

PAOC 2020 INITIATIVE CONVERSATIONS re MISSIONAL VITALITY

Fall 2015 to Fall 2016 Cross-Canada Tour - Executive Summary of Feedback



MISSIONAL VITALITY: REVITALIZATION OF THE LOCAL CHURCH

1. Identify principles and practices shared when dealing with a church or ministry that is experiencing plateau or decline.

- Fear can result because of lack of experience. Respond to God’s call and step out in faith.
- The church leadership may be certain on something but the congregation may not be there yet. Bring them along by casting vision and gaining buy-in.
- Create and establish ways to identify a plateau in the earlier stages. Do not allow things to remain at that level for long.
- Be flexible, take risks, be creative, pray and do what needs to be done to break down barriers.
- Find new ways to evangelize and get rid of things that don’t work anymore.
- Identify things that discourage your congregation (i.e. location, age, energy, etc.). Ask others about their observations. Be humbled by their opinion, and not easily offended. Have the church invest into a revitalization process, understanding that you cannot fix everything immediately.
- Analyze your community (culturally, demographically, etc.). Evaluate regularly if you are adding value to the community. Adjust your efforts as your community changes.
- Constantly evaluate—several times a year. Keeps humility high. Create an atmosphere of trust. Be tenacious, and not easily discouraged. Evaluate your situation regularly, not just during a decline. Understand the reality of your church. Assessment is not rebellion.
- Push through adversity. Pray for a new perspective on barriers. Go beyond the comfort zone of the church. Be innovative with the help of the Spirit.
- Church culture is set by leadership. Assess teams (worship, discipleship, evangelism, programs, facilities and leadership). Prayer and fasting is key for leadership and for the planning process. What is valued gets assessed and what is assessed is valued. Be a united leadership team.
- Intentionally create an inviting space for newcomers and build strong bridges with the community on several levels. Know that there will be a cost but embrace it.
- Prayer has to be tantamount. Just adopting someone else’s program will not fix the issues.
- Often we do not want to spend the time to find out what will give life. Understand where we are: times, seasons, calling.
- Ask, “What does it mean to make a community of disciples?” Respond accordingly.
- Engage with people to help them move forward (i.e. journaling spiritual lessons learned, corporate prayer times, training others on how to live a life of hearing and doing the voice of God).
- Provide opportunities for anonymous feedback. Build a culture for honest assessment to happen, without being judged or ridiculed.
- Small churches sometimes need to prune back some ministries to focus on another. Help people see that present failure does not define your future.
- Protecting the status quo is actually anti-Christian.
- Honour the existing, champion the emerging.
- Recommended read: *Necessary Endings* by Dr. Henry Cloud
- Watch your present structure and how it may aid or hinder. Slight tweaks to a facility can have great affect.
- Watch your agenda. Is it “you-led” or is it “Spirit-led”?
- Discipleship needs to be done better. You can have pew-sitters, not disciples, and disciple-makers.
- The need to increase national and international missions giving and involvement.
- Change Sunday morning dynamics/structure to be more welcoming and inviting to first-timers. Change happens under caring and loving leadership. People matter.

<input type="checkbox"/> Host a leadership retreat to talk about strengths and weaknesses of leadership and congregation. Appreciative Enquiry model – start off looking at what is right with our church then leading into what we'd like to see going forward, then in the next five years. Take the positive approach.
<input type="checkbox"/> Leadership does need to know when their "time" is up, or when their "talents" are tapped out, and make way for others.
<input type="checkbox"/> Use the building more often – take the carpet out if you need to. Create multi-use facility/community centre approach.
<input type="checkbox"/> Take a day each month to pray and fast.
<input type="checkbox"/> Vision needs to be pastor led – board validated – congregation owned.
<input type="checkbox"/> Balance discipleship and outreach– it's not an "either or" approach.
<input type="checkbox"/> Ask hard questions – don't live with your head in the clouds. Understand what hill you want to climb, and start climbing it together.
<input type="checkbox"/> Ask, "Why do we do what we do?" Understanding your community and the culture around you.
<input type="checkbox"/> People aren't personally engaged. Call people to committed prayer and to soul-winning.
<input type="checkbox"/> Re-boot every five years. Pastoral change can bring renewal because sometimes ego can get in the way of acknowledging the need for change. Be honest with your situation. Honour your past but don't try and recreate it.
<input type="checkbox"/> Do not assign blame during a plateau, but face the issue with the right attitude. Change needs to be staff-led.
<input type="checkbox"/> Evaluate your mission statement and vision, for they should lead you, and the church should be unified with the vision.
<input type="checkbox"/> Focus on one large problem to work on as a team – reminding yourselves that nothing is impossible with God.
<input type="checkbox"/> Make adjustments in your facility to have multi-purpose rooms that the community can use. Remove pews for greater flexibility.
<input type="checkbox"/> Healthy things grow, growing things plateau and things that plateau start to crust. Make a change before you crust over.
<input type="checkbox"/> Planters must let go of their own dreams and desires to humble themselves in order to build God's church.
<input type="checkbox"/> Know the gifts within your church and use them for the glory of God. Motivate wounded saints.
<input type="checkbox"/> Help the congregation be passionate about the churches' revitalization process. Address morale for those who have low hope. Create ownership among the members because then they will fuel it. Motivated people imbed change in people's hearts at every opportunity. Encourage them to do so.
<input type="checkbox"/> Pastors may become defensive when a church is in decline, but need to sometimes recognize that it may not be about them. Don't let setbacks deter you from moving forward. Don't be territorial about your church or inward focused, for it is all God's.
<input type="checkbox"/> Hold on to God's call, keep "talk and tell" as a priority. Don't call something sacred that is not – realize that people are sacred.
<input type="checkbox"/> Prior to assessment, reach a point of recognition – things often become apparent through prayer.
<input type="checkbox"/> Smaller and struggling churches need to work on becoming responsible and financially independent. Everyone must commit physically and financially.
<input type="checkbox"/> Simplify the mission to meet the basic needs of loving people and planting churches. Tell testimonies about the journey to inspire others.
<input type="checkbox"/> Recognize and respond to generation barriers, both in priorities and in the vision for the church
<input type="checkbox"/> Rural churches need to move towards using technology more/when available (YouTube, a high definition camera, projector, internet)
<input type="checkbox"/> Cancel service to go out and reach your community. Show that you value people.
<input type="checkbox"/> Coming out of a plateau or decline is a team effort, not just the pastor's responsibility.
<input type="checkbox"/> Preach the truth in a "me-centered" society. Allow the Holy Spirit to purge those not aligning to the truth of the Word.
<input type="checkbox"/> Our church name change was an expression from young summer students when we asked for their input as to how we could move from survival mode to being more forward thinking.
<input type="checkbox"/> A fresh dependency on God. New revelations are needed. God can use disruption to birth a new season of vitality. Sometimes an implosion has to happen.
<input type="checkbox"/> Church splits will send a church into decline as they deal with those who have a lack of trust.
<input type="checkbox"/> Revisit the church's historical roots. Revive prophecy about the work. Receive a Word from Scripture/God. Hear God lead.
<input type="checkbox"/> Strong leadership through highs and lows, accountability. Have courage to ask the hard questions and courage to be honest with yourself.

