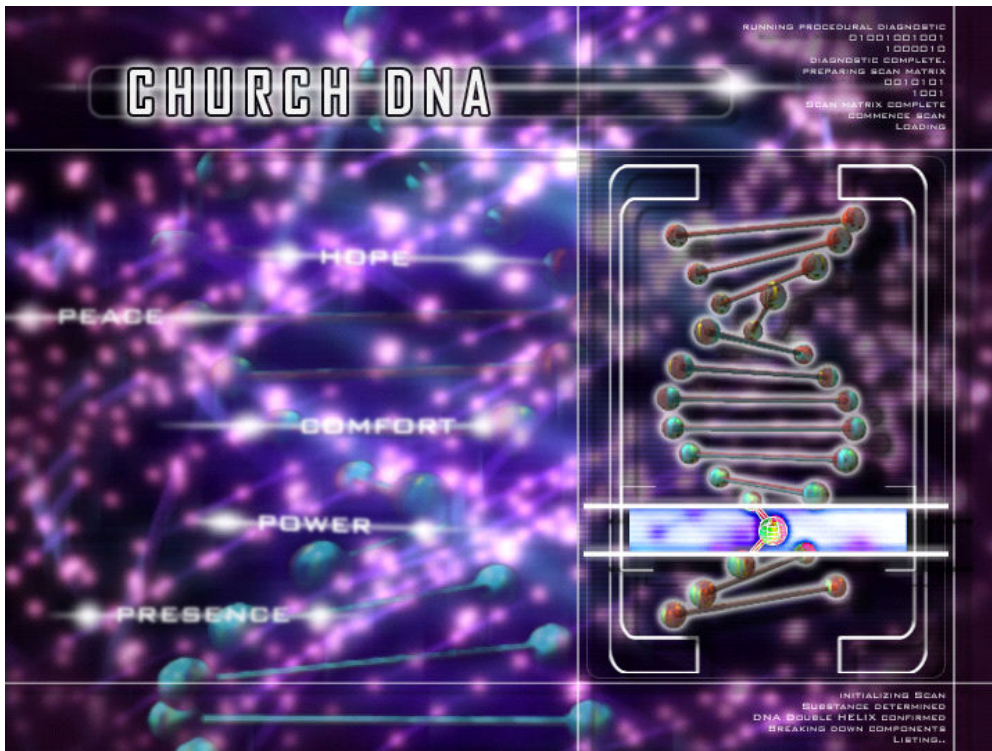


# Special Focus Consultation Report



## Waterville United Methodist Church

**Waterville, Ohio — March 2010**





Waterville United Methodist Church  
102 N. Fifth Street  
Waterville, OH 43566

Dear Friends at Waterville United Methodist Church,

As leader of Church Doctor<sup>®</sup> Ministries, I want to sincerely thank you for the privilege of serving your congregation. It is my prayer that God will use the content of this report to help your church become more effective for the Great Commission. The recommendations contained within this document can be a catalyst for significant ministry growth. To achieve this end, it will require dedication, initiative, and hard work. Anything worthwhile in life requires effort. As you read this report, prepare action plans, and prioritize your ministry direction, please remember that Church Doctor Ministries is your partner for a healthy and growing church!

A handwritten signature in blue ink that reads "Kent R. Hunter".

Dr. Kent R. Hunter



**Waterville United Methodist  
Church**

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**Appendices**

**A-B**

A Special Focus Consultation was conducted at Waterville United Methodist Church in Waterville, Ohio, March 17-18, 2010. During this Special Focus Consultation, consultants Kent Hunter and Tracee Swank met with Steve Rath and Karen Wiggins in a preliminary agenda meeting. Kent and Tracee each met with a group of leaders. These leaders were asked to respond to the following issues:

- What is God doing in this church?
- What does our congregation do well?
- What one thing would you like to change, if you could?
- What do you see as your greatest challenges in the next two years?
- What excites you about the changes in your future?
- What concerns you most about the changes to come?

The groups then switched consultants for a second meeting. A reflection meeting was held with the consultants, Steve Rath, and Karen Wiggins at the close of the day. The Church Council ministry leaders met on Thursday, March 18, to discuss issues revolving around change management and implementation issues, as well as priorities as the church moves forward. After a brief lunch, the ministry leaders discussed some structural issues for ministry growth. A debriefing session was held with Steve Rath and Karen Wiggins. A conference call at a later date was discussed and considered for the Building Committee and consultant Kent Hunter.

