

## **Winder Wesleyan Church Consultation Report**

November 9 - 11, 2012

### **Strengths:**

1. Worship: This congregation is known for its worship services. People are led to honor God through inspirational music and the preaching of the Word. An ever developing worship team and a pastor who is gifted with music and speaking gifts make Sundays a special day for this congregation.
2. Children: The newly refocused children's ministry is reaching out to the children of the community through midweek services as well as those who attend on Sunday. The team believes that continued emphasis on these ministries will result in many younger families finding Christ as their Savior and making Winder Wesleyan Church their church home.
3. Pastor and Spouse: Greg and Pam Moore have invested over twenty three years in this congregation and community. Many expressed that the love this couple has exhibited for God and for people has influenced them and their families to a relationship with Christ. The congregation has great respect for their pastor as a man of God and a person of integrity. And when Greg sings "people listen"!
4. Facilities: The congregation is blessed with buildings and grounds that can house a congregation several times their size. While attention must be given to the ongoing challenge of upkeep and maintenance, these debt free facilities, though dated, are a tool that have been provided by those who have gone before. Using these facilities as a staging ground for reaching greater Winder with the message of salvation is an opportunity that this generation cannot ignore.
5. Welcoming Congregation: Many feel that when they arrived at this church they were welcomed in a warm and friendly manner. "I just love these people," many exclaimed; "They are just like family."

### **Concerns:**

1. Vision/Mission/Outreach/Evangelism: Somewhere along the way the purpose of why the church exists has gotten cloudy and become unclear. Clarity and focus must be often clearly and passionately articulated. New people who enter the church must learn early why this church exists. Restoration of the vision will help the church to better focus on impacting their community for Christ.
2. Assimilation: There is no structured system in place to adequately follow up guests.
3. Small Church Mindset: The congregation functions fairly well with a small church mindset. However, this small church mindset hinders future growth spiritually (evangelism) and numerically (providing influence in the community). The staff, leaders,

and people must begin to see themselves more as a community church rather than a family church.

4. Facilities/Finances: The accumulating maintenance issues will one day be overwhelming if not addressed soon. The care and cleaning of the church must become an "all hands on deck" project. When seeking a church home guests are looking for a stable financial environment. Money management must be a priority so that all will see that this congregation is worthy of their support. The pastor should work wisely and diligently to keep finances from becoming the driving force of this ministry. Effective discipleship, assimilation, and vision will help greatly.
5. Structure: The current structure of the congregation does not marry responsibility and authority with accountability. The team heard more than once that the current structure fails to adequately help this church become more missional.

### **Prescriptions:**

1. Mission/Vision: The pastor and leaders of the congregation will adopt the mission statement that Winder Wesleyan Church exists to *make more disciples for Christ*. This mission will be adopted by Jan. 1, 2013. The pastor and his ministry team will conduct a ministry audit that will evaluate every ministry of the congregation. Each ministry will demonstrate how it is making new disciples. If the ministry is not doing so it must change or be discontinued. The audit will begin Jan. 1, 2013 and be completed by July 1, 2013. The pastor and district superintendent will lead the congregation in a service of prayer and repentance. This day of solemn assembly will focus on asking God for forgiveness for forgetting the lostness of the community. Following this service buses will be provided to take the congregation on a vision tour of the primary area the church serves. It is envisioned that prayers will be prayed over public buildings and spaces as well as neighborhoods and streets. Open our eyes to the needs will be the heart cry of the church. The pastor along with his coach and DS will determine the target area of the church. Goals will be established for touching people with the love of Christ and reaching people with the salvation of Christ. These goals will be in place by March 1, 2013. The pastor will lead the congregation in at least four bridge events in 2013. Designed to increase visitor flow, increase visibility and enhance outreach and evangelism these events will be strategically planned so that adequate "next date" events can follow. *Winning the lost whatever the cost* must become the heartbeat of this place.
2. Assimilation: The pastor will create an assimilation process based upon the work of Pastor Nelson Searcy. This process will be in place by Easter 2013. The system will cover all initial contacts with the community such as yard signs, website, ads, billboards, flyers etc. It will help new people connect with the church from the time they first drive onto the parking lot (adequate exterior and interior signage) until they become involved in a place of discipleship and service (small groups). The pastor will insure the use of communication cards, the tracking of all guests and will know and monitor the

percentage of retention. A Starting Points Cafe event, for welcoming and connecting new attenders, will be held at least every 60 days. These will begin by January 20, 2013