<input type="checkbox"/> Everything hinges on leadership – your people will do what you do. Danger is thinking we’ve arrived. There is no arrival point – always be embracing change.
<input type="checkbox"/> A funeral with your eyes always on the resurrection - sometimes a church needs to die in order for missional impetus to spring up in the community.
<input type="checkbox"/> Plateau and decline is inevitable. We need to plan on how to navigate during those times. Finish, don’t quit.
<input type="checkbox"/> Those committed to only in-house ministries can become critical. Help them see beyond the church walls.
<input type="checkbox"/> Young adults tend to end their involvement when obstacles arise, and often find it hard to commit to being involved in the life of the church.
<input type="checkbox"/> Danger of spiritual pride entering the church in times of plateau and decline.
<input type="checkbox"/> Church is influenced by secular methods.
<input type="checkbox"/> Allow for newer/different people to get involved in ministry.
<input type="checkbox"/> Decline can take place when leaders are not serving in their areas of strength and giftedness.
2. What strategies, initiatives or resources are you currently engaged in or interested in pursuing in order to ensure the ongoing vitality of your church or ministry?
<input type="checkbox"/> Prayer and fasting are healthy for both us and the Holy Spirit, re-casting vision when needed. Persevere through adversity. Nothing changes unless we pray – very necessary. Have a consistent theme of prayer all through the year. Develop a church prayer strategy first, before other strategies – of utmost importance is the centrality of hearing from God. Reinstate regular prayer times/prayer meetings.
<input type="checkbox"/> Regular meetings about the future direction and prayer throughout the week and asking where others want the church to go.
<input type="checkbox"/> Leadership unity and trust is key, build up leaders to go out with their own ministries. Maturity and passion go hand in hand.
<input type="checkbox"/> Actively connect in the community and build relationships. Countless ways to do so: participate in local fairs, meetings with city leaders, food bank, connecting to schools, evening ball hockey, chaplaincy with police, coffee shop, seminars in schools, be an evacuation site for local senior homes – a result of this was the start of a widows group, messages available through social media, gym nights, Kindermusik – family music and movement, group music lessons, movie nights with popular films, summer camps for kids, Super Bowl party and have a message at half time, a soccer field, serve lunches throughout the week, nursery, afterschool program, senior culture classes, a ping pong club – four times a week draws in 120 people, connect after service with food, host Red Frogs on local post-secondary campus, start a Sunday night service for those who cannot attend in the morning, pair Bible College graduates with rural ministries, homeless shelter, AA groups, community garden, etc.
<input type="checkbox"/> Emphasis evangelism. Train and equip people, teaching them to take ownership. Build a community inside and outside the church. Understand that we are the community. Train others in order to train more. Reach families by reaching their children.
<input type="checkbox"/> Resources: multi-media, Alpha, books (<i>Vital Church</i>), house a Christian School in your building , small groups, leadership vision events, Global Leadership Summit, technology, Nelson Searcy, 40-day Bible journal, Ed Stetzer, ESOL courses (English for Speakers of Other Languages)
<input type="checkbox"/> Create events that help people to belong. Host fellowship opportunities.
<input type="checkbox"/> Leverage technology to connect – texts, Facebook, etc.
<input type="checkbox"/> Establish a Christ-like presence in the community (i.e. food bank drives, Halloween night church events, Alpha small groups, etc.)
<input type="checkbox"/> Create a strategy for an organized system that makes the church feel like a safe place for people who may have thought otherwise.
<input type="checkbox"/> We have adopted the <i>2020 Initiative</i> vision for both our church vision and evangelism statements.
<input type="checkbox"/> Help people understand God’s redemptive heart for reaching lost people and equip the believers to do so
<input type="checkbox"/> Be an entity that the community relies on and needs – use your building as a ministry tool, hosting significant events for the community.
<input type="checkbox"/> Leadership needs to stay vibrant personally. Be continuously in the Word in order to ground your congregation also in the Word.
<input type="checkbox"/> Bring back Sunday school/discipleship – an in-depth study of the Word together that is also relationally strong.
<input type="checkbox"/> Empower congregation members to pursue their own ministries. All the focus does not have to be on one single thing. Reach into the community in diverse ways.
<input type="checkbox"/> Implement innovative ideas (i.e. coffee shop, bouncy castles, etc.) to create a welcoming environment.