The general tone of almost all of those involved in these meetings was upbeat and very positive. It is easy to see the church has processed well the concept of relocation and, for the most part, people are onboard and have taken ownership in that process. There is a building excitement, as well as the usual challenges that change brings, and uncertainties about the financial dimensions of the relocation and building project.

The church has shown elements of growth, particularly in young families and children.

- I recommend you thank God for the progress you have made as a congregation to date.

A report was given to consultant Kent Hunter from Melva Robinson and Delores Young titled "Spiritual Health Report."

- I recommend you thank God for the work Melva and Delores have done and continue to do in this important area of spiritual dimensions.
- I recommend the leadership revisit the audio CD *How to Design and Develop Fellowship Groups*. I recommend you pay special attention to the teaching on the size of the fellowship group (40+) before launching and the strategy for bringing more people into the group. I recommend you thank God for the attendance you have. I recommend you continue to work on developing the critical mass of the fellowship group in the way it is described on the audio CD, and that you make sure you follow the

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dynamics of operating the group according to the teaching provided.

## GROUP MEETINGS

### *What is God doing in your church?*

- Percolating – things are coming together
- Some new people are coming to church – with younger kids
- More youth are attending
- God is refining us – we are very much “in process”
- We are more focused on outreach
- We are communicating better internally
- We are communicating better externally
- We are helping each other do outreach
- We are supporting the development of a new church building
- We seem to be in harmony at this point
- God is keeping our people warm and friendly
- The education department has grown
- God has blessed this church with creative people (as evidenced by the plays)
- Pastor Steve
- Growing in numbers of children
- God is blessing sacrificial giving
- Helping us embrace the challenge before us and the process

### *What does your congregation do well?*

- Communicate to the community
- Warm and friendly
- Steve’s preaching
- Music and worship
- True church family
- The ministry of the pastor
- Not a lot of grumbling
- Unity of vision to move to the new location
- Children’s programs
- Young couples/young adults
- Friendliness toward new people
- Meeting needs
- Touching the community more
- The culture of family
- Prayer commitment
- Prayer quilt ministry
- Eating and fellowship
- Women’s Bible study

### *What one thing would you like to change, if you could?*

- The financial security issues connected to the economy
- That we could give more and increase finances
- Locations

- Assimilating young families
- United Methodist Women attracting more young women
- More people to get involved in Sunday school
- More men in the men's group
- Expand leadership core groups
- More interactive worship

*What do you see as your greatest challenge in the next two years?*

- Keeping momentum toward the move
- Staying energized (not just with the building but in all areas)
- Being spread too thin
- Staying on focus with what we can accomplish
- More leadership
- More young leadership
- Preparing ourselves for the change
- Focused ministry and do it well
- Expanding the leadership groups
- Money

*What excites you about the changes in your future?*

- It will put a different face on this church – more current/relevant
- This will expand our thinking
- New members
- Being able to do more ministries
- A parking lot
- Younger people coming to the church
- New building/facility

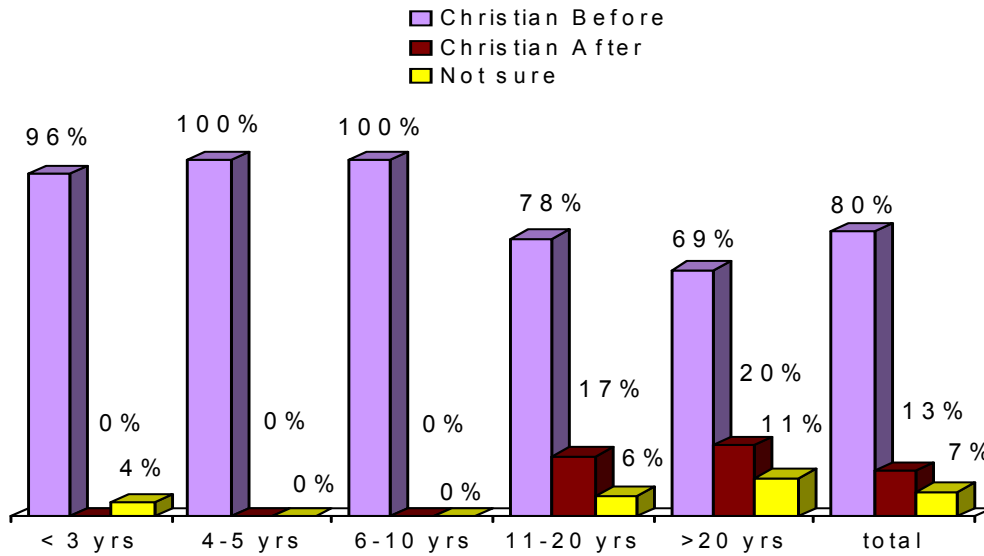
*What concerns you most about changes to come?*

