

# **DARDENNE PRESBYTERIAN CHURCH**

## **VISION TEAM FINAL REPORT**

Dardenne Presbyterian Church

7400 Highway N

Dardenne Prairie, MO 63368

## Preface

A Vision Team's task is to discern how and where the Lord is leading a church at that moment in its history. Dardenne Presbyterian Church's dedicated Vision Team has labored for ten months to learn about congregation health, development and listen to God's Spirit. They have assessed our congregation's spiritual and relational vitality, understood and appreciated our history, examined church life cycles and cultures, assessed our gifts, strengths, weaknesses and challenges, and defined the opportunities which the Lord is presently us at this time. Their intensive study prompted much debate, listening, prayer and writing. It has been an honor and blessing for me to have led them through this process. This report is submitted to the glory of Jesus Christ and His Church.

New challenges are often the result of factors outside the congregation's control, i.e., *changing community, economic demands, new members with different expectations, societal changes and different pastoral leadership styles and goals*. New congregational challenges should be viewed as opportunities from the Lord to discover how to be God's people in that place and time. These challenges represent God's gifts for spiritual development as we learn to trust in God's promises and wait upon the Holy Spirit's leading us into uncharted territory. A congregation unable to recognize the challenges facing it will be riddled with conflict and confusion.

Change is difficult, but in order for Dardenne Presbyterian Church (DPC) to be a viable congregation in our community in the future, we must be willing to take risks and discover where the Holy Spirit is leading us. Transformation needs to be slow and steady but intentional. If we are unwilling to go the distance, we are destined to travel down the same muddy path that we have been working so hard to put behind us. What a privilege and responsibility is ours! The Vision Team believes that God is moving DPC to honestly, thoroughly, and prayerfully examine how we are growing individually as Jesus' followers and how we as a congregation are bringing lost souls into this glorious hope!

In the journey that Christ is leading DPC, the next steps are crucial for our spiritual and numeric growth. Dardenne's Vision Team submits that our congregation should focus on five paths: (1) Strengthening our **Spiritual Vitality** {"**God In Us**" section 1}; (2) Strengthening our Congregation's **Relational Vitality** {"**One Body**" section 2}; (3) **Developing Disciples** {section 3}; (4) **Mission** {"**Impacting Community**" section 4}; and (5) our **Next Senior Pastor** {section 5}. These five emphases will provide guidelines for our congregation and pastor nominating committee. The Vision Team also recognizes that finding a Senior Pastor who possesses the ability to spiritually guide and grow our church in these areas will require time and patience by all.

Please prayerfully study this report. We are anxious to hear your responses and join in the search to discover God's will.

In Christ's Love and Service,  
Rev. Larry Maley

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## INTRODUCTION

Proverbs 29:18 teaches that *“Without a vision the people perish.”* A vision unifies a church in its work for the Kingdom of God. From 1980 until the early years of the 21<sup>st</sup> century, Dardenne Presbyterian Church (henceforth **“DPC”**) experienced significant numeric growth and responded by steadily increasing the size of our magnificent facility. Our vision primarily focused on providing a facility large enough to hold our growing membership.

Over the past decade we sadly have observed our membership decline. There are several reasons for that decline, including but not limited to an uncertainty about the church’s focus which precipitated division, and theological debates in the Presbyterian Church USA that tempered our relationship with the denomination. The Vision Team believes that the major reason for our decline has been the failure to be responsive to the changes taking place in our church culture and in the community in which we sit.

External changes around a church will necessitate internal changes in the way we perform ministry and mission. It is not the message of the Gospel which changes – for God’s Word is eternal. Rather, how we communicate the Gospel to meet people’s changing needs and perceptions constantly challenges the Church of Jesus Christ. That explains the Protestant Reformer’s slogan, *“A Reformed Church Always Reforming.”*

At this time DPC must recognize that it is facing a period of transition. Transition means affirming all that is important and valuable about our past while identifying what new ways our congregation must institute in order to remain effective for Jesus Christ. In order for DPC to be a viable congregation in our community in the future we must be willing to take risks, reach out and see where the Holy Spirit is leading. Transition needs to be slow and steady but intentional. If we are unwilling to go the distance, we are set to travel down the same muddy path that we have been working so hard to put behind us.