<input type="checkbox"/> Look to other local churches for examples, but be reminded that your Christian lifestyle is what will ultimately be attractive in your community.
<input type="checkbox"/> Be Kingdom minded, not just focused solely on your local ministry. Build a strong missional community who reaches out in many ways.
<input type="checkbox"/> Encourage and seek out credential holders who are inactive. Find ways to involve them. Use stories of faith to encourage and empower the generations.
<input type="checkbox"/> Focus on planting another work. Create a culture of servanthood and service.
<input type="checkbox"/> Do anything short of sin to reach as many as possible. Constantly ask the question, “If we closed the church doors, would anybody notice?”
<input type="checkbox"/> Be a leader not a herder. Have prayer be what leads you.
<input type="checkbox"/> Plan for those who are not “here” yet. Think about who you are trying to reach. Create with them in mind.
<input type="checkbox"/> Try new initiatives with small groups.
<input type="checkbox"/> Identify your community and seek to meet needs (i.e. low income housing areas, community centre events, newcomers to Canada, other cultures, etc.)
<input type="checkbox"/> Get involved with helping other churches or works and cross-denominationally.
<input type="checkbox"/> Different seasons of a church/ministry require different strategies. Review your strategies regularly and adjust the sails accordingly.
<input type="checkbox"/> Invite younger ones to minister (contact your Bible college).
<input type="checkbox"/> Open the doors (befriend neighbours of other faiths and cultures, rent the building to other church communities, etc.)
<input type="checkbox"/> Churches that maintain Sunday school (discipleship) are growing churches – as observed and noted by a leader who travels the country often.
<input type="checkbox"/> Divide the congregation into four focus groups (local, trans-local, national, international). Get everyone involved in thinking outward.
<input type="checkbox"/> Invest in Alpha. Some host it in the church, others in people’s homes.
<input type="checkbox"/> Teach on what it means to be the church “outside” of the church building (i.e. neighbourhood VBS, house church gatherings, etc.)
<input type="checkbox"/> Be aware – not letting the world creep into the church but being a beacon of hope as you reach out into your community.
<input type="checkbox"/> Include church members in making decisions about the future (goals).
<input type="checkbox"/> Introduce a Bible reading program as a top-down commitment, led by the leadership, and with accountability among participants (i.e. email, follow-up, etc.)
<input type="checkbox"/> Have conferences around the theme of “Hearing God”
<input type="checkbox"/> Weekly prayer breakfast with pastors and board with a study, “God’s Armor Bearer”
<input type="checkbox"/> Bless first responders, schools, block parties, community initiative partnership
<input type="checkbox"/> Invest in the next generation – our children and youth.
<input type="checkbox"/> Asking, “What is God’s plan for us today?” – rather than focusing on what we have always done in the past. What is our starting point for ministry in our Jerusalem? Need to build that Kingdom mindset.
<input type="checkbox"/> Find out what the church’s reputation is in the community. Create an on-line setting to connect with women (virtual Bible study)
<input type="checkbox"/> Just say “Yes!” Have your doors open for anything. Be the church the community turns to when there is a need.
<input type="checkbox"/> Red Frogs – a great way to be involved in pre-evangelism on post-secondary campus in our community.
<input type="checkbox"/> Include all ages – especially young couples and millennials.
<input type="checkbox"/> The presence of God must prevail over performance.
<input type="checkbox"/> Strengthen your discipleship focus – Do what Jesus did. 1. Preached to the multitudes 2. His 120 (12). 3. Then one on one. Incorporate weekend experiences, life groups to build relationships, strengthen your mission to reach others.
<input type="checkbox"/> Recommended read: <i>Sticky Church</i>
<input type="checkbox"/> Discovering new ways to connect with parents of children and youth we are reaching. Getting into schools (i.e. reading to children, food programs).
<input type="checkbox"/> Bless local police and other emergency service workers with goodie baskets and letters of encouragement and support.
<input type="checkbox"/> Make sure the church is regularly (every five years) updating its facilities and programs so as to remain relevant.
<input type="checkbox"/> Increase prayer - find intercessors.

