

Leadership Survey Results

Body Life gathering

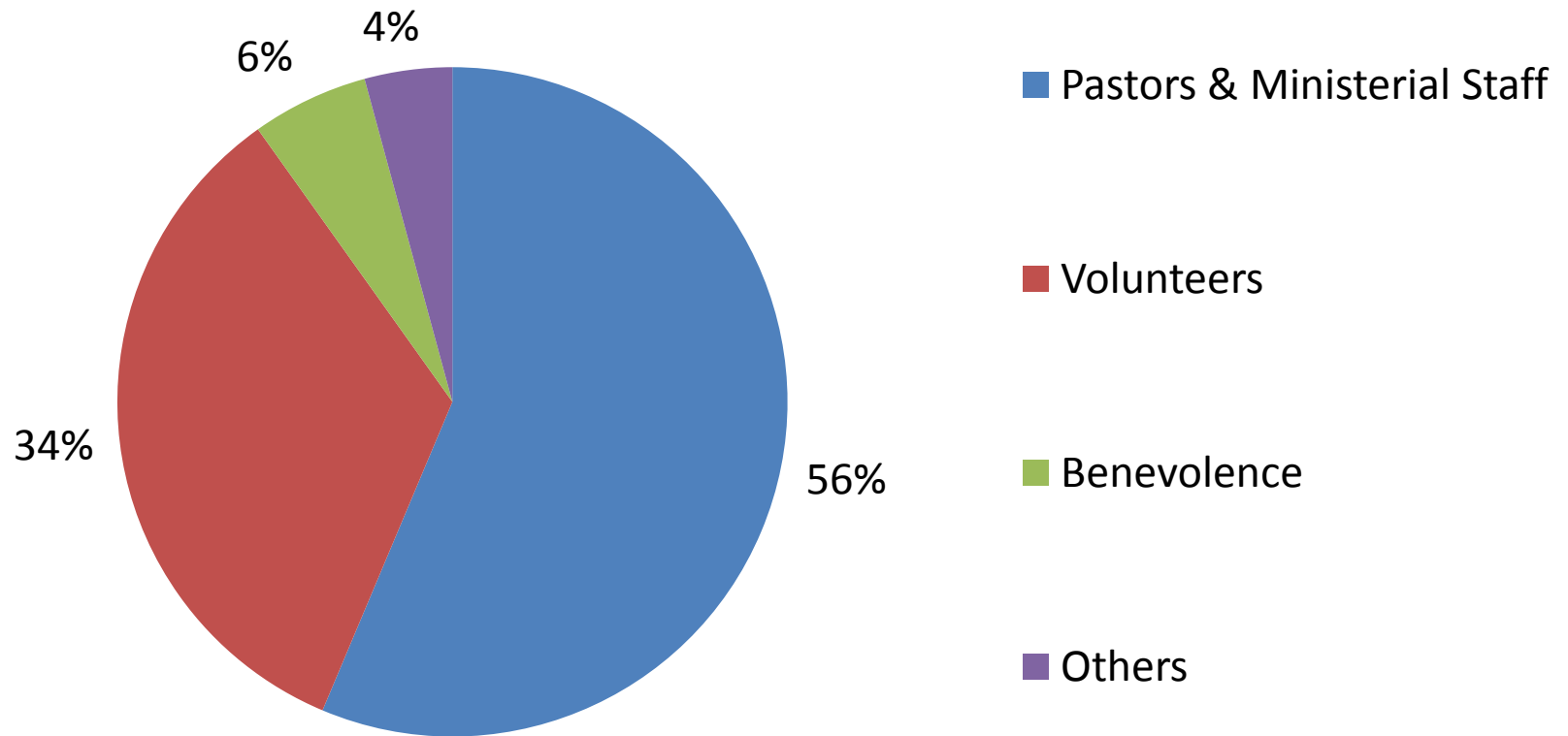
October 25th 2009

Recommendations & Observations

- Our Transition Team is not a decision making body.
- Our observations and recommendations are drawn from the various surveys that each of you completed.
- These recommendations are meant to be carried out by various church leadership with the participation of each member.

