



You Have A Choice

- Keep spending the money the way you have been spending it
 - And you will continue to decline
 - Long term pain
- Reallocate your budget
 - and grow once again
 - Short term pain



Basic Issues

- *“We’re not as good as we used to be”*
- 2004 was a watershed year for you
 - Loss of some very talented staff
 - The new building project
 - Begin of the decline



Basic Issues

- You don't bond with new people
- Your first time visitors are declining
- You are understaffed and overstaffed
- You are disorganized
- Worship isn't a priority
- No one holds anyone accountable
- Effectiveness isn't measured



You're So Close

- You do so many things so well
 - You're so close to a great church
- But you have to step up the quality of everything



Recommendations For Liberty Corner Church

Keep in mind that Liberty Corner
Presbyterian Church is an unusually
healthy Church for the North East -
at the moment



Recommendation One

September 2008 Begin Designing In-
depth Spiritual Formation



In Depth Spiritual Formation

- Beginning September 2008 develop
- a series of bible studies and small groups designed to raise up spiritual giants
- Beginning September 2008 start raising the bar on everything
 - Accountability
 - Quality
 - Follow-up



Recommendation Two

By January 2009 Begin Functioning Like a
Large Church



500 Barrier Key Words

- Staffing
- Systematic
- Multiplication
- Equipping
- Redundancy
- Intentionality
- Accountability
- Excellence
- Ongoing learning



Functioning Like a Large Church

- Let the Lead Pastor/staff hire and terminate all staff – Session hold lead pastor accountable
- Put purchase orders in place
- Set up deadlines for all office work with few exceptions and learn to say NO