<input type="checkbox"/> Reach those in the farming communities across our nation. Connect with <i>Fellowship of Christian Farmers Canada</i> or a local farming group.
<input type="checkbox"/> Host a <i>Celebrating Nations</i> service or event and invite your local Member of Parliament.
<input type="checkbox"/> Strengthen intergenerational connections. Match seniors and youth to pray for one another – let them choose each other.
<input type="checkbox"/> Created school backpacks for those in need in our community, with \$100 worth of items in them. The follow-up was important.
<input type="checkbox"/> Honour your seniors once a month with words of encouragement, dessert, etc. Make this a youth-driven initiative.
<input type="checkbox"/> Strike up a multi-media committee to make the church more accessible to the public.
<input type="checkbox"/> Conduct ESL classes for neighbourhood children.
3. For churches that are stable, healthy and growing, what are the principles and practices that help them maintain continual renewal of vision and vitality?
<input type="checkbox"/> Plan ahead. Identify those who are able to plant another church.
<input type="checkbox"/> Consistent intentional evaluation and ongoing analysis. Set regular times to do so. Do not settle for the “same old”. Pursue clarity and movement through your evaluations.
<input type="checkbox"/> Be counter-cultural, deflecting the compartmental mentality of church life vs. the rest of your life.
<input type="checkbox"/> Focus on one large single issue at a time or three smaller issues. Have the team drive the change needed.
<input type="checkbox"/> Bring vision to leadership, board and congregation in a forum where issues can be brainstormed on and plans can be made to prevent vision and mission becoming stale by revisiting them (succession plan). Have the entire church invested in the vision.
<input type="checkbox"/> Sunday night service to emphasize discipleship, prayer and maturation. Have separate gatherings for different purposes.
<input type="checkbox"/> Create a solid strategy and development plan. Keep vision at the forefront. Trust the process. Do not allow money to drive vision.
<input type="checkbox"/> Find a group willing to pray and fast. See opposition as a gift and know that persevering through requires spiritual maturity.
<input type="checkbox"/> Make church available to the community, building portions of your facility to bring in the community. New Arabic neighbours? Include them.
<input type="checkbox"/> Celebrate things like planting a new site, or the end of debt, or new homes building up around you. They increase the value of your property and bring people closer.
<input type="checkbox"/> Spiritual vitality is crucial. Listen to the Holy Spirit and God will change your perspective and cause renewal to happen.
<input type="checkbox"/> Stay engaged. If something is not working, change your path to still reach the same goal. Identify the difference between Scripture and tradition.
<input type="checkbox"/> Evangelism must always be the priority. Empower the congregation to share life and faith with their neighbours.
<input type="checkbox"/> Allow the Holy Spirit to renew His church. Take risks to see beyond the now. Pray for God’s presence. Know God’s voice/man’s voice.
<input type="checkbox"/> Reach people who need to experience the life-transforming power of Christ – don’t just be about shuffling people between churches.
<input type="checkbox"/> Preach grace and truth – encourage leadership and congregation to do likewise.
<input type="checkbox"/> Recognize that we need to disciple others to ensure growth. Ensure this is happening weekly.
<input type="checkbox"/> Embrace change and thrive in every new season. Know there will always be challenges.
<input type="checkbox"/> Encourage relationships. Understand the intimidation or awkwardness of being the new person in a church.
<input type="checkbox"/> The vision should be about souls filling the Kingdom not the pews. Be faithful to your call (Hebrews 10). Only continue with things that encourage and strengthen the vision.
<input type="checkbox"/> Train leaders and the next generation for the future. Don’t settle in to maintaining what is today.
<input type="checkbox"/> Create opportunities for constant communication and attention to detail. Get feedback.
<input type="checkbox"/> After a plateau, envision the next step in the vision.
<input type="checkbox"/> Maintain missions and a focus on the Great Commission.
<input type="checkbox"/> Maintain relationships and a focus on the Word, rather than just activity.

<input type="checkbox"/> Always have the next big hill to climb. Identify the big issues the church is facing and be willing to work towards solutions together. Don't let fear stop you. Address the elephant in the room. Revisit your vision and make sure the present congregation knows it and is on board. Be aware of your church's culture as it changes.
<input type="checkbox"/> If your soul is at peace as a leader, it will be contagious.
<input type="checkbox"/> Be multi-generational. Be comfortable with seniors "showing up". They have much to give.
<input type="checkbox"/> Be about gradual movement forward rather than a quick decision that may shock a congregation. Good communication breeds unity and support – much needed. This comes through prayer and Holy Spirit wisdom.
<input type="checkbox"/> Filter all church activities through the church vision.
<input type="checkbox"/> Never be satisfied with the current state of affairs.
<input type="checkbox"/> Risk is messy. Pioneering a new path is risky. Be willing to accommodate the mess.
<input type="checkbox"/> If something didn't work, admit it fast and move on. Try something else.
<input type="checkbox"/> As pastor, watch over the flock. Be aware of what the people are going through.
<input type="checkbox"/> Listen. Hear one another. The pastor needs to have the ability to say "yes".
<input type="checkbox"/> Keep records of what worked and what didn't. Don't recreate the past.
<input type="checkbox"/> When planting, have a strong launch team.
<input type="checkbox"/> Maintain an urgency in your teaching and preaching, even when things are going well. Get excited about new opportunities and tackle them well. Avoid feeling pleased with yourself and where things are at. Keep reminding yourself and the congregation that you can't stay here".
<input type="checkbox"/> Challenge people regularly to have a genuine relationship with God, others and with unbelievers.
<input type="checkbox"/> Vision shifts according to seasons – be aware and respond according to the time of year or season you are in.

MISSIONAL VITALITY: REVITALIZATION OF OUR INTERNATIONAL FOCUS

1. Is it important for the local church to have an international focus? Why or why not?

- Jesus commands the local church in Scripture to reach their Samaria and uttermost parts. God blesses outwardly focused churches. Even the secular world has ways in which it reaches out to help others in need.
- Our church should require a global vision because it's the business of expanding the Kingdom. Mission must go beyond our four walls.
- A lack of outreach may cause people to become self-centered/self-involved.
- Ignites a need among people for prayer, as shown in the book of Acts.
- In a new church start-up, focus initially on local community and new believers, then beyond.
- Necessary to have a balance of focus on our nation and internationally. Canada is in greater need than ever before. A passion to reach out internationally needs to be infectious in Canada, as a result of reaching our nation.

2. What obstacles or difficulties have you encountered when trying to encourage an international focus within your church?

- People become too comfortable and are reluctant to reach out.
- Narrow vision often projected by selfish people.
- Lack of strategy and focus to follow the model set out in Acts 1:8. Some are too locally focused, and stop there.
- Younger generations are more geared towards meeting local needs.

