

## Writing Reports

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### Overview

Writing the report for the weekend consultation is a critical element in the process. This is where all of the hard work from both the church and the consultation team ends up as an output of the data, conversations, and most importantly...the leadership of the Holy Spirit.

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### Best Practices

- Have one member of the team responsible for the actual writing of the report into the Word document.
  - Use the sample reports or reports from previous consultations only as a guide. While there may be similarities in many churches as far as the prescription topics, each church is unique in how those areas should be addressed.
    - Resist the urge to “cut & paste” – use the samples you have only as a guide.
  - Do not wait until the end of the Saturday training session to begin writing the report. One or two team members should begin working on the report during the Saturday training session.
  - Each member of the consultation team should have input into what is being written in the report and should carefully read the report to ensure clarity and professionalism.
    - However, the lead consultant should have the final say. Do not let “wordsmithing” or trying to find consensus distract you from the bigger picture.
  - Watch the timing of deadlines. Expect for things to take longer than you think.
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### Non-negotiables

- Always share the report with the pastor (but not anyone else) before copies are printed just to ensure they understand what it contains and onboard with it being shared with their church.
  - Have the pastor arrange for enough copies to be printed for everyone in attendance when it is read to have one. (keep safe overnight)
    - DO NOT allow the usher or anyone to handout copies until you are ready to read it.
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## Writing Reports, Continued

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### Timeline

#### **Prior to the weekend:**

- Consultation team receives self study and other information.
- Prayerful reading of materials will begin to plant seeds for areas that may become prescriptions—HOWEVER—care must be taken not to begin the weekend with any preconceived ideas of what to expect or what will be written into the report. Let the Spirit lead you.

#### **During the weekend:**

- Common themes and threads will develop from the interviews, focus groups and by being onsite. Take careful notes.
- Consultation team should try to meet for a few minutes after the Friday Focus Group to compare notes and to draft out at least the five areas of strength and five areas of concern.
- While the lead consultant is facilitating the Saturday training sessions another member of the team should begin to write out the report.
- A first draft should be discussed with the Consultation Team during the lunch break so that the general areas of opportunity may be worked into the afternoon training if possible.
- The Team will need to stay on Saturday as long as it takes to get the report finished and shared with the pastor.
- The final report is read to the congregation on Sunday after the final service and a copy is shared with everyone in attendance.

#### **After the weekend:**

- The report is now a public document and should be shared with as many people in the church as possible. A copy should be posted on the church's web site.
  - Extra printed copies should be available in the church office for those who request one.
  - The report will be discussed during the town hall meetings and then voted on at the church conference.
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## Sample Reports

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### Overview

This section contains some sample reports from previous weekend consultations conducted throughout our annual conference.

These reports are presented only as examples.

The consultation team should only use these samples to generate ideas or discussions and not necessarily as “answers” to specific challenges in the church they are consulting.

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# Schweitzer United Methodist Church

## CONSULTATION REPORT

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11/5/11

### INTRODUCTION

We, the consultation team, would like to thank the pastor, pastoral staff and program staff, lay leadership and congregation of Schweitzer United Methodist Church for the invitation to consult with this Body of Christ. We read and digested the self-study document provided by the leadership; the mystery guest report, conducted interviews with staff and key lay leadership, and led focus groups with members of the congregation. Everyone cooperated with us and provided all the information we requested. Our prayer is that God will use this process to enhance the ministry of the Gospel in this part of the world.

### STRENGTHS

#### 1. Pastor

The people of Schweitzer UMC are blessed with the leadership of Pastor, Bob Casady. He brings an exceptional skill set to the ministry of the church. In particular, he shines as a preacher and teacher for the congregation.

#### 2. Resources and Commitment for Outreach

The church has done great work on caring for needs within the church as well as needs identified in the community. This congregation has the gift of generosity. The outreach efforts, resources and dedicated volunteers at Schweitzer are abundant. The outreach center and disaster relief ministry is like no other in the state of Missouri. The commitment of this church to disciple others that attend here is evident.

#### 3. Prayer and Discipleship

There is an obvious commitment within this church to provide opportunities to pray and seek God. The leaders at Schweitzer have provided multiple opportunities to grow deeper in their faith whether you are a seeker or a fully committed follower of Christ.

#### 4. Classroom Space

There is high value placed on providing a space for education and children's ministry. The recent renovations to the educational wing and children's ministry shows that Schweitzer has a commitment to disciple its members.

