

Lake Windermere Alliance Church Transitional Assessment Presentation

April 2019

Agenda

Part I: Who Were We?

A History of LWAC

Part II:

- What is our context?
- Who are we now?

Part III: Key Result Areas (KRA's) to move towards greater health as a church

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.

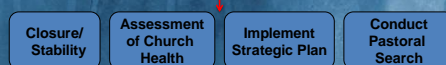
7 Guiding Questions

- 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

April 2019



Moving Toward Greater Church Health

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

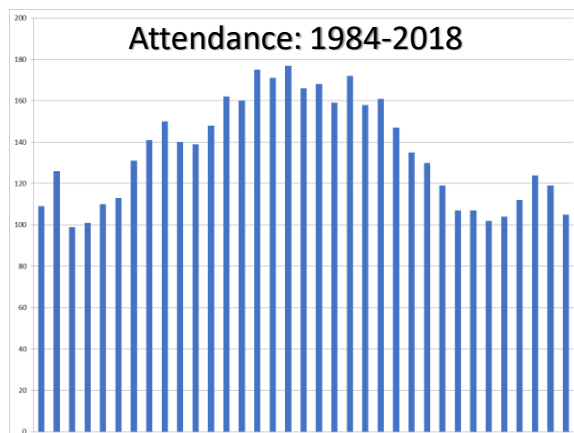
- To present a realistic picture of this church
- To explore how this information affects us
- To develop a plan toward greater health
- To encourage prayer for wisdom and guidance
- To prepare for the Pastoral Search

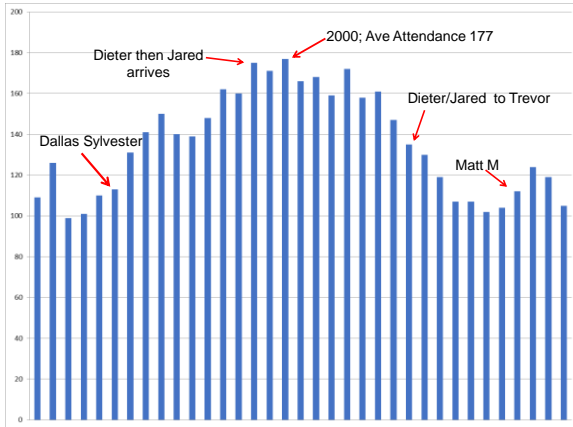
As we begin...

- We are starting from different places today
- We may need to check our emotions at the door
- We recognize that God is sovereign
- We may need to check our emotions at the door

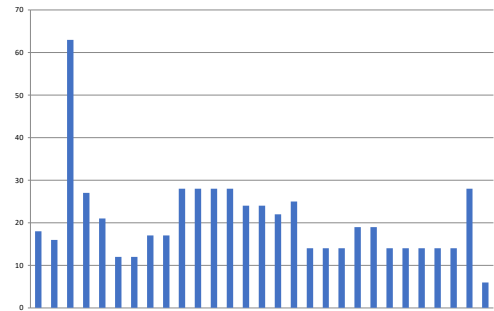
Part I: Who Were We? A Brief History of LWAC

Who Were We? A few more details...

