

**Wesley Chapel Wesleyan Church**  
**Consultation Report**  
November 17, 2013

**Strengths:**

**1. Pastor and Spouse:**

Pastor Tim and Cheryl are the best strengths of this congregation. After fifteen years in this church and community, Pastor Tim is known as a loving, caring, and compassionate man of God. Almost everyone with whom we spoke had a positive story concerning Pastor Tim and his caring ministry during a time of need. Cheryl is viewed as a helpmate who pitches in where needed to minister to this congregation. The times of suffering and pain experienced by the Tabler family have only drawn their family and this congregation closer together.

**2. Compassionate Congregation:**

Mirroring the pastoral family, the congregation is viewed as welcoming, friendly, non-judgmental, and compassionate. Many indicated that attending Wesley Chapel was just like coming home and that “the people” were just like family.

**3. Teen Ministry:**

We heard often of the growing teen ministry. While still in its early development this ministry has grown from four to twenty teens in just a short while (with 35 attending recently). The church recognizes that its future is at stake in attracting these youth, children, and their parents. The church is committed to providing resources for outreach to a younger demographic.

**4. Dreams for the Future:**

The pastor and congregation have dreams for the future; dreams that include additional land and buildings that will be used to reach children, youth and their parents. It is generally understood that now is the time to reach the next generation if Wesley Chapel is to have a rich future.

**5. Life Application Preaching:**

The messages on Sunday are Biblical, interesting, and applicable to real living. Many indicated that Sundays have become a spiritual oasis in their busy lives. God’s Spirit speaks often to them as they sit under the teaching of their beloved pastor.

**Concerns:**

**1. Vision/Mission:**

Wesley Chapel is an inward focused church. Now is the time to refocus this congregation in the Biblical mission of the church which is to *reach more disciples for Jesus Christ*.

**2. Administration/Structure:**

Wesley Chapel is no longer a church of 30, and struggles with putting personnel and structures into place that will enable them to minister to a congregation of 100+. The church has repeatedly hit a ceiling of 70-80 in worship and then bounced backward. Micro-manage and bottle neck were words that came up often during our times with you.

### **3. Commitment of Time/Finances:**

Behind every growing congregation there is an army of volunteers who give generously of their time and resources. Wesley Chapel is underfunded and suffers from a lack of volunteers to staff the various ministries. If this congregation is to take its place among the vibrant, growing relevant congregations a renewed emphasis on tithing and ministry involvement is imperative.

### **4. Crucial Ministries:**

Three crucial ministries that drive the growth of a church are worship, assimilation, and children/youth. Leadership for these areas must be recruited, trained, and deployed if these ministries are to flourish.

### **5. Building/Grounds:**

Many nice upgrades have been made to the facilities during the past few years. However, to continue to provide for the growth that is expected flexible options must be made available. The resolve of the congregation to continually restructure to meet the needs of younger constituents will be one of the tasks that will reveal the future direction of this body.

## **Prescriptions:**

### **1. Vision/Mission:**

The mission of Wesley Chapel Church will be to *reach more disciples for Jesus Christ*. If this report is adopted the first order of business will be a Day of Solemn Assembly; a day of coming before the Lord as a congregation to ask forgiveness for the inward focus of this church. Following this service of repentance a Prayer Tour by bus will take place throughout the target area of the church. Prayers will be prayed over public buildings and influential places such as schools, city halls, firehouses, etc. Attention will also be given to driving through neighborhoods where hurting, lost people live. It must be understood that this congregation is responsible for reaching these souls. This service will take place by February 1, 2014.

During the next two years the pastor will lead the congregation in eight bridge events designed to increase visitor flow. Before the bridge events take place "next date" plans will be in place to leverage these events.

A ministry audit will take place. Each ministry will be examined to determine if it is contributing to the mission/vision of the church. If it is not contributing to reaching souls and making disciples, the ministry must change or cease to exist. The audit will be completed by July 31, 2014.

Two vision numbers will be established, as well as a target area determined. A map will be placed on the wall showing this target area and prayer walks and drives will be organized. In two years every street or road in the target area will have been prayed over. The map will be on the wall by March 1, 2014.

A list of community network connections will be prepared and the pastor regularly lunch with a difference maker/influencer in the community. He will no longer see himself as the pastor of Wesley Chapel but as the pastor of the greater Greensboro community. This list will be prepared by March 31, 2014.

### **2. Administration/Structure:**

It is generally acknowledged that the lead pastor is gifted in people skills and that relating with the people of the community is what he does best. It is also generally acknowledged that he needs to delegate and empower more and micro manage less. Therefore, the pastor will hire a part-time administrator who will function as an administrative assistant. This person will be trained by the DS and the District Office Administrative Assistant. It is expected that the 12-20 hours per week that this person works will add much to the

communication and structures, and systems of the church. This person will be in place within 90 days after the adoption of this report.

The lead pastor has been bi-vocational for years. He will now begin to give more time to the church. Instead of working five days a week in his secular job he will now work four days a week. Thursdays will be given exclusively to the work of the ministry. This additional eight to ten hours of ministry time will show the congregation what is possible when the pastor is focused in the ministry and has administrative help available to make full use of his efforts. This will begin by January 1, 2014.

