

2024 Vision

FAQ's



Our Vision is to lead a movement of people who pursue God passionately, serve others contagiously, and love people recklessly, both within our church and out in our community.

We will see lives changed as we share the good news of Jesus and our community changed as we expand to multiple Ridgefield Nazarene Church campuses.

RIDGEFIELD
church of the nazarene

Vision & Strategy

1. How did Jason and the Board come to this vision?

A vision is a picture of the future that we want to see turn into reality. So when we talk about vision, it is easy to give most of our thoughts to the most concrete pieces of the vision, which is usually a building or a program to sign up for. But let's be honest: the idea of building a facility is not all that exciting. The most exciting and most important part of this vision is about the transformed lives of people who choose to follow Christ. That is what we dream about. That is what has made the last year of Board meetings enjoyable - dreaming about the people in our lives becoming Christ-followers!

Let's focus on the starting point of the vision, which is our mission: *We will see lives changed as we share the good news of Jesus...*

Throughout the Bible we hear God commissioning his people to share the good news of Jesus.

- In Matthew 28:19-20, the last words the disciples hear from Jesus is a commission to go throughout the world and make brand new disciples of Jesus.
- In Acts 1:8, Jesus tells his disciples that they will be his witnesses in their own city, their region and throughout the entire world.
- Even in the Old Testament, when God chooses Abraham, he says that he and his descendents will be a blessing to all nations, and in Jonah's life this tension is lived out concretely.
- When Barnabas brought Paul to Antioch to disciple the church, they both probably assumed that they would spend decades discipling the believers. But during a time of prayer and fasting, the church leaders sensed that God wanted them to send out Paul & Barnabas, which launched the first great missionary movement.
- As we read Paul's letters, we hear of his heart to do well at **both** building up existing Christians and going out to share Jesus with not-yet Christians.

Even in our own lives, we can identify who shared Jesus with us, and they could tell us who shared Jesus with them. The heart of this vision is to keep the sharing of Jesus happening like it has for the last 2,000 years.

2. How long have you been thinking about this?

As a church, we have been thinking about this for over two decades. Fueled by the same passion to share Jesus with our friends and to see our community changed, Pastor Mike boldly led the church to purchase the 23 acres of land for expansion. We have known for a long time that we would run out of space for everyone to have a seat at our current location. Prior to COVID we averaged 700 weekend worshippers during January and February. And it was tight. We are not there yet, but we are close, and we haven't even shared our vision of deploying people to make new Jesus followers! Wisdom tells us to start the strategy planning and execution *now* while at the same communicating vision.

Recently, Jason shared this vision with the Board in the fall of 2022. After much discussion and prayer, the Board approved the 3 phase plan for the vision in February 2023. The last year has been spent refining the vision, granting Jason a sabbatical, leading by example as every Board member has been investing in lost people, and now communicating the vision with our church.

3. Why is there a need for another campus?

We recognize the opportunity we have had to bless the downtown Ridgefield community through our presence. As we expand our reach, we want to be a place of blessing for other neighborhoods and communities as well!

We can also talk about this from a strategic point of view. Our vision is to deploy our members to lead others to follow Jesus. But what is the best way to do that? Now we are talking about strategy. We need a strategy to see the vision happen, but strategy alone is just a lot of work if the vision isn't given first importance.

The easiest thing to do would be to suggest that we *only* focus on evangelizing people. Our parking lot, classrooms and sanctuary are full, so we will need more space to both **reach and keep** new followers of Jesus, and keep the movement going.

There are currently 13 churches in Ridgefield, of various denominations. Using the most generous seating capacity numbers, including 2 services at Ridgefield Nazarene, all of the churches combined could barely fit 3,500 people. In reality, our churches barely have space for 20% of the residents of Ridgefield to attend a Sunday service. We need several more churches, but we also need new churches and existing churches to be on mission to share Jesus and disciple new believers to truly follow Jesus.

4. What exact area are we looking at for the second campus?

We are currently looking at East Ridgefield (the area East of I-5 near Pioneer St.). In this part of our city, there are several new neighborhoods, a north campus of Clark College, several new businesses, and land for a new elementary school. As we look toward reaching farther into our communities with the good news, we see huge potential in LaCenter, where there are only 2 churches in a growing town.