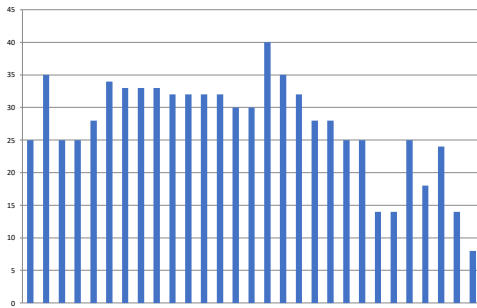




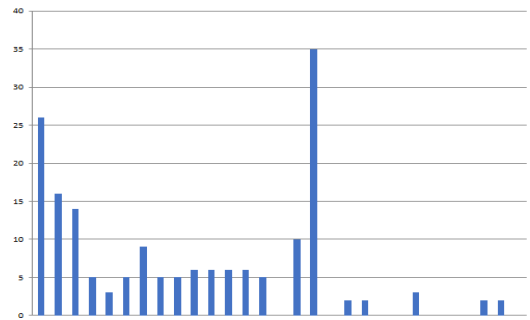
**Sunday Preschool-Grade 6
1990-2018**



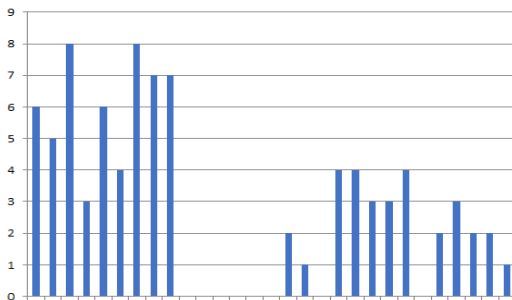
Youth 1990-2018



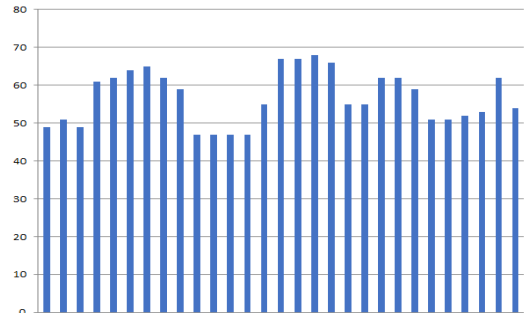
Professions of Faith: 1990-2018



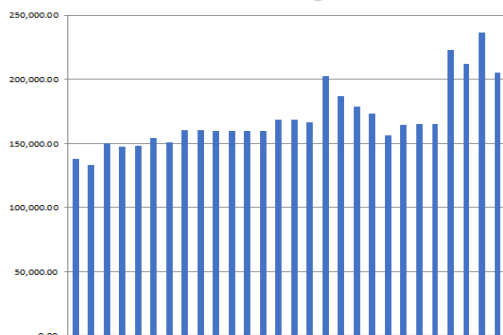
Baptisms: 1990-2018



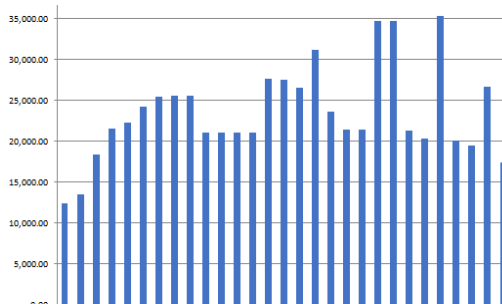
Membership: 1990-2018



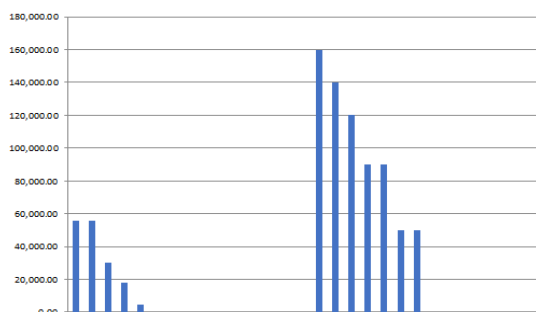
General Fund Giving: 1990-2018



GAF (Alliance Missions): 1990-2018



Debt



Who Were We: Observations

- A church that took many years to get firmly established
- Many short term pastors (14 in first 28 years)
- A sudden shift to longer term pastors (6 lead pastors in last 36 years)
- Some significant seasons of evangelism and harvest

Who Were We: Observations

- Consistent emphasis on children's ministry
- Resilient, weathering many challenges and crises, rallying when needed
- Vigorous efforts to engage and serve the community
- Difficulty incorporating new believers into the church

Who Were We: Observations

- Consistently "punching above its weight" – doing more than you would expect from a church of its size
- As a result of the above, often having difficulty staffing the ministries
- Seasons of strong missions support
- Several "awkward" pastoral moves

Questions about “Who We Were?”