- Money
- Will ministries be ready for when we move to the new building?
- Jumping irresponsibly to the new building
- That the move may not happen while I am alive

Note the graph that appears on page 28 (Table 40) of the Diagnostic Consultation report. (See next page.)

**OUTREACH**

## Did you become a Christian before you started attending this church or after?



Length of time attending

(Table 40)

While the issues of reaching unchurched and de-churched people are repeatedly part of the passion and the mission of many of those within the church, note that this graph indicates that in the period prior to the Diagnostic Consultation (September 18-19, 2006), the congregation responded with no one in recent years who indicated they became a Christian after they came to this church, which is a reflection of the church's ability to reach the unchurched. This is the key element of outreach as it has been described with the priority to reach the unchurched and de-churched.

- I recommend you consider hosting an Outreach Clinic: 21st Century Missionary 101 Boot Camp provided by Church Doctor Ministries. I recommend you consider coordinating with other churches in the area to share the cost of the hosting of the Outreach Clinic and the expenses involved.
- I recommend you make a high priority of starting a contemporary worship service, which will provide a growth engine that will help you achieve your objectives of reaching unchurched and de-churched people. I recommend you visit a church that has a culture of contemporary worship and recruit a proven and established leader of worship from that church, paying them to develop and lead a contemporary worship service in your present facility or in a neutral site, so this worship service is well established and honed before you occupy the new facility. I recommend a core group of individuals be personally selected as the critical mass of worshippers to attend this service for a period of at least six months, recognizing they will most

likely attend the traditional service (where their friends worship), but, as a ministry to the church, will literally attend church twice for a period of six months. I recommend the new worship leader be asked to recruit volunteers (or paid, if necessary) who will make up the worship team for this worship service.

As the church has made a study of the community to establish a platform of knowledge to relocate and build, the focus has been to reach the zip codes of the area.

- I recommend you re-orient your outreach paradigm definition by identifying the networks of members and those who attend Waterville United Methodist Church. I recommend you establish this as the new description of the mission field. I recommend you utilize this paradigm to drive all strategies of outreach. In this regard, I recommend you use the outreach strategy of the socio-gram on page 45 of *The Jesus Enterprise: Engaging Culture to Reach the Unchurched*. (This strategy is taught as part of the Outreach Clinic also.)
- I recommend you expand and enhance the electronic outreach of the congregation through use of Constant Contact® and nurture the social networks of those who belong to the church, adding to that list the social networks of anyone who, in the future, affiliates with the church.

Some discussion was made in literature we read prior to the onsite visit for the Special Focus Consultation, which alluded to reaching Wood County.

- When it comes time to reach this county, I recommend you consider a strategy based on a video venue worship service.
- I recommend Steve and one lay person visit the Revival Movement taking place in Sheffield, England, joining the group organized by Church Doctor Ministries in June.
- I recommend the core leadership of the church read the e-book *Christianity Version 5.0: The Resurrection of a Movement* (working title).
- I recommend you design a welcome center for the new facility that is created by function. I recommend you provide this development in a way that will establish dimensions of the welcome center which, in turn, will help you to know how much space it requires, which will impact your building plans. In this way, I recommend your greeting of newcomers move from a spontaneous approach to a more intentional and formalized approach.



I recommend your congregation consider the Church Government Consultation Process developed by Church Doctor Ministries and led by Tracee Swank.

- I recommend you thank God for the financial means that have been provided already for the church.
- I recommend you pray regularly and ask God for special discernment so that, as you plan the size of the facility, with direct financial implications, you would not dream too small and underestimate what you can accomplish in a first phase (and following), nor that you would dream too large.
- I recommend you do whatever you can to minimize the risk that the mortgage might become your church's mission.

