

CONSULTATION REPORT
For
Good Shepherd United Methodist Church, Kansas City, Missouri
March 2-4, 2012

GREETING and INTRODUCTION

We greet you in the name of our Risen Lord and Savior Jesus Christ.

We, the consultation team, would like to thank the Pastor Mark Sheets, your Church Staff, lay leadership and congregation of Good Shepherd for the invitation to consult with this part of the body of Jesus Christ's in the world. We have read and digested the self-study document provided by the church leaders, conducted workshops, reviewed the several outside consultant reports, interviewed church staff members, the leadership group, and led a focus group with members of the congregation all to discern the mission of Good Shepherd going forward. 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'S LEADERSHIP:** The Lead Pastor is committed to leading this congregation to adopt, embrace, and implement an enthusiastic, outwardly- focused mission and vision. This character, commitment, and willingness to learn and be coached provides the congregation with the opportunity to be far more effective in achieving missional goals and release the potential of intentional faith development and outreach, which all agree is ready to move to the next step of God's plan for this church.
2. **CHILDREN'S MINISTRY:** Vacation Bible School is obviously the single biggest outreach event of the year. Little Lambs Pre-School is reaching over 170 children around the community and has the opportunity to be a pathway into the life of the congregation.
3. **WELCOMING ATMOSPHERE:** The team clearly heard that there is a casual, open, accepting atmosphere at Good Shepherd. The mystery worshipers' report confirmed a very positive first impression.
4. **WORSHIP:** It is a strength to have multiple times for Sunday morning worship. The contemporary music style is unique to this congregation and connects well with the community. Pastor Mark's energy and passion for preaching the truth of God in contemporary and relevant ways is a driving force for congregational growth.

5. **LOCATION & FACILITIES:** The church property is strategically located to reach a vibrant and growing mission field. The building is spacious and offers a wonderful venue for developing great worship services and doing ministry. With 26,500 square feet of space, the building offers tremendous possibilities for future growth and expansion.

CONCERNS:

1. **COMMUNITY OUTREACH:** This congregation is inwardly-focused and has no clear compelling vision to accomplish an outwardly focused mission. Though this church has been located here for seventeen years, there are no intentional strategies in place to reach this community. There are many people who come here to use the church facilities for a variety of activities, but the congregation is not “out there” building relationships with people who do not know Jesus Christ or do not have a church home. Despite the many good mission efforts, there is a lack of community awareness for who Good Shepherd is, what it does, and why it is called to exist.
2. **STAFF ALIGNMENT:** In the past, due to the absence of clear planning, goal setting and evaluation, staff has been hired to meet current needs rather than accomplish an outwardly-focused mission. In addition, congregation members expect many ministries and connection opportunities to be accomplished by staff, which leads to overwhelming staff and leaders.
3. **WORSHIP EXPERIENCE:** We have continually heard that the music is too loud. The sanctuary needs to be reconfigured to provide a better first impression and more seating in order to enrich the possibilities of meaningful, transformative worship and to reach more disciples.
4. **CONNECTING AND GROWING PEOPLE IN FAITH:** New people have no idea about where to go and how to connect in order to take a next step and grow. Despite all of the good-intentioned efforts, there is no clear pathway for a person to grow deeper in faith. This disconnect is clearly holding back the ability to grow, mature, and resource the mission and vision for the church. There is not a comprehensive small group system in place at Good Shepherd. There needs to be more intentional on-ramps to the STEP process, and more effective follow-up and accountability for members who complete it. Additionally there needs to be a leadership development process.
5. **BUILDING & GENOROSITY:** The signage inside and outside the building, the church entrance and welcome area, and use of space throughout the facility is a challenge for users and guests alike. There are too many competing focal points in the lobby and throughout the facility. The church needs to have a plan and a process to move people to practice extravagant generosity. There are too many pleas for targeted fund-raising, which results in the perception that the church is always asking for money and perpetuating the myth of scarcity.

PRESCRIPTIONS:

DAY OF PRAYER: The Pastor is to call the staff, leaders, and congregation to a Day of Prayer. The first purpose of this Day of Prayer is for confession, asking God to forgive the congregation, collectively and individually, for not marshalling its resources to lead more people to Jesus Christ. The second purpose is for forgiveness and healing related to any decisions that have caused pain within the congregation. The third purpose is to pray that God will give the leaders and congregation a vision and strategy for reaching the community in which the church exists. This day will be led by someone other than the Pastor, chosen in consultation with the coach. It will occur on or before May 1, 2012.