The Lord has done amazing things through DPC for people all over the world. This congregation has tremendous potential to bring more people the Good News of Christ in our immediate community. The Vision Team thinks that strengthening and maturing our church community through spiritual and relational endeavors is increasingly important. The Vision Team found that a growing and healthy congregation is partially a result of the leadership which reflects the diversity of the congregation and demonstrates spiritual maturity. As a large church, DPC has to be strategic in building leaders of different generations, social groupings, ministry needs and interests. Additionally, the responsibility of church life and management has to be distributed among lay leadership and paid staff. Finally, focusing on outreach to our immediate community must become a priority for Dardenne.

What a privilege and responsibility is ours! The Vision Team believes that the Lord is moving us to honestly, thoroughly and prayerfully examine how we are growing individually as Jesus’ followers and how we as a congregation are bringing lost souls into Christ’s glorious hope! To successfully work through any transition a congregation must PRAY – PLAN – IMPLEMENT – REFLECT – and PRAY AGAIN. We must recognize

that God is leading our congregation on a faith journey which always involves challenges, risk and serendipitous leadings of the Holy Spirit.

This Vision Team report is humbly submitted in our belief regarding how the Lord wants our church to proceed in the imminent future. We do not offer a detailed plan or program. Our commission as the Vision Team was not to describe the specific work which DPC should accomplish, but to envision what our congregation can become as we follow the Holy Spirit's leading. We have focused on the attitude, involvement and commitment of our members necessary to be a healthy, thriving, mission-oriented church in the future. We are challenging this congregation to consider five key areas which significantly pertain to our future spiritual health and mission. They are:

1. **Spiritual Vitality.** DPC should consider:
  - a. Listening and following God's will. We cannot merely affirm those things which satisfy us. We are increasingly a community of believers who experience God in different ways but who share a common identity and purpose. We must welcome the new challenges which God has for us.
  - b. Committing ourselves to prayer. Through the Holy Spirit, prayer will unite us and clarify our mission for Jesus Christ.
  
2. **Relational Vitality.** DPC should consider:
  - a. Demonstrating a love for and among its members which reveals Christ's love to the world. Christ has blessed DPC with many gifted, talented people. Yet we are a diverse group. The diversity of a large congregation can be its strength or can tear it asunder.
  - b. Working to affirm and strengthen our unity and view it as a way to reach out to others with the Gospel.
  
3. **Developing Disciples.** DPC should consider:
  - a. Developing a discipleship program which is intentional, strategic and constantly being renewed so that every member grows in faith.
  - b. Developing a leadership program so that spiritual leaders are identified, trained and assisted in this critical work.
  
4. **Mission.** DPC should consider:
  - a. Redesigning our mission work to include a greater emphasis on engaging our local community.
  - b. Assessing the effectiveness of our current mission endeavors.
  - c. Strengthening the relationship of all mission work to our congregation.
  
5. **Dardenne's Next Senior Pastor.** DPC should consider carefully:
  - a. The Vision Team's recommendation of the skill sets and experience needed for our next senior pastor.
  - b. That our Pastor Nominating Committee must be patient in the arduous but critical task of finding our next senior pastor.

## “GOD IN US” - Spiritual Vitality

God has designed Christ’s church to grow spiritually as explained in *Matthew 22:36-38*, “*Teacher, which is the greatest commandment in the law?*” *Jesus replied: “Love the Lord your God with all your heart and with all your soul and with all your mind. This is the first and greatest commandment.”*”

DPC needs to fall before our Almighty Father pleading for His power in and through us, enabling us to accomplish for His glory what we could never imagine in our own strength. When we do this, we will discover that we were created for a purpose much greater than ourselves.

This section will challenge DPC to:

- Focus on God's will and not on our own desires
- Continue to develop contemporary worship
- Develop a deeper prayer life

DPC needs to “**Focus on God’s Will.**” As we discern God’s will for His church and put in place the plans God intends for His church, we participate in God’s plan and witness God’s power. We easily lose our vision when we focus on ourselves rather than focusing on God’s promises. Congregations which focus mainly on themselves tend to be unhealthy spiritually and relationally. DPC doesn’t exist for itself. We exist to serve the world. Jesus commands us to love our neighbor and that can be anybody. We have to surrender our agendas.

Transforming traditional, mainline, historic churches like our own is difficult. One of our unique challenges will be maintaining significant and meaningful current ministries while moving into the future. We will have to let some former things go because our congregation does not have the resources to do everything. Our leadership should be careful to praise past successes while also challenging the church to embrace new ways of doing ministry. Remember: What got our church to where it is today may not be what God wants us to do today and tomorrow.