Examples of leadership at its best

Percentages



Examples of leadership at its best

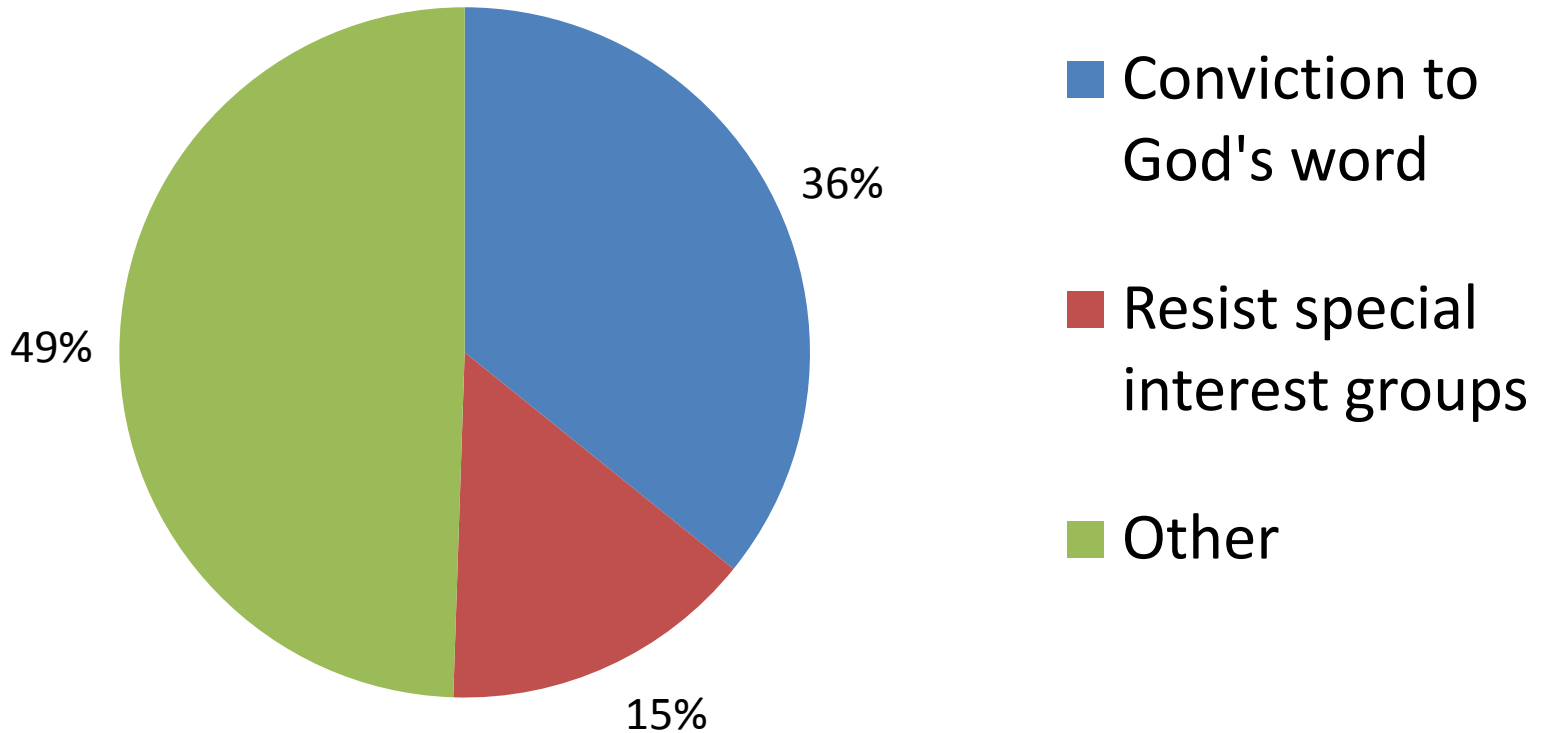
- Prison ministry, Interfaith kitchen, Sunday School teachers, Choir/Praise Team, Deacons, Crisis Care, Youth & Childrens ministries, Hospitality
- Johnny - effective spirit-filled leader & servant, stepping up to the plate & holding us together
- Steve - loving spirit-filled pastor providing relevant & focused sermons leading us to introspective challenges

Examples of leadership at its best

- Planning of worship service music
- Development of Contemporary service
- Countless hours dedicated to Benevolence ministry
- Former pastors encouraged discipleship
- ECDC leadership
- Church Moderator

What does a desire for strong leadership mean to you?