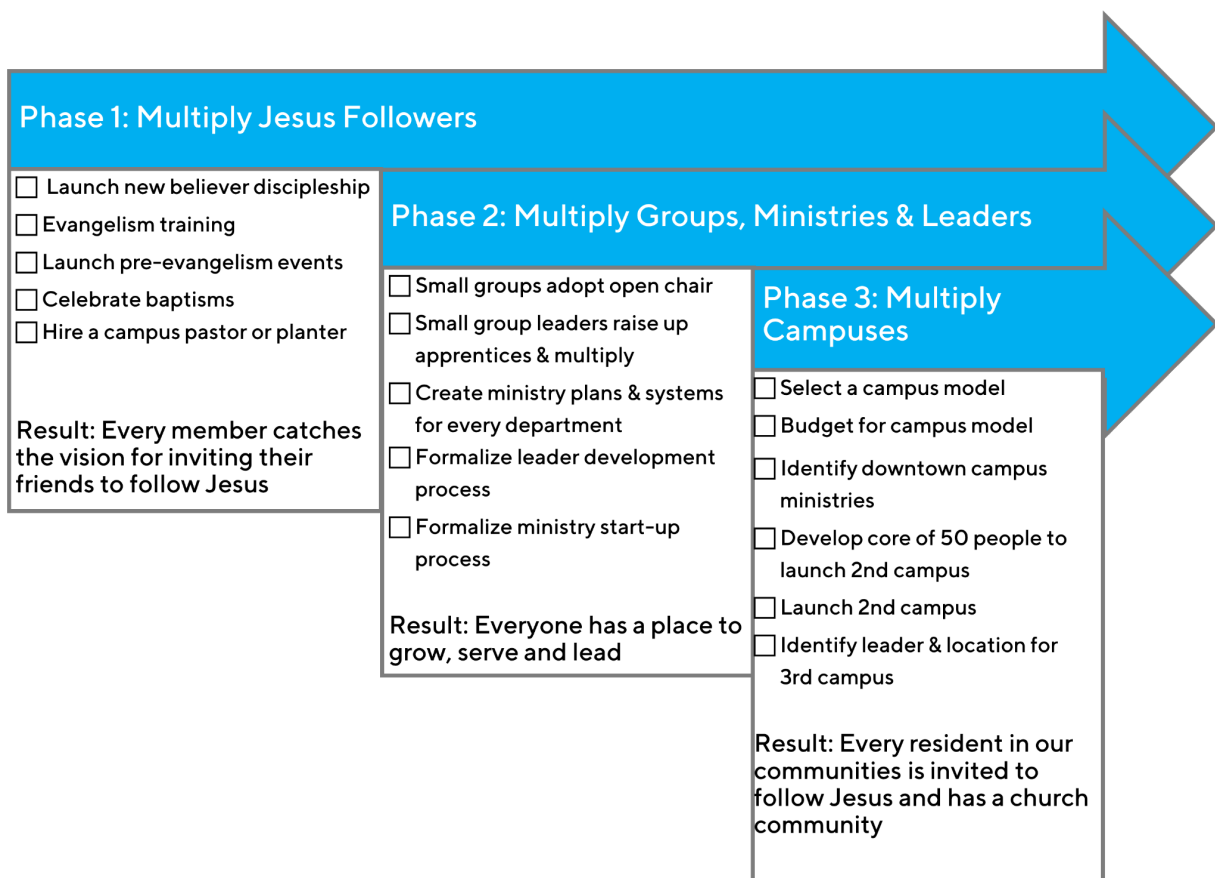
5. What is the current target for launching the 2nd campus?

Easter 2025 is the earliest we would expect to launch the 2nd campus. The timing of the launch is really dependent on many activities being accomplished in each phase of our 3 phase plan.

6. What is our plan to implement this vision?

We have a 3 phase plan that leads to launching our second campus. In this first phase we will focus on multiplying followers in that we will train our people to share Jesus. In the second phase we will focus on multiplying our groups and ministries. Finally, in the third phase we will assemble a team and launch the second campus.

See the chart below for our specific tasks to be accomplished in each phase.



Campus Leadership

7. Why would Pastor Jason leave the downtown campus?

As I (Jason) have been thinking and praying for over 6 years about the best strategy to reach people in our community, if you would have asked for my thoughts two years ago I would have told you that we should hire a church planter and that my role would be supporter and encourager. Then someone asked me, "Why not you? You have experience, passion, and even training. And if not you, then who?" And I have to admit that I do have far more experience than most church planters. I have a heart and passion for church planting. I have attended national church planting conferences multiple times. I have taught classes designed to help church planters build systems in their churches to maintain health and growth. A mentor from Kansas City regularly messages me, asking me when I am going to plant "that" church. So during our August 2022 PRAY FIRST emphasis, one of my goals was to pray through this question and by day 21 I felt strongly that I am supposed to lead the 2nd campus. I shared this with Erica and as we talked about what that might look like, she asked many of these same questions and I can confidently say that she is 100% on board.

8. Jason has stated that he feels called to start the second campus, but have we prayed and thought about raising up and sending someone else to start the second campus?