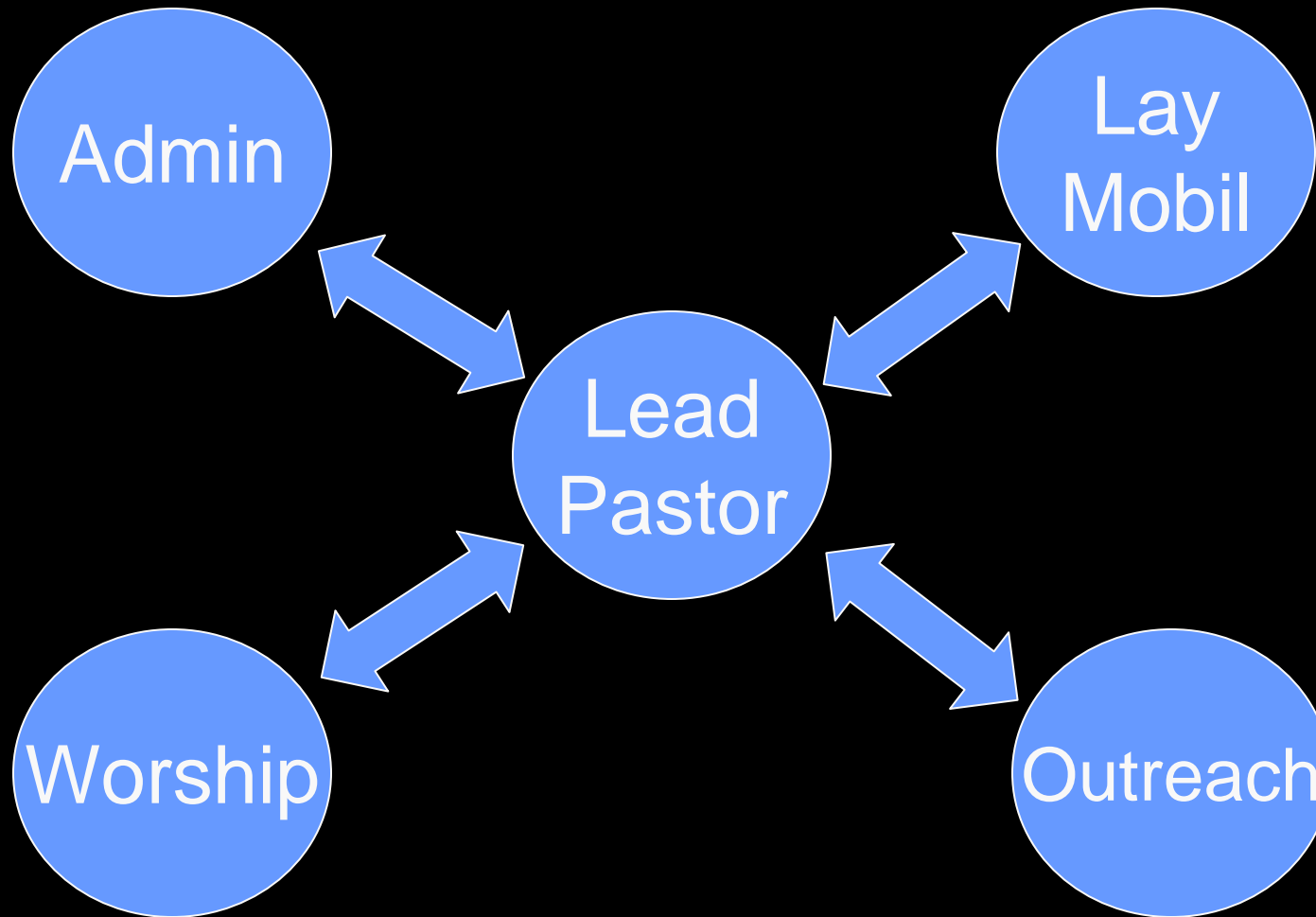


Functioning Like a Large Church

- Measure everything you consider important
- Evaluate the effectiveness of all your ministries
- All staff need to have numerical goals of growth
 - Remember, each number represents a soul



Key Ministry Areas





The Role Of Staff

- Must grow to another level
 - It is rare for all staff to make the shift
 - You would do well to get them some training
- Become as important as the Lead Pastor
 - But must follow the Pastors lead and must function as a team
- Specialists, not generalist



The Dream Staff

- What if every paid staff person equipped 15-25 new leaders each year
 - who had never been leaders before?



Paid Staff's Vision

- “Who will I mentor today”
 - not “What must I do today”
- “Who will I discover today,”
 - Not, “What is my job”
- “Who can I equip who will disciple others,”
 - not, “who can I equip today?”



Functioning Like a Large Church

- Avoid more than two ordained pastors
- Remember for staff to be full time they need to be working with 100 people on a weekly basis



Develop The Paid Staff

- Continue to expand the role of the Director of Operations
 - Essential for the health and effectiveness of your senior pastor
 - People must learn to relate with Sylvester with problems during the week and on Sunday and not go around him to Steve



Recommendation Three

By Fall of 2008 Get Clear on Your Core
Ministries



Getting Clear

- Last week you had 95 set ups in your facilities
 - Far too many for a church this size
 - Evaluate which ones have anything to do with the future of the church
 - What are the ministries Liberty Corner can't live without and assign staff to them and put all of your money there
 - Which ones are possible fishing pools



Develop Core Ministries

- Ministries you can't live without
 - Worship
 - Sunday School
 - Children
 - Youth
 - Honduras
 - Youth Service Project
 - ??



Recommendation Four

By January 2009, Hire Lay Mobilizer and
Develop a Lay Mobilization System



The Issue

At the moment
You have 400-600
people about whom
you know little to nothing



Six Systems Of Mobilization

- Identifying those who are ready
 - 25% of those filling out worship survey are visitors
 - One full time paid person has the ability to identify 100-125 *potential* servants a year
 - This is assuming they are equippers
- Recruiting those who are willing
 - Usually this will be about ½ of those people in step one



Six Systems Of Mobilization

- Discerning those who are open to coaching
 - *“I wonder what gift this person brings that our churches doesn’t even know it needs yet?”*
 - Discernment tools can be helpful
 - Collective database of interests



Six Systems Of Mobilization

- Equipping those who commit the time
 - Usually this is one out of ten of the original group
 - Quick on-the-job training
 - A time of internship
- Deploying those who are ready
 - Matching them to the interest or gift