So, how does DPC focus on discovering the will of God? There are several key ways: **(1) Worship, (2) Study of Scripture, (3) Fellowship, (4) Christian Service and (5) Prayer.** As a community of faith, we need to focus our energy and commitment in each of these areas if we are to maintain and grow spiritually, becoming as Hebrews 5:13-14 says “*mature Christians, not content with spiritual milk.*” This section will review Dardenne’s worship and prayer life. Other Vision Team sections will address spiritual development (discipleship), fellowship (relational vitality) and service (mission).

**Worship** has always been the primary focal point at DPC. We have practiced a traditional, reformed worship style. The sanctuary name (“Nave”), elements of worship and music all reflect traditional Presbyterianism. The majority of our members and even visitors express a preference for and appreciation of our traditional worship style.

We have made several attempts to institute contemporary worship over the past decade, and have learned how difficult it is for a congregation to institute a worship change in opposition to its culture and history. While we should maintain our emphasis on traditional worship, we believe that our leadership should continue to pursue more contemporary forms of worship. This will involve an investment of people and financial resources. However, we believe that providing alternate forms of worship is part of God's plan for our congregation. This diversity of worship will be challenging and occasionally upsetting to some members. Nevertheless, we believe that contemporary worship ministers to some of our younger members and attracts people to our church who otherwise would not enter our doors.

Secondly, DPC needs to **“Focus on Prayer.”** Do we truly believe in the power of God? Do we individually and corporately take time to pray? Without intending to be judgmental, our observation as the Vision Team is that prayer is not a priority for many in our congregation. Prayer is our main means for discovering the heart of God. God is able to do *“immeasurably more than all we ask or imagine” (Ephesians 3:20)*. Prayer is essential to accomplishing God's plans. If we understand who we are and what we've been called to do, then we will spend much time on our knees.

The Vision Team challenges DPC's leadership to direct us into becoming a congregation saturated by prayer. Apart from our recent *“100 Days of Prayer and Share,”* our present corporate prayer practice is meager and may explain our spiritual condition. To some degree, we believe that our lack of prayer is a result of our leadership failing to challenge and lead us in this direction. Remember if we stop praying, we will lose God's vision for our church.

DPC is a continuation of Jesus' ministry on this earth. Jesus' attitudes and priorities are to be the focus of this church. Consider the priorities of many Protestant churches today: *“Caring for our own people and maintaining our building.”* Jesus certainly loved his own disciples, as we love our members. However, Jesus also went out among the people who were the least and the lost. We need to move out of our comfort zone and reach out with God's love to others as Jesus did. Doing this will always be risky! Taking risks requires trusting the Holy Spirit, which leads us back to prayer.

The way of Jesus is a journey, not a destination. On a journey, the scenery changes, so we expect the scenery at DPC to change. We can prepare for some things, but not everything. We must rejoice in God's surprises. We will make mistakes, but that does not mean that God is not with us. Failures are holy opportunities to learn and grow.

**“THE TASK AHEAD OF US  
IS NEVER AS GREAT AS THE POWER WITHIN US”**

## **“ONE BODY” – Relational Vitality**

In 1973, the Reverend Charles Bunce wrote in the *Dardennaire*: “We should now reach out and expand our program of worship, prayer, Bible study, witness, and service as never before. Who knows what God has in mind for Dardenne Presbyterian Church?” What prophetic words he spoke!

Over the past forty years, DPC has identified itself as a conservative, reformed, Biblically-based congregation, with PCUSA association. Additionally and subconsciously, its identity focuses around a traditional, middle-class, community church. Now we challenge ourselves to understand: (A) How diversity is expressed in different needs, interest, and talents and (B) How we must be intentional about building our relationships with one another.

We are a diverse congregation of people consisting of many parts, many talents, and many spiritual gifts. In 1 Corinthians 12:12, we are reminded that “*The body is a unit, though it is made up of many parts; and though all its parts are many, they form one body. So it is with Christ.*” Diversity is not just black/white or American/Asian, but includes the differences between people due to age, experiences, training, profession and it includes people with different spiritual gifts such as apostles, prophets, teachers, workers of miracles, gifts of healing, ability to help others, gifts of administration, or speaking in tongues. (1 Cor.12: 28)

Though we are predominantly a white middle class congregation, we have a great diversity along all lines. Some examples of groups at DPC are:

- Korean, Indian and black brothers and sisters
- Retired members
- Young adults
- Youth and children
- Teachers
- Stephen Ministers
- Volunteers (work with hands and time)
- Lay Ministers
- Professionals; such as accountants, engineers, construction workers, etc.