#### 5. Committed Staff and Lay Leadership

From the self study to the staff and lay interviews it was obvious to this team that there is a willingness to see Schweitzer grow and reach its full potential. Many of the people we met with shared that they hoped for an outside perspective and a chance to be far more effective in achieving missional goals in the future.

## CONCERNS

### 1. Lack of Holistic Vision

The church has a mission to reach people for the purpose of making disciples. You have outstanding resources available to serve the community at hand monetarily; however, the missing piece is a clear plan to take someone from a recipient of the resources into relationship with others and ultimately into relationship with Jesus Christ.

### 2. No Plan to Systematically Develop Leaders

We asked over and over again how leaders were identified and developed within the church and received varying answers from people. None of the answers given revealed a clear and intentional plan to bring potential leaders into a mentoring relationship that disciple and ultimately develops successors within leadership and ministry. This is also true of the staff. At the present time there is no clear plan in place to develop a successor for your pastor or other staff.

### 3. Inadequate Worship Space for the Mission Field

The current worship space is not conducive or relevant to reaching those in the mission field. An edgier space that utilizes present-day elements to create a dynamic worship experience is needed.

### 4. Lack of Newcomer Hospitality

As well as the church has done friendliness to one another, this welcome is not extended well to first time guests. The 13 mystery guests shared the lack of hospitality they experienced when attending a worship service, regardless of what day, time, or age of mystery guest. They shared examples of lack of acknowledgement, unclear signage, and no invitation to connect. Our team interviewed many people and asked how a visitor at Schweitzer gets connected and no one could explain the process. Furthermore, no one is tracking and measuring the retention of first time guests. The current worship times are not conducive to providing excellent hospitality and visitors in your church are easily overlooked. Mystery guests as well as regular attenders shared that it's hard to connect with others as a result of the congestions that occurs when the services start and break so close together.

### 5. Relevant Discipleship of Children and Youth Ministry

The current ministries with children and youth are connecting with a number of participants and utilizing many dedicated volunteers and leaders in this vital ministry area. New space has been provided to reach an even greater number of children. Several key concerns were raised with the consultation team during our time together. Our team toured and witnessed a new and relevant space for kids to meet, but saw dated props, furniture and technology in place. Those concerns also included a lack of relevant curriculum that connects to how kids learn today. Broader opportunities and newer models are needed to reach additional kids inside the church and outside the church. There also was an absence of leadership development so that the kids can become leaders in ministry. Likewise we not find any plan to develop successors of the kids ministry staff when that time should come.

## PRESCRIPTIONS

### 1. Developing a Plan to Live Out the Mission and Vision

The congregation understands when this consultation report is accepted (should that be the case) they will develop a clearer plan to accomplish the vision of Schweitzer UMC.

The congregation will have a Day of Prayer that will allow the membership to be fully prepared for the Lord's Vision for the future. This day will be led by conference staff person, Sherry Habben, and will be conducted on or before January 31, 2012.

The coach and the Lead Pastor will conduct a Day of Envisioning, by April 15, 2012. The purpose of this day is to dream how God might want to work through the congregation both individually and collectively to reach this community. The church will seek God's direction to discover what percentage of the un-churched within a five mile radius it is responsible to win to Christ and Platte Woods UMC. The Day of Envisioning will be paid for by the church and hosted in February of 2012.

### 2. Leadership Development

The coach, Lead Pastor will audit the current staff positions for the sake of the Mission. This will include an assessment of key ministries, roles of staff, the configuration of staff positions, and the number of needed staff positions. This will be completed on or before August 31, 2011.

Program and pastoral staff will need to become proficient at developing leaders who develop others to be engaged in ministry for the sake of the Mission. This requires the ability to teach leaders what staff have already learned about helping persons engage in ministry. The Lead Pastor, Chief Operations Officer, and coach will work with the staff to develop the training for these skills, which will be implemented on or before April 30, 2011. A helpful resource for this process is "The Equipping Church" by Sue Mallory.