3. Small Church Mindset: Upon the acceptance of this report the leaders of Winder Wesleyan Church will begin to function with a large church mindset. This means that they will be vision/mission driven (see prescription #1). Also, the pastor's role must change. It is noted that Pastor Greg will be stepping up to a new level of planning, execution, and follow through. His new ministry focus will include:

- \* The spiritual leader who preaches the Word and provides uplifting worship.
- \* The one who continually focuses the body on the mission of the church by casting the vision clearly, passionately, and repeatedly (every 7 days).
- \* The leader of the LBA and the Ministry Team. This includes the appointing, training, assessing, and removing of staff members; both paid and unpaid.
- \* Recruiting, training, empowering, deploying and holding accountable the leaders the body.
- \* Representing the church in the community. He will now see himself as the pastor of the broader community.

The pastor will hold the staff members accountable for goals in evangelism, growth and leadership development. It is imperative that the congregation and its leaders begin to see itself as a church of 250-300 and begin to act with a larger church mindset. Otherwise the congregation will be locked into cycles of growth and reversal that saps the attenders of their morale and hope.

4. Facilities/Finances: The team recognizes the impact that the lack of finances has played in the last few years. We have deliberately avoided prescriptions that call for large expenditures of money. However, there are a few items facilities wise that need to be taken care of, and would raise the morale of the church. Some of the maintenance items that need to be cared for are the water leak under prayer garden, the leak in the steeple, and the air conditioner in the gym. In addition, work has been planned to renovate the foyer area of the worship center and add a coffee bar. The pastor and DS will lead in strategically planning implementation and completion of this work as soon as is financially feasible. We believe that the \$10,000.00 needed for this foyer project can be raised once the vision is cast. In order to do both the maintenance and the foyer, the church will take \$10,000 out of their WIF account and the congregation will match the \$10,000 for these projects. When the congregation has raised its full amount then the WIF money will be used. The building and grounds are tools that God has given this congregation to use in reaching the lost and caring for the hurting. All must now rally to aid in its care and cleaning. The team believes that if the congregation is unable or unwilling to implement plans for the care and cleaning of this facility it is doubtful that God will entrust His more precious possessions (souls) into the congregations care.
5. Structure: The leaders will read the book *Winning on Purpose* by John Kaiser. This will be completed by Jan. 30, 2013. The congregation will then move to the accountability model of governance described by Dr. Kaiser. This new model means that the LBA,

consisting of no more than five members (pastor and 4 lay), will govern the congregation. The pastor will lead the congregation. The staff members (paid and unpaid) will work for the pastor and oversee the ministries of the church. The congregation will do the ministry. All other committees and boards (except for trustees) will no longer exist. The Ministry Team (staff) will meet twice a month for planning, accountability and direction. The DS will spend no more than two months in helping this Ministry Team learn organization, leadership development, goal setting, and accountability. Upon the acceptance of this report the pastor will immediately appoint this Ministry Team and implement this strategy.

THE CONGREGATION, INCLUDING ALL REGULAR ATTENDERS, WILL VOTE ON THIS REPORT ON DECEMBER 2, 2012. EACH ATTENDER IS ENCOURAGED TO FAST AND PRAY, ASKING FOR GOD'S DIRECTION IN THESE CRUCIAL MATTERS. THE DISTRICT SUPERINTENDENT WILL JOIN THE CONGREGATION FOR A TIME OF PRAYER AND A TOWN HALL MEETING ON WEDNESDAY NOVEMBER 28, 2012. AT THIS MEETING TIME WILL BE GIVEN FOR DISCUSSION AND QUESTIONS. IF THE VOTE IS FAVORABLE, THE DISTRICT WILL SECURE AND PAY FOR A COACH TO HELP THE PASTOR IN FULFILLING THE PRESCRIPTIONS. IF THE REPORT IS REJECTED THE PROCESS IS OVER SINCE THE CONGREGATION WILL HAVE SPOKEN.

Respectfully submitted,

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Dr. Daniel A. Berry  
Rev. David LeRoy  
Rev. Les Crossfield