Today, if we are going to follow Christ’s mandate for “*making disciples,*” (*Matthew 28:19*) we have to be far more INTENTIONAL in our relationships with one another. Christian community is a place where believers build up one another in Christ. While the people at DPC come from many different locales, backgrounds, races, experiences and perspectives, we share a desire to grow in Christian faith.

We submit to you that the enthusiasm, faithfulness, volunteerism, and willingness to serve our God are all coming back to DPC at this moment. With God’s grace, we have survived and are progressing forward. Some ways to become intentional in our relationships with one another include: improved communication, transparency by our leadership, Bible studies, fellowship, volunteerism, building a diverse leadership, and increasing love and appreciation for one another.



For this to happen we need to have:

- Intentional assimilation and inclusion of new members in the life of the congregation.
- A comprehensive follow-up of all members' interests, talents, and spiritual gifts.
- Intentional mentoring to all ages.
- Youth participation in worship services and the life of the congregation including Youth Elder and Youth Deacon leadership positions.
- Improved means of communication and publicity.
- Intentional outreach to young families and children.

Will you join us on this exciting journey to discover what Reverend Bunce meant forty years ago with the question, "Who knows what God has in mind for Dardenne Presbyterian Church?" As Jesus said in Mark 6:38, "...*Go and see.*"

## “DEVELOPING DISCIPLES”

In Matthew 28:18-20, Jesus gave us “**The Great Commission**” by commanding His followers to go and make disciples. “Jesus came to them and said, *“All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.”* The future of DPC depends on all of us being Christ’s disciples and nurturing our brothers and sisters to become His disciples.

What is a disciple? A disciple of Christ is someone who knows Christ, follows Him, and works to disciple all nations. Our Lord was very intentional in developing His disciples, spending several years teaching and training them to carry on His mission. Discipleship is both internal and external as we grow in our relationship with Him, and a process in which we assist one another in a maturing faith.

It is important to note the difference between fellowship and discipleship. Fellowship activities can include discipleship when they promote spiritual growth. Fellowship helps create an environment for building disciples, but must be intentional for discipleship to grow. Some fellowship examples are dinners, concerts, men’s events, women’s events, and family events.

Intentional discipleship ministries at DPC include Bible studies for various ages, Sunday School Classes, sermons, prayer times, Bible studies, covenant groups, VBS, mission work and TIDE. The questions we need to be asking of these activities are:

- Are these ministries effectively creating disciples, or are they mostly fellowship events?
- Are people coming to Christ through these ministries?
- Do we think these ministries can be improved by doing the same things a little bit better?
- Is there follow-up and continuity in these ministries?

Discipleship programs at DPC have sought to follow our Lord’s command and yet, like the original 11 apostles, we sometimes fall short. God challenges us to follow Him and do His work of sharing the Gospel and creating disciples. We must seek His wisdom and guidance through prayer, and He will then lead us. As in all things, our prayer and plan must be intentional as we seek to create new disciples and disciple others.

Many in the congregation have developed a closeness among one another. While rich fellowship is positive, it often can create small, closed communities within a church. As a consequence it becomes difficult for outsiders to enter into pre-existing groups. Our level of comfort with one another can result in barriers to new members seeking to get involved in DPC activities. If we are serious about developing disciples, we should be intentional about the process of welcoming and encouraging everyone into our various groups and ministries. In addition to remembering the importance of personal invitations, we must continually be birthing new groups for discipleship opportunities. In order to make room for new groups, we need to analyze the effectiveness of current groups and we may need to disband some current groups.

We also need to develop stronger congregational leadership. Spiritual leadership is at the heart of a congregation's spiritual effectiveness, growth and witness. Leadership extends beyond our pastor and paid staff. It involves all believers who have been filled with the Holy Spirit. Presently, DPC has a shortage of leaders, which limits our effectiveness in many ways. Development of leaders takes time, commitment and design. Questions which need to be asked about DPC's leadership development include:

- Do we have an intentional plan for developing leaders?
- Are we failing to truly identify and train people when placing them in leadership roles at DPC?
- What spiritual expectations should we have for our leaders?
- What does a commitment to leadership development at DPC require of our current lay leaders?

