

Introduction To The FEB Assessment Report

This report was generated by the FEB (Fellowship of Evangelical Churches of Canada) Central Church Growth team at the conclusion of a multi-week assessment of the issues and opportunities facing HPBC.

The raw material for the assessment included 125 pages of collected documents, 70+ individual congregational surveys, two focus one hour groups of 10 people each (non-ministry leaders), interviews with the pastors, church board, and other ministry leaders, demographic research, and walkabouts in the Roncesvalles/High Park neighbourhoods.

What is presented in the lists and recommendations below, are what FEB observed to be the best opportunities for us to be more effective in making disciples, the reason the church exists.

Some of the language in this document may be adjusted. However the essence of the ideas and concepts here can be taken at face value.

Top Assets and Strengths For Healthy Growth (Tentative List)

- There is a unified leadership team that understand the core issues and are moving on to focus, health and mission
- There is a ready core of workers looking to be productively deployed
- There is a growing desire to engage the community and become a family team on a discipling mission
- There is a building with potential for creative ministry and community centred partnerships
- There is a latent compelling passion to evangelize and make disciples
- There is a deep yearning for effective prayer

Top Obstacles/Hindrances To Healthy Growth - Change List (Tentative List)

- There is no clear collaborative vision or defined ministry priorities owned by the congregation for outreach and discipleship.
- There has been a focus on the past decline and complaining without a readiness to find the mission driven solutions for today and tomorrow.
- There has been a lack of listening and general care within the community of believers.

- There has been a tendency to allow personal preferences (e.g. in worship and programs) to overshadow the missional desire to reach this community.
- There has been a failure to mobilize people to minister according to their gifting and passion.
- There has been an inattention to ministry excellence particularly as evidenced in the physical premises.

Top Five Prescriptions For Healthy Growth - Cooperation List

NOTE: The bulleted points are ideas FEB had for us to achieve the main numbered prescription. Methods, tasks and steps may or may not include the bulleted points.

1. That High Park Baptist Church Toronto cry out to God in repentance and prayer regarding a lack of obedience to the Everyday Commission and Commandment by focusing with a renewed vision implementation plan to reach and disciple lost people in the community.
 - That a sacred assembly of the congregation be called along with an outside leader in the next three months to confess, repent, and pray to deal with past sins, hurts, or spiritual hindrances both individually or corporately to clear the spiritual air so that Jesus Christ's headship and mission is central to HPBC again.
 - That a new community focused vision implementation plan that is community focused be formed by an outside coach, along with pastor and the board with congregational input and blessing to be completed in the next six months.
 - That HPBC expect and work towards a 5-10% conversion growth rate for each of the next five years.
2. That HPBC develop a strategy and process to identify people who are open to our friendship with intentional connecting points with people to move them from wherever they are to become fully developed followers of Jesus Christ.
 - Identify a ministry team to become equipping evangelists to develop connecting points, training and an outreach process so that all members are on the outreach team.
 - Develop teams to pray in strategic places in M6R to notice and describe the categories of people, needs and opportunities for creative outreach.

- Conduct two outreach training opportunities, and 3 community outreaches (C.P.R.) be planned to bless the community in the next year.
3. That HPBC have a clear value that every member is a minister, passionately in the right place ready to “pay a price” as an effective steward (Time, Talents, Treasure) to pursue the new vision of the church to glorify Christ.
- Evaluate each member of the Staff (paid and volunteer), programs and ministry systems and make adjustments in light of the new vision with an outside coach.
 - Openly communicate a new simple process of decision making and assure that decisions are implemented as intended.
 - Integrate a clear leadership structure along with ministry descriptions as part of all programs and ministries of the church.
4. That the whole church commit to a new Christ-centered attitude toward Worship and Creative Ministry Spaces so that the mission of HPBC will be uncovered to align with the original mission of the church.
- Appoint from the board a creative space ministry team to unclutter the church and stage its redevelopment for community friendly and ministry focused use.
 - Learn to appreciate the diversity of worship experience by forming a worship design team to energize and creatively integrate the elements of worship and honour the past, present and future in harmony.
5. That the Pastor and Board along with an outside coach work on a leadership development plan along with an effective ministry structure in the next year to clarify the roles, responsibilities and accountability for the various leadership areas: Pastor/staff, deacons, ministry directors and congregation so that the new vision can be pursued.
- Develop along with the outside coach a process and strategy for leadership development with 2-3 leadership summits in the next 12 months.

- Encourage the church and Pastor Adam by establishing a coaching relationship between the Pastor and an experienced pastor/coach for the next two years.

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