It is understood that upon voting to approve this report the congregation is agreeing to structure itself to follow the Accountable Leadership Model described in "Winning on Purpose" by John Kaiser. This model will be implemented by February 1, 2011. There will be one Leadership Council comprised of no more than twelve to fifteen members whose responsibility will be to govern the congregation. The Committee on Nominations and Leadership Development will nominate persons for the Leadership Council. The Leadership Council will replace the current Administrative Council and all Disciplinary committees such as Board of Trustees, Committee on Finance, and Staff Parish Relations Committee. The Leadership Council will be responsible for all the functions of the replaced committees, according to 2008 Book of Discipline, para. 244.2 and 247.2. The pastor will be the leader and the pastor's staff will manage all the ministries of the congregation. All existing and new ministry teams, small groups, pastor, and staff members will be accountable to the new Leadership Council for specific goals including, the number of people coming to Jesus through their ministries, the development of leaders and the growth of their ministries.

### 3. Develop a New Worship Experience

### 3. Creating an Inviting Atmosphere

The Director of Serve along with a large Hospitality Team will review in depth the Mystery Guest report and develop a strategy to use the findings to enhance the hospitality process for guests by ? 2011. After strategies have been enacted, an assessment will then be completed to note improvements and any further areas to strengthen.

The Director of Serve will expand the number of participants on this team to at least 100 by May 2012. Jim Ozier will lead the Director of Serve and the hospitality team in the key components of connecting newcomers, including identifying, responding, listening to, and then connecting each newcomer before they are invited to join. This training will occur before July 2012.

### 5. Strengthening Ministry with Children, Youth and Adults

The Lead Pastor, in consultation with the coach, will appoint two teams to evaluate and assess the ministries with 1)children and 2)youth. Each team will include the responsible staff person(s) for said ministry area, representative of the Leadership Council, Chief Operations Officer, workers/leaders in the ministry areas, and parent representatives. Each team will recognize and affirm areas of strength to build upon. Each team will also visit and study other churches with cutting edge, growing, and effective ministry in that area. Each team will develop a strategy for enhancing this ministry by June 1, 2011, which will provide ample time to organize for implementation by September 1, 2011.

The Lead Pastor, in consultation with the coach, will appoint a team to evaluate and assess the ministry with older adults. This team will include a pastor, representative of the Leadership Council, and a core of older adults. This team will recognize and affirm areas of strength to build upon. This team will also visit and study other churches with cutting edge, growing, and effective ministry in that area. This team will develop a strategy for enhancing this ministry by October 1, 2011, which will provide ample time to organize for implementation by January 1, 2012.

### CONCLUSION

We, the consulting team, want to thank you for the opportunity to serve your congregation in this manner. Our prayers and hope for your congregation is that God will use this process to help implement your mission effectively, utilize your compelling vision through a developed plan and thereby make an eternal difference in Northland community for the Glory of God and the Lord Jesus Christ.

Bob Farr, Director of Congregational Excellence  
Brad Kalajainen, Coach and Lead Pastor Cornerstone Church, MI  
Melanie Smollen, Lay Person Missouri Conference

### Town Hall Meeting Dates:

Sunday, November 13, 2011 at 2:00 pm in the Sanctuary  
Wednesday, November 19, 2011 at 11:00 am in the Sanctuary  
Wednesday, November 30, 2011 at 6:00 pm in the ?

Church Conference Date: Monday, December 4, 2011 at 6:30pm in the Sanctuary

**Mt. Zion United Methodist Church – CONSULTATION REPORT – 11/20/2011**

**INTRODUCTION**

It has been a great privilege to work with Rev. Keith Janis, the staff, leaders and congregation of Mt. Zion United Methodist Church. Everyone has been very helpful and provided us with all the information that was required for us to conduct this consultation. Our prayer is that God will use this report and this process to motivate the congregation to do great things for the Lord's Mission in this community and beyond.

**STRENGTHS**

- 1. Location & Resources:** God has placed this church in a location that affords ready access to the mission field. The locale of the church in relationship to the schools and neighborhoods put the church in an optimal location for community exposure.
- 2. Pastor:** Keith Janis and his wife Bridget have been used by God to bring healing and leadership to Mt. Zion UMC. During interviews and other discussions many members of the church spoke to their positive impact throughout this congregation.
- 3. Giving Congregation / Mission Minded:** The members of Mt. Zion UMC are a mission minded church, which makes resources available for helping people in need. The love of the church reaches beyond its own walls to witness for Jesus Christ. Examples include: St. Louis Food Bank, Solomon Project, Kingdom House, etc...
- 4. Family / Close Knit:** We heard from many people that the members of the Mt. Zion UMC are a close-knit group of people that are very loving and caring towards one another. The congregation values the sense of family. A strong core group of leaders willing to take risks and move forward in faith.
- 5. Adult Bible Study:** The church has strong classes available for adults in the form of Sunday Schools and other Bible study opportunities such as Companions of Christ.

