

## Moving Redemption Forward Working Group

\*Advice from other churches integrated in responses.

How do we protect the people we have?

*While we hope our church will grow and so will our volunteer base, in the meantime we need to be mindful of the tendency for people in a small church to burn out. What could we do to ease the burden on our volunteers?*

Brainstorming / **Recommended Actions:**

- Hire 2-3 people (students?) to work from 8:00 - 9:00 am to set up Enver Creek for us for ~\$15/hour
- Ask the light booth tech if they'd like to extend their employment on Sunday mornings by 1.5 hours to arrive at 8:00 am and help with stage set up
- Have a monthly "Sunday off" for volunteers where we do worship using a video from another church and/or kids are in the service
- **Constantly talk about the vision - we do what we do to God's glory and for the sake of the mission of the church.**
- **Whenever there is spiritual fruit, intentionally share it with volunteers across the board, not just those who might have been "directly" involved. – involve story telling in Ends?**
- **Do whatever it takes to make the culture about loving it rather than loathing it. Buy breakfast for everyone every week, Starbucks orders, blast music while setting up. Show appreciation like crazy. Take the set up crew out quarterly. Always keep it about the mission, but do what you can to make it a highlight of people's day to be there early. - Joining guys going out for coffee & buy their drinks. Appreciation gifts. Will continue to develop & implement for all volunteers.**
- When it's known that people are appreciated in serving, more will want to join and will stave off burnout among the few.
- **Don't let bad habits start (ie griping about set up on Sunday mornings) - "Culture comes from what you do & what you allow." – Actively keep this in mind and encourage ministry leaders to do the same.**
- **Get more efficient every chance you get. – Keeping things organized needs work.**
- Don't have the pastor overly involved to enhance the personal sense of ownership over ministries that really don't need his skills or help to thrive

Big options?

*What big changes could we make to move Redemption forward in our desire to become a family serving, community blessing, world reaching church who sees disciples made for the first time and for a life-time.*

- **Find a new facility (either our own permanent space, or changing our service time and renting a church if it means better location / less demand on volunteers) – Actively looking for opportunities to set down roots to i) reduce demand on volunteers/reallocate energy, ii) establish stability/credibility, iii) creatively use space during the week in ways that serves families and blesses our community that draws people towards Sundays**

- Hire a second staff member P/T (who is gifted in leading Worship)
- One of the books on church mergers suggest some alternatives to merging being: “Change your worship style. Change the pastor. Change other leadership. Change the mission. Change location.” (I don’t see it as a really helpful list but thought I’d include it).
- Relocate to a more commercial location with more pedestrian foot traffic. Like a Whalley location, but maybe KGH/72nd Ave in Newton, store front location. Check out Riverside Calvary Chapel Langley which started in a low rise mall in Langley.  
<https://riversidecalvary.com/>
- This isn’t necessarily a ‘big change’ we could make, but finding ways to invest in developing a culture of what this blog post recommends about having “invest and invite” as a “keystone habit” of the church could have a big impact  
[\(https://www.gavinadams.com/barrier-proofing-your-church-4/\)](https://www.gavinadams.com/barrier-proofing-your-church-4/) – **No doubt an important part of any churches growth strategy, time to be spent exploring how to encourage/build “invest and invite” (keeping excellent Sunday services a high priority)**
- Staffing when it’s not in the budget:
  - Understand it is harder than expected for everyone (boss, staff, church) when someone has to be laid off for any reason. The church will feel like it failed someone they cared for. Don’t overextend on a salary without solid reason to believe you will be able to provide it fully.
  - Work with what you have. Maybe you can afford to have a couple people working very P/T (~ 1 day/week) for \$500 a month. This can bring accountability to their ministries, but can also hurt volunteer morale. **Worship as an area that requires several hours of weekly commitment, having a small stipend may bring both accountability and consistent effort.**
  - Having very P/T staff at low financial commitment can be a kick starter to contribute to the growth needed to increase the wages of those individuals
  - Offer unpaid or minimally paid internships where the benefit is a commitment to development and opportunities for growth. Offer young ministry staff the opportunity to grow that will add value to their pursuit of vocational ministry that they wouldn’t get while bidding their time working a job they aren’t interested in.
- Make “steps” not “programs”. To ensure people aren’t leaving as quickly as they come, make clear next steps. Make it known what growth you want to see in people and how the church can help. Rather than random events and programs, do only what is helpful in giving people a ‘next step’ in growth as disciples. **Reintroduce “Big 12”, tie action to growth/mission more directly.**
- Make exceptional hospitality a huge priority.
- Strategically attempt programs/events that provide a linkage between Sports ministries and spiritual growth.