## **FINANCE**

- I recommend you develop a transition plan. This will be established with your architect and move toward the building stage as you work with those professionals.
- I recommend you develop a Ministry Plan.
- I recommend you do the following:
  - Move to two worship services, one of them contemporary. This will establish your church as a multi-cellular, more cosmopolitan church of choices. It will also target different types of people with a different heart language for worship. It will also provide for you a significant growth engine.
  - Pray for the Building Committee, with discernment for the best strategic phasing of the new building.
  - Establish a kiosk facility on the property and provide volunteers to man that facility a few days each week, during certain hours, which are established in writing at the front of the facility.
  - Provide a packet of drawings of the new facility and a description of the various ministries provided by Waterville United Methodist Church.
  - Provide a DVD that is no longer than eight minutes with an introduction by Steve, followed by testimonies of carefully selected members of the church.
  - Prepare for the new building by developing a new contemporary worship service.
  - Develop a new form of church government that is more biblical and allows your church to operate as a flat organization.
  - Continue to focus on building the future facility in phases, and phase with a priority toward financial expediency and outreach opportunities.
  - Provide Steve, who has identified significant pressure that he is understandably under as a leader of a church in transition to a new

## **TRANSITION PLAN**

location, a monthly coaching opportunity with consultant Tracee Swank.

- Provide Steve and one other lay person an opportunity to visit the annual Pilgrimage conference at St. Thomas' Church in Sheffield, England, with the Church Doctor annual team, to receive input as to what the church in America will look like in 10 years, with the implications applied to the new facility and the new phase of ministry that will be provided on the property.

## **BUILDING AND GROUNDS**

- I recommend you place a "for sale" sign in front of the church now.
- I recommend you recognize the sale of a church is a difficult challenge and may take a significant amount of time.
- I recommend that, if the building were to be sold sooner rather than later at an enhanced price (equal to the cost of renting during the time you are waiting to move into the new facility), you prepare the congregation accordingly.
- I recommend you put a welcome pavilion or kiosk on the site now and man that with volunteers on a regularly-scheduled basis each week, providing an opportunity to meet and greet people and to experience the visibility of the site and the growth that occurs in your church now even before the site is developed (mentioned above).
- I recommend the Building Committee establish a Phone Consultation with consultant Kent Hunter prior to the blueprint stage of working with the architects.
- I recommend you move the parking lot to the front of the church, simply turning the complex around.
- I recommend you recognize that a parking lot full of cars (if visible) is one of the greatest marketing tools you have and, once established, will provide for you year after year at no cost.
- I recommend you construct the narthex/lobby with the clear intent to have the nursery/bathrooms directly off the lobby, and that you accomplish this by redesigning the location of the storage area and one of the classrooms that is identified on the drawings.
  
- I recommend you start your phases with the logical stewardship of both financial and outreach dimensions by providing a day care/preschool/latch-key ministry that has flexible space for worship on Sunday. This will help you grow the church, provide additional income, and help you move more quickly to a second phase that includes establishing other dimensions of the facility.
- I recommend that before you establish the typical and traditional classrooms, you look very carefully at the rotation model of Sunday school. In this regard, I recommend you visit some of the well-known and effective churches in your area to identify what God is blessing in the area of Sunday school.
- I recommend you create the narthex/lobby area with a large amount

of space, recognizing a portion of the space will be taken up by a welcome center.

## CONCLUSION

- ☑ I recommend that key leaders, who are committed to the philosophy of ministry and direction of your church and who are supportive of this consultation process, form a taskforce; that they assume the responsibility of identifying those members of boards, committees, individuals, or staff who would be responsible to write an Action Plan for each of the recommendations in this report that you feel are God's will for your church.
- ☑ I recommend the taskforce distribute recommendations to these individuals and committees to write Action Plans that will be sent to this consultant for review within 90 days.
- ☑ I recommend using the format provided in the sample plan in Appendix A.
  
- ☑ I recommend the information in this report be processed with the rest of the congregation in an appropriate way, utilizing both the pastor and congregational members (who are influential leaders) to share that information in a positive and upbeat way.

We thank God for the opportunity to serve this congregation.