Percentages



What does a desire for strong leadership mean to you?

- Convicted to God's word and purpose
- Prayerful attitude
- Not autocratic
- Willingness to stand up to those with personal agendas
- Hold members accountable for their behavior
- Strong communicator

Experience with and perception of paid leadership at FBC

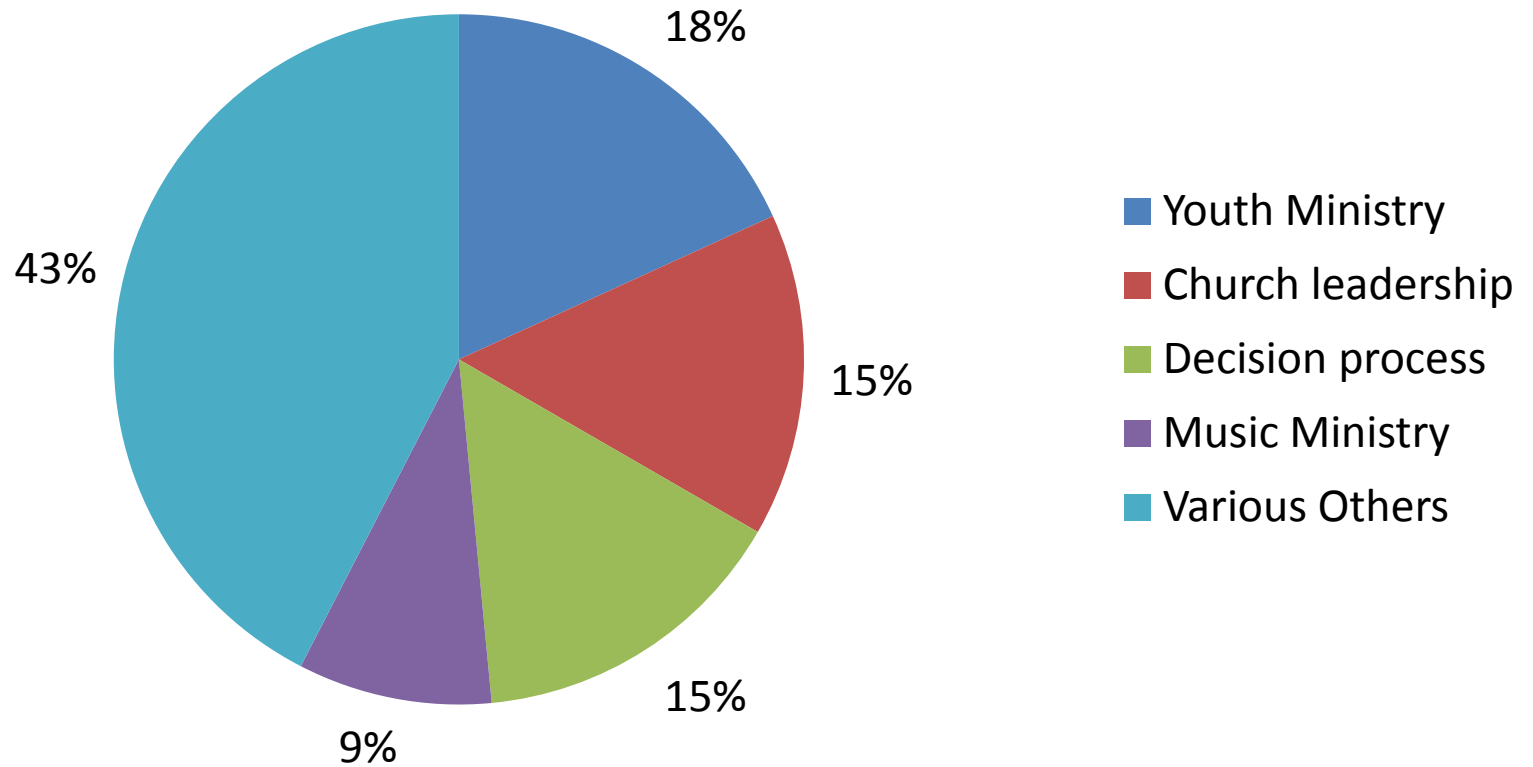
- Pastoral - Majority of comments were positive. Leadership has largely been seen as caring, Bible based, and inspirational.
- Education- Very positive comments. Seen as loving and caring with a true servant attitude.
- Youth - Very mixed comments. We strongly recognize the need for professional leadership and committed volunteers. This ministry has struggled for a number of years.