3. What are ways you can overcome these obstacles or difficulties?

- Remember that the church does not exist for its own benefit, but rather for those who do not yet know Christ.
- Start the momentum in the local community allowing people to experience a missional effort, and then expand to include an international focus.

<input type="checkbox"/> A solid balance between the local and international needs, prioritizing the most immediate at a given time.
<input type="checkbox"/> Cast the vision every week through storytelling and opportunities for involvement, support and prayer.
<input type="checkbox"/> Highlight an international focus in your church through the formation of a missions committee, speakers, hosting a missions convention or event, support of specific missional projects, sending people on short-term missions trips, making congregation aware of prayer needs around the world and in our PAOC family of workers globally.
<input type="checkbox"/> Incorporate regular teaching on how to give and why.
<input type="checkbox"/> Got involved in Operation Christmas Child in our community – people needed to come to our church to obtain their boxes and return them. Great opportunity to engage with those who have a heart to bless others.

MISSIONAL VITALITY: MULTIPLICATION

1. In your setting, what are the opportunities and obstacles to plant, partner and/or provide for a new disciple making community, and how are you engaging/addressing these?

<input type="checkbox"/> Lead with our “why” and allow the “how” to follow naturally.
<input type="checkbox"/> Obstacles include finances, old ideas, lack of vision, heavy work schedules, lack of community, lack of cultural diversity, pastoral staff being territorial to a new church. Create a safe place with checks and balances.
<input type="checkbox"/> Obstacles include space/location and showing that it is for the community, property zones for places of worship and a protest of tax free land.
<input type="checkbox"/> Opportunities include ESL training, ministry to families providing caregiving (caring for parents who have suffered strokes or dealing with Alzheimer’s or other health issues), ministry to newcomers to Canada, networking of leaders and business people, welcoming and incorporating believers who have moved to Canada from other countries.
<input type="checkbox"/> Know the need in your community. Be wise in knowing the assets you have in your congregation and how to effectively incorporate them in a new plant.
<input type="checkbox"/> Develop the foundations to launch well, including a focus on missions (others). Know when you are ready to plant and have a healthy culture to do so. Set realistic goals to allow for a smooth and successful plant to take place.
<input type="checkbox"/> Identify and equip leaders to partner with you in the mission of planting.
<input type="checkbox"/> Constantly refresh your system. Be open to new ideas to engage the next generation (i.e. involvement with campus ministry).
<input type="checkbox"/> Understand the power of prayer when planting. Do not replace prayer with program. A successful plant or partnership must be bathed in prayer.
<input type="checkbox"/> North Pickering, Ontario plant video – identified opportunities of geographical growth, struggle with financial commitments to other plants, addressed prayer and resource support.
<input type="checkbox"/> Peterborough, Ontario, Korean Church - people living in close communities could start to disciple their community, use cultural backgrounds to open doors, difficulties with lack of finances and volunteers.
<input type="checkbox"/> Cobourg, Ontario – Roseneath Aboriginal population – engaged through prayer with core group of people, but financial help also required.
<input type="checkbox"/> Millbrook, Ontario – only evangelical church in the area, potential for satellites – Pontypool, Bethany, etc.
<input type="checkbox"/> Parkway Church, Ottawa – desire to plant in Barrhaven because congregation is in the area and have church planter buy-in. Obstacles; finances, space, “on site with insight”, prayer and fostering prior to initiative.
<input type="checkbox"/> Surrey Pentecostal Assembly, BC – desire for the church to run a transition house in the community, challenge is funding.
<input type="checkbox"/> Simon Fraser University, Burnaby, BC – praying for more students to live on campus; students are caught up in the “busyness” of culture
<input type="checkbox"/> Matt Duffy – launching group on Okanagan campus, need for more trained campus workers
<input type="checkbox"/> Sooke, BC refugees – church and community partnership, raised a collective \$20,000 but need \$35,000.