Part II:
A. What is Our Context?
B. Who are We Now?

A. What is Our Context?

Columbia Valley Radium, Windermere, Invermere, Fairmont, Canal Flats

- 2016 Total Population: 5878 (2011: 5586)
- Invermere: 2882 (2537)
- Windermere: 1092 (1081)
- Radium: 776 (777)
- Canal Flats: 668 (715)
- Fairmont: 460 (476)

Gender

Total Population: 5878

Male: 2850
Female: 3025

Average/Median Ages

Invermere: 43.3/42.3
Windermere: 49.7/55.5
Radium: 47.3/52.3
Canal Flats: 42.7/46.7
Fairmont: 52.7/58.8
BC: 42.3/43 Canada: 41/41.3

Family

Married: 2555
 Common Law: 650

 Couple Families: 1570
 Couples with Children: 575
 Single Parent Families: 195
 Average Household size ~2.2

Median/Average Household Income

- Invermere: 71,296/85,342
- Windermere: 81,664/105,412
- Radium: 78,976/87,228
- Canal Flats: 66,304/83,679
- Fairmont: 80,896/95,569

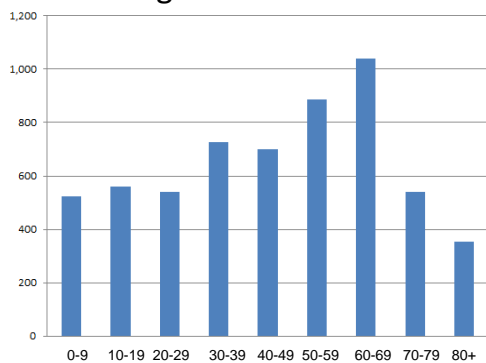
Mother Tongue

English: 5145
 French: 740
 Other: 495

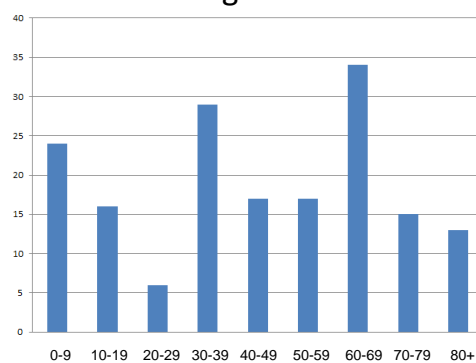
Columbia Valley Religious Organizations

- Lake Windermere Alliance
- Anglican
- United
- Seventh Day Adventist
- Valley Christian Assembly
- Roman Catholic
- Radium Christian Fellowship
- Mormon
- Jehovah's Witness
- Assorted New Age

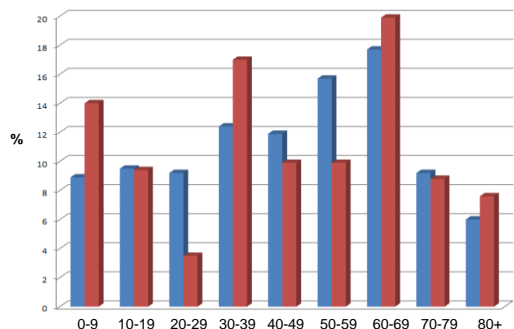
Age Breakdown



LWAC Age Breakdown



Area - LWAC Age Comparison by %



Part II Continued B. Who Are We Now?

Some Statistics & Survey Results

Congregation Overview

- Ave Attendance, 2018: 105
- Ave Attendance 2019, January-March: 101 (January-March 2018: 104)

Congregation Overview

- Total # Connected to LWAC: 171
- Number of Ministries: 23
- Number of Volunteer Positions: 120
- Number of Volunteers: 59

Congregation Overview Paid Staffing

- 1 Transitional Pastor: 28 hrs/week
- 1 Associate Pastor: Full time
- 1 Custodian part time
- Note: This doesn't include Sonshine

Congregation Overview Operating Costs

\$54,000

This is the total cost of facilities, utilities, insurance, office supplies.

