beginning to form  
|       | New programs are being created in response to new needs  
|       | Current leaders are delegating work to newly trained leaders  
|       | It is difficult to change existing programs  
|       | Few if any new programs are being initiated  
|       | We work hard to insure the survival of current programs  
|       | Programs are being eliminated for lack of funds  
| Row 4 | Change happens quickly and easily  
|       | People expect and quickly embrace changes  
|       | Changes are easily adopted and integrated  
|       | People from all levels of church life readily suggest changes  
|       | New proposals are given serious and careful consideration  
|       | Church leaders take the initiative in choosing and implementing change  
|       | Few changes are made that radically alter the status quo  
|       | Few changes are even proposed  
|       | We often hear, “We’ve never done it that way before”  
|       | People are quick to explain why new things “can’t be done  
| Row 5 | People feel good about our church  
|       | Our church’s confidence is growing stronger  
|       | People feel very good about our church  
|       | Our confidence quickly fluctuates with each success or failure  
|       | People are excited and “evangelistic” about our church  
|       | Confidence in our ability to achieve goals is widespread and contagious  
|       | Some people feel good about our church while others clearly do not  
|       | We are not as sure of our ability to achieve as we once were  
|       | Few people feel good about our church  
|       | Leaders are frustrated over not knowing how to stop our decline  

Human Life Cycle

- Birth
- Growth
- Peak
- Decline
- Death
Living Organisms (Biological/Sociological)

Grow-Up, Mature and Die
People – Get One Lifecycle
Congregations – Can Have Multiple Lifecycles
Church Life Cycle

- Often think and act as though churches live forever
- Churches are birthed and churches die
- What’s the average life-span of a church?
  - Texas Baptist Convention
  - Southern Baptist
  - Larger than all but 10 denominations
  - About 75 years
Church Life Cycle

- Five Stages
  - Entrepreneurial
  - Organizational
  - Peak Efficiency
  - Institutional
  - Descent Toward Death
Church Life Cycle

- On survey...
- Series of five “Pick Two” questions
  - Commitment to Mission and Vision
  - Involvement of People
  - Programs, Structure and Organization
  - Attitude toward Change
  - Morale, Esteem and Confidence
<table>
<thead>
<tr>
<th>Life Stage Categories</th>
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<tbody>
<tr>
<td>Commitment to Mission and Vision</td>
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<tr>
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<td>Morale, Self-esteem and Confidence</td>
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</table>
Life Cycle Composite

The graph shows the lifecycle composite stages of an organization, from Entrepreneurial to Descent Toward Death, with Peak Efficiency and Institutional phases in between.
Commitment to Vision and Mission

Graph showing a decline from "Entrepreneurial" to "Descent Toward Death."
Involvement of People
Programs, Structure & Organization

The graph illustrates the lifecycle stages of an organization, from Entrepreneurial to Descent Toward Death. The x-axis represents the stages of development, while the y-axis represents a metric that could be efficiency or performance. The peaks and troughs indicate periods of high activity or efficiency followed by decline.

- Entrepreneurial: Initial growth phase.
- Organizational: Transition phase, setting up structures.
- Peak Efficiency: Highest performance or productivity.
- Institutional:固化 and decline phase, potentially leading to stagnation.
- Descent Toward Death: Final stages, decline until cessation.

The graph shows how organizations typically go through these stages, with peaks of performance followed by gradual decline.
Attitude Towards Change

A graph showing changes in attitude towards change stages of an organization. The stages are:
- Entrepreneurial
- Organizational
- Peak Efficiency
- Institutional
- Descent Toward Death

The graph indicates a peak in attitude towards change at Peak Efficiency, followed by a decline in the Institutional and Descent Toward Death stages.
Morale, Self-Esteem & Confidence
Report Format

- General Findings
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Corey & Tina

- Gift to you from God for a new day
- Long-term commitment to PFC
- High commitment to local community of Palouse and environs

- SACK
- Bus
- Planning Commission
- Highly visible and accessible
- Embedded in the community
Affirmations

- Tina
  - Women’s small group originator and coordinator
  - Kid’s Kitchen
  - Dance lessons for Day Care
  - Ministry to moms of newborns (baby showers, meals, etc.)
  - A model for hospitality, parenting & supportive spouse
Affirmations

Corey
- Outstanding preaching: biblical with life application
- Life-long learner
- Visionary leader
- Change agent
- Mentoring other pastors
“It is the best preaching I have had the opportunity to hear at this church or in any other we've attended or been members of. Well thought out, interesting, relevant, and uses visuals to help Christian doctrine become more clear. Our minister is wise beyond his years.” (online survey)
Affirmations