<input type="checkbox"/> Planting a satellite in a small town isn't realistic, but the next town over makes sense.
<input type="checkbox"/> Many churches are risk-averse. They don't try it because it might not work.
<input type="checkbox"/> "But everyone is so busy. They won't come to our plant." Stage of life speaks of this. Consider the stage of life you want to impact and work the plan accordingly. Stage of life can be a deterrent or an opportunity, if planned well.
<input type="checkbox"/> Obstacle – getting people to serve in rural church plants. Solution may be to train from within.
<input type="checkbox"/> Manpower is required to expand missionally. People seem too busy
<input type="checkbox"/> Intentionally include planters for Pastor Appreciation Sundays. Incorporate planters into the host church so they do not feel abandoned or alone.
<input type="checkbox"/> Extreme hospitality – a great way to engage and build a group to begin a satellite or plant.
<input type="checkbox"/> Challenge - lack of financial resources.
<input type="checkbox"/> Opportunity is also sometimes an obstacle – Do we promote a gathering/fellowship that caters to a specific culture or ethnicity OR do we try and find ways to incorporate them into the larger united gathering (segregation vs. integration)?
<input type="checkbox"/> No gospel outreach in many communities. Opportunity: people hurting, lonely, many lost people. Host community barbeques.
<input type="checkbox"/> Obstacle – leaders wanting to build their own kingdom, fear of people leaving for new church, no cooperation between churches.
<input type="checkbox"/> Do a joint ministry venture with a church in a neighbouring community. Some communities are over-churched, while others are lacking.
<input type="checkbox"/> Challenge – age is a big factor for smaller town churches where the population is aging. Equip the congregation to “go to them” instead of trying to bring them in.
<input type="checkbox"/> Theologically, we don't get it – the reality is that those who do not know Christ will face eternity without Him. Apathetic. We must see our community through the eyes of a missionary.
<input type="checkbox"/> Consider remote communities like Thompson, Manitoba. Assess the community need and serve it well.
<input type="checkbox"/> Opportunity - Identify a community without a church and send a missions team there.
<input type="checkbox"/> Opportunities abound – on university campuses with day-to-day connections with students; ministry to children; partnership with community drop-in centres, reproduce leaders focusing on youth in all aspects of life and ministry.
<input type="checkbox"/> Obstacle – assemblies that are not mature enough to start another faith community would be like a “teen parent”. Also, the lack of comfort regarding personal evangelism. Teaching and training required on how to share your faith.
<input type="checkbox"/> Opportunity - Aboriginal reserves (mentioned those north of Winnipeg) have no Christian witness.
<input type="checkbox"/> Use successful ethnic congregations in other churches to model and cultivate vision.
<input type="checkbox"/> Ethnic congregations lack access to time and space to conduct ministry activities relative to meeting rooms, etc. to gather.
<input type="checkbox"/> Obstacle – non-ethnic members resistant – largely in relation to church building use by ethnic groups.
<input type="checkbox"/> Build / develop a community centre.
<input type="checkbox"/> The first offering when we opened our new church was for a youth centre in town. The director and the mayor were very touched by our generosity.
<input type="checkbox"/> Meet with your mayor and discuss what the needs are in your community and how your church can respond.
<input type="checkbox"/> Offer leadership courses to city councilors.
<input type="checkbox"/> Do personality and gifting assessments, and then encourage everyone to become a volunteer in the areas in which they would serve best.
2. What resources or partnerships would prove beneficial?
<input type="checkbox"/> Partnering with other denominations/churches to create programs and share resources.
<input type="checkbox"/> Location and facility - engage municipality to support a shared building or space.
<input type="checkbox"/> Start a conversation with successful church planters and those with the church planting gift.
<input type="checkbox"/> New churches to have gravitas and a strong core of leadership.
<input type="checkbox"/> Develop leadership and lay people to be honest and humble – open and willing to accept help.

<input type="checkbox"/> Suggested scholarship for young people pursuing ministry, so that they do not have debt and are ready for the mission field (Canada or internationally).
<input type="checkbox"/> Smaller churches to be in a Kingdom mindset and humbly accept assistance and partner with larger churches when in a decline.
<input type="checkbox"/> The role of district leadership in helping connect local churches who can assist one another.
<input type="checkbox"/> Training for churches / establish not-for-profit churches with new leadership teams.
<input type="checkbox"/> Consolidation of regions for assistance with small churches, helping them become self-sufficient.
<input type="checkbox"/> Grow and develop worship teams. Share people support such as worship teams for new plants.
<input type="checkbox"/> Support through financial assistance, prayer and manpower to serve.
<input type="checkbox"/> ARC and C2C conferences are vital partner resources for planting.
<input type="checkbox"/> Alumni resources and working with services already active on campuses.
<input type="checkbox"/> Encourage congregation members to take people out for coffee and invite new families to dinner. Church could consider a budget line to help facilitate this type of outreach expense if people are unable to do so themselves.
<input type="checkbox"/> Appreciate tracts provided by Mission Canada on reaching unique people groups, with testimonies not from leaders but from those whose lives have been transformed. Appreciate this <i>2020 Initiative</i> Missional Vitality tour and discussion time.
<input type="checkbox"/> Leveraging technology, finances and people.
<input type="checkbox"/> We have financial and people resources. We lack passion to multiply.
<input type="checkbox"/> Have larger church buildings house other churches or church plants.
<input type="checkbox"/> Appreciate PAOC District, C2C Network and Calvary Temple Winnipeg joining together to plant a church beside the University of Manitoba. Without this three-way partnership, this would not have happened.
<input type="checkbox"/> Don't reinvent the wheel when not required. Partner with others where possible. Encourage the community ministerial to co-promote joint events and cross-pollinate good work each may be doing.
<input type="checkbox"/> Training in missional activity / personal evangelism is needed.
<input type="checkbox"/> Partner with community organizations and with your town or city.
3. What lessons can we take from international church planters that we can apply to our Canadian local church disciple making and church planting endeavours?
<input type="checkbox"/> By partnering, sharing and taking risks as we explore different models. Go to where the needs are/people are, rather than expecting the community to show up at your church.
<input type="checkbox"/> Simultaneously leading and training the congregation to do ministry - empowering those with potential, using lay people.
<input type="checkbox"/> Through the acts of fasting and prayer, spiritually pushing back enemy territory.
<input type="checkbox"/> Change our definition of success – stop focusing on things being perfect and just keep it simple.
<input type="checkbox"/> Having faith that God can do all things and being more reliant on the Holy Spirit.
<input type="checkbox"/> Reconsider the value of time available and invest in worship/ministry/service, etc. to reflect style of church services in town of origin.
<input type="checkbox"/> All hands on deck – Everyone is a minister. Empower every believer.
<input type="checkbox"/> Do not get caught up completely on your local area, think bigger. Rely on the supernatural.
<input type="checkbox"/> Do not get slack in talking about Jesus. Don't miss opportunities. We need to be talking about Jesus all the time, and not leave it because we want to be polite. Be there!
<input type="checkbox"/> They have less so they trust God more. They don't wait for what they don't have. They just do.
<input type="checkbox"/> Consider planting churches in homes.
<input type="checkbox"/> Delegate and decentralize so as to have a reproductive model.
<input type="checkbox"/> Avoid reproducing business or professional models.