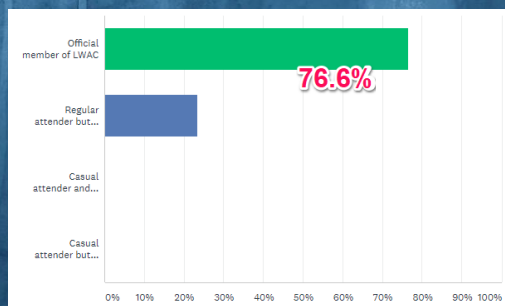
Doesn't include staff, ministry costs

Doesn't include Sonshine

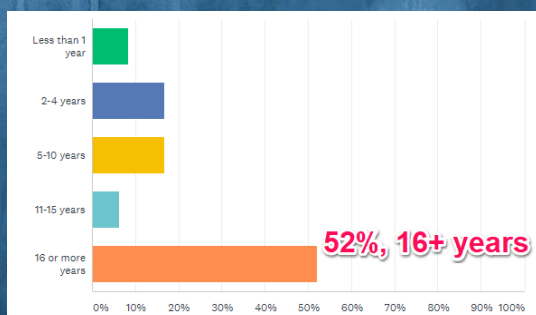
Basic Level of Church Health

From the February 2019 Survey
48 Surveys Completed

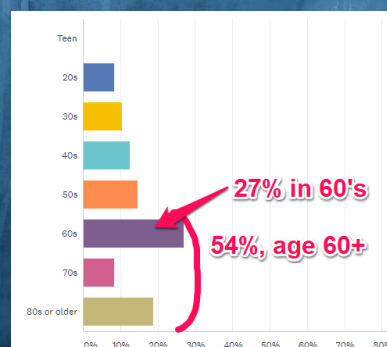
Formal Membership



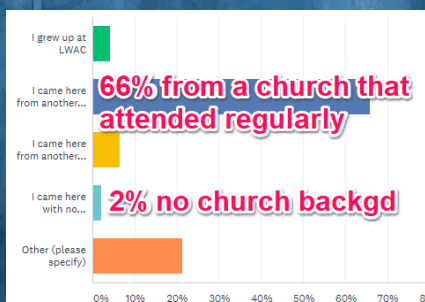
How Long Have You Attended Here?



Age Groups



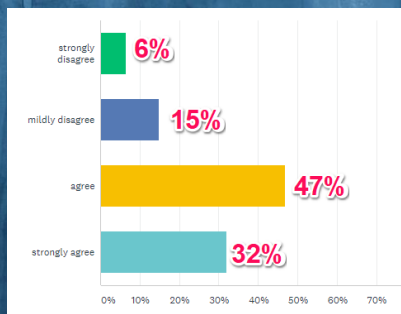
Church Background



Relationship With Christ



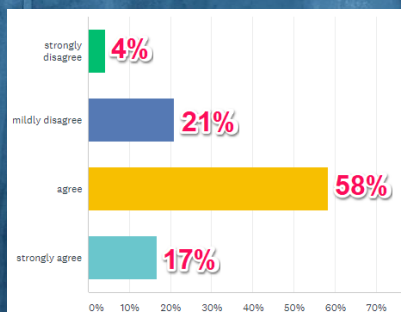
"Our Sunday Services are Meaningful and Relevant"



"Our Sunday Services are Meaningful and Relevant" (17)

Challenging due our diversity
Look forward to services
More scripture

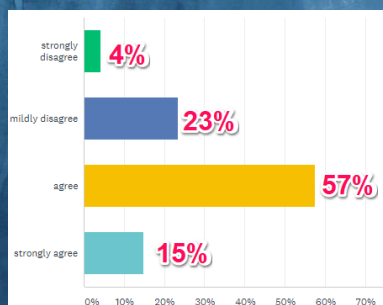
"We have a strong sense of connection with one another..."



