

Leadership Review of GBC January-October 2020

Major Strengths of GBC

- Despite being a small church its facilities are excellent and fully owned by the church
- It is one of the few evangelical churches in the inner-city area
- It has a small contingent of highly committed people who have a long association with and commitment to their church and its ministry and desire to see it returned to its former glory
- It has a truly international congregation largely as a result of its past ministry and availability to refugees and immigrants who were placed in the local area and out of loyalty have maintained contact
- It has within the congregation a number of highly qualified, experienced and spiritually and socially mature people who love God, love to worship and serve Him
- It is a church committed to prayer as seen in the dedication to a building set aside as a “House of Prayer” and there exists a very committed team of prayer warriors who strongly support the church, its people and its ministries

Major challenges facing GBC at the commencement of the year

- No established pastoral leadership due to the retirement of their lead pastor after 21 years faithful and fruitful ministry
- An inner-city church entering its centenary year, celebrating more in its past effective missional history than on its decline in most if not all areas of the church over recent years, and loss of Godly vision, intentional strategy and social relevance to its changing environment
- An aging congregation with a diminishing percentage of children, youth and young adults – a limiting factor for future development and growth
- A geographically dispersed congregation many of whom have over time moved away from the inner-city area to outer suburbs for cheaper housing which limits commitment, church ministry and involvement to the weekend service

- Only a small percentage of the congregation involved in “Life Groups” and in actual ministry service within the church – resulting in lack of community and mutual service

Additional challenges during the year

- Early in February the Covid-19 Global Pandemic disrupted all aspects of our society even churches. Social hygiene and distancing and limitations on assembly for some months closed businesses, social venues, travel, borders, schools and more of concern to us – churches. The churches were confronted with the possible disintegration of their congregations. The only viable response was that of streamed services and communication via zoom and internet. Many churches simply shut their doors due to no capacity or technical capacity to deliver such services. The adherence to Covid-19 requirements meant that even many large churches did not have the staff to ensure compliance, even in producing streamed services. The outcomes included loss of commitment from congregations to viewing online services, internet surfing to find what other churches were doing, choosing of alternative activities to church attendance and a dramatic decline in giving which essentially had to be online.
- Mid-year, GBC lost its part-time Pastoral Assistant of 11 years. Her service was outstanding however often not fully appreciated for its value and importance. This then left the church without office staff and assistance.
- The appointment of a part-time (20 hours/week) **“Interim Intentional Pastor”** Ric Benson, initially from January 1 – June 30 was unfortunately restricted due to the pandemic over this time. The allocated time was more than consumed simply by general pastoral duties including streamed services and internet communication . The role as Intentional Pastor has been prioritized since June.

Note – the role of Interim Intentional Pastor is defined by the BUQ as follows...

- (1) **As Interim Pastor:** to provide pastoral oversight, counsel and ministry training to the congregation
- (2) **As Intentional Pastor:** to prepare the church for future pastoral appointment(s) by assisting the church to redefine its vision, purpose,

core values, goals and processes (and even constitution), so that future staff appointments will be to a healthy congregation and church.

Special note:

Due to the unanticipated disruption of the pandemic and the need to complete the initial negotiated role which is far from being completed, Pastor Ric Benson has offered his ongoing services at a cost only fee to assist the church staffing budget. Presently the church is in a healthy position to employ staff as outlined in the proposals outlined below and as communicated via weekly sermons and E-Bulletin inserts.

Achievements from January to October

Interim Pastor Role (part time)

1. Provision of teaching specifically chosen to personally grow the congregation spiritually, and to instruct them as to God's design for His church. Series and topics include:
 - Becoming Usable (Series)
 - Holy Spirit (Series)
 - Rethinking the Church (Series)
 - Rethinking Church Community (Series)
 - Rethinking Membership and Ministry (Series)
 - Moses Supernatural Encounter with God
 - The power of the local church, the cross, vision, resurrection, prayer (Series)
 - God's Strange Ministries (Series)
2. Counselling within and outside of the congregation
3. Engagement in service planning and delivery and the music team
4. Administration and interviews with leaders

