

Timbers Community Church Transitional Assessment Presentation November 2017

Agenda

- Part I: Who Were We?
A History of Timbers
- Part II:
 - What is our context?
 - Who are we now?
- Part III: Strengths, Challenges, KRA's
- Part IV: Next Steps

The Big Idea

Seasons of pastoral transition can be windows of opportunity for churches to seek spiritual renewal, increased health, focused vision and renewed mission, *prior to* engaging in the pastoral search.

The Ultimate Objective

- To welcome a new Lead Pastor
- To a church that is growing in health & renewal: *spiritually, relationally, organizationally, operationally*
 - Who has been hired through a thoughtful, collaborative search process in dependence on the Holy Spirit's guidance.

7 Guiding Questions

- Who were we?
- Who are we now?
- (How do we interface with culture?)
- What is our context?
- Who do we hope to become?
- What is the Lead Pastor's role in vision?
- What kind of leader do we need?

Answers to these questions form the Pastoral Search Profile

Process Overview



Intent and Limitations of the Assessment

- Not intended to be a 360 degree ministry review of every aspect of church life
- It's for the purpose of the transitional process and transitional goals

Assessment Objectives

- To present a realistic picture of Timbers
- To explore how this information affects us
- To develop a plan toward greater health
- To encourage prayer for wisdom and guidance
- To prepare for the Pastoral Search

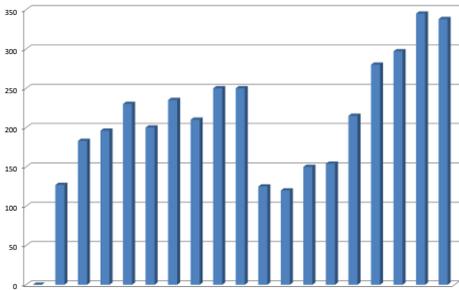
As we begin...

- We are starting from different places today
- We may need to check our emotions at the door
- History handout provided
- We recognize that God is in all of this
- We may need to check our emotions at the door (again)

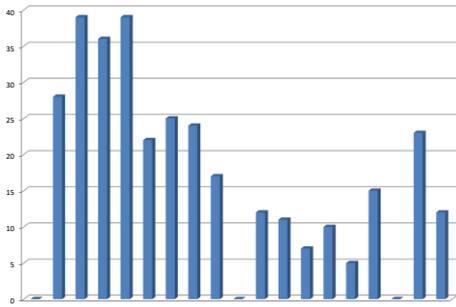
Part I: Who Were We? A Brief History of Timbers