Experience with and perception of paid leadership at FBC

- Music – We are blessed to have leaders who contribute much to enhance our worship services. Absence of a Children's Choir and a desire for a full time Minister of Music was frequently mentioned.
- Office support staff – Mixed comments indicating a need for improvement
- Building/Custodial – Pleased with the appearance of our facilities and grounds. Some comments reflect a need for improvement in other areas.

What leadership concerns have we avoided or neglected to consider?

Percentages



What leadership concerns have we avoided or neglected to consider?

- Absence of a Youth Minister
- Reduction in Youth programs
- Reduced youth attendance

- Ineffective communication among members
- Who has decision making authority?
- Development of future leaders

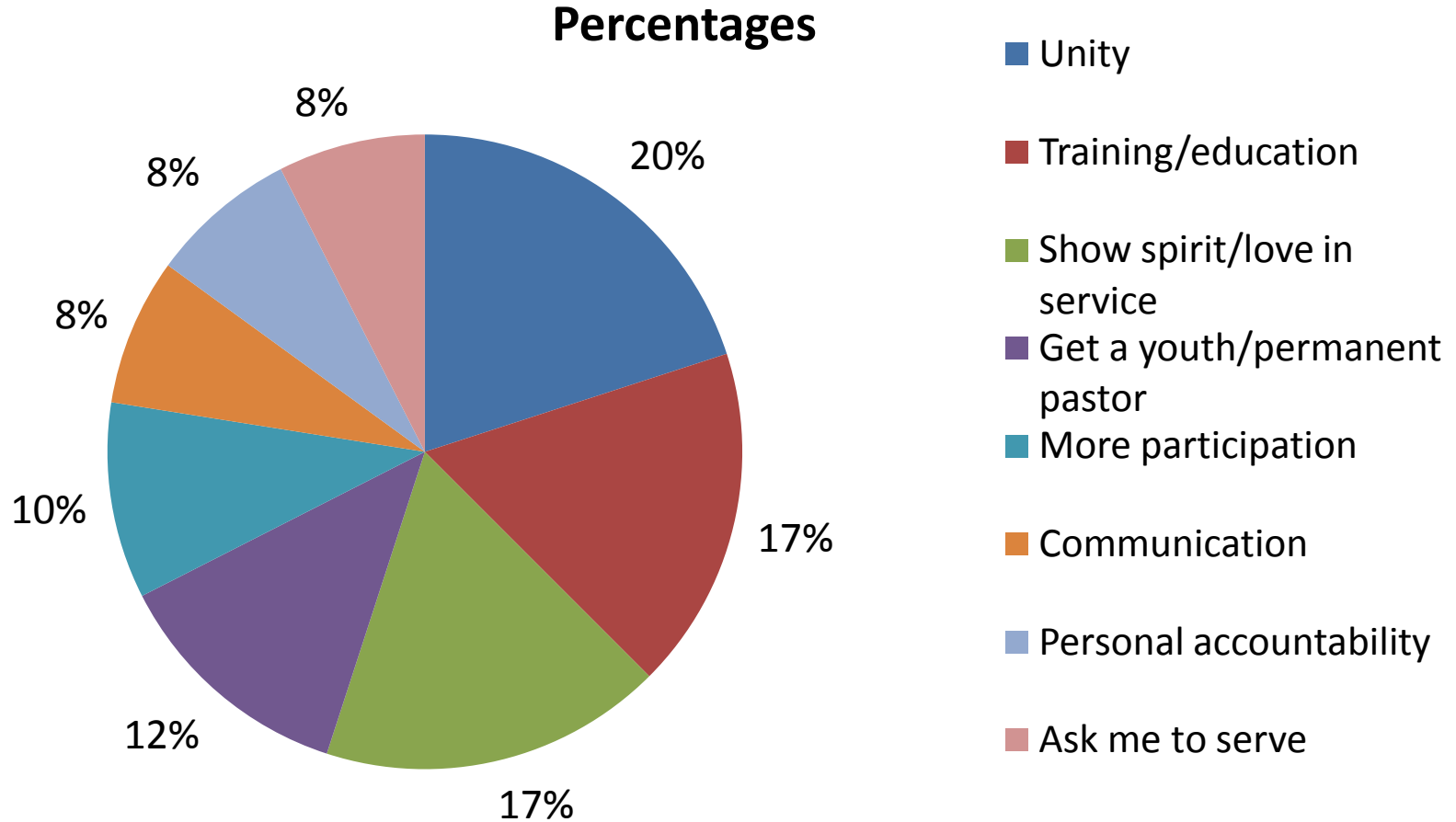
What leadership concerns have we avoided or neglected to consider?