Six Systems Of Mobilization

- Coaching them along in their ministry
 - Follow up is essential to empowerment



Role of Staff

- Develop their “to be” list along with a “to do” list



Hire a Full Time Lay Mobilization Person

- Develops and Manages discipleship system and acts as Executive Director
- Develop a farm system and a culture of
 - Accountability
 - Multiplication
 - Discipleship
- Oversees at first
 - Adult spiritual formation
 - Spiritual gifts and Small groups
 - Youth and Children



Streamline Your Governance

- Shift from representative democracy to effective, biblical governance
 - Reduce Session to 7 or 9 people and don't micromanage
 - Strive for much quicker decision making
- Release your people from so much committee work
- Speed up the hiring process



Recommendation Five

By 2009, Begin Living Into Your
Mission Statement

“Make Disciples of Jesus Christ”



Living Into Your Mission Statement

- Reallocate \$200,000 for sharing the Good News with the public
 - Direct Mail
 - TV
 - Newspaper
 - Radio Drive Time
- Lay Mobilization and Outreach person



Reallocate

- I found \$325,338 you could reallocate without hurting your future at all and I didn't touch the Benevolent giving
 - Administrative costs are too high
 - You have money in the budget for Executive pastor and Youth Pastor
 - You really don't need an executive pastor
 - I've talked with your Executive Team



Hire a 1/2- full time Outreach person

- Goal: Responsible for raising the first time visitors from 2.5 a week to 7.5 a week within eighteen months
- Equips the neighbor group
- Equips the visitor to visitor group
- Equips people to respond to new people
- Develops way to connect with the many large events that occur – VBS



Outreach Person

- Advertising/marketing/taking light off bushel
- Personally responds to all visitors
Hospitality groups
 - Parking
 - Greeters
 - Food
- Constant encourager to staff and key leaders to think outreach



Recommendation Six

Begin Now Improving
All Worship Services
Goal: Consistent Quality



Traditional Services

- Adult choir sing 52 Sundays a year
 - Need to open every service with the best adult choir piece of the morning
 - Don't begin with announcements
- Strengthen the sanctuary choir
- Find the choir director
- The testimony was excellent but couldn't hear
- Sound is not good



Contemporary Service

- It's Oh so close to really good
- Let Kathy lead the contemporary service every Sunday
- Not a true contemporary service
 - Bulletin designed by traditionalists
 - Welcome of new members insert is more what the bulletin needs to look like
 - Most contemporary services don't have a children's time
 - Steve needs to drop the suit
- Needs to have more energy and joy



Contemporary Service

- Show Steve and band on the screen
- Need to use the screens during sermon
- Sound is excellent
- Needs video
- Great Sermon
- Move the coffee and visitors packs to lobby



Contemporary Service

- Hire a part time person to work with the contemporary service like you have for the traditional service
 - Worship
 - Graphics
 - Band
- Put \$5,000 more in resources for contemporary



Contemporary Service

- Contemporary service needs to have more variety and joy



All Services

- Consider changing the worship times to 11:00, 9:30, 9:45, 8:30



Recommendation Seven

Develop consistency in your youth program around worship and small groups



Hire a Youth Leader

- Hire full or part-time youth director
 - Ordained or non-ordained
 - Could combine it with Lay Mobilization for now
- Consistency is your primary goal



Assorted But Important Recommendations



Assorted Recommendations

- Don't combine 9:15 and 10:45
- Don't hire the Ex. Pastor
 - You have several people in the church who could function as an executive type person instead of an executive pastor
- It would be better if Steve preached the second half of the contemporary service
- Make the registration of attendance a regular part of the weekly worship ritual



Assorted Recommendations

- Email prayer requests and announcements
- Permanent visitors parking
- Tear down the cottage for parking
- Monitors in the hallways
- Put the sanctuary on hold until you reverse the decline



Assorted Recommendations

- Children's ministry needs to go totally away from classrooms
 - You don't have critical mass in each classroom
 - Divide Douglas Hall half for the children and half for the youth
 - Do the fellowship in Multipurpose B
- When you reverse the decline consider branding yourself in other areas of the area by becoming multi-site



