

Stillmeadow Church of the Nazarene dialogue with the C-YAM team - June 21, 2006.

Our Mission - to fulfill the following: "that an Ad-Hoc Team be formed to (a.) develop recommendations regarding what steps First Church needs to take to develop a leading edge ministry to Children and Young Families and (b.) provide an interim report to the November 5, 2006 Congregational Business Meeting."

For about 75 minutes, Pastor Kent (they use first names at Stillmeadow) described the ministry of the Stillmeadow Church of the Nazarene. It was a dialogue, and the time moved rapidly. He presented much information, and some is captured in this review. Should we desire to learn more about Stillmeadow, he would be glad to return to our team or any other group. And in addition, he offered a tour of their church. They do this regularly, about 5 - 7 times a year. Their goal is to expand the work of God's Kingdom in all churches that are interested in hearing their approach. There is no effort to convert anyone to their congregation.

Pastor Kent's discussion was on their entire ministry. I will attempt to extract the Children's and Young Adult ministries out first, then follow with the remainder of the ministries.

Summary of Children's and Young Adult Ministries:

Young Adult Ministries: There is a pastor of adult ministries, but there is no special young adult ministry. All adult ministries are driven by interest groups, with persons migrating to groups that best fit their needs. Small groups are added, modified, and ended as the need changes in either direction. This approach seems to be working as York College of PA and Messiah College students are regular attenders and fit in. The pastors are always looking for small group opportunities as youths graduate from high school and college, move into their careers, get married, etc.

Children's Ministries: Staffed with 1 full time and 2 part time pastors totaling 70 hours/week in a non-traditional Sunday School setting. A full time secretary also supports children's ministries. Puppet ministries, art, crafts, bible study are included on a regular basis. There are about 300 - 400 children. Children's Ministries include Caravan, Children's Church, Children's Choir, Mission Education, Nursery, Sunday School, Vacation Bible School (VBS).

The day care is a separate corporation and its director may not be a church member. But the individual is a full member of the Pastoral Staff.

Their day care is licensed for 280 students, and have a current enrollment of 218. Most of their day care children also attend their church regularly.

150 families became members of their congregation because of their Day Care. The Day Care director is a part of their pastoral staff. All day care parents receive a tour of the facility and are given an explanation of the church's ministries.

Stilnaz is looking at a second child care site. It may be in the city, or it may be elsewhere.

General Overview of Stillmeadow Church of the Nazarene from my understanding of it. *(These notes also include those that Pat kept also.)*

First some indicators:

Stilnaz Mission: More Disciples; Greater Disciples. This is followed through via their five core values: devotion, discipleship, service, worship and witness. It's their DNA and is presented in all phases of their ministry.

Their main philosophy: The need for something brings you into a church.

More philosophies:

Encourage small groups of all kinds.

Small groups: An alternative for an individual is rather than to meet in clubs and bars to be a part of a small (secular) group is to meet at church. Why not meet at church?

Their question to themselves is how do we get people in our doors?

Their philosophy is that every day we are ministers to those around us, at work, at the store, etc. He used the example of myself (Larry Gible), Terry Krebs and Rick Hahn as an opportunity to organize a small group with the common thread of our working together at Caterpillar. This is how small groups are formed. They have book clubs and bible study groups. They have a bow hunter's group that share their hobby and also share, study and pray together. They are currently looking at a NASCAR group. Groups can come from all areas.

To sum up their ministry in a few words, I would describe Stilnaz as creative, experimenting and flexible to meet peoples' needs. This is demonstrated in their flexibility of changing rooms around daily or sometimes several times a day to accommodate their many activities in their shared facility. Ministries are started as needs emerge and end as needs decline or disappear. No ministries are permanent or assumed to be there forever. Pastoral staffing responsibilities are frequently adjusted to support the emerging ministries.

Stilnaz has grown from 600 to 1,600 in attendance on an average Sunday over the past 9 years. In the summer, attendance drops to about 1,400. They are currently limited by their facility's size, although the church was built fairly recently in 1992. When they were in the Springdale area of York they were a small church, perhaps 200-300 members.

Stilnaz is unique in the national Nazarene church, not following the traditional template of a Nazarene church.

Of the 1,600 in attendance, approximately 200 are traditional and 1,400 are different styles of contemporary.

There are no Adult Sunday School classes but there are about 30-35 groups, of which several act as a traditional SS class.

The Pastoral and Support Staff consists of 29 persons; 18 pastors and 11 pastoral support. Of their 18 pastors, 7 are full time and 11 are "pastors in the making" and are either part time pastors or part-time laity volunteers who receive a small salary, training money, and other limited benefits for their services. There are 14 lay staff. Three part time volunteers work 20 hours/week. Four others are 1/4 time (7-10 hours per week).

There is a

Pastor of worship (senior pastor)

Youth - 1 full time

Children - 1 full time and 2 part time totaling 70 hours/week

Missions and compassion - 1 full time

Small Groups and Assimilation - 1 full time

Pastor of Pastoral Staffing

Pastor of Administration

I missed the remainder.

Three pastors serve as the Pastoral Executive Committee in the operation of their church. They are the Senior Pastor, the Pastor of Pastoral Staff, and the Pastor of Administration.