Congregational buy-in to Pastor Corey’s leadership & resultant changes (kudos for backing the changes, not blocking the changes)
Affirmations

- Shift to Two-Service Format
  - Provided needed space for growth
  - Expanded “music language”
  - Projection, improved sound system
  - These all help you connect with a younger generation.
“While there is good preaching and content continuity between the two services each Sunday, the distinctly different style of the two services seems to better serve the broad interests of our service attendees, thus probably increasing overall attendance.” (online survey)
Affirmations

Dramatic growth from 40 in average worship attendance to 95 in average worship attendance. More than doubled attendance in six years. (You are in new territory, uncharted territory....)
Affirmations

- Community Outreach
  - Evangelism Grants
  - Open Gym
  - Habitat for Humanity
  - Use of Fellowship Hall as Community Center
- School Staff Appreciation Luncheon at start of the school year
- Harvest Dinner and Harvest Community Award
Affirmations

Growing, positive reputation in the community.

“Good deeds create good will that help people receive the Good News.”
Affirmations

Church’s influential role in the community (community leaders attending the church). An important part of expanding God’s Kingdom in this part of His world.
A shift from “come to us, the church on the hill”, to “We’re taking Jesus to the streets of Palouse as the church 24/7.”
Affirmations

Congregation has grown younger as it has grown larger.
Affirmations

Positive spirit of expectation, faith & leaning into the **FUTURE** God has for you.
Small Groups are growing and maturing.
Affirmations

Strong children and youth ministries. [Which is an important part of reaching young adults.]
Affirmations

A contagious, upbeat, joyous community of people who love Jesus and one another.
Affirmations

- Spiritual vitality
  - expressed in love for Jesus Christ
  - appetite for the Word of God
  - concern to reach the lost
  - care for the broken
  - devotion to prayer
  - reliance on the Holy Spirit
Report Format

- Affirmations
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Report Format

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Facility

- Not conducive for children’s ministry
- Inadequate signage ~ outside & inside
- Sanctuary needs updating
- Cramped space
- Will stifle growth if not addressed

But! We are not saying, “Build it and they will come…”
Growing Pains

- Chaos of a multitude of new ministries, opportunities, needs...
- Immature systems
- Natural dynamic with rapid growth, much preferred over stagnation and death, trust me.
“Run, Corey, Run”

- Has functioned like a new church planter to jump-start new life in PFC
- intensely relational
- starting new ministries
- underpaid
- working many hours
- bi-vocational
- wife functions as unpaid associate pastor
- …this pace cannot be sustained over the long haul.
Challenges

“Run, Corey, Run”

- Church, overly Pastor-dependent
- Dynamic: Pastor
  Overfunctions...Congregation
  Underfunctions
- The strain of the “Parish Chaplain”
  dynamic.
- Danger of burnout and stress for pastor
  and wife.
Challenges

- Two Service Challenge
  - Creates angst over becoming a “divided congregation”
  - Not knowing everyone complaint
  - How to staff for effective Sunday School
Challenges

- Weak Lay Mobilization System
  - Too many people standing on the sidelines.
  - Don’t know how to get in the game.
  - Don’t know if they can play the game.
  - Don’t know if they are wanted in the game.
  - Some are hiding out from the game.
Challenges

- **Weak Lay Mobilization System**

  “As a Sunday school teacher I feel that we could use soooooooooo much more help, I think I am getting burned out on it and I would love to see new blood so to speak.”

  “Children's ministry is of vital importance. I think we could do more than we do--though I'm not sure how.”
Challenges

What’s your delivery system for...

- Congregational Care
  - Pastor?
  - Committee?
  - Small groups?
  - Sunday morning fellowship time?
- Discipleship
- Biblical teaching
- Events
- Service/ministry
Report Format

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Facility

- Finish sanctuary updating
- Upgrade infant and toddler care space
- Current Parsonage becomes Family Ministries Center
- Must provide housing allowance for Pastor to purchase his own home
Recommendation #1

Facility

- Must resist the notion: “If we build it they will come” The church is not confined to the facility. The church is the people 24/7 dispersed within the community.

- Stewardship training

- Capital funds campaign

- 5 Year Planning Team ~ tackle the details.
Recommendation #2

Add additional worship service

- Sunday evening?
- Alleviate overcrowding and the potential to turn people away on Sunday morning.
- Provides yet another option:
  - Worship time
  - Worship style
  - Youth oriented?
- Third service should be highly “family friendly.”
Recommendation #3

Complete the shift to ministry teams

- Form Ministry Teams on an as needed basis. Primary organizational model for ministry
- Populated by the PFC people
- Result: Church takes on increasing ownership of ministry within the church and in the community
Recommendation #3

Complete the shift to ministry teams

- Formalize with the adoption of “Accountable Governance System”
- Single board that governs
- Pastor leads
- Staff, paid & unpaid, manages
- People conduct hands on ministries
Recommendation #4

Hire a part time staff member to train, staff, deploy and manage ministry teams.