- 1. COMMUNITY OUTREACH:** A Community Outreach Team will be appointed by the Lead Pastor in consultation with the coach, Church Council Chair, and Lay Leader, to plan and lead the congregation to conduct four risk taking initiatives that will be outwardly-focused, meaning they are for those not here yet. All these events must have intentional relational strategies for connecting with those ministered to in the event. The four events will be held in different quarters of the year. Two of the outwardly-focused events will be held on site to bring the community to Good Shepherd; two of the outwardly-focused events take the congregation into the community. The team will be assembled on or before June 1, 2012. The first of these events will be implemented on or before September 1, 2012.
- 2. COMPLETE THE STAFF REALIGNMENT:** The Lead Pastor, the coach and two HR experts from within the congregation will work with the staff to identify improvements needed to facilitate staff communications, general communications and clarification of roles, responsibilities. This will be completed on or before June 1, 2012. The Lead Pastor, in consultation with the coach, will meet with the One Board to 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 July 1, 2012. The Lead Pastor needs to be given permission to restructure the staff in consultation with the coach and two HR experts from within the congregation in order to implement the mission of the church and achieve growth. The staff members need to understand their positions could be modified, repositioned or terminated. Existing staff will be given first opportunity to reapply for any new positions that are created. Position descriptions will include goals for their area and overall congregational goals. 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 has already learned about helping persons engage in ministry. The Lead Pastor and coach will work with the staff to develop the training for these skills, which will be implemented on or before December 1, 2012. It is understood that upon voting to approve this report the congregation agrees to structure itself to follow the Accountable Leadership Model informed by *Winning on Purpose* by John Kaiser and *Ultimately Responsible* by Sue Nilson Kibbey. This model will be implemented by January 1, 2013.

Existing and new ministry teams, small groups, pastor, and staff members will be accountable to the One Board for specific goals including, the number of people coming to Jesus through their ministries, the development of leaders and the growth of their ministries. All staff and leaders involved in the One Board administration are expected to be practicing their discipleship (e.g. praying, worshipping, learning, giving, serving and inviting) and modeling a committed life to Christ.

3. **WORSHIP EXPERIENCE:** The Lead Pastor and Director of Music, in consultation with the coach, shall assemble a team of 3 to 5 to oversee the redesign of the worship space. This team shall be assembled on or before June 1, 2012. The team shall ensure the sound volume be no greater than 85 decibels. Remove the offices, storage room and stage wall in the front of the sanctuary; and move stage to where those currently are. Remove the walls/closets, office in the back of the sanctuary and build a permanent sound and media booth(s). Reposition lights, projector and speakers, and add as many seats as possible. This shall be completed on or before September 1, 2012.

This same team will explore the redesign of the Gathering Place to include a worship video venue, classrooms, and a new entrance to the rear parking lot. The implementation report will be presented to the One Board by December 1, 2012.

4. **CONNECTING AND GROWING PEOPLE IN FAITH:** The Lead Pastor and Associate Pastor in consultation with the coach will recruit and train the hospitality team, including those staffing the hospitality desk/welcome center. A Sunday morning church-wide hospitality training conducted by Jim Ozier or another approved consultant will be held in order to create a new hospitality culture. This training will happen on or before December 1, 2012.

The Lead Pastor in consultation with the coach will put together a team of three people by January 2013 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. This plan will include the present Step process, with intentional follow-up in connecting persons to ministry. The team will discern a faith development plan within a Wesleyan model such as "The Race to Reach Out" by Doug Anderson or COR's "The Journey." This plan will be put into place by March 2013. The team and Lead Pastor will discern the practices of an authentic follower of Jesus Christ using Bishop Schnase's new book, "The Five Practices of Fruitful Living."

Starting in September 1, 2013 the Lead Pastor will be responsible for identifying, training and equipping new leaders through an on-going leadership development process and raise the expectation of membership.

5. **BUILDING & GENEROSITY:** As the church installs the new welcome center, the lobby will be removed of clutter (i.e. competing focal points), given a fresh coat of paint, and have better signage installed. This will be implemented by Mother's Day.

The Lead Pastor, Coach, Property Manager and Lay Leader will perform a comprehensive review of the area utilization and devise a plan to maximize current space for ministry. This team will particularly look at signage (street, exterior, interior) and entrances. This plan will be devised by July 2012, with implementation beginning by August 2012.

The Lead Pastor, Lay Leader and a team of 3 to 5, in consultation with the coach, will devise a new biblically-based, ongoing generosity plan in order to reduce debt and provide financial resources for future ministry. This team will be assembled on or before May 1, 2012.

Conclusion:

We, the consulting team, want to thank you for the opportunity to serve your congregation in this Healthy Church Initiative Consultation weekend. If you accept these prescriptions, then the Conference will supply a coach to be available on a monthly basis with the Pastor and lay leaders for the next twelve months. Our prayers and our hope for your congregation is that God will use this process to help implement your mission effectively, as you create a compelling vision and make an eternal difference in Kansas City and the surrounding communities, for the Glory of God and the Lord Jesus Christ.

Rev. Bob Farr, Director of Congregational Excellence
Rev. Mike Schreiner, Lead Pastor of Morningstar UMC
Kevin Buckrucker, Associate Conference Lay Leader
Tammy Calcote, Executive Assistant, Congregational Excellence
Jenny Gragg, Executive Assistant, Clergy Relations and Pastoral Excellence

Town Hall Meetings: Discuss the prescriptions

Wednesdays, March 7, March 14, March 21, 2012

6:30-8:00 p.m. Gathering Place, Childcare provided

Dessert & Vote: Cast your ballot to affirm or decline the prescriptions

Wednesday, March 28, 2012

6:30-8:00 p.m. Gathering Place, Childcare provided