Who Were We? A few more details

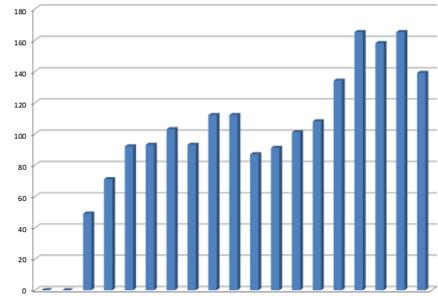
Attendance: 1998-2016



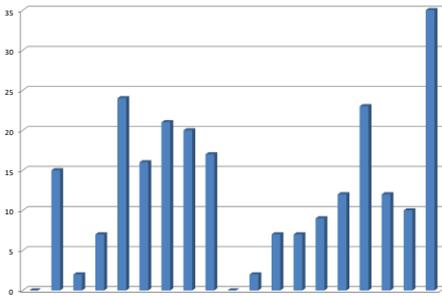
Professions of Faith: 1998-2016



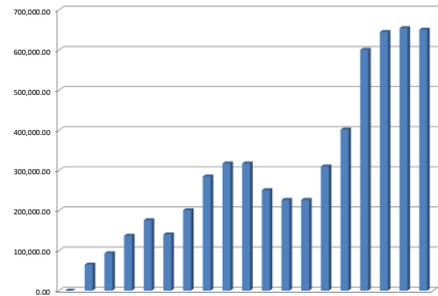
Membership: 1998-2016



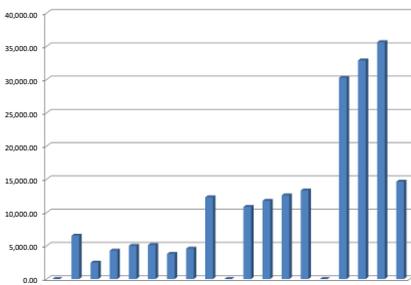
Baptisms: 1998-2016



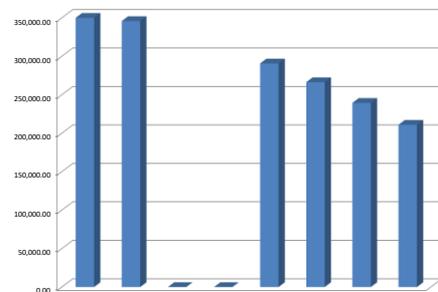
Total Giving: 1998-2016



GAF (Alliance Missions): 1998-2016



Debt: 2009-2016



Who Were We: Observations

- Intentional focus on conversion growth
- Creative, out of the box ministry
- Safe, welcoming, “method neutral”
- Rented facility for services
- Shaped greatly by the unique personalities of the two lead pastors
- Challenges in moving people from conversion to growth and maturity
- Difficulties in mastering a multi-staff setup

Questions?

Part II:

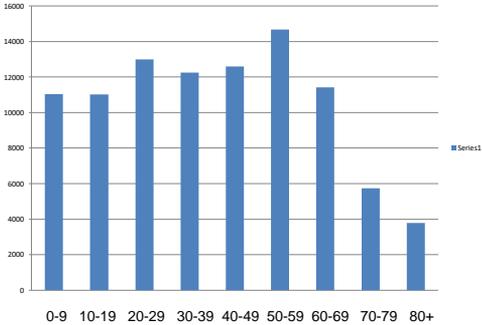
- A. What is Our Context?
- B. Who are We Now?

A. What is Our Context?

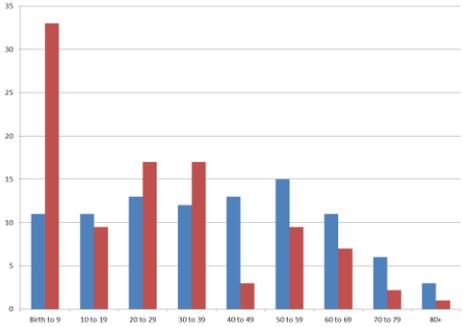
Prince George

- 2016 Population: 73,004 (vs 71,974 in 2011)
- 2016 Metro Population: 86,622
- Married: 31,690
- Common Law: 9360
- Single: 30,445
(Note: Marital Status is for age 15+)
- 48 Religious organizations

PG Age Breakdown



PG vs Timbers Age Breakdown



Prince George

- Male Population: 49.94%
- Female Population: 50.06
- Median Age: 39.9
- Average Household Size: 2.4
- Median Household Income: \$78,427

Prince George: Mother Tongue

- English: 75,915
- French: 1120
- Aboriginal: 300
- Non-aboriginal: 7450

Much more info in the new census data.

B. Who Are We Now?

Some Statistics & Survey Results

Congregation Overview

- Ave Attendance, 2016: 338
- Ave Attendance 2017 to date: 156
- Ave Attendance January-March 2017: 293
- Ave Attendance April '17 to date: 152

Congregation Overview

- Total # Connected to Timbers: ~315
- Number of Ministries: ~20
- Number of Volunteer Positions: ~130
- Number of Volunteers: ~110
- Average Att./Volunteers: 72%