**CONCERNS**

- 1. Mission & Vision:** There is no clear, shared vision to accomplish an outward-focused mission. The church has not embraced God's mission to make new disciples, nor does it claim its unique identity in the community. Planning and goal setting are currently not being utilized for the staff or the church overall.
- 2. Sunday Morning Experience:** The church lacks critical mass at any of the three current services. The low attendance at each service makes the sanctuary feel empty and negatively impacts the overall energy in the room.
- 3. Structure:** The structure of the church fails to marry responsibility, authority and accountability. Many members complained of spending too much time in committee meetings and a sense that it took the church too long to make important decisions.
- 4. Facilities:** The church building and grounds are in dire need of repairs, upgrades, and general improvements. The church needs better "curb appeal", removal of clutter, and a more current look in order to reach more new people from the mission field.
- 5. Connections:** There is no clear plan for reaching the neighborhood, connecting first-time guests into the life of the church or for those who are currently here to continue their development as Disciples of Christ. An upgrade to the overall communications of the church is needed for both members and guests.

Mt. Zion United Methodist Church – CONSULTATION REPORT – 11/20/2011

**PRESCRIPTIONS**

- 1. Mission & Vision:** On the day this consultation report is accepted (should it be accepted), the congregation will take as its mission statement, "*The making of new disciples of Jesus Christ for the transformation of the world.*" This means that every ministry in the congregation must demonstrate how it will accomplish the mission and that new ministries need to have as their primary purpose the "*making of new disciples.*"

The congregation will have a Day of Prayer, Repentance & Healing on or before June 30, 2011, conducted by a Conference designee that will allow the membership to be fully prepared for the Lord's Vision for the future of Mt. Zion UMC.

The coach will conduct a Day of Envisioning for the congregation. The purpose of this day is to dream of how God might want to work through the congregation both individually and collectively to reach this community. This day will occur on or before July 31, 2011. Following this day the pastor in conjunction with coach and the Church Council of the church will confirm the Vision Statement. This statement will be presented to the congregation on or before August 31, 2011 for affirmation.

The coach will lead the pastor and Church Council in a daylong goal setting and strategic planning retreat on or before October 31, 2011.

- 2. Sunday Morning Experience:** The church will move from three services to two services on or before May 31, 2011.

- A traditional worship service will be held at 8:30 am on Sunday morning.
- Sunday school for both children and adults will be at 9:45 on Sunday.
- A new worship service will be held at 10:45 Sunday morning.

Create a team consisting of representatives from the Trustees, Worship team, SPRC, and a new Hospitality team. This team is charged with evaluating and improving the overall Sunday morning experience. This team will meet at least monthly beginning in July 2011 through the end of this year. The coach and pastor will facilitate the first session in order to establish goals and guidelines. This team will study the Mystery Guests Worshiper report and implement any necessary changes in order to improve the overall worship experience.

A member of the church will be identified by the pastor on or before June 30, 2011 to lead the hospitality and connections ministry. This individual will partner with the pastor and the coach to train and equip others to function in the roles of greeters, ushers, and connectors. This individual will read the books "Beyond the First Visit" and "Five Practices of Fruitful Congregations" by August 31, 2011 and share the key concepts with others on this team. The new Hospitality team will be in place by July 31, 2011 to ensure all members, attendees, and first-time guests have a positive experience in worship, regardless which service they attend.

The pastor in consultation with the coach will create a worship team to improve the worship experience in both services. This team will visit at least three other churches that are each offering both traditional and contemporary services to gain insights and ideas, which will be used in our services. These visits will be completed by September 30, 2011.

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The Trustees team will conduct a quarterly walk through of the total facility in order to evaluate the needs and make the necessary improvements to be friendlier and more attractive to first-time guests. The following basic areas must be addressed beginning immediately and concluding by the end of 2011: first-time guests parking signs, new and existing mother parking signs, interior directional signs, exterior entrance signs, shrubbery and flowers, and the removal of clutter throughout the building.