Church planters are even harder to find than are youth pastors. We are not opposed to this option. But we should consider who is best called, prepared and qualified to startup a second campus. And what I (Jason) have concluded over the last year is that I am the best qualified to lead the launch of the second campus while also remaining the Lead Pastor of our One Church. I would really love to have the opportunity to lead our church to multiply and to lead the team that starts our second campus.

9. What is the status of looking for the new campus pastor?

The profile & job description have been created and the position is posted to the Nazarene Job board. Jason is talking to candidates & is networking to identify candidates to pursue. (See the next page for job description & profile)

10. Given the difficulty finding staff pastors, are we considering any of our current staff for the campus pastor at RCN?

We are keeping our options open to be both internal and external candidates who will best fit the profile and job description for the Campus Pastor.

RIDGEFIELD CHURCH OF THE NAZARENE

Job Description



Job Title: **Campus Pastor**

Reports to: **Lead Pastor**

Title **Pastor**

Level/Grade

- Support Staff
- Department Director
- Clergy

Type of position:

- Full-time
- Part-time
- Intern

GENERAL DESCRIPTION

The Campus Pastor will be a key leader in RCN's vision to multiply at every level. As the church expands to a second campus, the Campus Pastor will have an active role of giving vision and direction to the downtown campus. They will lead the efforts to reach people living in downtown & west Ridgefield, will continue to support long-time church members, and will add stability through effective preaching, discipling, leader development and staff oversight.

KEY RESPONSIBILITIES

Vision: Develop, communicate and execute a vision that is unique to the downtown campus, building teams of paid and unpaid leaders.

Preaching: Work with Lead pastor to develop yearly preaching plan and preach regularly; Preach weekly at downtown campus when second campus is launched.

Staff Oversight: Lead staff meetings and oversee and coach staff members who serve primarily at downtown location.

Ministry & Discipleship: Work with staff members to ensure that assimilation, care, groups, and age-level ministries are effectively connecting with people at every age and spiritual growth stage.

Compassion 360: Support the director and work with the C360 Board to guide the mission and effectiveness of the charity.

Communications: Coordinate with ministry staff & office staff to effectively communicate with congregation and community members

Leader Development: Coach several active leaders and high-potential leaders through monthly one-on-one coaching sessions and weekly check-ins.

Other Duties, as assigned

WORK EXPERIENCE REQUIREMENTS

- The qualified applicant should be ordained as an elder in the Church of the Nazarene or able to be ordained quickly, with 10+ years of ministry experience.

EDUCATION REQUIREMENTS

- A Bachelor's degree in ministry, or related field is desired, but not required. If no degree, a qualified applicant should have significant work experience in ministry that demonstrates competency and effectiveness.

SUPERVISOR APPROVAL

Date

Location, Facilities and Property

11. What are the plans for the church property?

Tentative direction for a first campus opening on the East side of Ridgefield is that it would not be targeted for the church owned property on 31st.

The church property is a great asset for the church's use in our growth plans going forward, similar to other church assets (i.e. cash in the bank).

12. Are we looking at building, renting or purchasing an existing building?

When we think of a second campus, we are not thinking primarily of a location or of a building. A campus is really about people who are on mission together. The reality is that those people need gathering space and ministry space larger than private homes but smaller than a stadium. And while location does matter, a bad location hinders ministry, and a good location can help ministry, in the end location must serve the mission. If we determine that building on our currently owned land is the best option to fulfill the strategy, then we will do that. If leasing is a better option, then we lease. In my opinion, just east of I-5, just north of the 7-11 is an ideal spot in Ridgefield. It is currently claimed, but who knows? But remember, church is not about a building. Many new campuses start in school buildings. The Ridgefield School district is planning to build an elementary school in this same area, and we would love to be the first church to launch a new campus from that school.

Programming & Staffing

13. Who would be expected to go to the new campus?

When we move into phase 3, Jason will first recruit a leadership team and then a launch team of approximately 50 people who agree to give significant time and energy to reaching our community through launching a second campus.

14. How would staffing be accomplished? How will it be determined which staff members lead at which campus?

In phase 3 of our plan, we will finalize the staffing plan. We anticipate forming a leadership team for the second campus that will consist of several volunteer leaders.

15. What will the Hispanic ministry look like in this growth?

As our Hispanic congregation grows under Javier's leadership, we see this congregation living out the same vision and strategy.

16. Some of the programs that we do as a church include VBS, the Singing Christmas tree, baptisms, Mexico mission trip, etc. Would these functions be done separately at each campus or would we come together for those?