Congregation Overview Paid Staffing

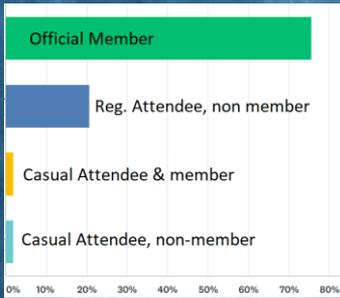
- 1 Transitional Pastor: 25 hrs/week
- 1 Y/YA/Connections Pastor: Full time
- 1 Children’s Pastor: 25 hrs/week
- 1 Financial Admin: 10 hrs/week
- 1 Worship Admin: 15 hours/month
- 1 Custodian: 5 hrs/week

Congregation Overview Operating Costs

\$110,000-120,000

This is the total cost of facilities, utilities, insurance, office supplies.
Doesn’t include staff, ministry costs.

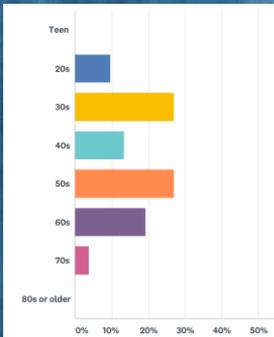
Info About You



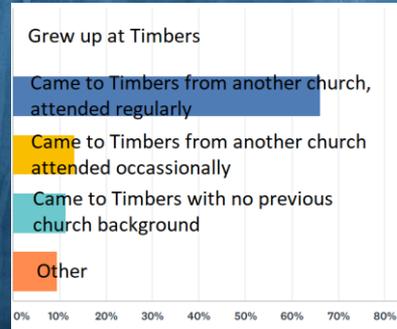
How Long Attended Timbers?



Age Group



Church Background



Comments

- Some have come back to church via Timbers after not attending anywhere for several years

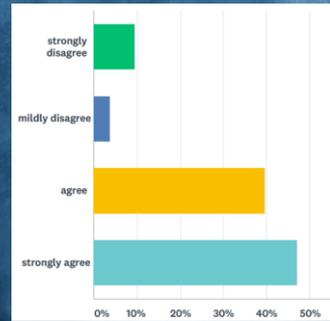
Relationship With Jesus Christ



Comments

- Some have rededicated or recommitted their lives to Christ while at Timbers

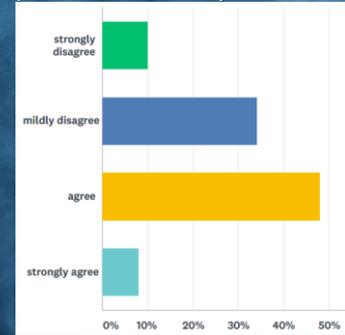
Sunday Services are Meaningful and Relevant



Comments

- Affirmation of the teaching component
- Desire for increased congregational involvement
- Differing opinions of whether Sunday is for believers or seekers

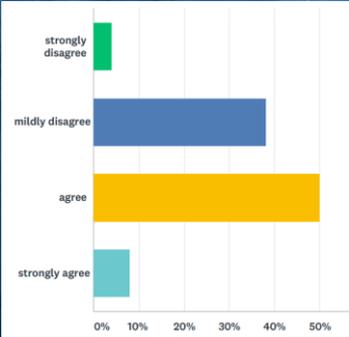
We Have an Effective Strategy to Impact Community for Christ



Comments

- Uncertainty if there is such a strategy. If there is, it isn't clear
- Desire for more outreach

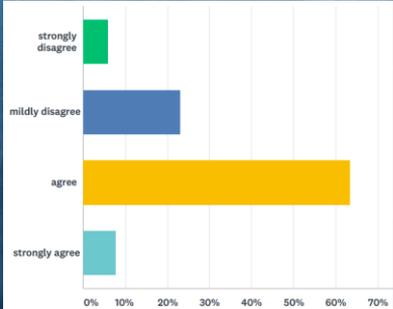
Strong Sense of Connection



Comments

- Yes, but a desire to strengthen this area, both in breadth (the number of people connected) and depth of connection
- Sense of progress, and hope that the Connection Groups will aid in this

