

Council Recommendations 2005, Approved May 2005 Congregational Meeting

Ministry Vision and Growth Model

Over the past several months, Church Council has been working together with the congregation to discern future directions for Ft. Garry MB. Feedback gained during congregational meetings, information sessions on Sunday morning, and via our network of small groups has been a key part of this process. And, as promised at the November/04 congregational meeting, Council is now bringing specific recommendations regarding future **ministry vision** (recommendation #1) and a **conceptual model** for addressing growth (recommendation #2).

The recommendations are as follows:

Recommendation #1

Council recommends that the congregation affirm the **Ministry Vision** as outlined in the “Directional Plan for Mission and Ministry at Ft. Garry M.B. Church” document (Section III, subsection i):

Recommendation #2

Council recommends that the congregation affirm the Conceptual Model for growth as outlined in the “Directional Plan for Mission and Ministry at Ft. Garry M.B. Church” document (Section III, subsection ii)

[It should be highlighted that the proposed model will FIRST focus on accommodating growth at our current location with expanded/improved facilities. Significant steps toward church daughtering would not occur until the first phase is largely completed.]:

ii. Conceptual Model

Summary of Proposed “Growth” Model: At a high level, the model under consideration has two main phases:

Phase 1 - “Inviting”: Accommodating “moderate” growth at our current location with expanded/improved facilities, to be followed by

Phase 2 - “Sending”: Church daughtering to accommodate further growth.

Note: This approach is most similar to model “F” in the attached diagram showing alternative growth models.

Phase I - "Inviting"

- **Ministries:** We should move toward more deliberate thinking and new/expanded ministries that invite and welcome newcomers. People new to FGMB should have ample opportunities to make friends and become part of a small group.

- **People:** To support a ministry of invitation, our church should give attention to staffing (not necessarily full-time or paid) in at least three areas of ministry:
 - Outreach and assimilation. In particular, our small groups will become a significant "side door" to faith.
 - Ministry to seniors. This is the largest demographic in our immediate church community, and remains untouched by current initiatives.
 - Ministry to children and their parents. Nothing attracts young families like welcoming facilities and safe, enjoyable, and intentional programs for young children.

- **Facilities:** We have been blessed with a strategic location (near U of M, major bus route, apartments) and we believe we should continue to work at our mission out of this location. Saying this, however, places practical limits on the size of congregation we can become. Thus, we should think and plan in terms of being a church of roughly 500 Sunday morning attendees, using this approximate number to guide our staffing and facilities planning. The "500" number allows for some growth while acknowledging the physical limitations of our lot size to accommodate additional facilities; as well, this number is not so large as to lose our current sense of community, or the "feel" of FGMB.

In response to the constraints and opportunities regarding ministry space, we should plan to add to or improve our current facility to address the following specific needs: Sunday School/prayer/meeting rooms, office space, midweek activities, increased foyer and nursery, and a large gathering/activity space ("gym") with appropriate kitchen facilities. Again, our space planning should take into account an approximate congregational size of 500.

Phase II - "Sending"

- **Church Daughtering:** As God grants growth approaching the 500 number, our response should be to work towards resourcing, equipping and sending a group from FGMB to daughter a new congregation. While the process of daughtering a new congregation can be challenging, we believe it can be a life-giving process, and one that is faithful to the church's universal mission. As we begin the church-daughtering process, we should employ the best practices of other congregations who have experience in this process. For instance, we should set aside financial resources to aid the new congregation in their transition to independence, and hire new pastoral staff that would eventually lead the new congregation, allowing for pastoral continuity in the "home" church.