



Report for  
Galilee UMC  
November 12, 2017 Presentation



The Next Level Weekend Innovations Team (WIT) would like to begin by expressing our gratitude to Galilee United Methodist Church for participating in the Next Level Innovations (NLI) process so far. We commend your pastors, staff, leadership and congregation for your active and enthusiastic participation in this process. We are honored to share in this time of prayer and discernment with you as we explored how God has blessed your congregation and we recognize God's calling to take Galilee to the next level.

## Strengths

### **1. People, People, People**

Whenever we asked people about what they love about Galilee, the first thing they mention is the people. Newcomers say the people of Galilee welcomed them, built relationships, did life and ministry together, and served side by side. People love the staff, and Pastor Jason. People love the volunteers who greet them, teach them, disciple them, and watch over their children. Relationships are a high priority in the life of Galilee.

### **2. Grow Hour**

Two years ago, Galilee did a hard thing and made a transition in worship times to allow for a "grow" hour between services. Since then, almost 50% of the church participates in some kind of small group. This growth in discipleship is a fruit of that decision to change. The Grow Hour is an example of a risk taken that has benefited the breadth and depth of discipleship at Galilee.

### **3. Desire to Grow Numerically and Spiritually**

Galilee has a desire to go deeper in their faith, and wider in their influence and connection. This desire was expressed over and over again by leadership, newcomers and at the church-wide conference on Saturday. It is a testament to Galilee's love of Jesus that the church desires to be led in new and risk-taking directions to accomplish this work.

### **4. Building Use Now Aligns with Mission**

We were very excited to hear about how the Trustees had developed a facility use plan clearly aligned with the mission and vision of the church. Previously, space was allocated on a first come first served basis. Groups that brought in revenue displaced ministries of the church. The desire to be available to outside groups while maintaining availability to church priorities has been a great movement of both management and spiritual depth. The church building, especially the sanctuary (and the bathrooms!) are attractive to newcomers and make clear Galilee's generous hospitality to all.

### **5. Heart for Children and Youth**

From Backpack Buddies, to the preschool, to the children's sermon in worship – it is clear that Galilee loves kids! Many families have raised their children in this church and the depth of love for children and youth of all ages is apparent even to new families. The new preschool has become an



important gateway for families to connect to Galilee and faith. With new leadership in the youth area, many expressed a desire to us to see the youth program grow and thrive again.

## Concerns

### 1. Original Building

Key church leaders told us: “It’s like walking in a pig pen” and “It is ten years from being condemned”. Similar observations were made throughout the weekend. The original building is the space where community groups, the homeschoolers, and the church’s own youth program are held – and yet the space is barely functional with tiny bathrooms, narrow hallways, and a roof that is in constant need of repair. Something wonderful could be done with this space – the key is getting to what that wonderful looks like.

### 2. Breadth and Depth of Engagement

Disciples lack a clear path to grow in their faith in deeper ways at Galilee. At the same time, the lack of breadth of laity engagement in the life of the congregation was often mentioned as a concern. “Twenty percent of the people are doing eighty percent of the work” was heard frequently. Together these issues lead to volunteer and leadership burnout.

### 3. Longing for Significant *Local* Community Involvement

Galilee has taken good steps to develop wonderful programs such as Backpack Buddies, but it is time for more depth of ministry. We heard a longing for missions that develop into actual relationships with people in the local community rather than transactional ministries that simply fill a need for things like food and clothing. We were told Galilee would like to be known as a place where significant ministry happens and all ages are involved. Work on this area would also help develop more relationships with people who do not attend worship services but are looking to serve their local community.

### 4. Worship

Many people expressed dissatisfaction with the current worship offerings; it seems a case of ‘equal dissatisfaction’ in an attempt to compromise on musical and worship tastes, and yet it pleases few. This is a very conflictual area of the church, and will take some deep work to develop the ability to understand better what worship is in the life of the church, and how to do worship that serves the needs of the current and future congregation.

