

# Harrisonville United Methodist Church

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## CONSULTATION REPORT

11/7/2013

**INTRODUCTION:** It has been a great privilege to work with Rev. Scott Bailey-Kirk, the staff, leaders and congregation of Harrisonville United Methodist Church in Harrisonville, Missouri. Everyone has been very helpful and provided us with all the information that was required for us to conduct this consultation. Our prayer is that God will use this report and this process to motivate the congregation to do great things for the Lord's Mission in this community and beyond.

### STRENGTHS

- 1. PASTOR:** The people of Harrisonville UMC are fortunate to have the dedicated, hardworking leadership of Rev. Scott Bailey-Kirk. The Mystery Worshipers identified Scott's preaching as the highlight of their worship experience. Throughout the weekend, people praised his Bible-based sermons and motivation to move the church into the future.
- 2. CLOSENESS OF THE MEMBERS:** We hear from everyone that the members of the Harrisonville UMC are a close-knit group of people that is very loving and caring towards one another. The people of the congregation genuinely enjoy being in fellowship with each other.
- 3. FACILITY:** The church's existing facility has more than adequate space for growing ministries and increased worship attendance. The facility has honored its history with the integration of elements from its previous location and positioned the church for a fruitful future.
- 4. SOUND FINANCIAL RESOURCES:** The church's members have been responsible financial stewards resulting in no current debt as well as reserves for future facility needs. Historically and currently, apportionments have been met in full, and resources have been used for additional missional needs.
- 5. NEW OUTWARDLY FOCUSED MINISTRIES:** There are new outwardly focused ministries which have been started in the past year. Examples include: Trunk or Treat, Spring Fling and a free baby-changing station at the Burnt District Community Festival. We are hopeful that these and other outwardly focused ministries will bear fruit in the coming years.

### CONCERNS

- 1. LACK OF A SHARED MISSION & VISION:** There is no clear, shared vision to accomplish an outwardly-focused mission. The church has not embraced God's mission to make new disciples, nor does it claim its unique identity in the community. Planning and goal setting techniques are currently not being effectively utilized for the staff or the church overall. The administrative structure appears to be cumbersome and ineffective to facilitate the mission and vision of the church. The structure of the organization fails to marry responsibility, authority and accountability.

**2. SUNDAY MORNING SCHEDULE & EXPERIENCE:** There is concern for the Sunday morning worship schedule and Sunday School. Those attending the 9:45 service miss the opportunity to attend Sunday School as it runs concurrently with Sunday School. It was also noted repeatedly in the Mystery Worshiper Report (which is substantiated by attendance reports), the small size of the congregation is lost in the size of the worship space. The worship experience is noted as good, but not necessarily great.

**3. USE OF FACILITY SPACE:** Although there is ample space for existing ministries and worship, it appears the space could be used more efficiently and effectively to better service children, youth and adults alike. There are no dedicated spaces appropriate and appealing to children and young families. The greetings/fellowship space outside the sanctuary needs to be re-created to provide a more welcoming and guest-friendly atmosphere.

**4. HOSPITALITY & CONNECTIONS:** Although Mystery Worshipers reported being greeted for the most part; guests felt there was not a genuine desire from the congregation to connect with them. Guests could not easily find information or people to help them to learn more about ministries and other opportunities to meet their needs or desires within the church. Besides the lack of connecting with guests, the church is also disconnected from its community. The church needs to see Harrisonville as its mission field and create opportunities with a sense of urgency to start conversations with people they do not know and build relationships which might lead them to Jesus Christ.

**5. LACK OF LEADERSHIP AND DISCIPLESHIP DEVELOPMENT:** There seems to be no clear pathway for either the development of leaders within the congregation or a focused, intentional plan for discipleship. Current members struggle to see how God has designed them to serve in the body of Christ and reproduce more disciples.

## **PRESCRIPTIONS**

**1. MISSION, VISION, PLANNING AND STRUCTURE:** On the day this consultation report is accepted (should it be accepted), the congregation will take as its mission statement, "*The making of new disciples of Jesus Christ for the transformation of the world.*" This means that every ministry in the congregation must demonstrate how it will accomplish the mission and that new ministries need to have as their primary purpose the "*making of new disciples.*"

The congregation will have a Day of Prayer on or before March 13, 2011, conducted by the coach or a Conference designee, that will allow the membership to be fully prepared for the Lord's Vision for the future of Harrisonville UMC. The coach will conduct a Day of Envisioning for the congregation. The purpose of this day is to dream of how God might want to work through the congregation both individually and collectively to reach this community. This day will occur on or before April 15, 2011. Following this day the pastor in conjunction with coach and the Ad board of the church will create a Vision Statement. This statement will be presented to the congregation on or before May 15, 2011 for affirmation.