- Pastoral influence absent in some decisions
- By committee or congregational vote?
- Lack of understanding of the relationship between the Leadership Advisory Board (LAB), committees, Church Council, and pastor
- Shepherds lead, sheep follow

What leadership concerns have we avoided or neglected to consider?

- Evangelism and outreach
- Stewardship
- Training

What will encourage, strengthen, or reinvigorate you as a volunteer or lay leader?

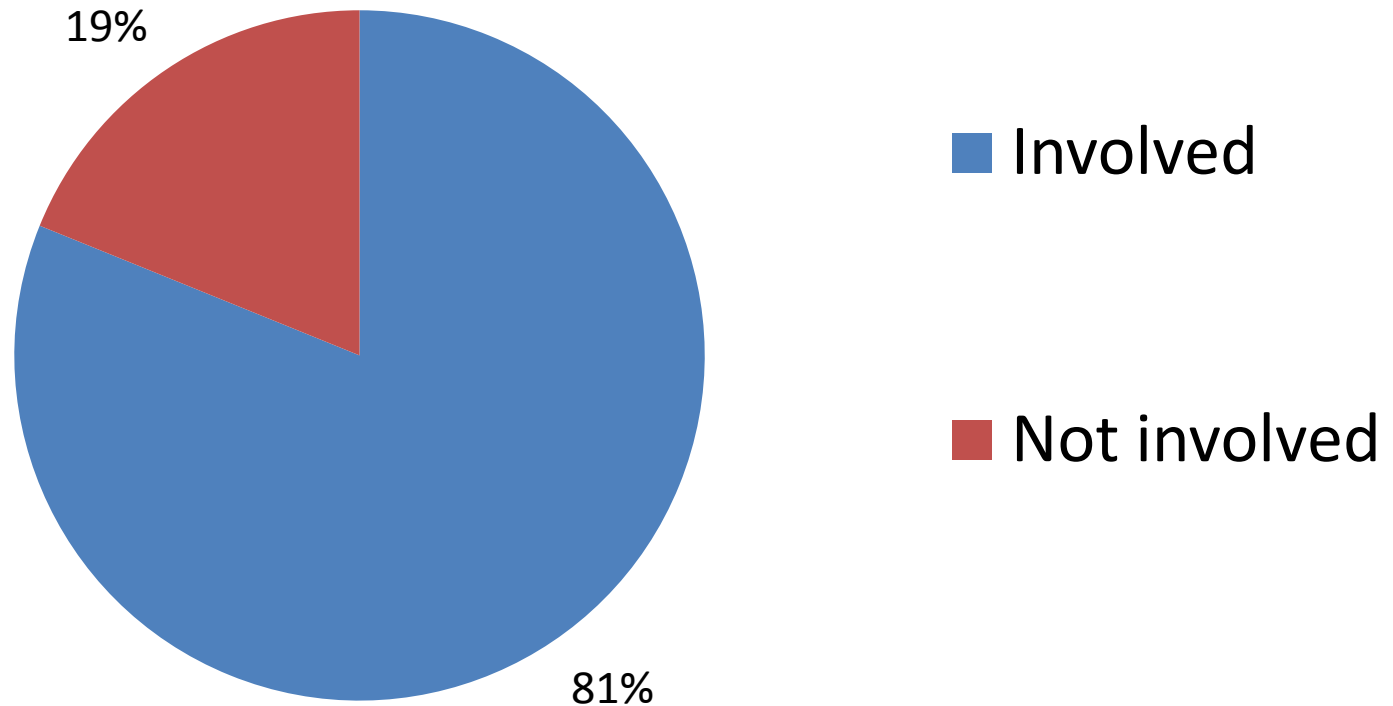


What will encourage, strengthen, or reinvigorate you as a volunteer or lay leader?