Intentional Pastor Role (part time)

1. Engagement with Elders and Deacons in team building and their management of the church
2. Writing (W) and presentation (P) of Training for GBC:
 - Membership/partnership (WP)
 - Small Group Ministry (WP)

- Pastoral Care (WP)
 - Hospitality (W)
 - Worship (W)
 - Prayer (W)
3. Position Descriptions and Selection Processes for staff position:
 - Pastoral Assistant (part time)
 - Interim Associate Pastor (part time)
 4. Working with the Elders and Deacons to seek through prayer, the Word of God and discussion, God's leading for the church and subsequently preparation and presentation of proposals to be addressed over 2020 for communication through the E-Bulletin to the church congregation.

Elders and Deacons

1. Prayer, Pastoral Care, various responsibilities, policy and process meetings including finances, property, membership/partnership
2. Preparation of proposals for the church congregation
3. Conducting of interviews with applicants for two staff positions
4. Expansion of Elders and Deacons group to include representation of prayer and worship in a new "Leadership Team" concept to better represent the major platforms of the church (Prayer, Leadership, Worship and Life Groups).
5. Communicate progressively with the congregation the leadership's understanding of the God-given direction of the church.
6. Taking on various portfolios to demonstrate to the church their active, visionary, sacrificial commitment to God and the congregation.

On Saturday August 8 the Elders and Deacons met to finalize proposals derived from prayer, God's Word and discussion. The final proposals had the unanimous support of all Elders and Deacons, who authorized its inclusion in the E-Bulletin for August 16

The following is that insert.....

1. That the church adopt the Partnership/Membership document as the basis for moving forward as a church (An electronic copy of this document which reflects much of the series "Rethinking Church" can be obtained by request)

2. That the annual financial statement of the church (2019-2020) revealed that if present offerings were maintained the church would have approximately the same money available for staffing in the year to come as was provided for the two former employees of the church. However, it was agreed to that this figure represented a percentage that was too high and that every effort should be taken to reduce the amount spent on paid staff so more could be dedicated to financing ministry initiatives.
3. That Ning Tecson who is temporarily handling the E-Bulletin be compensated for her service (up to 10 hours/week including a presence in the office for 1-2 mornings each week) until a permanent office assistant is appointed. The office assistant will not be a direct replacement for Belinda but will simply be as person employed similarly to Ning. Once a final job description is determined, those who have expressed an interest will be provided with a job description and interviews will take place followed by an appointment.
4. That Gary, who has put in significant time into AV work associated with our streamed services due to the pandemic and into training a team of young people, will be employed as an interim Associate Pastor until such an appointment can be ratified by the members. His role will essentially be (1) to oversee the streamed services and the underpinning technology (2) to develop and train a support team (3) to oversee the proper adherence to the pandemic social distancing, sanitizing and reporting requirements (4) to work with the youth and young of the church developing a ministry team with a discipleship and missional emphasis.
5. That toward the end of 2020, consideration will be given to appointing a second associate pastor to assume oversight of areas of importance not presently filled such as pastoral care and life groups. Both associate pastors would be included in an expanded leadership team, which will policy govern the church. Each member of the leadership team will be responsible to manage their portfolio.
6. The Elders/Deacons group be immediately expanded to include current Elders and Deacons, as well as Gary (Associate Pastor), Sue (Prayer Coordinator) and possibly Jesoni (Worship Coordinator). This expanded group would be known as the Leadership Team of GBC. The Intentional Interim Pastor (Ric Benson) would be ex-officio providing pastoral oversight of the team, training and mentoring.
7. That the church simplify its organization into 4 key areas (1) Leadership (2) Prayer (3) Worship and (4) Life Groups, through which all ministries of the church be enveloped.

8. All members of the Leadership Team would select a portfolio for which they would develop a team to disciple and train for the advancement of the church and engagement of the congregation

9. Strong emphasis and encouragement will be placed on participating membership for all who would call GBC their spiritual home.

Over the next few months all nine recommendations will be progressively presented to the church for ratification.