Connection (20)

Those involved, or long time attendees are connected
Recognition that not all are connected well
Could use more intentional connection events

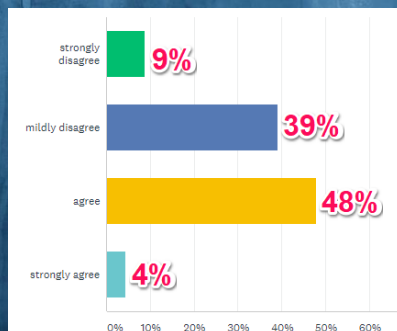
"Spiritual Growth of Believers is an Intentional, Effective Focus..."



Spiritual Growth (19)

There is a desire for this
A felt need for more small groups, Bible Studies

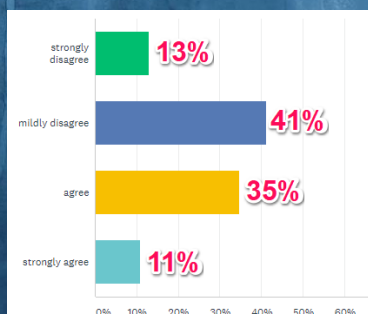
"We are being trained and equipped for ministry and service..."



Trained & Equipped (15)

Not happening, not seeing it, need for more
Need for outreach training and initiatives

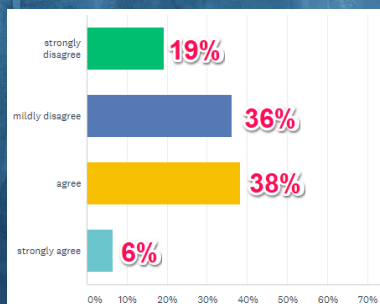
"We have a clear vision of our unique purpose and mission..."



Unique Purpose, Mission (19)

We have a mission statement, but...
...are we accomplishing it, is it unique?
More clarity, ownership needed

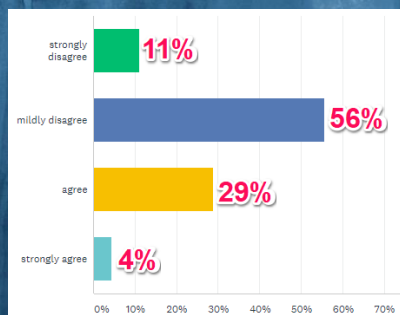
"We have an effective strategy to impact our community for Christ"



Effective Strategy (23)

Don't know; it's unclear (13)
Not involved in community
SonShine interfaces with community

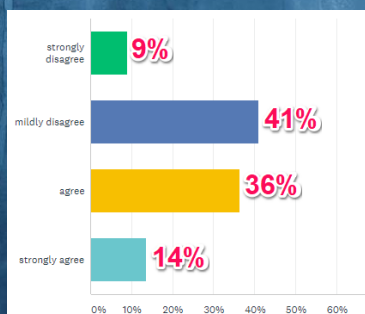
"We develop plans that move towards clear goals and objectives."



Develop Plans (18)

No idea, not seeing this
Have had plans but not achieved
Transition is a plan/opportunity

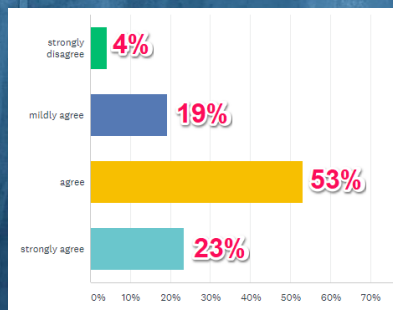
"We have an effective structure that's organized to help us achieve our mission"



Effective Structure (17)

A growth area
A reason for and purpose of transition
Some structure, supported by long time committed people

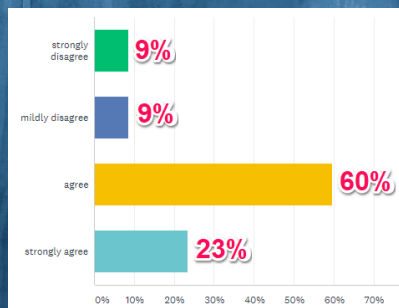
"...many opportunities to be involved in ministry."



