




**The Salvation Army  
Woodroffe Community Church**   
On the move...transformation...



### The Zaccheus Project




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### What to do?

- 'as is'
- tinker
- transform

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### Relocation choices...

- move to a new building
- change our focus a bit
- fulfil our potential

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### Elements of transformation

- **Vision** of who we can be as church
- **Determination** to become those people
- **Plan** to accomplish potential

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### Planning relocation has meant:

- **Review** of who we are as a church
- **Review** of what we do and what are the possibilities
- **Planning** for an integrated ministry
- **Developing** financial/fundraising plan for a relocated church building

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## Ministry/Program Consultation

- Purpose of ministry/program
  - Spiritual Growth
  - Pastoral Care
  - Fellowship
  - Musical/Drama Ministries
  - Outreach
- Its strengths
- Its challenges
- Any outreach element
- Possibilities to improve/enhance and integrate

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## Consultation methodology

- Focus groups
  - 226 participants in 22 groups
  - Includes 43 children and youth
- Survey questionnaires
  - 44 surveys from individuals and couples
- Individual interviews
  - Five individuals
  - Corps Officers
  - Area commander

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## Spiritual Growth - Strengths

- Spirit-filled fellowship in worship and teaching
- Blended services with variety of worship style and music
- Sunday School with more organized teaching
- Committed, dedicated leaders


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## Spiritual Growth - challenges

- Fragmented worship services
- Meaningful worship with variety for all ages and needs
- Time of Sunday morning service; difficult to invite people over lunch hour
- Filling the pews
- Focus and relevancy
- Accountability to each other in small groups
- Passionate, fervent effective prayer meetings


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## Pastoral Care - Strengths

- CCM's committed members with excellent leadership
- Sharing faith by genuinely caring and supporting people greeted at door and/or visited
- Shepherding program keeps people linked to church and to each other
- Interest and care of 'sheep' particularly important for those people who are not fully engaged in church life

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## Pastoral Care - Challenges

- Need more leaders/members for CCM and Shepherding
- Put priority on people, not on program
- Keeping track of people who come occasionally
- Lack of consistency with Shepherding
- Lack of follow-up with Sunday morning greeting
- Increase participation in prayer meetings

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## Fellowship - Strengths

- Caring, committed, organized leaders
- Opportunities for all ages, individuals or families
- Spiritual/devotional part of artisans, Sunshine Club
- Welcoming, acceptance of newcomers in Christian love
- Meeting the need of community youth with SLAM/Chill
- Easier to invite someone to a fellowship activity if they are not comfortable with 'church'

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## Fellowship - Challenges

- Limited space
- Lack of awareness of all that is offered
- Recruiting new people
- Commitment from younger people
- Link more with other churches

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## Music/Drama - Strengths

- Capable musicians and dramatists willing and committed to using God-given talent
- Music and drama add a wonderful spirit to services
- Attractive to young people
- Committed leadership
- Good training for young people
- Outreach to community (e.g. Gladstone)
- Variety and effectiveness

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## Music/Drama - Challenges

- Over scheduling
- Feeling of duty; joy is lost
- Recruitment of young people
- Space issues in practice and worship
- Maintaining committed leadership
- Blending traditional and contemporary
- Coordinating use/effectiveness during services
- Keeping the focus on ministry, not personalities
- Maintaining the unique Army 'brand'

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## Outreach - Strengths

- Consistent commitment of leaders and members
- Strong desire on part of a few to be involved in serving and supporting people outside our walls
- Rewarding experience
- People involved are passionate about reaching the lost; committed and sacrificial

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## Outreach - Challenges

- Diverse understanding of 'outreach'
- Making service sacrificial instead of convenient
- Need more workers to fill the opportunities
- Lack of functional capacity in current building (e.g. SLAM)
- How to involve music and drama in community in more meaningful way


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## Systemic - Strengths

- Committed, God-directed leadership
- Purposeful prayer support
- A large pool of gifts, talents and experience
- Points of passion about doing God's work


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## Systemic - Challenges

- Leadership
  - Training, mentoring
  - Succession planning
- Over programming
  - Particularly in musical units
- Diverse understanding of and commitment to 'outreach'
  - 'go to' and/or 'come to'
- Dysfunctional facility

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## Relocation concerns

- Numbers declining at Sunday morning service over last year; may lose more
- If we can't engage the community around here, why would it be different anywhere else?
- Capacity for fundraising.

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## Some thoughts about concerns

- Sunday morning attendance is only one indicator of Church growth and health.
- Commitment to community ministry/service.
- Financial commitments are essential; planning begins now individually and as a Corps.

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## Congregational response

- December 2, 2007 confirmation of decision to relocate meaning development of:
  - Ministry/program
  - Finances

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## Integrated Ministry

- Integrated Ministry Logic Model
  - Goals
  - Activities
  - Outcomes
- Draft Implementation Plan
  - Examples of action (Worship Design Team, Leadership Development)

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## Community Ministries



## Recommendations

- Search for and purchase property
- Move into and engage that community
- Integrate with social services
- Begin construction of a functional, attractive building within two years.

## Finances

- Woodroffe in stable, but lean financial position
- Operating budget of \$300,000
- Financial plan?

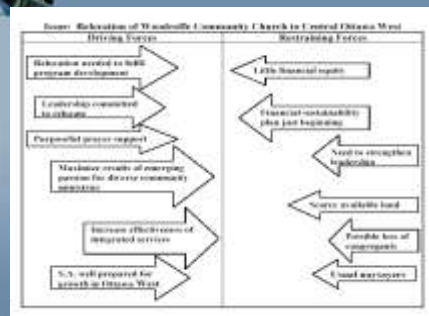
## Financial plan

- Bi-focal initiatives for congregation:
  - Increase regular giving for a comfortable cash flow
  - Ensure commitment to capital project funding
- Decisions/commitment from DHQ/THQ

## A Zaccheus response

- Timing
- Risk taking

## Analysis of change factors



## The ask...

- Accept the Program Proposal as a planning document for relocation.
- Identify resources to work with us.
- Promote discussion between Woodroffe and the Army Social Services in Ottawa for more integrated ministry and service.

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