

New Beginning Community Church Consultation October 12 - 14, 2012

STRENGTHS:

1. **Pastor and Spouse:** Pastor Steve Lane and wife Melodie are greatly loved by their congregation. Since planting this church over eleven years ago they have modeled faith, love and hope. Many speak of their servant's heart and consistency of character that have impacted not only New Beginnings but the Richmond Hill community. His messages are straight from the heart and the Word.
2. **Location:** The church is blessed with a wonderful location in the heart of growing South Bryan County. A drive through the area reveals many newer housing developments indicating that families from Fort Stewart as well as those who work in Savannah are moving to this part of the county. The schools have an excellent reputation that only adds to the desirability of living here.
3. **Building:** The building, a ten thousand square foot facility, was completed in the spring of 2006. Through a series of miracles and the favor of God and friends this \$1,000,000.00 building was completed for \$650,000.00.
4. **Children's Ministry:** Approximately 30% of the Sunday A.M. attendance is in the children's department. Many parents mentioned that their children would not let them miss church because of the exciting lessons and programs; as well as the loving and caring staff that manned the four children's church rooms!
5. **Loving, Accepting Family Atmosphere:** Many spoke of the church as their family where they felt accepted and at home. Diversity is embraced. We encountered many from different backgrounds, cultures and ethnicities. All seemed to agree that New Beginnings was a melting pot where all were special.

CONCERNS:

1. **Vision/Mission Clarity:** New Beginnings does not have a clear and simple vision that drives all that this congregation does. As a result the mission is fragmented with a loss of agenda harmony. Many feel that there are too few trying to carry the load of the church. Lack of buy in and commitment from a large part of the congregation indicates a fuzzy vision/mission.
2. **Music/Worship:** While all interviewed affirmed the gifting of those involved in the present music ministry, it was universally felt that for the church to go to the next level adjustments in this vital area of worship had to be implemented soon. Leadership in this area is needed.
3. **Administration/Assimilation:** The church has grown to the point where the pastor and spouse, no matter how committed, cannot "do" all that needs to be done to cover these vital

areas. Failure to recruit, train, delegate and manage correctly will effectively place a lid on the health and growth of the congregation.

4. **Getting Ready For Company:** The present building and grounds, while adequate for the present ministries, need some upgrading to prepare for the steady flow of guests that is anticipated going forward. The congregation must continually look at their building and grounds through the eyes of a South Bryan County family.

5. **Structure/Leadership Development:** The church must adjust the leadership structure and the leadership development to fit the needs of a church of 250. The reason churches stay small is because they are organized to do so.

PRESCRIPTIONS:

1. **Vision/Mission Clarity:** The mission statement of the New Beginnings Community Church will be: New Beginnings Community Church exists to honor God by making more disciples for Jesus Christ. On the day that this report is accepted this will become the mission of the church. All ministries and activities will be evaluated (audited) to insure that all are contributing to the mission. If a ministry is found to be lacking in this area it must be adjusted to contribute to the mission or cease to exist. This will be completed by July 1, 2014.

A vision Sunday will take place by Jan. 30, 2014. On this Sunday the congregation will conduct prayer tours throughout their primary area of responsibility. This will be by chartered bus, car caravans or prayer walks. An earnest effort will be made to ask God to break the heart of the congregation over the lost. By the time of this tour two vision numbers will have been set by the leadership team according to the teaching of the consultation team. These numbers (goals) will be embraced by the congregation.

The pastor will lead the congregation to conduct four bridge events in 2014. These events will be conducted on Sunday mornings and will be completed by December 25, 2014. The purpose of these events is to increase the guest flow into the a.m. service. By the time these are held the "getting ready for guests" and "worship leadership" pieces should be in place.

2. **Music/Worship:** The entire congregation is very aware that improving this ministry must be addressed and soon. The pastor along with the district superintendent and the pastor's coach will recruit, train and deploy a part time director of worship and music ASAP. An intensive search will be made to insure a good fit between the congregation and director. The pastor will be coached on how to best use this human asset. Responsibility and authority will be married to accountability. A weekly stipend will insure that the person understands the seriousness that the leaders attach to this position. Excellence is the goal, inclusion is the plan!