The congregation will adopt the Kaiser Model of church governance. This means that the board governs, the pastor leads, the staff (ministry team) manages and the congregation ministers. The leaders of the church will read the book, "Winning on Purpose" by John Kaiser to learn more about this model. The DS will help the pastor and the administrator move the congregation to this model by June 1, 2014.

The LBA size will shrink (4-5 members is sufficient) and the ministry team/staff will begin to increase. The DS will come alongside the pastor to help coach toward this model of leadership development.

### **3. Commitment of Time and Resources:**

The addition of staff, the giving of more time to ministry by the lead pastor and the upgrades to building and ministry will require more money and time. The tithes and offerings of the Wesley Chapel is low when compared to other congregations this size. If the church is to reach its full potential each person must examine their giving in the light of biblical stewardship teaching. In February 2014 the church will engage in a study of *The Treasure Principle* by Randy Alcorn. This material will be used for sermons, Sunday school classes, and Bible Studies. Each congregant will be provided with a copy of this small but powerful book. The money to finance these ministry upgrades is here. However, God has chosen to channel it through generous storehouse givers. As the vision is clarified we believe the money will be given. The church will provide a small group within the next year by Dave Ramsey called *Financial Peace University*. The congregation will learn how to become financially healthy and prosperous in their personal and spiritual life.

The DS will spend 2-3 hours with the congregation teaching on the importance of commitment to ministries. In a busy age we must set priorities that say God's Kingdom is important. Ownership of the ministries must go beyond a few. This teaching will take place by April 30, 2014.

The Sunday school will be restructured so that adequate age graded classes are available. This includes a class for young adults.

Sunday night services as they exist will be discontinued. Leadership will give attention to repurposing the time to outward focused ministry. These changes will take place by January 1, 2014.

The church cemetery is in need of organization, expansion, and planning. A cemetery committee of three plus the administrative assistant, and the pastor will meet to envision expansion of land, perpetual care, funding, and proper business growth structure.

### **4. Crucial Ministries:**

The worship experience, the follow up of guests and the ministry to children/youth is of vital importance. In fact, these have been called the synergism of church growth in churches the size of WC.

A worship team leader will be hired/secured to give attention to moving the worship experience to another level. Attention will be given to music that is attractive to young families. Also, attention will be given to developing a team of live musicians as soon as possible. Weekly practices will take place. Policies for being on stage on Sunday will be a part of the new

upgraded ministry. This is not a hit or miss ministry and it must not be treated as such. The director will be in place by March 30, 2014.

A director of children's ministry must also be put in place with a written job description. As the children's team and youth team is developed they will be sent to conferences to get training that will help as they develop these growing vital ministries. Appropriate, adequate space in the building must be made available. Parents must be able to tell by décor and curriculum that children and youth are welcome here. This children's director will be in place by February 28, 2014.

The administrative person will recruit and direct an assimilation team modeled after the system developed by Nelson Searcy. The DS will provide the CD and material for implementing this system by Easter 2014. A field trip to a church recommended by the DS will be helpful in training this vital team. Follow-up and connection is important to keeping and developing the people God has given you.

## **5. Building/Grounds:**

In an effort to provide for expanding ministries the church building must first be de-cluttered. Several rooms have been filled with "stuff" that needs to go away!

Office space for the administrative assistant and pastor will be carved from the educational wing. Modern equipment will be provided for effective communication and administration of the church. This task will be completed by January 31, 2014.

The upstairs restrooms will be enlarged. The present foyer is lovely and the restrooms need to reflect that same attention to detail and excellence.

A coffee cart will be placed in the foyer. This will enable fellowship to take place on the upper level where the stairs do not have to be negotiated by the elderly and where guests are more likely to congregate. Adjusting time to allow a fellowship period between Sunday school and worship will also be helpful.

The worship area will be renovated. This is the largest ministry space that you have. You are outgrowing the space downstairs so it is only natural that you repurpose the worship area so that it can be used for multiple ministries. At the same time these renovations are taking place the AV part of the room will be updated with speakers, computers, screens, etc. These enhancements will speak volumes to younger guests that Wesley Chapel is ready to minister in the 21<sup>st</sup> century and beyond.

**DISTRICT AFFIRMATION:** If the report is passed, then the district will provide/pay for a coach for one year for Pastor Tim Tabler and when the Children's Ministry has been fully engaged the district will deliver a 60in flat screen TV for the children's ministry room/fellowship hall.

THERE WILL BE A TOWN HALL MEETING CONDUCTED BY THE DS ON WEDNESDAY – DECEMBER 4, 2013 AT 7 PM TO DISCUSS THIS REPORT.

THE CONGREGATION (INCLUDING ALL THOSE WHO ATTEND REGULARLY) WILL VOTE ON THIS REPORT SUNDAY DECEMBER 15<sup>th</sup>, 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,*

Rev. Paul James, Consultant

Dr. Dan A. Berry

Rev. Richard Hoard