- 3. Structure:** It is understood that upon voting to embrace this report the congregation is agreeing to structure itself to follow the Accountable Leadership Model espoused in the book: Winning on Purpose: How to Organize Congregations to Succeed in Their Mission by John Kaiser. This model will be implemented by the annual Fall charge conference of 2011. By January 1, 2012 there will be one council comprised of no more than nine to twelve members whose responsibility will be to govern the congregation. The pastor will be the leader and the pastor's staff (paid and unpaid) will manage all the ministries of the congregation. The pastor and staff members (paid and unpaid) will be held accountable for specific goals including, the number of people coming to Jesus through their ministries the development of leaders and the growth of those ministries.

The coach will conduct a leadership training session on Accountable Leadership by August 31, 2011 to cover the basics of the model and provide any guidance needed for this transition. The new leaders will complete the Lay Leadership Development program led by the pastor and a key lay leader.

- 4. Facilities:** The Trustees team in consultation with the coach must create a total punch-list of all major repairs and needed upgrades for the facilities including estimates of cost for each line item. This list must include, but is not limited to: widening the driveway into and out of the church parking lot; replacement of the church sign on the road to a better location; repair of any interior ceiling areas; upgrade of large exterior education wing windows; reconstruct the Wesley hall into a children and youth worship space; a room by room listing of needed upgrades to improve the overall appearance of the church with particular attention to hospitality and nursery space. This total listing and associated costs must be presented to the Ad Board and the coach by August 31, 2011.

The pastor in conjunction with the coach will secure the aid of a professional stewardship consultant by August 31, 2011 with the intent of conducting a church stewardship capital campaign during 2012. The focus of this campaign will be to help pay off any church debt and all of the facilities needs identified by the Trustees.

- 5. Connections:** The pastor in consultation with the coach will put together a team of three people on or before July 31, 2011, to create a clear discipleship path for moving people from where they are on their spiritual journey to becoming a fully devoted follower of Jesus Christ. The Team will discern a faith development plan within a Wesleyan model such as "The Race to Reach Out" by Doug Anderson or Church of the Resurrection's "The Journey." This plan will be put into place on or before October 30, 2011. The Team and Pastor will discern the practices of an authentic follower of Jesus Christ using Bishop Schnase's new book, "The Five Practices of Fruitful Living." This team will also review the current offering of classes and start a new adult class by September 30, 2011 and another new adult class each six months after that for one year.

The pastor will appoint a three-person team to lead and facilitate the "building of bridges to the community" by July 31, 2011. This team will have its first meeting by August 31, 2011 and begin to lay out the following activities for the church in 2011-2012:

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- Research the needs of people in our community through interviews with local officials, chief of police, fire chief, council members, school boards, etc. and have two focus groups with residents about the future role of the church.
- Conduct 1 outwardly focused community events by the end of 2011, and two by the end of 2012. These events are not for our members, but to reach new people and build relationships (these could especially be focused on children) These events should be new and at least two of them offsite.
- Conduct 2 service events to share the love of God with the community based on the findings from the research; one of these must be in 2011 and one in 2012.

A designated person on the team will develop a connection strategy for assimilating new guests, connecting them into church ministries and following up.

To equip the members of Mt. Zion UMC in the sharing of the Good News with others, the congregation will participate in an all-church study of the process using the resource, "Unbinding the Gospel" by Martha Grace Reese. The process will begin by August 31, 2011 and will conclude no later than March 31, 2012. In support of this initiative, the pastor will preach a sermon series of no less than three messages focused on equipping the congregation to reach out and invite those they already have relationships with to attend a worship service.

The leader of the new Hospitality and Connections team (listed above) will partner with the pastor and coach in order to improve the quality and effectiveness of the worship bulletin, church newsletter, and website. A review of at least four other similar size churches communication efforts will be completed by August 31, 2011 and changes/improvements to Mt. Zion communications will be in place by October 31, 2011.

**CONCLUSION**

We, the consulting team, want to thank you for the opportunity to serve your congregation in this manner. Our prayers and hope for your congregation is that God will use this process to help implement your mission effectively, create a compelling vision and make an eternal difference in your community for the Glory of God and the Lord Jesus Christ.