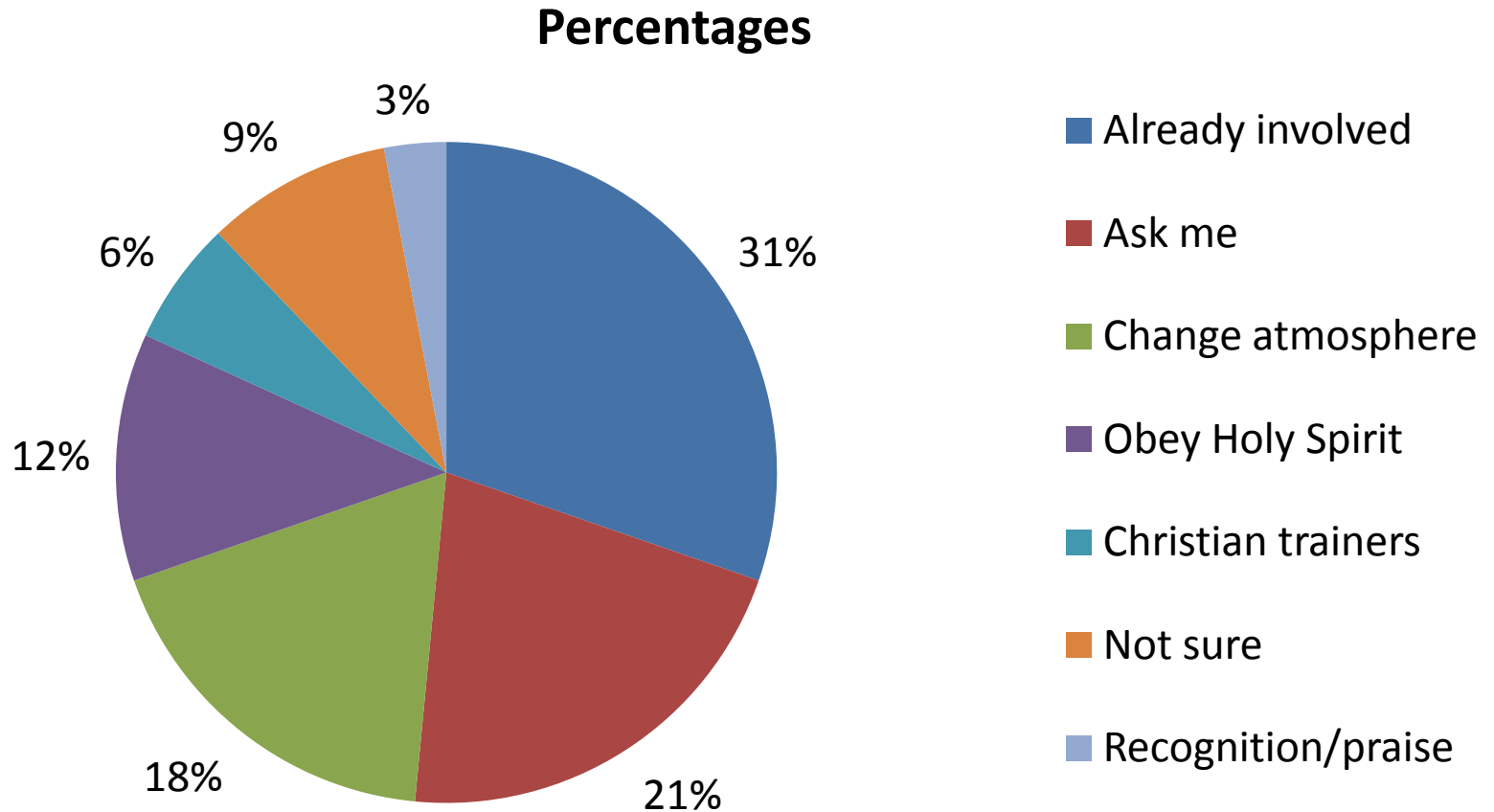
- Desire a feeling of joint mission, working together in peace toward a clear goal to the glory of God
- Training/equipping to serve
- Serve and reach out in love
- Secure our permanent pastor/youth minister
- Consistency in leadership that is on fire and goes above and beyond to get more people involved

Presently serving in a leadership or committee position?

