

**PRINCIPE DE PAZ WESLEYAN CHURCH
CONSULTATION REPORT
Northport, AL
November 8-10, 2013**

STRENGTHS:

1. **Pastor and Family:** This congregation has a caring, compassionate, bi-vocational, and bi-lingual pastor and family. Many expressed their appreciation for his preaching and teaching ministry. He is a shepherd and lover of people. Pastor Edwin (Nelly) Perez and family are a blessing to the Principe de Paz Wesleyan Church and the greater Tuscaloosa area!

2. **Facilities:** The church is blessed to have sufficient and quality facilities to build a ministry of hundreds. The laity continues to improve and refurbish the facility so that it represents their positive view of God. With the population increasing in the Northport area, the possibilities for growth in this space are unlimited.

3. **Faithfulness of the People:** Over the seventeen year history of the church it has experienced times of growth and loss. There has been a persevering group of the committed that have stayed true to God, given sacrificially, and worked tirelessly. Today the church is moving forward with great hope for the future, due to selfless and faithful leaders.

4. **Loving Relationships:** The people of the church genuinely love each other, respect each other, and love God. They care for one another with deep compassion and understanding.

5. **Blessings of a Healthy Mother:** The history of the church points to the early years birthed out of First Wesleyan Church. Over the history of the church, FWC has been a faithful and loving “mother” who has guided, given generously, and provided morale and leadership support.

CONCERNS:

1. **Vision and Mission:** There is a lack of clarity throughout the church in the areas of vision and mission. Confusion in communication and times of conflict arise when the entire body is not unified under one clear direction. The church must come together under the clear biblical mission to “make more disciples for Jesus Christ”. Other priorities may seem important, but the number one goal of the church is the Great Commission command to reach out, in the spirit of the Great Commandment.

2. **Leadership Development:** The church has had pastoral change at the rate of every 2.4 years. Lack of a long-term pastor has slowed the development of congregational health and lay ministry training. During pastoral change there is a tendency in churches to lose focus and effectiveness. There is a need to raise up more leaders, train them for ministry, and release them to serve as a congregation of participants.

3. **Selfless Maturity:** There is passionate conversation about the desire to be Christ-like and grow in spiritual maturity. However, the church also has a tendency to focus on differences rather than unity, legalism rather than grace, and preferences rather than selflessness. Without a spirit of unity, grace and selflessness the missional

energy of the church is drained. God calls the church to “be one so that the world may believe”.

4. Engines for Consistent Growth: The church needs a focused excellence in three areas: worship, assimilation, and children’s ministry. The pastor and people are making positive steps towards developing the quality of these three areas. But without more progress in these three areas, the church cannot experience consistent growth.

5. Effective Outreach: Although the pastor and congregation have a deep concern for lost people, the church has in recent years been less than effective in winning the lost. While “knocking on doors” has sometimes yielded fruit in the past, in this new generation, the church must also experiment with new and creative ways to touch and evangelize their community for Christ.

PRESCRIPTIONS:

1. A clear and articulated vision and mission.

The mission of the Principe de Paz Wesleyan Church is to “*make more disciples for Jesus Christ*”. This mission statement, in some form, will be adopted by February 1, 2014. The mission of the church will be articulated at least every seven days. All measures of effectiveness will be run through the grid of; *are we making disciples for Jesus?*

The pastor will lead the congregation in identifying the target area for the church and the number of souls residing in their target area (5 mile radius). He will lead in setting a numerical goal of salvations for the next three years. In addition, a goal will be set for the number of individuals to be touched by the church through acts of kindness (community outreach projects) over the next three years. These two numbers will be made public by February 1, 2014. The pastor will continually tell the stories of life change, people moving from spectators to servants, and people coming to faith in Jesus Christ.

The pastor will conduct a church ministry audit by no later than June 1, 2014. This audit will analyze every ministry that takes place in the church, to make sure that every area contributes to the mission of “*making more disciples for Jesus Christ*”. Churches often fill up people’s time with activities that are nice, but that do not contribute to the mission. In this audit, any ministry or activity that does not contribute to “*making more disciples for Jesus*” will be changed. If it cannot be changed to fit the vision, that particular ministry will cease to exist.

2. Leadership development:

The changes necessary to become a missional church will begin with the pastor training, delegating and empowering others. The following changes need to happen for this to occur. The pastor needs to be seen as the leader of the congregation. His job description will include being the spiritual leader (preaching and teaching the word of God), the caster of the vision, the leader of the LBA and Ministry Team, the recruiter and trainer of leaders and the church's representative in the community. The people will demand less personal attention and pastoral care, so that the pastor can focus more on being a leader and organizer.

The pastor and lay leaders have a need to understand the rich history, heritage, resources, and partnership they have as a district member of The Wesleyan

Church. The church will invite Pastor Daniel Bernate to teach the congregation about the advantages of being part of The Wesleyan family no later than July 1, 2014.

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, assimilation, worship, nursery, youth, young adult, pastoral care, etc. Those placed in these positions of leadership 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 2013.

