

**Forest Grove Community Church**  
**North Site Leadership Team Discernment**

This document is designed to assist in preparation and selection of the leadership team for a new site. A reference process will help with this discernment.

Your name: \_\_\_\_\_ Your email: \_\_\_\_\_

Your Phone Number: \_\_\_\_\_ Your address: \_\_\_\_\_

This is for the **Site Leadership Team**: this is a team of 10-15 people who will meet monthly with site pastoral staff to help with the operation and ongoing work of the mission of the site. Members of this team are expected to be *"all in"* – their ministry, relationships, small group involvement, etc. will be centered in the new site and not other sites of FGCC. Married couples can both be part of this team.

Describe your gifts and talents \_\_\_\_\_

Describe your current involvement in your congregation of FGCC \_\_\_\_\_

Which Congregation? \_\_\_\_\_

Are you supportive of the overall FGCC vision and leadership? Yes \_\_\_ No \_\_\_ What are you most passionate about in our FGCC vision? \_\_\_\_\_

What are the things you might miss about your current congregation, recognizing that these things may not be part of the new one? \_\_\_\_\_

Describe your ability to be flexible (the new site will be new and different than anything we have done so far at current sites) \_\_\_\_\_

Are you a member of FGCC? Yes \_\_\_ No \_\_\_

Do you currently support FGCC with your (check all that apply): finances \_\_\_ time \_\_\_ and gifting \_\_\_?

Do you feel you can embrace the vision for the new site – see page 2? (explain) \_\_\_\_\_

Please give the names and contact information for two references who know you well and can help us discern together (please give each reference a form included on pages 3 and 4).

Name: \_\_\_\_\_ Email \_\_\_\_\_ Phone: \_\_\_\_\_

Name: \_\_\_\_\_ Email \_\_\_\_\_ Phone: \_\_\_\_\_

## North Site Emerging Vision

We are developing a vision for what ministry at our North Site might look like. This will be in process for a while but some general components and implications are below. People interested in the leadership team should have a good understanding of this vision and be able to commit to it.

We anticipate that the **focus of mission** (outreach) for the North Site will be two-fold.

1. The Silverwood Heights neighbourhood – this is a very large and quite affluent neighbourhood. People living there include long time Saskatoon residents, recently or soon to be retired people, an immigrant population and others. The overall income is quite high (\$110,000 plus per household) and there are quite a few people who are nearing retirement age. There are schools in this neighbourhood but very few churches. Our North Site is located on a main road in this area of the city and has high visibility.
2. The North Industrial Area – this is a place where thousands of Saskatoon residents work. We recognize that they do not necessarily live in the Silverwood Heights neighbourhood but we also recognize that they are willing to drive to work so driving to be part of community of faith would not be a barrier.

*Initial implications for this two-fold focus will related to evaluation of effectiveness of the North Site. In other words, we will evaluate regularly based on whether we are accomplishing the two objectives above. These areas of focus will impact how the North Site is unique as compared to Attridge and Broadway.*

Some of the **methodology** that has been identified already:

1. We anticipate that the North Site leadership team (10-15 people) and core launch team (20-30 people) will spend significant time learning to understand the two areas of focus above. This takes both time and presence. Because of this, we anticipate that Sunday Gathering *may not happen until June 2017* or even later. We want to focus energy on discerning the community and being “present” realizing that Sunday gathering takes a lot of energy and can hinder that initial discerning process. There may be non-Sunday activity in the building, but this has not been discerned yet.
2. We hope that part of outreach to the North Industrial area will be to offer chaplain services to businesses, have lunch time “alpha” type opportunities in businesses, or other intentional connecting with both the pastoral leadership as well as lay leaders in the North Site. We envision this as “missionary” kind of work that will require training and time availability. We would like to have 3 or 4 people, in addition to the site pastor, who are trained and involved in chaplain ministry.
3. We intentionally value “slow fruit,” especially as related to the Silverwood Heights neighbourhood. We are not looking for quick growth. We want the North Site congregation to be present in the neighbourhood, learn to initiate and maintain spiritual conversations, and use the North Site facility to meet needs of the community and of individuals. The focus of this site will *not* be to recruit people who are currently part of another community of faith, but to connect with people who are not part of any church. This means we won’t necessarily expect them to join with Sunday gathering, at least initially. Outreach will happen through relationships rather than by invitation to a gathering. This implies that members of this congregation will most likely need training/equipping on how to establish and maintain spiritual conversations and relationships.
4. Because we want our North Site leadership team and launch team to give significant time to the above three points, when Sunday Gathering begins, the emphasis will be on simplicity. We don’t want our people to have Sunday involvement that is so demanding that they find it difficult to maintain the focus on building relationships outside of Sundays. We want to value what the church looks like when scattered as much as when gathered. This will impact Sunday approaches to music, teaching, and other general programming. They will be simple.
5. The North Site leadership team will meet regularly for prayer and further discernment of this vision, beginning in January 2017. These meetings will include the Site Pastor, Executive Pastor and possibly others as requested. During this time, the leadership team will continue to gather with our Attridge and Broadway congregations on Sundays.