Title: Minister of Mobilization
Recommendation #4

Minister of Mobilization

Primary focus is to oversee ministry teams:
- Children’s Ministry Leaders
- Youth Ministry Leaders
- Small Group Leaders
- Worship Set-up Team
- Fellowship Team
- Connection-Hospitality Team
- Worship Team (music) – 9:00 AM
- Worship Team (music) – 11:00 AM
- Building Maintenance Team
- Congregational Care Team
- Outreach Project Teams
Recommendation #4

Minister of Mobilization

- Training, resource and care of ministry team leaders
- Develops a system for identifying spiritual gifts, passion, experience matching up with ministry opportunities
- Mobilizes lay involvement in teams
Recommendation #4

Minister of Mobilization

- Key attitude shift: From “Run, Corey, run” to “Run, PFC, Run!”

- More PFC people get in the game and find their place in ministry...the success of this recommendation depends on this key shift.
Recommendation #5

Leadership development expansion

- Continuing maturing of Leadership Development System
- Leadership Learning Community within the congregation led by Pastor Corey
- Leadership pool for present & future
Recommendation #6

Lay Ministry expansion

- Develop a Congregational Care Team [Immediate]
- Develop a Lay Ministers Team [Intermediate]
- Become a Regional Training Center for lay ministers. Highly effective for rural and small city settings. [Long term]
Recommendation #7

Clarify & balance Pastor Corey’s responsibilities ... 

- Chief custodian of PFC’s vision and direction
- Primary preacher and teacher [Corey’s sweet spot]
- Leadership equipper
- Ambassador to the community
Recommendation #7

Clarify & balance Pastor Corey’s responsibilities …

- Reduce expectation for pastoral care [Immediate]
- Hand off youth ministry to others [Intermediate]
- Shares “parish chaplain” responsibilities with trained lay ministers [Long term]
Clarity & balance Pastor Corey’s responsibilities ...

- Adopt Sabbatical policy
- Help people understand and honor Corey & Tina’s boundaries which must be established & maintained for spiritual, physical & emotional health
- Pray for your Pastor!!!
Recommendation #8

Improve evangelistic reach

- Evangelism is not a program or sharing the “Four Spiritual Flaws”
- Relationship based
- Outreach efforts in the community are opening up relationship opportunities
Improving evangelistic reach

- Evangelism begins with a heart that breaks over the spiritual condition of lost people.
- Moves ahead with praying for lost friends, neighbors, and co-workers.
- Learn evangelism skills: telling your story, asking questions, discerning spiritual openness.
Recommendation #8

Improve evangelistic reach

- Simply invite to church and outreach projects.
- Concentrate on one or two lost people, build the relationship with them.
- Study: *I Once Was Lost*
  - Tools for discerning the journey
- Pray for courage
Recommendation #9

Spiritual Vigilance

- With success comes temptations for pride, self-congratulation, etc. Satan will attempt to knock you down.

- Continue to increase spiritual intensity

- As success continues humility must increase all the more along with ...

- Increased focus on prayer, reliance on the Holy Spirit
  - Individually
  - Corporately
Recommendation #9

Spiritual Vigilance

Scriptures:

“Be self-controlled and alert: Your enemy the devil prowls around like a roaring lion looking for someone to devour. Resist him, standing firm in the faith…”

~ 1 Peter 5:8-9a
Spiritual Vigilance

Scriptures:

“All of you, clothe yourselves with humility toward one another, because, ‘God opposes the proud but gives grace to the humble.’ Humble yourselves, therefore under God’s mighty hand, that he may lift you up in due time.”

~ 1 Peter 5:5b-6
Recommendation #9

Spiritual Vigilance

Scriptures:

“Finally, be strong in the Lord and in his mighty power. Put on the full armor of God so that you can take your stand against the devil’s schemes. For our struggle is not against flesh and blood, but against the rulers, against the authorities, against the powers of this dark world and against the spiritual forces of evil in the heavenly realms. Therefore put on the full armor of God, so that when the day of evil comes, you may be able to stand your ground.”

~ Ephesians 6:11-13
I don’t get it. Could you go over that again?

Q and A
Recommendation Summary

1. Facility Improvements
2. Add worship service
3. Complete the shift to ministry teams
4. Hire a “Minister of Mobilization”
5. Leadership development expansion
6. Expand lay ministry
7. Clarify & balance Pastor Corey’s responsibilities
8. Improve evangelistic reach
9. Spiritual Vigilance