Of the three executive pastors, they serve as follows:

Pastor Bud is the Senior Pastor. His is the primary preacher and is chairman of the church board. Pastor Wayne is the Pastor of the Pastoral Staff, providing coordination and direction of the pastoral staff. Pastor Kent is Pastor of Administration. His primary functions include preaching, handling all business functions, purchasing agent, director of custodial services, serves as president of the Day Care board. The three pastors meet regularly, but the frequency is unknown. My perception is that it is an ongoing process throughout the day each day as needed. The pastors' responsibilities flex as changes occur on when pinch-hitting is needed.

Some other points made:

Stilnaz is one acre under roof.

Stilnaz perception: One pastor can handle about 150 people.

Larger churches may have specialists. Smaller churches need a generalist to cover the full congregation. Stilnaz is a partner with the community.

The Sprenkle farmhouse will become a counseling center.

The facility is opened up to anybody. Examples: motorcycle rider training. Seven homeowners groups meet there.

Church rooms:

Have no ownership. Rooms changes are made to fit the group and in the best interest of the church as group sizes change. Some church members do not accept this concept completely. The Pastor of Administration is responsible for this area as a part of his custodial responsibilities.

A paid custodial staff is the key to maintaining the rooms, including the arrangement and cleanliness. They are the setup team. There is a full time custodial manager to assure quality changeovers. Photographs are taken of the room set ups since many rooms are shared, some daily, and occasionally more often. As an example, there is a day care set up, the children's SS class, and perhaps another group sharing the same room.

Calendar coordination and maintenance is the responsibility of a three person committee which is then placed online and is updated regularly. The calendar committee consists of the Senior Pastor, Secretary to the Custodial Manager, and Secretary to the Senior Pastor.

Migration path re: pastoral staffing - how they got to where they are today:

They are a flexible pastorate. No one has a fixed job description. They flex as the needs change.

Pastors are brought on board as the needs arise and the present staffing can no longer handle it. Pastor Bud (Sr. Pastor) hired 1990 or before, Pastor Wayne (Pastoral Staff Minister) hired August 1990, Pastor Kent (Admin. Pastor) hired 9 years ago.

Stilnaz sees themselves as **an experimental church**. Their attitude: Don't feel bad about your losses; celebrate your successes.

The question was asked regarding what brings young adults and children to Stilnaz. The response was: Flexibility of worship styles.

Puppet ministries, including a full stage. There are two services, and 80 to 100 children attend each service.

There are Tuesday night activities for children, including games, etc. and small groups

There is a Tuesday night Youth Service planned and led by youths. It also serves as a training ground for future contemporary worship leadership.

Wednesday night is Junior High Worship.

Church Services:

There are four Sunday morning services at Stilnaz. There is one traditional, two contemporary, and one blended service. There is also one service off campus as well as a Saturday night service. They are currently considering a Friday night service. The Sunday worship service times are 8:00, 9:30 and 11:15.

The church auditorium needs to clear out quickly as the next congregants assemble.

Technology:

Web site is professionally developed and maintained.

A virtual tour will soon be on their web site

Their services are beamed into other rooms in the church. Overflow and Nursery?

The media support personnel and assignments are listed on a calendar available to all at

<http://www.stillnaz.com/worship/media/>

They have a TV show assembled by a church member that talks about Christian Life. He likes photography, movie making and editing. It is a whole series of clips from nature, church worship services, etc and represents a lot of creativity. It occasionally is seen on public access TV.

Outreach (just several were mentioned. I am sure there are more.):

Stillnaz rents the Toyota Center at York Expo. Center to hold the Easter Sunrise Service.

Stillmeadow Park is maintained by Stillnaz in conjunction with Manchester Township. The church is opening its doors even more to the community.

Small Groups:

Their 30 - 35 small groups replace SS classes, meeting mainly on Sunday morning, but some meet on week nights and just a few during the weekdays.

Operational Organization

Their church boards are policy setting boards.

The Leadership Board consists of four board chairs plus the pastoral staff. (An Executive Board?)

There are four operating boards. Three of the four boards meet quarterly on an assigned month basis. One of the boards meet each month and process all board-type issues that are presented even though it may not be in their realm.

The boards are: Discipleship, stewardship, and I didn't catch the other two. On their web site, they list the following boards: Administration, Building and Properties, Compassion and Social Action, Devotional Life, Discipleship, Fellowship, Outreach and Public Worship

Ministries

Adult Ministries

Child Care Ministries

Children's Ministries

Youth Ministries

Nazarene World Mission Studies

Age Group Ministries

• Adult Ministries

College and Career, Men's Groups, Senior Adult Ministries, Smaller Groups, Women's Groups.

• Children's Ministries

Caravan, Children's Church, Children's Choir, Mission Education, Nursery, Sunday School, Vacation Bible School (VBS).

Their church calendar is maintained by www.mychurchevents.com for a \$4.95/month fee.

Stilnaz is looking at multiple sites at multiple venues as they continue to grow.

Stilnaz has about 10 - 12 visitors per week, of which 4 or 5 are looking for a new church home.

A small group's time is spent on 30 minutes of Bible study, and 30 minutes of service and fellowship.



Pastoral Staff
Full Time and Part Time



Support Staff