**Forest Grove Community Church**  
**North Site Leadership Team Discernment – reference #1**

Your name has been given as a reference for someone who desires to be part of leadership in a new site of Forest Grove Community Church. This confidential reference form is designed to assist in discernment for this new site leadership team. Please prayerfully consider the questions below. Send the completed form by email or by sealed envelope to the church office. The sealed envelope or email subject line should be labeled “confidential New Site leadership team reference form.”

Your Name: \_\_\_\_\_ Email \_\_\_\_\_ Phone: \_\_\_\_\_

Person’s name who this reference is for: \_\_\_\_\_

Does this person demonstrate evidence of our Core Values:

- a strong **Faith** – walking in trust and obedience to Jesus Christ Yes\_\_\_ No \_\_\_
- a life of **Dependence** through prayer, Scripture reading and the Holy Spirit Yes\_\_\_ No \_\_\_
- committed to healthy **Relationships** of integrity in the faith community and beyond Yes\_\_\_ No \_\_\_
- living and proclaiming a **Relevant** faith where people see the transformation of Jesus Yes\_\_\_ No \_\_\_

Does he/she display evidence of the leadership characteristics as outlined in Scripture, such as 1 Tim 3 and Titus 1 and has he/she modeled servant leadership within the church? Yes\_\_\_ No \_\_\_

Describe this person’s gifts and talents \_\_\_\_\_

Describe his/her current involvement in their congregation of FGCC \_\_\_\_\_

Do you believe that he/she is supportive of the overall FGCC vision and leadership? Yes \_\_\_ No \_\_\_

Comment: \_\_\_\_\_

What are the things he/she might miss about his/her current congregation (assuming these things won’t be part of the new one)? \_\_\_\_\_

Describe his/her ability to be flexible – the new site will be something new and different than anything we have done so far at current sites \_\_\_\_\_

To your knowledge, does he/she have support of his/her family and spouse, if applicable? Yes\_\_\_ No\_\_\_

Other comments about this person: \_\_\_\_\_

*Thanks for your help in this discernment process!!*

**Forest Grove Community Church**  
**North Site Leadership Team Discernment – reference #2**

Your name has been given as a reference for someone who desires to be part of leadership in a new site of Forest Grove Community Church. This confidential reference form is designed to assist in discernment for this new site leadership team. Please prayerfully consider the questions below. Send the completed form by email or by sealed envelope to the church office. The sealed envelope or email subject line should be labeled “confidential New Site leadership team reference form.”

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Person’s name who this reference is for: \_\_\_\_\_

Does this person demonstrate evidence of our Core Values:

- a strong **Faith** – walking in trust and obedience to Jesus Christ Yes\_\_\_ No \_\_\_
- a life of **Dependence** through prayer, Scripture reading and the Holy Spirit Yes\_\_\_ No \_\_\_
- committed to healthy **Relationships** of integrity in the faith community and beyond Yes\_\_\_ No \_\_\_
- living and proclaiming a **Relevant** faith where people see the transformation of Jesus Yes\_\_\_ No \_\_\_

Does he/she display evidence of the leadership characteristics as outlined in Scripture, such as 1 Tim 3 and Titus 1 and has he/she modeled servant leadership within the church? Yes\_\_\_ No \_\_\_

Describe this person’s gifts and talents \_\_\_\_\_

Describe his/her current involvement in their congregation of FGCC \_\_\_\_\_

Do you believe that he/she is supportive of the overall FGCC vision and leadership? Yes \_\_\_ No \_\_\_

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What are the things he/she might miss about his/her current congregation (assuming these things won’t be part of the new one)? \_\_\_\_\_

Describe his/her ability to be flexible – the new site will be something new and different than anything we have done so far at current sites \_\_\_\_\_

To your knowledge, does he/she have support of his/her family and spouse, if applicable? Yes\_\_\_ No\_\_\_

Other comments about this person: \_\_\_\_\_

*Thanks for your help in this discernment process!!*