Percentages



What can we do to motivate you to become involved in leadership or ministries?

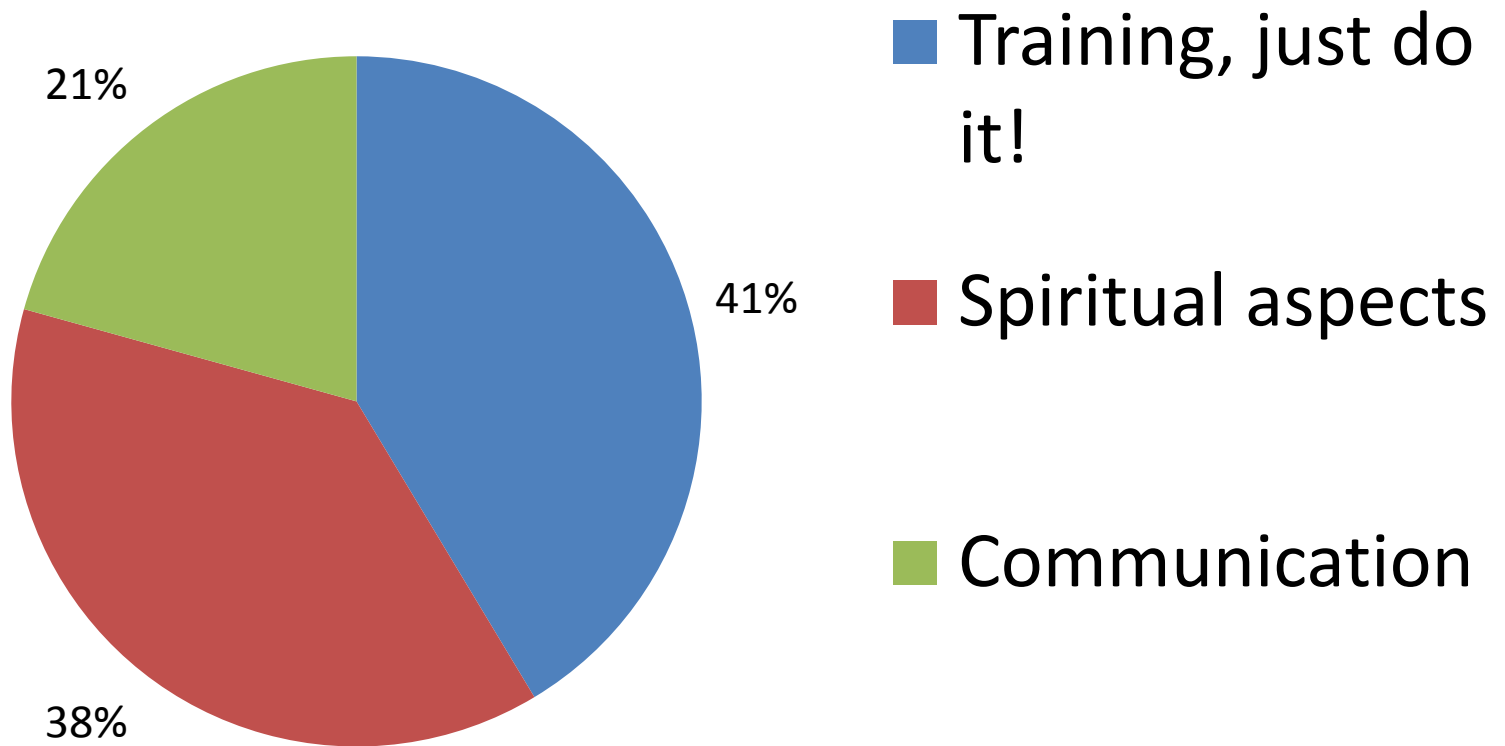


What can we do to motivate you to become involved in leadership or ministries?