### 5. Debt

Galilee still has \$3.6 million debt from the building of the last addition. Without a clear path to erase this debt, the congregation is anxious. With this debt hanging over the congregation, staffing has had to be restructured and ministry has been stalled.



# Next Level Innovations

*To become a competent and compelling congregation in the twenty-first century is a very complex, messy, hard, culture-changing and long process. It requires a great deal of prayer, endurance, hard work, dedication, risk and tenacity. Bob Farr and Kay Kotan*

## 1. Make Space for God to Work

***The Lord will renew your life and sustain you in your old age. –Ruth 4:15***

- a. Create a welcoming and functional ministry space in the original Galilee facility that serves the community now and in the future.
  - a. In collaboration with the Trustees, a building study committee will be formed by February 2018 to carry out the provisions outlined in paragraph 2544 of the 2016 Book of Discipline related to the renovation or reconstruction of the original facility.
  - b. This committee will engage a qualified expert who will enable the church to understand the feasibility and estimated costs related to the renovation or reconstruction of the original facility. The study committee, by March 2018, will conduct an assessment of the ministry needs of the community and Galilee related to the usage of this space. This study will give attention to the use of the space for youth ministry, consider the potential for a new worship service that may be offered in the future, along with other ministry usages.
  - c. Updates and findings of the study committee will be initially offered in a town hall meeting(s) and will be included in a report to be presented to a called charge conference.
  - d. If approved by the charge conference, a Building Committee will be formed by July 2018 to carry out the remaining provisions of paragraph 2544. The Finance Committee will be apprised of cost estimates so that a capital campaign can be launched to fund the renovation and reduce the existing debt of the church.
- b. Create a cohesive facility plan for Galilee that will enable the church to preserve the beauty of the newer portion of its facility while renewing the original wing of the building. The Trustees will work with the qualified expert who is engaged to study the feasibility of the renovation of the original church facility will conduct a reserve study on the expected life of the newer buildings and related equipment to include the sanctuary, gymnasium, gathering space, classrooms, office area and related spaces. The results of this study will be used for planning purposes by the Trustees and Finance Committee in their work to create a financial master plan Galilee.

## 2. Maturing Discipleship

***You have heard me teach things that have been confirmed by many reliable witnesses. Now teach these truths to other trustworthy people who will be able to pass them on to others. - 2 Timothy 2:2***

- a. The Galilee UMC community has embraced a church culture of worship and discipleship as evidenced by the new “Grow” hour. There continues to be a hunger amongst the congregation for a clear path of discipleship and a desire to follow Jesus more faithfully.



- i. The Pastors and Family Ministry will offer a Grow Hour small group for up to 20 individuals who wish to grow in their personal discipleship and are willing to be held accountable for their spiritual habits. Implementation: Lent 2018
  - ii. Participants will:
    - 1. Take the Real Discipleship Survey
    - 2. Study a discipleship path offered by their pastor which will train them in key spiritual habits designed to deepen their life in Christ
    - 3. Share their results with at least one other group member
    - 4. Reflect on their next step of growth
    - 5. Ask their partner(s) to pray for them and hold them accountable
    - 6. Provide accountability to at least one other group member
    - 7. Group participants will be asked to guide/lead subsequent groups and/or mentor other people who seek to grow in their discipleship
  - iii. Family Ministry will offer one long-term deep discipleship opportunity such as Disciple Bible Study, Alpha, or a similar curriculum, beginning in the fall of 2018.
  - iv. Pastor Jason will preach a 5-week sermon series about Discipleship in October 2018. The series will address the spiritual habits of worship, grow, serve, share faith and give.
- b. Galilee members quoted the adage that 20% of the people do 80% of the work of ministry. Newer members observe that they are not always aware of the opportunities to serve or join groups provided by the church. With the goal of helping the 80% join the 20%, the NLI team proposes the following efforts
- i. Ministry leads will offer a Happenings Fair/Ministry Fair on the “Serve Sunday” of the sermon series. At this fair each Ministry Leader will be present and prepared to share information about their ministry area. This information is to include the goal/purpose of the ministry, what ministry volunteers do, the time commitment, expectations, and contact information for the leader. Galilee congregants will be encouraged to attend the fair and challenged to commit to a new level of service. Sign-up sheets will be offered to encourage participation.
  - ii. Small group leaders will offer a Grow Fair on the “Grow Sunday” of the Discipleship sermon series. At this fair small group opportunities will be available and the congregation will be encouraged to consider various groups and sign up after learning of expectations for reading, time commitments and related details. Leaders or a designated group member will be present to answer questions related to participation.
  - iii. Galilee staff will offer training for the laity who serve in their ministry area twice a year – once in the fall and again in late winter. Pastor Jason and the SPRC will work with staff to identify what training would be useful and hold the staff accountable for equipping the laity for ministry.
  - iv. Galilee has been well-served by dedicated leaders throughout its history. To continue this faithful leadership, each Galilee leader will work with their pastors and staff to identify a potential successor to be trained and mentoring in the coming years. These potential successors will be identified in time to be nominated as apprentices and confirmed by charge conference 2018. These potential