Finding the answers to these challenges will require patience, tenacity and an abiding faith. A key to the future spiritual life of DPC lies in the basic Christian disciplines of trust and obedience. God is holding out His hand to us. Only through trust and obedience will we find the courage, strength and vision to take Christ's hand as we walk in the days that lie ahead.

We also recognize that many members in our congregation have little or no idea how a Presbyterian Church functions and the value of the Presbyterian system. As a congregation, we have historically expressed our reluctance and differences with the PCUSA. While we appreciate that our theologically conservative congregation has ample reason to differ with the denomination on certain issues, we must still affirm the value and operation of Presbyterianism to our members. Therefore, we believe that more education is necessary regarding Presbyterian polity, what the future holds for the PCUSA, and how this affects DPC.

God is challenging us to incorporate discipleship as the glue that cements our ministries together, led by the Holy Spirit through our Session and Diaconate. DPC can accomplish this by educating and focusing on a common vision and providing multiple ways for individuals to follow their unique calling as a disciple. *1 Corinthians 12:12-14 states, "Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ. For we were all baptized by one spirit so as to form one body---whether Jews or Gentiles, slave or free---and we were all given the one Spirit to drink. Even so the body is not made up of one part but of many."*

#### SUMMARY

- A. Discipleship is an intentional process of believer spiritual maturity
- B. Discipleship is accomplished in many different ways
- X. DPC must be intentional, strategic and renewing its discipleship programs
- Δ. Discipleship includes leadership development which is lacking at DPC

We challenge the congregation to embrace change, to "GO" and make disciples.

## “IMPACTING COMMUNITY” - Dardenne’s Mission

The Church of Jesus Christ exists to share the message of God’s salvation as expressed through the life, teaching, death and resurrection of Jesus Christ, God’s Son. In all our endeavors, we should ask ourselves, “*How does this promote the Gospel of Jesus Christ?*” In this sense the church is always “**missional.**”

While DPC has participated in numerous, exceptional mission endeavors over the past twenty-five years, unfortunately our church has developed a distinction between mission and outreach. They are one and the same and should be treated as such. Anything we do to bring people to Christ is “**mission.**” Therefore, we should not attempt to separate our efforts into “**mission**” versus “**outreach.**” The New Testament teaches that local congregations should assist those engaged in special work for the Lord and we should help the sick, needy and rejected in our society. In that vein, we believe that the thinking and planning of our pastor, leadership, committees and congregation should reflect this “missional” emphasis.

This view does not suggest that the entire church budget represents mission. However, we fear that an inappropriate tension has been created regarding our mission allocations. Our Session has decided what percentage of our annual operating budget will be used for missions. However there is debate whether the mission percentage should be increased or decreased. We are not afraid of this healthy debate as much as we envision no resolution to this controversy given our current definition of “mission.”

We believe a more accurate portrayal of DPC’s mission support should be reflected by our annual budget acknowledging that most of our expenditures reflect mission to some degree. We believe that the mission spending by many Dardenne groups whose budgets remain semi-autonomous, should be reflected in our annual report. Transparency and accurate accounting should be our aspiration in all financial areas. We believe this expanded Biblical understanding of mission will result in a deeper spirituality for our congregation as members come to appreciate the broad extent of DPC’s mission work for Christ’s kingdom.

We especially are concerned about the lack of energy and resources allocated towards reaching our local community for Christ. To that end, we believe DPC must pray and plan creative ways for engaging our community for Christ. We recognize there are multiple ways to reach one’s community:

- Churches use *seasonal performances (Christmas and Easter pageants)* to attract people;
- Some churches organize *Christian sports programs* to engage children and families;
- Other churches do *door to door solicitation*;
- Some churches hold *evangelistic campaigns* or bring in *special speakers* on topics of interest to the community;
- Other churches hold *concerts or drama presentations*;
- Some churches sponsor *after school programs* for latch-key kids;

- Other churches hold *marriage weekends and marriage/family classes* designed to help non-Christians and Christians analyze their marriage;
- Some churches hold *Alpha classes, courses on cooking, exercise, parenting* or a host of subjects.

The opportunities are endless – but the cost in terms of human resources, leadership, facility commitment and financial support is always considerable! No one church can do it all. So the best method is to prayerfully and analytically determine what activity/event should be undertaken. A genuine, Spirit-directed effort must engage all Dardenne members in this work.

We are erroneous in thinking that people will come searching for us at DPC. The secular world decreasingly looks to the Church for answers to life's questions. Mainline denominational churches are no longer distinctive in American society. Additionally, there are multiple church options for people in our area. People generally attend a church because someone has invited them.

