



# Report on the District Wide Church Leaders Assessment



THEALLIANCE

CENTRAL PACIFIC DISTRICT

Northern California Utah Nevada Hawaii

Dear Central Pacific District Family,

**As the new District Superintendent of the Central Pacific District,** I initiated a District wide assessment that was conducted by Jeff Lee, an organizational development consultant. The objective of the assessment was to help me and the CPD understand at a “grass-roots” level what our local churches and local church leadership need, desire and hope for as we look at the future of the CPD and how we can best serve you.

**Approximately 110 local church leaders participated** in regional meetings to walk through the assessment questionnaire with us. Thank you for taking the time and energy to participate and let us hear your voice. We are excited to report back to you what we learned from you, and to also share briefly what we are doing as a District already in this season. Based on the feedback we have received from you, we are working to prioritize goals as well as grow the fundraising arm of the CPD in order to achieve some of the goals that are outside of our current budget.

**As a starting point you made it clear** that you wanted myself and the staff at the District office to know that you appreciate the fact that we are asking you questions and listening to your input as direction and vision is established for the District. You see that the District brings a great advantage in its ability to develop relationships, rapport, and trust across the local churches in the District. You also noted an appreciation for what is already being provided in terms of equipping seminars, marriage retreats, scholarships etc.

**In this report you will see a summary of what we heard from you** during this assessment grouped into four key areas. In each of these areas you will also see what we are currently doing in that area to address the needs as we move forward together.

Thank you for being a part of this.

In His love and service,

Ray Van Gilst



# What We Heard From You

The Central Pacific District is made up of a diverse population of churches in geography, ethnicity, size, and age of leadership to name just a few. Despite that diversity, there were four key themes that came up in nearly all of the gatherings across the CPD:

## **I. District Communication:**

You want more clarity, more frequency, and easily accessible tools and resources

## **II. Church Planting:**

You want to see local churches plant more churches.

## **III. Leadership Development & Equipping Ministries:**

You want the District to invest in developing leaders by helping equip and provide tools for leadership to take place across all areas and demographics.

## **IV. Missions:**

You want to see a continued focus on the CMA's unique global missions, but also a sharper focus on local missions and the importance of reaching into various cultural groups who are already at your doorstep.



# I. District Communication:

**YOU SAID:** Nearly universally, you asked for a clear articulation of the mission, vision, core values, and purpose of the CPD so that the churches in the District know what being a part of the Alliance in the CPD is all about. With that, you also identified the need for improved communication from the District, including stories about what is happening in various churches within the CPD so that connection and “togetherness” can be more easily established. It became clear through the gatherings that while there is value in having the District to help manage crisis, you want the District to be focused on being more proactive, and not just reactive. That is to say, you don’t want to hear from us only when there is a crisis! You want the CPD to reflect a missional movement, not an institutional entity. You noted that the website needs to be overhauled so that it is more proactive and engaging.

**WHAT WE ARE DOING:** There are 3 established goals that pertain specifically to communication:

- 1. Clear identity of the CPD established:** As a District Leadership, we have been actively working on clarifying the message and vision of the CPD ever since I became District Superintendent. We have made great strides in this place and have had the opportunity to share some of this at our recent Alliance Redwoods Pastor’s Conference. We are actively working on ways to communicate this with all of you in the coming days.
- 2. Communication Strategy:** We have a high value on building trust within the CPD and making sure that we continue to listen to you as we move forward. We are committed to the following:
  - a. We will touch base with each of the pastors and workers directly on a regular basis, and be actively praying as a staff for your prayer requests.
  - b. We will be refining the frequency of our communication with you, looking to better utilize tools such as email, newsletters etc.
  - c. We will continue to work with our regional coordinators to keep a clear pulse on what is happening in the churches in their region and stay in regular contact with them.
- 3. Website Redesign:** We see the need for a website redesign and will be beginning that project within the next 2-3 months. Specific criteria for the new design are being evaluated, and the input you have provided regarding what you hope to see in the overall communication arena will be carefully considered as we define the scope of this project.



## II. Church Planting

**YOU SAID:** Without exception, you all indicated that church planting must be a top priority for the District. You believe that having a clear development strategy for church planting has to be at the forefront of what we do as a District. You wanted to let us know that it is the local churches desire to plant more churches. You want to see a church planting movement that is initiated by the local churches, not initiated by the District.

**WHAT WE ARE DOING:** There are two established goals that pertain specifically to this area:

1. We want to partner with you in your desire to plant churches in your cities and regions. As part of this we are working on providing additional resources including coaching, grants and help with project management.
2. We have brought Nathan Edwardson on our team 1/4 time for church planting. This job will be focused on helping to further develop the strategy and resources needed to achieve our goals as a District.