People who have potential for future leadership roles will be targeted. Once a month this band of warriors will meet for leadership training. Everything does rise and fall on leadership. Therefore, more and better leaders is a must. This group of at least six individuals will be identified by Aug. 30, 2014 and training will begin by October 1. Commitment is the key!!!

The pastor will meet monthly with Pastor Joel Gorveatte to spend an hour long time of personal leadership coaching toward these leadership development goals.

The pastor will lead the LBA and finance committee to a financial plan. Anyone who is in a position of leadership needs to be financially committed to the mission. The leaders set the example through their commitment and sacrifice, and every member of the church commits to contribute to the vision of “*making more disciples for Jesus.*”

3. Spiritual Maturity:

While the congregation has a passion for holiness and a desire to eliminate sin, it must remember that apathy for those going to hell and a failure to “make disciples for Jesus Christ” is also sinful.

The pastor shall lead his people in a *Day of Repentance and Consecration* on December 29, 2013 (last Sunday of the calendar year). The service will focus on three areas.

First, the church will publicly confess the sins of the past. They will repent to God their failures, and especially confess their drift away from passionately reaching lost people for Jesus.

Second, the church will ask for God’s forgiveness. Seeking healing from the Holy Spirit, they will receive the forgiveness and the blessing of the Lord.

Third, the congregation will look forward with a commitment to obedience and faithfulness and fruitfulness. As a church, they will publicly commit themselves to a renewed passion for “*making more disciples for Jesus.*”

In planning the service, the pastor will consult with Pastor Joel Gorveatte and the DS. At the end of the *Repentance and Consecration* service, people will assemble outside the building and face outward toward the city. The pastor and people will offer prayers for the city of Northport and Tuscaloosa; asking God to help take back the lost, broken, and hurting for Jesus.

4. Three growth engines.

The church is filled with activity and busyness, but busyness has not always translated into “making more disciples”. The church will start focusing

primarily on the three growth engines of the church: inspirational worship, connectional assimilation, and attractive children's ministry.

Worship: The Sunday morning worship experience is often the main door for new people to connect. Over the past months the worship experience has experienced changes. The desire is to bring worshippers into the presence of the Lord and also to provide inspiration for newcomers. The pastor will be the conductor of the Worship experience on Sunday. He will work with the band and all platform personnel to continue to advance a spirit of excellence in this area. The worship team will ask Pastor Bradley Hodges (FWC) to visit a practice time and help coach the worship team toward greater effectiveness (March 1, 2014).

Assimilation: The pastor will construct a written assimilation plan for moving people outside the church into fully devoted followers of Jesus. The pastor will listen to the Nelson Searcy's resources that the DS will provide for the pastor's personal training in this area. Pastor will construct a similar plan for the church. This new system will be communicated to every person in the church by March 1, 2014.

Children's Ministry: The improvements in the Children's ministry have been recognized. But there are many more improvements that could raise the excellence in this area. A prime children's church room that is designed especially for kids is part of this future plan. Those that love children will meet with the leader and conduct a vision planning meeting for expansion, growth, and ministry to children in the future at a higher level of excellence. This meeting will be conducted no later than February 1, 2014.

These and other ministry leaders will meet monthly to evaluate their effectiveness, improvements, and establish measurable monthly goals for raising the level of excellence in each vital ministry area.

The church will send a group of lay leaders for training to the district sponsored TEAM DAY in the spring of 2014 for training and equipping.

5. Effective Evangelism:

During the next twelve months the pastor shall lead the church in at least four bridge events designed to reach into the community and bring guests into the church. Each outreach event will be bridged by a connectional event to move first time visitors to the second, third, and fourth date (attendance). The church will take advantage of such outreach events as community outings, Christmas, and children's programs.

The first outreach event will be conducted on Christmas Eve 2013. This service will be constructed as a net fishing outreach. The service will be constructed so that it is inspiring and faith building for believers but also a welcoming event for non-believers. The congregation will invite their family, friends, relatives, and the unchurched to this event. At the Christmas Eve event, the church will already have future events planned. Guests who come that night will hear about and receive invitations to the next exciting opportunities to connect with the church.

The pastor will teach his people about the importance of being fishers of men and women by using both "rod and reel" and "net fishing" approaches. The pastor will work with Pastor Joel Gorveatte to create an attractive "invite card" that the congregation will use for inviting their friends and neighbors to attend. This will be accomplished by February 1, 2014.

THERE WILL BE A TOWN HALL MEETING CONDUCTED BY REV. JOEL GORVEATTE ON FRIDAY NOVEMBER 22, 2013 TO DISCUSS THIS REPORT.

THE CONGREGATION (INCLUDING ALL THOSE WHO ATTEND REGULARLY) WILL VOTE ON THIS REPORT SUNDAY DECEMBER 8th, 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 HAS SPOKEN.

Respectfully submitted,
Dr. Dan A. Berry, Consultant
Rev. Joel Gorveatte
Rev. Daniel Bernate
Pastor Lalo Everadolo