

Westbrooke Church

February 1, 2010

Dear Westbrooke Family,

Greetings from the Transitions Leadership Team. We wanted to address some of the questions you may have concerning the elders' decision to form this team and what will happen as a result. This is just a brief summary. More information will be available later.

Why did the elders form the Transitions Leadership Team?

The elders believe (as we do) that the Lord is leading Westbrooke into a new season of ministry and growth. The Building Task Force has led an important part of this change, giving us additional facilities in which to perform our ministries. In the course of the work of the Building Task Force you were all asked to participate in a survey to help identify any issues that might be behind our falling attendance. We then conducted our own interviews to follow up on the survey results. From your input, several common themes were identified and the elders sought the services of a consultant to help address them.

After subsequent work by the elders (and an additional survey), it became clear that Westbrooke needs a focused effort to define its mission and vision, and refine and improve upon its organizational structure, systems, administration, and Sunday services. The elders then selected the Transitions Leadership Team to meet this important need for the church.

Who is on the Transition Leadership Team and how were they selected?

As most of you know by now Greg Wenger and Tony Marshall are co-leading this team, and the other members are Dave Wright, Joyce Kalivoda, Shannon Wheeler, Sherris Bury, and Stan Rice. The process of putting this team together involved input from Ken and Eddy (the consultants helping us with this process), input from a number of you, and input from the elders. Many others of you are certainly qualified to be on this team, but for team effectiveness the size of the team was limited to seven members.

What will the Transitions Leadership Team do?

This team will act under the authority of the Elder Board to plan, communicate and facilitate the transitions that need to take place to make Westbrooke a healthier organization - better equipped to develop fruitful and effective ministries. This team will create recommendations and propose solutions to the Elder Board. This team will then oversee the implementation of those solutions until they can be handed off to the administrative staff, ministry leaders and others. The goal is to have the structures, organization, staff, and ministries in place so that this team will have worked itself out of a job in one to two years.

Who are the consultants and why did Westbrooke hire them?

In matters such as these, consultants are often invaluable as they come from outside of the organization and can provide an objective viewpoint. They also have the expertise and experience needed to assist in working to find healthy solutions to those issues.

The consultants Westbrooke has chosen are Ken Dean and Eddy Hall, from Fellowship Consulting and Living Stones Associates. Each is a seasoned consultant with expertise in helping churches like ours identify and implement changes that will enable them to maximize their effectiveness in serving God.

Westbrooke Church

What did the consultants find?

Based on the results from the earlier survey, from their own targeted survey and interviews with you, as well as from their discussions with the staff and elders, there were several areas in which Westbrooke scored well. These include how we love one another, the Biblical basis of our teaching, sending people out for missions, and our generosity.

There were also several areas identified that need improvement. These areas are:

1. Inspiring Worship (Sunday services and related activities)
2. Functional Structures (organization of administration, staff, and ministries)
3. Empowering Leadership (the role of elders and other key leaders in enabling the church to meet its mission)

How can I be involved and help in this process?

We will be seeking input from you as we develop ideas and solutions. We will give you many chances to be heard. We need and value your input. We may call on some of you to form sub-teams to assist in creating or implementing solutions. Although we will be leading these efforts it is not our job to implement all of the approved recommendations, but to see that they get implemented. Many people will be involved.

As I'm sure you understand, different people may have different ideas as to how we can improve and how to implement solutions. We cannot adopt every idea or solution, and not even every good idea can be implemented. In certain cases we may have to choose between two good ideas. We will do our best to arrive at solutions that are in the best interests of Westbrooke as a whole.

We ask that everyone hold their ideas and perceptions in a spirit of grace and humility; being willing to support and try other ideas if yours is not adopted; being patient and forbearing through the process; wanting above all, because of what Jesus Christ has done, to "maintain the same love, to be united in spirit, to be intent on one purpose" (Phil 2:1, 2). This can be a great opportunity for the people at Westbrooke to grow together in love and purpose and spirit as we work together to help build our church to be a beautiful reflection of our Lord.

What kind of communication can we expect?

As we gather ideas and move towards solutions we will communicate to you the directions we are leaning so that we can get feedback before final decisions are made. There may be some periods when you don't hear from us while ideas or solutions are being worked on, but you will be involved before solutions are finalized. When major decisions are made we will announce them as clearly and completely as possible.

Westbrooke is planning a Family Meeting on February 21st. At that time we will answer questions and provide whatever updates we have at that point.

Our team would greatly appreciate your prayers throughout this process, for the team and for the elders and staff.

As Servants of Christ,
The Transitions Leader Team