# III. Leadership Development & Equipping Ministries

**YOU SAID:** It was clear from the assessment that you see the District as being a place you want to receive resources, training and coaching in the coming days. In the area of Leadership Development you expressed a desire for the District to provide assistance in helping to facilitate smooth leadership transitions. You also focused on the importance of developing next generation leaders and helping to advance them. As part of this, you are concerned that we standardize ordination requirements as well as simplify and clarify that process. Can we create better and faster processes that maintain the level of excellence but don't put unnecessary barriers in the way?



You also expressed a desire for expert resources to assist you in ministry areas such as pastoral care, marriage and family counseling, strategic planning, church health, worship, youth and family ministry, and the development of local and global missions. Additionally, help in areas such as tax and governance, church growth, and licensing and ordination were expressed as needs. Some of you asked if we could develop a tighter focus on women's ministries and family ministry as we look to the future.

Finally, while you want to be equipped and resourced, you also requested that the District facilitate more gatherings for pastors and leaders to be together to network, pray and fellowship. While some of the gatherings may be more formal, sometimes it would be nice to be together with no agenda except to support and encourage each other, to share stories and to just be together.





**WHAT WE ARE DOING:** While the list of ideas and needs cannot all be met in the short term, there are several established initiatives that address your desires in this area of leadership and equipping:

- 1. Quarterly Connection with the regions** – The District’s goal is to facilitate four opportunities a year for pastors in each region to be together. These could be training, a prayer event, an annual pastor’s retreat, a night of honor dinner, a marriage retreat etc.
- 2. Pastoring the pastors:** It is our heart to minister to our pastors and meet the needs that you have as you minister to your congregations. The needs will vary but we commit to “shepherd the shepherds” through direct channels as well as through regional teams on a proactive basis.
- 3. Establishing Regional and Affinity Groups** – this could be a women’s retreat, a men’s retreat, a group that is interested in brainstorming about a missions or church planting project, a group of youth pastors who meet to share life and ministry etc. (affinity is pulling together groups that have affinity – ethnic, youth pastors, women, pastors of large churches etc.)
  - a. Brainstorming about a missions project or church planting project
  - b. Women’s retreats
  - c. Men’s retreats
  - d. Youth pastor’s retreats
- 4. Licensing, Ordination and Consecration:** As the LOCC moderator, Mike Mitchum is working hard to create a system that will be clear and simple to follow, without lowering the bar of excellence we desire from those who are doing the important work of serving the Lord.



## IV. Missions

**YOU SAID:** It was clear across all of the regions within the District, that the DNA of the Christian & Missionary Alliance remains a focused component of your hearts. What was incredibly evident, however, is that you want us as a District to be focused not only on global missions, but equally on local missions. You want to be equipped and assisted to help serve the various cultural groups that are at your doorstep. You have multi-ethnic groups in your cities and regions that you want to serve through ministries that are contextual to them and you want the District to encourage and resource these efforts.

In local missions, you also indicated you would like to see more funding and grants made available for congregations to advance the Kingdom. You would like to see opportunities for smaller local churches and rural congregations to get funding assistance with staffing youth ministry or for missions that is beyond that local church's budget.

In terms of global missions, the key areas that you want to see us focus our resources and partnerships with are:

- a. Cambodia and Southeast Asia
- b. Jordan, Lebanon, and Middle East
- c. Mexico
- d. China
- e. Africa

**WHAT WE ARE DOING:** Two key goals that have been outlined at the District in missions are:

- 1. Establish International Partnerships** – The District's goal is to establish partnerships with Cambodia (in Southeast Asia), Jordan and Lebanon (in The Middle East) and Mexico. These partnerships are in process now. We are also available to help you look into other areas of interest as well, as some of our churches might feel called to another unreached place where the C&MA is working overseas.
- 2. Identify Specific Fund Raising Initiatives** - The funds for helping to establish and support local missions are not yet in place. It is our goal to work with our regions to identify specific initiatives and then create a fund raising plan for launching those initiatives.



# Conclusion

**We cannot overstate the value of your contribution** as we take the next steps forward as a District. As we close this report we want you to know that we are committed to walking with you and helping you to achieve your goals. We know that you are serving the Lord because you want to change the world for Christ. You want to see lives changed, people living fully into who they are created to be, and fulfill your calling to extend the Kingdom of God in your region and the world. In this profound calling, your job is to support, minister to and encourage your congregation. Our job is to support, minister to and encourage you!

**Our Vision is to assist and support** our churches and leaders to fulfill their own vision while working together to fulfill our common Acts 1:8 vision as C&MA churches for both local and global impact.

**Our Mission is to facilitate belonging, engagement, and teamwork** among our churches and their leaders to create true synergy, because we can do more for the cause of Christ together than we can alone.

**We invite ongoing dialogue** regarding this report and again, thank you for making it possible for us to hear clearly from you what matters in the days to come.