<input type="checkbox"/> Let people express themselves and do not impose your way of doing things on them.
<input type="checkbox"/> New leaders are now coming into churches with university backgrounds. They are transitioning to the church environment often without Bible College. Rethink how we train leaders – our traditional methods may not work for all.
<input type="checkbox"/> As soon as people get saved, challenge them to witness.

ROUND-TABLE LUNCH HOUR DISCUSSION WITH PRESENTERS – INSIGHT TO SHARE WITH OTHERS

Revitalizing the local church - (Gary Taitinger, presenter and discussion facilitator)

<input type="checkbox"/> Leadership needs to passionately foster a culture of change by answering the skeptics, engaging the searchers and making disciples.
<input type="checkbox"/> Know your community, include them and target your vision towards them. Show the community that the church is a “safe place”, somewhere they are not judged to meet different demographics (i.e. single moms, welfare recipients, various faith groups, Sunday evening service).
<input type="checkbox"/> Igniting excitement and anticipation for growth within the church, rebuild after disarray, sometimes slower in an older community and remove inherent problems to help church to grow (leverage mortgage to fund maintenance upkeeps)
<input type="checkbox"/> Be present in the community, building up new believers at other churches. Allow use of building to build relationships. Get involved in community, clubs, shelters, etc.
<input type="checkbox"/> Serve in a context that needs to be revitalized – the downtown church.
<input type="checkbox"/> Campus Ministry is most effective when it encourages other to share their faith journey, rather than telling them. Relationships built over time build growth.
<input type="checkbox"/> Love the congregation back to health, realizing that sometimes aiding senior pastors can cause decline. The church is to define church culture.
<input type="checkbox"/> See generational differences when discussing this with 5-6 different pastors.
<input type="checkbox"/> Move toward substance-based youth ministry rather than activity-based.
<input type="checkbox"/> Connect with other pastors in the community to work toward a common goal. Have combined events. Discuss how churches working together can plant churches and initiate satellites.
<input type="checkbox"/> Challenge visions not owned by the church leadership or congregation, share dreams with leadership for it produces healthy fruit.

Revitalizing the suburban church - (Derrick Hamre, presenter and discussion facilitator)

<input type="checkbox"/> Encouraging community orientation and opening up your building to the community; get the congregation out of the pews (small groups)
<input type="checkbox"/> Interim work, needing someone who craves change, realizing the lack of change in the congregation.
<input type="checkbox"/> When laid off at my church, I started a small business in the mall. There I met and ministered more than all my years at the church.
<input type="checkbox"/> As a senior, it is important to connect with and encourage young pastors in small works.
<input type="checkbox"/> Church plateaued after two pastors both passed away within a five year time frame; emotional struggle, poised to move forward, 900 barrier and limited space for children’s ministry.
<input type="checkbox"/> Partner with the community and other churches, build relationships with your neighbours and pray for them.
<input type="checkbox"/> Outreach; soup kitchen, pre-teen ministry, soccer programs, free movie nights at the church, after-school programs, town youth initiative (shift working community).
<input type="checkbox"/> Sponsor a Syrian refugee family. Even with no allocated finances, you can make this happen through focused fundraising efforts. Not only the family will be blessed, but your congregation will receive a blessing through care and commitment to the stranger in need.
<input type="checkbox"/> Don’t allow fear to stop you from moving forward. Find a need in the community and wait to see how God uses you.

Revitalization in small/rural communities - (Louis Halbgewachs, presenter and discussion facilitator)

<input type="checkbox"/> Encourage and equip the church. It does not matter the size - we are the church so be the church.
<input type="checkbox"/> Minister to the community, direct your message to non-believers with intentional relevance going back to the “heart” of ministry.