The church will adopt the Accountability Leadership model for the staff and structure of the church. Staff (paid and unpaid) and Lay teams will set goals and be held accountable to fulfill those goals based on the Mission and Vision of the church. In this model the Board governs, the pastor leads, the staff (paid and unpaid) manage and the congregation does "hands on" ministry. The Staff-Parish Relations Team, in conjunction with the coach and the pastor, will do a Staff Evaluation (role, function and

responsibilities) and Realignment, if necessary, based on this new model of accountability. If the report is accepted the accountability model, along with the single-board model will be implemented by the fall annual church conference or before, with District Superintendent approval. The Lay Leadership Team and Pastor, in consultation with the coach, will be present these actions to that conference. The new structure and leaders will be in place on or before January 1, 2012. (See BOD for alternate structures Paragraph 244.2 & 247.2)

**2. SUNDAY MORNING SCHEDULE & EXPERIENCE:** On or before May 15, 2011, the pastor, in consultation with the coach, will appoint a Worship Evaluation Team to evaluate the current Sunday morning worship experience. The evaluation will include worship locations, music, ensembles, choirs, band, schedule, children's ministry, and technology needed to create an intellectually stimulating, emotionally moving, missionally relevant and life applicable worship experience for both the church and unchurched. This team will visit and evaluate other services where traditional and contemporary services are done with excellence. Visiting locations will be determined in consultation with the coach and pastor. The team will pay particular attention to media, sound, use of space, and integration of worship arts in a relevant worship service. When this report is accepted, the worship schedule will be changed to two services and implemented no later than July 1, 2011.

**3. USE OF FACILITY SPACE:** Harrisonville UMC needs to make room for people to make new relationships. When this report is accepted, the present Building Study Team will no longer exist. A Building Study Team will be nominated by the Pastor in consultation with the coach on or before March 1, 2011, through Charge conference action according to the Book of Discipline paragraph 2543.

The Building Study Team will evaluate the following areas:

- a. The lobby, entrance and Welcome Center for the possibility of expansion to ensure better flow and re-purposing to fulfill the mission of the church.
- b. All educational space to determine how to best meet the needs by purpose, user, aesthetics, furnishings and location. Eliminate unnecessary, unneeded and outdated equipment, furnishings and material.
- c. Restrooms renovation
- d. Interior and exterior signage to allow for easy navigation of the facility by guests.

With acceptance of this report, the Administrative Council will implement an upgrade/replacement of the audio-visual system on or before May 1, 2011.

The Building Study Team will present its plans to a Charge Conference on or before October 1, 2011. Any capital funds required will be raised, borrowed or expended from the current Building or Miracle-grow balances.

**4. HOSPITALITY & CONNECTIONS:** The pastor in consultation with the coach will appoint a five-person team to lead and facilitate "building of bridges to the community" on or before March 1, 2011.

By the end of 2011, the church will conduct two community-focused events to share the love of God with the community and two missionally-focused events.

A designated person on the team will develop a strategy on or before April 1, 2011, for following up and connecting new guests into church ministries. The team will plan and facilitate these events and continuously evaluate their effectiveness against the mission and vision of Harrisonville UMC on or before June 1, 2011.

**5. Intentional Faith & Leadership Development:** The pastor in consultation with the coach will put together a team of three people on or before August 1, 2011, 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. 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 on or before January 1, 2011. The Team and Pastor will discern the practices of an authentic follower of Jesus Christ using Bishop Schnase's new book, "The Five Practices of Fruitful Living."

On or before January 1, 2012, the pastor will identify, train and equip new leaders through an on-going leadership development process and raise the expectation of leadership and membership. As a first step of the Single-board team, all members will participate in the Lay Leadership Development training process.

#### CONCLUSION

We, the consulting team, want to thank you for the opportunity to serve your congregation in this manner. Our prayers and hope for your congregation is that God will use this process to help implement your mission effectively, create a compelling vision and make an eternal difference in Harrisonville for the Glory of God and the Lord Jesus Christ.

Bob Farr, Director of Congregational Excellence  
Team Members  
George Ann Fisher  
Kay Kotan

cc: Cody Collier, Heartland South District Superintendent

#### Town Hall Dates:

Sunday, 1/30/11	1:00 p.m.
Wednesday, 2/2/11	6:30 p.m.
Saturday, 2/5/11	10:00 a.m.

#### Church Conference:

Sunday, 2/20/11	Noon
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