successors/apprentices will be mentored by current committee and team leaders for a period of 1-3 years before transitioning into leadership roles in the future.

### 3. A Heart for the Local Community

***God is not unjust; he will not forget your work and the love you have shown him as you have helped his people and continue to help them. – Hebrews 6:10***

- a. Galilee has an appetite for going deeper into the community in relationships and service. The Serve Ministry team can take the lead in increasing the outward focus of the congregation and orient servants to support new and deeper service opportunities in the local community. For example, Backpack Buddies is a vital ministry of Galilee. A next level innovation would create opportunities to build and maintain deeper relationships with the families already served. This innovation will begin with a time of research and discernment so that the team is ready to go deeper into service. Implementation: February – May 2018
  - i. The Serve Ministry team will read Jake McGlothlin's *The Mission Minded Guide to Church and School Partnerships*. Invite Jake to come and speak with the ministry team about church and school partnerships. The goal is to create a deeper relationship with a school in the area that will be highly relational for students, school staff and Galilee members.
  - ii. The team will meet with the school principals of the four schools served by the Backpack Buddy ministry. They will ask the following questions - What are your needs? What are we currently doing that needs to change? Is there anything we should stop doing? Do you have an interest in a broader partnership with Galilee?
  - iii. The team will meet with a Loudoun County Public School social worker to educate themselves on the needs assessment of their community.
  - iv. The team will meet with trusted non-profit partners to learn how Galilee can partner with them to serve the local community. Ministry in partnership doubles the impact for the community. There are non-profit partners who share your desire to meet the needs of the community. Partnering can create opportunities for the church to increase capacity of fill a gap in the community.
  - v. The team will conduct a prayer tour of the community and invite the wider Galilee community to join them. Touring the community helps the congregation to understand its neighbors. It can be a great way to share data from the reports gathered. At each stop the team can hear a story of what was learned and then pray for those needs. For example, at a local elementary school, the team can share the needs they learned about from the principal and social worker and then pray for those needs.
- b. Following the study period, the Serve Ministry team will make choices that prioritize local and relational ministry, and less transactional ministries. Implementation: June/July 2018
  - i. Determine the efficacy of the Backpack Buddies ministry. Consider reducing the number of schools served by Galilee by equipping other churches to engage in this ministry.



- ii. Consider investing more deeply in one local elementary school that the Serve Team discerned was interested in partnering with Galilee.
- iii. Train and launch a new Serve Ministry initiative that enables the people of Galilee UMC to build relationships with the community and serve the children and youth in need. Implementation: August 2018- June 2019
  - 1. Recruit ministry leaders
  - 2. Identify tasks
  - 3. Engage in deep, relational, and transformative mission

## 4. Clarity and Excellence in Worship

*Sing to the Lord a new song; sing to the Lord all the earth. Sing to the Lord, praise his name; proclaim his salvation day after day. Declare his glory among the nations, his marvelous deeds among all peoples. – Psalm 96:1-3*