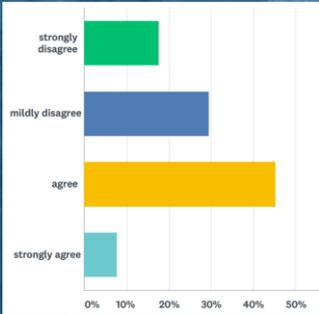
Spiritual Growth is Intentional and Effective



Comments

- A sense of progress in this area, but a recognition that this has been and still is somewhat haphazard, hit & miss and unintentional

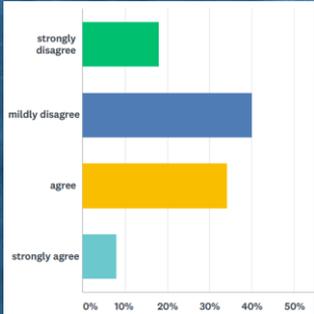
Being Trained & Equipped for Service



Comments

- Some sense that this is happening in isolated ways, but seen by many as an area definitely lacking
- There is a desire to be trained

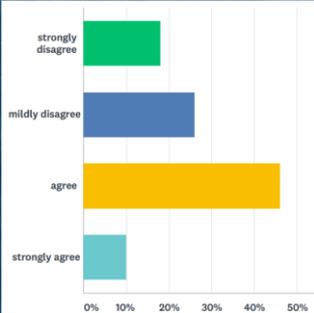
Clear Vision of Unique Purpose and Mission



Comments

- Not a strength in recent years, currently undefined, and hope that the transitional process is addressing this

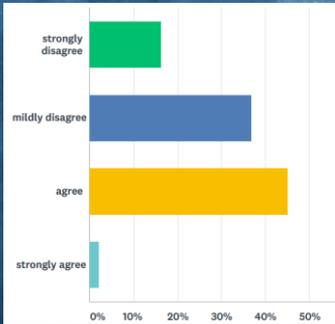
Develop Plans Moving Toward Clear Goals/Objectives



Comments

- Lack of clarity, consistency, follow through
- Hints that this may be improving

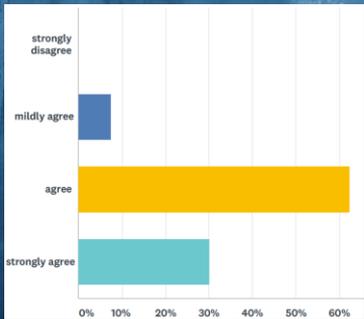
Effective Structure to Accomplish Our Mission



Comments

- An absence of identifiable structure
- Recognition that this is related to lack of clarity of mission

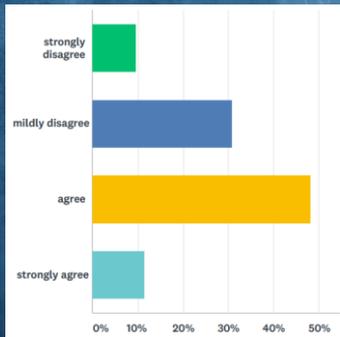
Many Opportunities for Ministry Involvement



Comments

- Not a lot of debate about this
- Awareness that much is related to Sunday morning tasks
- Some questions about how to know what the opportunities are

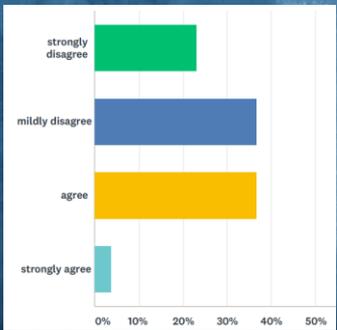
Effective Prayer Emphasis



Comments

- Desire for more on Sunday mornings, especially post-service
- Some desire for a larger midweek prayer gathering

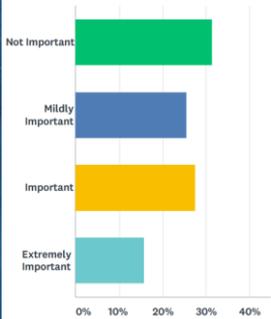
Adequate Facilities for Current and Future Ministry Needs