**Team Members**

**Bob Farr  
Ken Willard**

**cc: Kurt Schuermann, DS  
Bob Farr, Director of Congregational Excellence**

**Town Halls**

**Sunday March 26, 10:00 am  
Tuesday March 28, 7:00 pm  
Monday April 4, 7:00 pm**

**Church Conference – Sunday May 1, 2011 following service**

## Fredericktown United Methodist Church

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### **CONSULTATION REPORT – February 6, 2011**

#### **INTRODUCTION**

It has been a great privilege to work with Rev. Rick Lasley, the staff, leaders and congregation of Fredericktown United Methodist Church in Fredericktown, Missouri. Everyone has been very helpful and provided us with all the information that was required for us to conduct this consultation. Our prayer is that God will use this report and this process to motivate the congregation to do great things for the Lord's Mission in this community and beyond.

#### **STRENGTHS**

**1. WELCOMING / OPEN / FRIENDLY:** We heard from many individuals how open and welcoming the congregation has been to them. This is demonstrated in the way the church has opened its doors and use of their facility to those in the community. This was also validated in the mystery guest visits.

**2. HISTORY / HERITAGE:** This church has a long and proud history. The information shared in the self-study was very insightful and we would like to highlight the following comment: "The Methodists of Fredericktown have looked always toward the future with great anticipation and a constantly growing desire to do their share in providing for the moral, ethical and spiritual needs of the community in which they are located."

**3. OFFERING OF TWO DIFFERENT WORSHIP SERVICES:** The ability of the church to offer two different styles of worship has the potential to reach a wide variety of new people. This is in direct support of the desire we heard for the church to reach a diverse population.

**4. DESIRE TO GROW:** There is a dedicated and committed core group of leaders and other members who share a strong desire to reach new people and are willing and open to change.

**5. FACILITY:** The church's existing facility has more than adequate space for growing ministries such as children and youth programs. The historic & beautiful sanctuary has great potential for increased worship attendance.

## Fredericktown United Methodist Church

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### **CONCERNS**

**1. SHARED MISSION & VISION:** There is no clear, shared vision to accomplish an outward-focused mission. The church has not embraced God's mission to make new disciples, nor does it claim its unique identity in the community. Planning and goal setting are currently not being utilized for the staff or the church overall. The structure of the organization fails to marry responsibility, authority and accountability.

**2. HOUSE DIVIDED:** There is a clear and hostile division between the two worship services. (see Mark 3:25) The spiritual dynamics generated by this division are hindering the making of new disciples and the maturing of current members.

**3. LEADERSHIP AND DISCIPLESHIP DEVELOPMENT:** There is no clear pathway for either the development of leaders within the congregation or a focused, intentional plan for discipleship. Current members struggle to see how God has designed them to serve the body of Christ, and reach and reproduce more disciples.

**4. OUTREACH & EVANGELISM:** While there are a few outreach activities of Fredericktown UMC, there is no clear indication of reaching out in the name of Jesus Christ and no congregational ownership of these activities. Members report feeling ill-equipped to develop new relationships with those in the mission field.

**5. SUNDAY MORNING EXPERIENCE:** *EVERYTHING COMMUNICATES* - There is a need to update the church facilities and to make them more hospitable to new guests. The congregation needs to demonstrate more pride and care for this historic building.

## Fredericktown United Methodist Church

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### **PRESCRIPTIONS**

**1. SHARED MISSION & VISION:** On the day this consultation report is accepted (should it be accepted), the congregation will take as its mission statement, "*The making of new disciples of Jesus Christ for the transformation of the world.*" This means every ministry in the congregation must demonstrate how it will accomplish the mission and that new ministries need to have as their primary purpose the "*making of new disciples.*"

The coach will conduct a Day of Envisioning for the congregation. The purpose of this day is to dream of how God might want to work through the congregation both individually and collectively to reach this community. This day will occur on or before May 15, 2011. Following this day the pastor in conjunction with the coach and the Ad Council of the church will confirm the Vision Statement. This statement will be presented to the congregation on or before June 15, 2011 for affirmation.

The coach will lead the pastor and Ad Council in a goal-setting and planning retreat on or before November 1<sup>st</sup>, 2011.

**2. HOUSE DIVIDED:** The congregants must heal the division between one another before this church can go forward. We affirm the offering of two different types of services in order to reach a variety of people in the community.

The leadership of this church must take ownership and responsibility of healing this division. The coach will facilitate a session with the pastor and the church Ad Council to establish a series of action steps to create an environment for the Holy Spirit to bring healing and reconciliation in the hearts of the congregants no later than April 15<sup>th</sup> 2011. (Attention will be given to the Core Values of the church during this process.)

