

Questions and Answers –

Five Prescriptions of the Healthy Church Initiative

Question: What is the relationship between the 5 prescriptions and the Wesley Strategic plan, proposed by the Joel Team and adopted by the Church Conference in 2009?

Answer: The 5 prescriptions fall in line with the Wesley Strategic plan adopted in 2009

Question: How firm are the deadlines described in the prescriptions?

Answer: The dates listed as deadlines in the prescriptions are negotiable with the coach.

Question: What is the difference between a “Charge Conference” and a “Church Conference”?

Answer: Members of the Charge Conference include members of the local church’s Administrative Council (or Board) and all clergy appointed to the church. A Church Conference includes all members of the local church.

Question: What are the costs of this HCI, and how are funded?

Answer: The typical costs associated with the HCI over 18 months for a medium-sized church is around \$9,000. Wesley has funded \$1,200 so far in 2010. The Annual Conference will fund approximately \$8,000 of the costs, and given that Wesley is a very large church there will be negotiated additional funding (perhaps \$1,500 in each of the next two years).

Question: What is the overall expected outcome of the Church Conference approval of the 5 Prescriptions?

Answer: A partnership with the resources of the Missouri Annual Conference including coach Doug Anderson and the congregation of Wesley UMC planning and implementing goals and strategies that lead to greater fruitfulness in making more disciples of Jesus Christ.

Prescription 1:

Question: How do we make the vision more clear?

Answer: The mission statement is clear, what is lacking is a picture of what it looks like when Wesley fulfillis its mission. The prescribed work will assist leaders to paint a clear picture toward which the energy and resources of the church can be directed.

Question: Define the "Day of Envisioning"; What/who is involved in that? What are expected expenses?

Answer: (from prescription 1) "The purpose of this day it to dream how God might want to work through the congregation both individually and collectively to reach the community. The church will seek God's direction to discover what percentage of the un-churched within a five mile radius it is responsible to win to Christ and Wesley UMC." Specifically, this will be a daylong workshop led by Pastor Bruce Baxter and the HCI Coach at Wesley (probably a Saturday in January). The expected expenses are for the travel and the time of the coach.

Question: Is our only goal to increase our membership? We do a lot to serve people who may never come to our church or join our membership.

Answer: Increasing the membership of Wesley is not a goal. Increasing the number of people who are becoming fruitful disciples of Jesus Christ is the mission of the church, and the measure of our effectiveness. Constant attention must be given to how we serve people and the reasons why.

Question: Will the strategic plan change with a new 5 year strategy/vision?

Answer: The strategic plan as adopted in 2009 is a foundational, working document. As it informs our work on a 5 year vision, it will be adjusted as deemed appropriate by the leaders of Wesley.

Question: The Mission audit: Who makes the final decision on what missions stay and what goes? Will the 3-5 people report to Church Council or another "leadership" body? Will people be able to "plead their case" to continue a mission that is targeted for deletion?

Answer: The Mission Audit team will report to the lead pastor and results will be shared with the church council. The executive staff, composed of the directors and full-time pastors will make the ministry decisions, based on the results of the mission audit. Each ministry will be given a year to align themselves with the mission and vision.

Prescription 2:

Question: Will clerical staff job descriptions change or just program staff? It seems that clerical/support staff should be evaluated on "tasks completed" rather than "results for the sake of mission"

Answer: All staff descriptions will be reviewed in light of the mission and vision. Clerical and support staff will have more specific tasks described and will be evaluated in light of their fruitfulness. The program/ministry staff will be increasingly evaluated on results for the sake of the mission.

Question: Should we conduct a "staff study" before changing job descriptions?

Answer: Prescription 2 calls for the coach and lead pastor to meet with the staff parish relations committee to audit the current staff positions for the sake of the Mission. This will be accomplished in conjunction with adjusting job descriptions and defining accountability.

Prescription 3:

Question: What did the mystery worshippers dislike about 9:30?

Answer: The Mystery worshippers found the 9:30 worship service to be lacking energy and vitality.

Prescription 4

Question: What is a “building study committee”?

Answer:The “building study committee” is not a building committee. This study is a discernment process, not a mandate to build.

Question: Could you accept the prescriptions even if you currently disagree with a building program?

Answer: Yes, if you agree that studying the building question is healthy. No, if you do not want to ever study the possibility of building.

Question: Do we expect to build/remodel to improve technology, increase children's capacity, create a contemporary and children's worship area, etc?

Answer: The fourth prescription is “to develop a plan to improve facilities to empower the mission, and calls for the establishment of a “building study committee”. This committee is to report its findings by September 30, 2012.

Question: Where are we on the current debt?

Answer: We currently owe \$1.26 million for the construction of the family life center.

Question: How do you get your input into the people chosen for the enhancement task force and building study committee?

Answer: Make suggestions to Pastor Bruce Baxter.

Prescription 5

Question: How can we get better access to the church’s financial reports?

Answer: Quarterly reports will be made available which summarize income, expense and budget items. The communication team will make recommendations concerning the best means to make these reports available. Currently, a request can be made to the church office.