Jesus did not stay in the Temple to preach His message. Instead, He went into the marketplace, into people's homes, and visited the sick and the lepers. Jesus told his original disciples to **“Go” (Matthew 28:19)**. Today, we must step out of our comfort zone and meet our neighbors with the lifesaving message of the Gospel!

We believe the Lord is calling this congregation to be Christ's Church by reaching out to our community in new and creative ways with the Gospel. This is a vital part of our Christian commission and we will be judged by our labors in this area.

## DARDENNE'S NEXT SENIOR PASTOR

When embarking on our forthcoming journey to find our senior pastor, it is imperative for our next spiritual leader to manifest the right mixture of skills to meet DPC's complex, changing and expanding needs. Dardenne is one of the largest churches in Giddings-Lovejoy Presbytery. In fact, DPC's membership places it in the top 2% of Presbyterian churches nationwide. DPC should secure a senior pastor who represents the best our denomination offers. The decision of finding a new Senior Pastor is one that requires following and strategically working through God's plan. Calling the right spiritual leader will help facilitate the goals the Lord has for our congregation.

Some pastoral skills the Vision Team consider a given. Our next pastor must be an outstanding preacher. However, if we search for someone whose primary skill is only preaching, we will be missing the other specific skills required for our congregation's future spiritual journey. The Vision Team believes that our new senior pastor should affirm our historic values of conservative/evangelical theology and worship while appreciating our cultural traditions of strong lay involvement, and semi-autonomous ministries and mission endeavors.

At the same time this pastor must challenge us to new forms for ministry while encouraging us to follow the leading of the Holy Spirit. Other necessary qualities for our new Senior Pastor include being Biblically sound, relationally skilled, a transitional leader, spiritual motivator, and experienced in renewal. We understand that the above description represents a vast assortment of spiritual skills, abilities, talents and experiences which no one person is likely to totally possess. Ultimately, we envision Dardenne Presbyterian Church requiring both a senior and associate pastor whose skills and experiences complement each other and who can work together in Christian harmony.

Below is a breakdown of the key skills we believe our next pastor(s) should possess:

### **1. Biblically Sound**

- a. Must view the Bible as an authority from God
- b. Teach from the Bible
- c. Is a reformed theologian (reflecting the beliefs of the congregation).

### **2. Spiritual Motivator**

- a. Encourage and develop Christian growth
- b. Make Disciples

### **3. Transitional Leader**

- a. Has a calming presence
- b. Is non-authoritative
- c. Is an encourager
- d. Willing to ask questions and listen to the congregations responses
- e. Is an encourager in developing leaders
- f. Is a risk-leader

#### **4. Leadership Developer**

To establish the experience level of the Senior Pastor in this area the PNC and congregation should ask questions like:

- a. What is the history of developing leaders in your previous congregation?
- b. How have you developed leaders who meet the needs of a diverse congregation?
- c. What skills do you possess that will build leaders in our church?

#### **5. Exemplary Relational Skills**

- a. Lead through growth and the healthy tension that will occur
- b. Must display humility
- c. Must have a sense of humor
- d. Must have skills at meeting the needs of a diverse congregation
- e. Shares responsibilities among staff and church leadership
- f. Is an excellent listener
- g. Is compassionate to the need of all members
- h. Continues to foster the healing of the congregation

#### **6. Experienced in Renewal**

To establish the experience level of the Senior Pastor in this area the PNC and congregation should ask questions like:

- a. What is your experience in renewal in your previous church?
- b. How do you maintain the renewal process?
- c. What skills do you possess in the area of renewal?

Finding a pastor who fulfills these five important criteria will result in the future development along the paths we believe the Lord is currently challenging and directing to our congregation. The Pastor Nominating Committee will need to be selective and patient in choosing a Senior Pastor to meet these needs. We anticipate that congregational patience and prayer will be required to find this God-directed leader(s).

## VISION TEAM ROSTER

Buchanan, Dick Clerk of Session

Busse, Barbara

Day, Tim

Dawson, Billy

Gilmore, Bonnie

Hedden, Benny

Lowery, Judy

Maley, Larry Interim Pastor and advisor

Nash, Debbie

Nassau, Tracy

Ruis, Danielle

Schuepfer, Milt

Schumacher, Steve

Westrich, David

Wilcox, Rachel

Woods, Jeff