- a. Worship has become a challenging issue for the congregation. So that the challenging nature of this topic can be more easily approached, the team has built in more steps and experiments than we might usually use to encourage progress in an area that has been stuck. The goals are excellence in facility and development of clarity in worship offerings, so that the current worshipping community and the future worshipping community are engaged and disciplined.
- b. Simple Worship Upgrades – Galilee enjoys one of the most warm and engaging sanctuaries in the Arlington District. It is essential that this space be consistently cared for and maintained so that generations can continue to experience the embrace of love that is Galilee UMC.
  - i. Pastor Jason and Jordan will develop expectations for the appearance of the chancel and choir loft. They will create guidelines for decluttering and ordering cables, music stands, sheet music, and placement of instruments and equipment that holds the tension of sacred space and the needs of those who lead worship. They will seek the input of the worship committee and report these new expectations and standards to the worship committee. Implementation: January 2018
  - ii. In order to welcome the community to worship at Galilee UMC, the trustees will address the following signage issues:
    - 1. Road signs and outside signs show wear and need to be updated. Attention should be paid to route to church from Algonkian Parkway to the church parking lot. Clear signage from parking lot to the sanctuary is also needed. (see mystery worshipper report for additional details and guidance.) Implementation: February 2018
    - 2. Interior signage from original building entrance to sanctuary should be clear and easily direct a first-time guest from the parking lot. Consider the possibility of guiding people outside to the main entrance of the new building so that they encounter the warm greeting of the Galilee gathering space and bypass the dated original building. Implementation: February 2018



- iii. Communications staff will research Google and Waze directions to the church and contact appropriate representatives to make necessary improvements to directions. Implementation: February 2018
  - iv. The trustees will arrange for the refinishing of the sanctuary wood flooring. Implementation : Summer 2018
  - v. The trustees will work with the building consultant (see innovation #1) or another expert to consider the installation of LCD panels, blinds or a new projector in the sanctuary. These video upgrades would enable the worship leaders to engage the congregation through expanded use of visual images and videos. Implementation: May 2018
- c. Distinctive Worship styles –Galilee UMC members express the “principle of equal dissatisfaction” when they reflect on their experience of music styles currently offered on Sunday morning. Congregants who enjoy traditional worship would be well served if it were more dependably traditional. Congregants who enjoy the music of modern worship would be well-served by more recent music led by the band. A focus on improved quality at all worship services should be a goal shared by all the worship leaders, as well as an appreciation for all forms of worship.
- i. The Ministry Council will form a Worship Discernment Task Force that will be comprised of 6-8 members who represent people who attend the 9am and 11 am worship services, to include a choir member, a praise band member, and representatives from a diversity of ages. Implementation: February 2018
  - ii. The Worship Discernment Task Force will consider the following questions
    1. What is worship?
    2. What is the future of modern praise band-led worship at Galilee?
    3. What worship will be offered in the renovated original building?
    4. How will that worship be distinctive? What would make it appealing to the community Galilee dreams of reaching? (address the congregation’s desire to reach a greater diversity of ages and races)
    5. What worship styles and forms would be attractive to the youth?
    6. What changes could be made to the traditional worship service to inspire and enrich the congregants who prefer that style?
  - iii. The Worship Discernment Task Force will attend worship services at area churches to experience a variety of styles. These visits should be to both United Methodist and non-UMC churches and to services that are traditional and more modern. One visit suggested is to Fairfax Community Church’s youth worship service so that a model for worship that appeals to youth is seen.
  - iv. The Worship Discernment Task Force will hold two town hall meetings: one in March of 2018 for the purpose of hearing concerns and gathering additional questions, and a second town hall in May of 2018 to report on their discernment.
  - v. The organ committee will search for a new or used digital organ appropriate for the Galilee sanctuary with the goal of a new organ installed and ready for worship by fall of 2018.
  - vi. With the goal of worship excellence, a Music Task Force shall be established. The Music Task Force will be comprised of 6-8 leaders who are musicians with



connections to other musician communities. This Music Task Force will work with the Music Director to strategically engage additional musicians and vocalists for key Sundays (Easter, Mother's Day, etc) to support the existing choir and band in the quality and complexity of their music offerings. Implementation: Spring 2018 and Winter 2018