<input type="checkbox"/> Make a profit to become self-sufficient to some extent and be bi-vocational while pastoring; full-time/part-time pastors churches able to pay a salary and pastor multiple churches in a close proximity of one another, or bring two churches together.
<input type="checkbox"/> Question activity bound outreach and the affiliated insurance.
<input type="checkbox"/> Learn to develop a satellite ministry. Mature Christians need to come for input not for take-out.
<input type="checkbox"/> Seek outreach opportunities. Local rural churches morphing to have more of a regional impact.
<input type="checkbox"/> Focus on future generations: sow seeds of change from traditions
Reinvigorating existing and historic churches - (Bob Jones, presenter and discussion facilitator)
<input type="checkbox"/> Find people in the congregation who want to move forward and who can be spokespeople for the vision other than you (relationships trump process).
<input type="checkbox"/> Move past the sacred and relocate. Things move at the speed of trust but being a leader inevitably means change. Create a guiding group to facilitate major changes.
<input type="checkbox"/> Find roles that fit people where they are. Be sensitive to those who have been there much longer than you have.
<input type="checkbox"/> Diffuse bad news with good news. You never know how far or close a breakthrough is.
<input type="checkbox"/> Talk about staying for the long haul and get involved with the community. Outlasting your critics in terms of longevity is success.
<input type="checkbox"/> Do not throw away tradition just to do so. A lot of the younger generation want to keep it.
<input type="checkbox"/> Keep pleasant in the face of opposition. Soft answers turn away wrath. Try to understand the resisters instead of fighting them.
<input type="checkbox"/> Change one year will not necessarily make the next easier.
<input type="checkbox"/> Unity is key with change. Small miracles keep moral up. Celebrate the small goals achieved.
<input type="checkbox"/> Inspire older congregation by experiencing change. One church created an event for women where they saw women in the community attend for the first time in years. This even inspired them so much that they wanted more change because they wanted to see what it could accomplish.
<input type="checkbox"/> Bob Jones lost huge numbers of key people in his congregation as they exited (from 750 down to 495). He managed to keep his sanity even with people saying he was “the devil”. A breakthrough came after three years.
<input type="checkbox"/> Thompson, Manitoba – Children’s pastor started a “Sprouts” program for moms and tots weekly, meeting at the local arena. So many new families that have become part of the church have come through “Sprouts”.
Reaching cultural groups - (Charles Hermelink, presenter and discussion facilitator)
<input type="checkbox"/> From friendship, invite others to church where their children can learn English. Show them that it is a safe place. Introduce the church as a place that will help and support them in times of distress.
<input type="checkbox"/> Don’t allow barriers to inhibit you spreading the gospel. Love is a universal language. Allow God to equip you with all understanding.
<input type="checkbox"/> Reach those through prayer first, let the Lord soften their hearts.
<input type="checkbox"/> Determine your international focus (i.e. Spanish, Muslim, Canadian, First Nations). Reach immigrants with open doors. Be intentional in learning and respecting different cultures in order to build relationships.
<input type="checkbox"/> Lack of a building and finances to rent can cause hindrances. Have venues that are open to multicultural groups to break territorial barriers
<input type="checkbox"/> Filipino ministry in Saskatoon started services in July of 2015 with three branches in the Philippines - earned the need for patience and prayer.
<input type="checkbox"/> To remove fear we need to educate people, stop being judgmental and understand so that we can build relationships and break down barriers.
<input type="checkbox"/> Meet the needs of your community - teach English, begin Arabic services, have some knowledge about what others believe so you can connect with them genuinely (use technology and media).
<input type="checkbox"/> Engage people using various resources (i.e. The Jesus video, Tribal Trails video or television program for Aboriginal teens.) Arrange for translators as needed.
<input type="checkbox"/> Need to move from “accidentally multicultural” to “intentionally multicultural”.
<input type="checkbox"/> Each immigrant generation experiences its own challenges (1.0, 1.5, 2 nd and 3 rd generation).

<input type="checkbox"/> Intentionality in multi-cultural and multi-generational hiring and volunteer/leadership development.
<input type="checkbox"/> Resource: Western Ontario District, Tom Quinn's manual for cultural language pastors and churches.
<input type="checkbox"/> Honouring culture without idolizing culture: The gospel supersedes all cultures and calls us to change.
<input type="checkbox"/> Challenges of legally sending monies to church planting back in home countries (referred to consult with David Adcock of ERDO for advice on this matter).
Strengthening the international mission focus - (Murray Cornelius / Darcy McAlister, presenters and discussion facilitators)
<input type="checkbox"/> Make use of the PAOC's Church Guide to Missions to help you place your focus on various international needs, short-term projects, global workers, etc.
<input type="checkbox"/> Involve congregation in the decisions of who you support internationally. Allows for stronger ownership.
Starting a new missional initiative - (Karen Reed, presenter and discussion facilitator)
<input type="checkbox"/> We need missiology; be willing to listen to people, meet them where they are at. Be willing to have a spirit of experimentation. All situations are unique so your approach must be as well.
<input type="checkbox"/> The church needs to re-enter culture and forego some traditions to reach people. Spiritual gatherings may not always occur on a Sunday morning.
<input type="checkbox"/> Focus on how to serve and support others. The gospel is about restoration of all of life.
<input type="checkbox"/> First Nations - do not try to change them. The greatest need is poverty, however, Aboriginal people are very generous by nature.
<input type="checkbox"/> Treat your neighbour as family. Make intentional and well thought out steps into the community by getting involved in activities. Integrate yourself.
<input type="checkbox"/> Bible College students learn and live in community, not simply serving one another, but doing life together.
<input type="checkbox"/> Vancouver - planters are needed in East Van (Main and Queen area).
Planting or running a satellite - (Bill Markham, presenter and discussion facilitator)
<input type="checkbox"/> Determine the DNA of the satellite - needs a unified vision that is not trying to do everything but have proclamation, discipleship and missions as your priorities. Start with the "why" and then determine the "how".
<input type="checkbox"/> Challenge the traditional method of planting; share pastors and worship, one church with many sites; mission first followed by proclamation and discipleship.
<input type="checkbox"/> Stay anchored to your vision; as you grow you have to say "no" to more. Allow others to inform you not define you. Failing is inevitable but keep taking risks.
<input type="checkbox"/> Know the churches and culture in your community; denominational barriers in an issue in rural churches due to relationships, but serve and win favour. Take care of details such as security for childcare. Ask the community what they would like to see at the local church.
<input type="checkbox"/> Many have a heart for ministry but lack resources, losing strong people to other churches because they can adequately fund church plants, draining the planting funds without hurting the church's finances. One church started an orphanage in Mexico. It took two years of paperwork before they could begin, and that was without having to build a building.
<input type="checkbox"/> Plant new initiatives; summer camps are opportunities that can bring strong results for reaching children and families.
<input type="checkbox"/> Community Pentecostal Church, Orleans, ON started new focus on making believers into better disciples. They are developing new ways to equip leaders to more effectively disciple; currently ending their research phase and are implementing within the next year.
<input type="checkbox"/> Church is used every day by many community groups (with a 25k annual income), however some still want to use the traditional methods to get the community into the church. Change challenges the older congregation, but it's becoming increasingly hard to pay the bills. However, focusing on young families does not bring in the funds needed to run a church.
<input type="checkbox"/> Working with Hockey International mission for 18 years, expanding the Chaplaincy ministries for Junior A and Junior B teams in Ottawa. Ownership and acceptance is key to breaking barriers.