3. **Administration/Assimilation:** It is keenly felt that in order to utilize the pastor's considerable gifts he must also develop the gifts of delegation and management. This means that he will no longer look to do everything himself but that he will build teams to accomplish the work of the

ministry. A part time administrative assistant is crucial as he begins this stage of the journey. The pastor, district superintendent and coach will develop a job description by Jan.1, 2013. A careful search will be made to insure the right "fit" between the pastor and his assistant. It is expected that this individual with exceptional organizational gifts will enhance the work of the pastor, solve the communication issues of the church and assume many of the detailed tasks that bog a pastor down in the day to day administration of a church. Calls, emails, calendaring, etc are just a few of the myriad tasks that will enhance the life of this growing congregation. As this person grows into the responsibilities it is expected that they will head up the assimilation team. They will be trained by one skilled in the Nelson Searcy model of assimilation. Funds will be made available to send them for training and to get materials to aid in building a team. Again, to show the importance attached to this twenty hour per week position a stipend will be provided. It is expected that each NBCC family will examine their financial commitment to the church in order that these necessary steps can be accomplished. An all tithe Sunday will be held in January 2013 to show the weekly potential of the church is if all honored God with their tithes and offerings.

4. Getting Ready For Company: It is anticipated that a clear vision, a director of music and worship, and an administration/assimilation person will greatly increase the guest flow. In preparing for this the building and grounds must first be de-cluttered. Churches are notorious for accumulating all the broken odds and ends that people are reluctant to discard. On the "dumpster day" all hoarders must be kept away from the property.

The team is thrilled that the congregation is close to professionally finishing the parking lot. It is our hope that one hundred parking slots will be made available as well as professional landscaping that will tie this property to the existing landscaping along the development entrance. Landscaping around the sign, highlighting the website address on the sign and lawn irrigation will all say WELCOME to a county very used to upscale living.

In addition, the entrance way will receive a face lift. Ceramic tile in the foyer and bathrooms will greatly add to the warmth of the entrance. In conjunction with your district superintendent an interior designer familiar with current church motifs will work on a plan to incorporate the room adjacent to the foyer into a large improved fellowship space. This will include a coffee/snack station.

The chairs in the sanctuary will be replaced with large interlocking cushioned chairs designed for church seating. 150 will be ordered by Easter with others being added as needed. The screens that hang above the platform will be replaced by large flat screened TV's. In addition, flat screens will be added to the entrance area and speakers will be placed in the parking lot. As people walk from their cars to the lobby to the sanctuary they will experience an outpouring of praise and worship.

The children's area will receive an overhaul. The district will provide a skilled designer to help with a colorful hallway that grasps children's attention. The end hall room will be fitted as the main children's worship center. On the day that it is completed the district will deliver a 60 inch

flat screen to be mounted on the wall. The large older TV's that take up so much space must go!! This attention to the kid's area should greatly contribute to an already effective ministry.

The pastor, district superintendent and leadership team will put a plan for financing these improvements together by December 15, 2013. It is expected that much of these monies will be contributed by energized parishioners. If the monies are not raised the church should consider a short term loan so that the enhancements can be completed in a timely fashion.

5. Structure/Leadership Development: It is understood that the changes necessary for NBCC to become a church of 200+ will begin with the pastor recruiting, training, delegating and empowering others. For this to occur the following changes will have to be initiated. The pastor will be seen as the leader of the congregation. His job description will include spiritual leader (preaching and teaching the Word of God), the castor of the vision, the leader of the Local Board and Ministry Team, the recruiter and trainer of leaders and the church's representative in the community.

The church will operate with a ministry team that meets twice a month for training, planning and accountability. It will be comprised of ministry leaders such as children, worship, nursery, assimilation, building and grounds etc. Those placed in these positions must understand the commitment necessary to build an effective disciple making organization. Responsibilities and authority will be given to these team members and accountability will be demanded. This team will begin meeting in January 2014.

Also potential ministry leaders will be targeted. Twice a month they will meet for leadership training. This group of six individuals will be identified by Feb.1, 2013 and training will begin by April 1, 2013.

The pastor and DS will lead the LBA and finance committee to a financial plan that will fund the measures called for in this prescription. It is anticipated that each church family will prayerfully consider stepping up their weekly giving to help build this "disciple making" team.

THE CONGREGATION (INCLUDING THOSE WHO ATTEND NBCC REGULARLY BUT MAY NOT YET BE MEMBERS) WILL VOTE ON THIS REPORT SUNDAY NOVEMBER 4, 2013. IF ACCEPTED THE DISTRICT WILL DO ALL WITHIN ITS POWER TO PROVIDE HELP AND RESOURCES TO IMPLEMENT THE REPORT. IF THE REPORT IS REJECTED THEN THE DTP PROCESS IS OVER AND THE DISTRICT WILL NOT ATTEMPT TO ENCOURAGE THE CHANGES SINCE THE CONGREGATION WILL HAVE SPOKEN.

Respectfully submitted,

Rev. W. Paul James, Consultant

Dr. Dan Berry

Dr. Marlin Hotle