- vii. The music director will work with the praise band to lead more modern worship music. Song selection will move away from blended style and fully embrace recent modern worship music.
- viii. Modern Worship Experiment. The praise band will lead worship on a more consistent and predictable basis so that they have time to develop to the next level of excellence. Their worship style will be modern as the Worship Discernment Task Force defines and song selection will be guided by the gained wisdom of that Task Force. The praise band will lead the 9am worship service (not the 11am) twice each month on a fixed and predictable schedule. Worshippers who prefer a traditional style will always have the option of a traditional worship service every week at 11am. This will be a six-month experiment. The Ministry Council will hold a town hall and track worship attendance figures during this time period to assess how this ministry is received. Implementation: July – December 2018.

## 5. Financial Generosity

***The point is this; whoever sows sparingly will also reap sparingly, and whoever sows bountifully will also reap bountifully. Each one must give as he has decided in his heart, not reluctantly or under compulsion, for God loves a cheerful giver. And God is able to make all grace abound to you, so that having all sufficiency in all things at all times, you may abound in every good work. – 2 Corinthians 9:6-8***

- a. Financial generosity is a key Christian virtue that enables us to trust God with our resources, demonstrate financial wisdom, resist the culture of materialism uniquely found in Northern Virginia, and participate in the Christ-honoring work of God's Reign in the world. Churches that cultivate and expect generosity in the lives of their members attend to an essential element of the discipleship path. At the same time, church members are wise to expect thoughtful planning and the considered use of the resources they provide.
  - a. In January 2018, the Finance Committee will begin to create a master financial plan that will include five key elements: the ministry budget, expenses related to Next Level Innovation Plan expenses, debt reduction, future facility upgrades and equipment replacement, and the renovation or replacement of the original Galilee facility.
  - b. Working with the Trustees, Building Study Committee and Church Council, this plan will be completed within a month of when all inputs are received from other teams.
- b. In order to financially support the key elements of the master financial plan, the Finance Committee will recommend to the Church Council a five-year strategy which will include an annual generosity emphasis related to the ministry budget and a capital campaign related to debt reduction and the renovation or replacement of the original facility. This campaign will encourage those new to Galilee to join the ongoing generosity of more tenured members in their ongoing devotion to the church and its ministry.



The Finance Committee will also create a funding strategy for facility upgrades and equipment replacement.

- c. Financial stewardship is not a campaign, but a way of life. Beginning February 2018, a designated task force will bolster financial training for Galilee members with programs such as Financial Peace University, a sermon series on personal financial management, and ongoing celebrations of how generosity at Galilee makes disciples of Jesus Christ and transforms the world.

## Next Steps

Galilee United Methodist will hold at least two Town Hall meetings to discuss this report and the recommended innovations. The dates for these town halls are as follows:

- Sunday, November 19 at 10:15am
- Monday, November 27 at 7:00pm

The church will vote on the Innovations at an official church conference led by the District Superintendent on Sunday, **December 3, 2017 at 10:15am.**

The vote will be taken on the Innovations as a whole, and not individually. If Galilee approves the Innovations by a vote of at least 70% of members present and voting, the NLI process will continue and your mentor and District will assist your leadership in the implementation of these innovations.

The commitment to these Next Level Innovations should be celebrated during a special worship service. The worship service will be a time of prayer and celebration. Participants will have the opportunity to come forward for a time of blessing and commissioning for this new chapter of ministry in the life of Galilee United Methodist Church.

If Galilee rejects the report and Innovations by way of votes, the NLI process will be deemed complete at Galilee, your mentor's ministry with your congregation will be concluded, and prioritization of Galilee for training and resources at the District level will end as resources are committed to other NLI churches.

### Report Written by:

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