Opportunities for Ministry (15)

Many opportunities, more workers needed
Better communication of ministry opportunities

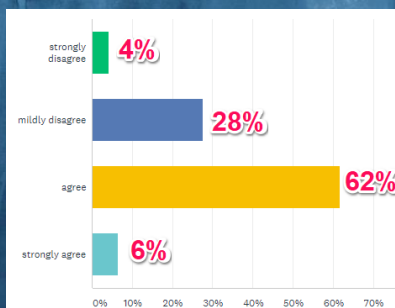
“Effective prayer emphasis...”



Prayer (14)

Lots of prayer happening
Want to hear the answers

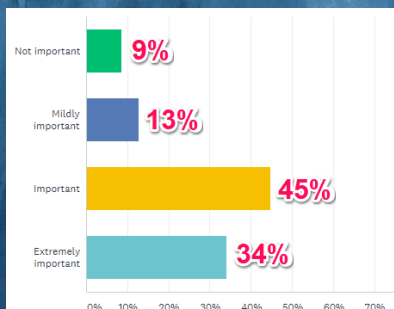
“Facilities adequate for present, future ministry needs.”



Facilities (13)

There are accessibility issues
Pressure points for children's ministry

““Denominational identity and relationship is important”



Denomination (15)

Very Important, Deeply Connected
Helpful

Some Observations

Observations: Strengths

- Proven resilience over many years
- Facility & Location
- Debt Free
- Faithful, highly connected, long term members
- High level of volunteerism
- Sonshine Children's Centre

Observations: Challenges

- A steady decline in attendance for nearly two decades
- Volunteers spread thin
- Unhealthy patterns of handling conflict
- Lack of clarity about a unifying vision, overall direction & organizational structure
- Not recently or currently engaged in effective evangelism in the community

Questions about "Who Are We Now?"

Part III Key Result Areas (KRA's) to move toward greater health

Key Result Areas

- There will be further discussion and refinement by the elders
- These become 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 and Refine the Organizational Structure of LWAC

- **Roles** of elders, lead pastor, staff
- **Relationship** of elders, lead pastor, staff, ministry leaders, ministries, members
- Define lines of accountability and communication from all ministries and subcommittees to staff and elders
- Alignment of all ministries to the purpose, mission and vision of LWAC

KRA #2: Unique Mission & Vision

- Determine the role of Lead Pastor in developing the mission and vision.
- Discernment, articulation and communication of a clear, compelling, unifying mission and vision unique to LWAC.

KRA #3: Disciple Making

- Figure out how to effectively, consistently make disciples* of people in our community
- *Make Disciples = Win people to Christ, teach them to obey him. Equip them to make more disciples.
- The core purpose of every church is to make disciples.

KRA #4: Our Seniors

- Equipping and encouraging our older members to stay engaged in the life and ministry of LWAC
- Caring for them as they walk through significant life changes

KRA #5: Spiritual & Relational Renewal

- Recognizing and addressing entrenched patterns of interpersonal conflict, gossip and unforgiveness
- Seeking and trusting God for deep spiritual renewal

KRA's

- #1: Organizational Structure
- #2: Unique Mission/Vision
- #3: Disciple Making
- #4: Our Seniors
- #5: Spiritual and Relational Renewal

Questions about KRA's?

Part IV: Next Steps

- Your response to this presentation - postcards
- Board of Elders to determine timing (pre, during or post-search) of KRA's
- A detailed Strategic Plan to address the KRAs will be developed very shortly
- Encouragement and direction in prayer to support this process
- Regular updates

Prayer