Assorted Recommendations

- Use Consecration Sunday or Missing Piece stewardship to increase the number of pledges
- Buy all the property you can

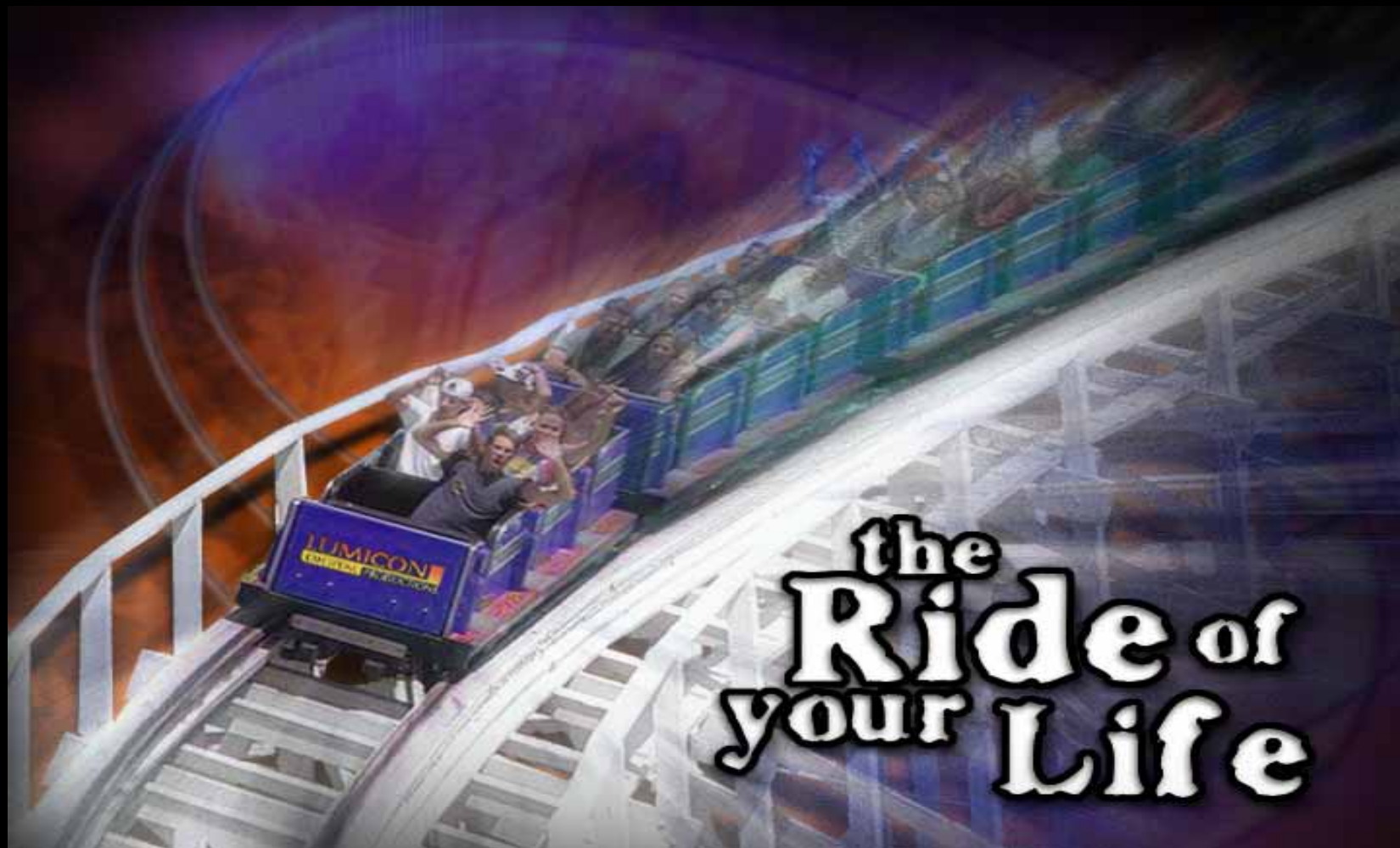


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It's Been A Pleasure!



the
**Ride of
your Life**