- Many are already involved or waiting to be asked.
- Healthier atmosphere where we show mutual respect and improved leadership dynamics
- Respond personally to the prompting of the Holy Spirit, be obedient.

Leadership training that would help you serve better

Percentages



List leadership training that would help you serve better

- Training for lay leaders
- Clear descriptions of volunteer ministry responsibilities and opportunities
- Continual development of a Christ – like attitude through Bible study, witness training, discovery of spiritual gifts, etc
- Address conflict and mistrust
- Model good communication

Ideas for better communication

- We are already doing well, the key is to be involved.
- Email
- Sunday School flyers
- Worship service announcements
- Wednesday night “First Family Times”
- Church and Transition Team newsletters
- Website
- Updated bulletin boards

Observations – Heritage/History

- History and heritage awareness was positive
 - We have a very rich heritage
 - Gained a better understanding of our ministries
 - Confession and release is important (shredding)
 - Keep opportunities for service before us (Ministry brochure)
 - Our Fair visibly showed our true commitment to ministry partners & relationships within the Body
 - Very strong interest and participation at our Fair

Observations – Decision making

- We join FBC because of spiritual needs and relationships (about 75%)
- We stay at FBC for the same reasons (84%)
- Outreach & evangelism should be top priority
- We desperately desire unity
- We say that we are personally willing to pursue unity, serve within God's will, and grow spiritually.

Observations – Decision making

- We believe God's purpose for us is to witness, love & serve others, & glorify and honor Him.
- WWJD
- We should impact our community through active compassion and love as we serve to glorify God.
- We should be a teaching church and make disciples.

Observations – Decision making

- Our hearts must be united and focused on God as we love and serve others
- Love, faithfulness, and honesty are key values to live by (81%)
- Our greatest expectations of a pastor are:
 - Strong Bible preacher
 - Loving servant/shepherd
 - Compassionate and unifying leader
 - Able to minister to all ages

Observations – Decision making

- As a church we are confused and in conflict on how we make decisions.
- Personal agendas and politicking of a few distract us from WWJD.
- Two thirds of us feel as though we are a part of the decision making process through involvement in lay leadership and voting.
- Although 59% are confident in our leadership structure, some are unhappy about our process.

Observations – Decision making

- We should build trust in decision making by developing good spiritual attitudes, clear communication, and effective leadership training.

Observations - Leadership

- Our ministers demonstrate leadership at its best (50%)
- We are at our best through volunteerism (34%)
- We believe strong leadership means being convicted to God's word and purpose and willingness to resist personal agendas and hold members accountable for their behavior.

Observations - Leadership

- Pastoral and Educational leaders are seen as Bible based, loving, caring, and inspirational.
- Youth ministry has struggled for a number of years. We strongly recognize the need for professional leadership and committed volunteers.
- We are pleased with our music leaders, but there is a desire for children's choir and a full time minister of music.

Observations - Leadership

- Office support staff received mixed comments, indicating a need for improvement.
- Building/Custodial staff received high marks for appearance of our campus, but some comments reflect a need for improvement in other areas.
- Although we have had wonderful volunteers, we have neglected our youth in a number of areas.

Observations - Leadership

- There has been poor and inaccurate communication among our members. Too much gossip and rumors.
- We are fuzzy about who makes decisions.
- The relationship among LAB, committees, Church Council and pastor is unclear.
- We have neglected evangelism, stewardship, and training, things we say we believe are important.

Observations - Leadership

- Participating together in unity toward a common goal will reinvigorate us.
- Until we function as a body in peace, we cannot glorify God.
- Solid biblical leadership training is a must.
- Most of us are already involved in service, others are waiting to be asked.
- There is a need for clearer communication and descriptions of responsibilities & opportunities.

Observations - Leadership

- Conflict and mistrust has been a troubling pattern through the years.
- We have excellent and varied ways of communication in place, but they are not always used appropriately.
- Regardless of how good communication is, we must listen, read, ask questions and be involved.

Transition Team remaining tasks

- Affiliations
- Vision and Mission
- Committing to new pastoral leadership and the future

Questions & Comments

It's your turn!

Sweet Unity gathering

Sunday, Nov 15

6 pm

Next Body Life

November 18

About 6 pm