Comments

- Many “now but not later” comments
- Inadequacy of Sunday children’s ministry area
- Some desire for a church building

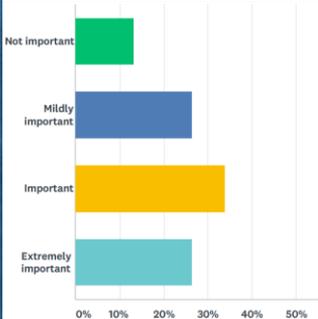
Playhouse is Central to Identity and Effectiveness of Timbers



Comments

- Diverse opinions
- Playhouse has been and is in some ways still a key part of Timbers’ identity
- A belief that it has helped with outreach to non-church people
- *Opinions on this issue as well as those related to mission/vision and structure, seem to be related to opinions of whether Sunday mornings are about outreach or discipleship

Importance of C&MA Relationship



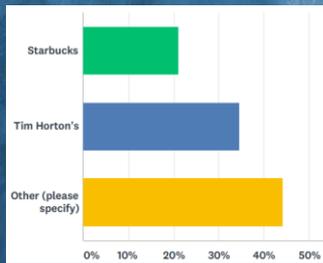
C&MA Relationship

- Much appreciation for support during the season of crisis
- Recognition that accountability is helpful
- Some resistance to the idea of denominations

Other Comments

- Many of the comments related to the specific questions were reiterated
- People want to speak into and be involved in the plans for the future
- Timbers has been a safe place where people can be themselves and be accepted
- 32 comments, some quite lengthy!

Starbucks vs Tim's



Strengths

- Committed ministry teams
- Many long term members/attendees
- Sense of forward motion, with hope
- History of and passion for outreach
- Wide spectrum of ages
- Lots of children and people in the 20's and 30's age group
- Desire for training and biblical teaching

Challenges

- Need for healing and moving forward from the conflict of spring 2017
- Lack of clarity re: the unique mission and vision of Timbers, resulting in...
- Lack of clarity in strategy and structure
- Differing views of current facilities, related to differing views of Sunday morning, evangelistic methods and overall strategy
- Timbers has struggled with "growing people up" post-conversion

Questions?

Key Result Areas

- There will be further discussion and refinement by the elders
- Becomes a short term roadmap toward health
- Prepares the church for Pastoral Search

Key Result Areas

Elders will decide:

- Which must be addressed prior to search
- Which should be addressed during the search
- Which should be addressed with the new Lead Pastor

KRA #1: Clarify the Unique Calling of Timbers

- Discern, develop and articulate the mission and vision to the desired level of detail prior to the search process

KRA #2: Governance/Eldership

- Continue to move eldership and governance toward biblical and Alliance standards
- Strengthen and follow the membership, nomination and election processes
- Establish governance foundations on paper and in practice
- Implement solid and transparent financial practices including an audit, regular reports to board and congregation, and a unifying budgeting and spending process

KRA #3: Staffing

- Establish and update core documents including job descriptions, contracts, staff manual
- Develop a staffing plan for 2018 to ensure coverage of key ministry areas during the remainder of transition through search
- Clarify roles and relationships of staff with board, lead pastor, congregation, and the Alliance
- Strive for Excellence in HR

KRA #4: Closure and Healing

- The elders recognize that many are still hurting and questioning as a result of the events of this past year
- What needs to happen to continue to move toward this closure and healing is an area of ongoing discussion and grappling for the board

KRA #4: Closure and Healing

- It is important to remember that our battle is not against flesh and blood. As such our responses need to take the nature of this battle into account.
- Anyone who wishes to speak with the elders about what has happened or what they have faced and are facing is invited to let us know and we will set it up.

Questions?

Next Steps

- Your response to this presentation - postcards
- Board of Elders to determine which KRA's are pre, during, post search
- Detailed Strategic Plan to address the KRAs will be developed
- Encouragement and direction in prayer to support this process

Prayer