The pastor will preach a series of at least three messages on forgiveness and healing by July 15<sup>th</sup> 2011 in conjunction with creating the environment and action steps listed above.

The congregation will have a Day of Prayer, Repentance, Healing & Commitment. The exact day will be determined based on the readiness of the congregation as determined by the pastor in conjunction with the coach. This day will be conducted by a Conference designee that will allow the membership to be fully prepared for the Lord's Vision for the future of Fredericktown UMC.

### Fredericktown United Methodist Church

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**3. LEADERSHIP AND DISCIPLESHIP DEVELOPMENT:** The pastor in consultation with the coach will put together a team of three people on or before April 1, 2011, to create a clear discipleship path for moving people from where they are on their spiritual journey to becoming a fully devoted follower of Jesus Christ. The Team will discern a faith development plan within a Wesleyan model such as "The Race to Reach Out" by Doug Anderson or Church of the Resurrection's "The Journey." This plan will be put into place on or before October 1, 2011. The Team and Pastor will discern the practices of an authentic follower of Jesus Christ using Bishop Schnase's new book, "The Five Practices of Fruitful Living." This team will also review the current offering of classes and start a new adult class by September 1<sup>st</sup> 2011 and another new adult class each six months after that for one year.

On or before January 1, 2012, the pastor will identify, train and equip new and existing leaders through an on-going leadership development process and raise the expectation of leadership and membership. All Ad Council members will participate in a leadership class as determined by the pastor in conjunction with the coach.

**4. OUTREACH & EVANGELISM:** The pastor will appoint a three-person team to lead and facilitate the "building of bridges to the community" by May 1, 2011. The church will conduct two bridge events to share the love of God with the community – one the fall of 2011 and one the spring of 2012. One of these events must be offsite. A designated person on the team will develop a connection strategy for acclimating new guests, connecting them into church ministries and following up.

To equip the members of Fredericktown UMC in the sharing of the Good News with others, the congregation will participate in an all-church study of the process using the resource, "Unbinding the Gospel" by Martha Grace Reese. The process will begin by August 15<sup>th</sup> 2011 and will conclude no later than May 15<sup>th</sup> 2012. The Witness team will coordinate all aspects of this initiative. In support of this initiative, the pastor will preach a sermon series of no less than three messages focused on equipping the congregation to reach out and invite those they already have relationships with to attend a worship service.

**5. SUNDAY MORNING EXPERIENCE:** Create a team consisting of representatives from the Trustees, Worship team, and a new Hospitality team. This team is charged with evaluating and improving the overall Sunday morning experience. This team will meet at least monthly beginning in June 2011 through the end of this year. The coach and pastor will facilitate the first session in order to establish goals and guidelines.

The new Hospitality team (ushers, greeters, etc...) will be in place by June 2011 to ensure all members, attendees, and first-time guests have a positive experience in worship, regardless which service they attend.

## **Fredericktown United Methodist Church**

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Chuck Moore, the Music Ministries Director, will head up a worship team to improve the worship experience in both services. This team will visit at least three other churches that are each offering both traditional and contemporary services to gain insights and ideas which will be used in our services. These visits will be completed by September 1<sup>st</sup> 2011.

The Trustees team will conduct a quarterly walk through of the total facility in order to evaluate the needs and make the necessary improvements to be friendlier to first-time guests. The following basic areas must be addressed beginning immediately and concluding by the end of 2011: first-time guests parking signs, new and existing mother parking signs, handicap parking directional signing, burned out light bulbs, interior directional signs, spacing between pews, upstairs railing, building accessibility, and cleanliness.

### **CONCLUSION**

We, the consulting team, want to thank you for the opportunity to serve your congregation in this manner. Our prayers and hope for your congregation is that God will use this process to help implement your mission effectively, create a compelling vision and make an eternal difference in Fredericktown for the Glory of God and the Lord Jesus Christ.

### **Team Members**

**Dr. David P. Hyatt**  
**Ken Willard**  
**David Neckers**

**Don Mowery**  
**Larry Johnson**

cc: **David Norbury, DS**  
**Bob Farr, Director of Congregational Excellence**

### **Church Forums**

**Thursday, February 10, 2011 7:00 pm**  
**Sunday, February 20, 2011 10:00 am**  
**Thursday, February 24, 2011 7:00 pm**

**Church Conference – Sunday, February 27, 2011 10:00 am**