For each of our programs, we will evaluate whether the program is campus-based or church-based. At this time we see VBS and baptisms each expressing the flavor of their individual campus, while the Singing Christmas Tree and the Mexico Mission trip are unique and specialized programs that would benefit from combining campuses. Essentially, the question will be: *Does this program support the mission of a local campus or the broader church?*

See the next page for our current plan (subject to change) for how ministries will function at each campus.

Current Ministry Plan

(as of May 2024)

Centralized (both campuses)

- The Ridge Youth Ministry
- Senior Adults
- Men's Events & Women's Events
- Worship Planning
- RidgeKids Curriculum
- RidgeCare Training

Downtown Campus

- Worship services
- Kids Church
- Serving Teams (eg. Greeters)
- Small Groups, Bible studies
- Men's/Women's Groups
- Hispanic Congregation
- Compassion 360
- Singing Christmas Tree

East Campus

- Worship services
- Kids Church
- Serving Teams (eg. Greeters)
- Small Groups
- Men's/Women's Groups

Unity

17. How will we promote unity while having two campuses?

We will maintain unity as long as we stay unified around our ONE mission to share Jesus, disciple believers, raise up leaders, and deploy Christians to keep sharing Jesus. We will have to be careful so as to not unify around any one person, position or campus, but around our shared mission. We see our church as **one church with two campuses**. One vision to deploy *all* of our members to lead others to follow Jesus. One Lead pastor (Jason). The specific ministries which each campus uses to reach out to the community might be different, but both campuses will have the same vision.

This raises a really good point, though. As leaders whose job it is to keep our church on mission, we will need to regularly evaluate: are we staying unified as one church around the vision?

In conclusion: One church. One vision. One budget. Multiple campuses. => More capacity to continually reach and disciple more people.

Let's also remember that we have already navigated these challenges. At some point in the past we moved from one Sunday morning service to two, and we did that successfully. So many people who worship at the 9:00 AM service don't know those who worship at the 10:30 service, but they don't feel segregated or in competition. This also happens in small groups. We know the people in our small groups better than we know other people, and that is okay and not divisive. We are just in different groups. What is hard is when one small group needs to multiply into two groups, and a lot of relational work is needed during the transition until both groups realize that they are okay and healthy even though they miss seeing some of their friends every week (even though they can still invite them out to lunch any time). But again, the key is to stay on mission and be unified in our mission.

18. If Jason leads the new campus, how will we keep our current church family from leaving the downtown campus to follow Jason to the new campus?

This is a very real scenario, and we will communicate very clearly the high expectations of campus launch team members. Launching a second campus is so difficult that we will need people to make commitments to serve on the launch team that will include being in a discipleship group as well as serving somewhere. This process should help a person to lose interest if they only want to be worship service consumers. Also, the work done in Phases 1 & 2 should result in energy and momentum at *both* campuses of our one church, as **both campuses might have different ministry programs but they have the same mission**. Most recently, as our plans have continued to develop, we are planning to structure the leadership of the second campus so that Jason can preach monthly at our downtown campus after the east campus is stable. Having said all this, in the end, church members will choose which campus they will fully engage for their growth, mission and fellowship. We won't try to control things that we can't control, like where people worship.

19. How might church members from different campuses connect and really know each other?

It will be wise to gather our One church regularly, but to make sure we gather around what unites us, which is our mission of deploying our people to make more Jesus followers. Connection, care and support happens in smaller circles like small groups, Bible studies, prayer groups, and to some extent, in worship. But even in our current congregation, most of us are on a first-name basis with less than half of the people in the sanctuary with us on a Sunday morning. And that is okay. But we can and should rally around our one mission of our one church.

20. Is there any division or discontent fueling this vision?

No. Our facilities are in good condition. Our finances are strong. But most importantly, our people are emotionally healthy.

There is a bit of discontent, but it is a *good* kind of discontent. We are discontent that we have a lot of good programs, good leaders and nice people but we are seeing very few people come to Christ. And we are seeing very few people actively sharing their faith. When we read the gospels and the book of Acts, we long to be part of a movement that brought real change to people, to families and to entire communities because of the good news of Jesus. We see the opportunity to be a part of a movement of the gospel in our time and in our communities, and we are willing to give our lives to such Jesus movements.

21. How would this unite the body of Christ, both locally and for our global calling?

When I (Jason) was in seminary I took a class on church planting from a guy who had not only planted a few churches, but who also started an organization that taught and coached churches and church planters. He regularly addressed this question even in terms of how to respond when another denomination starts a new church in our town. He taught us that when any group of people in our community get fired up and active in evangelism, it boosts the spiritual fervor of every Jesus-following church in town. When the Go Church started in Ridgefield a few years ago, we publicly and privately supported the Pastor and his new church, even offering them some meeting space if they needed it. Even though some of our people are now attending there, and we miss seeing them at our church, we see their work as a gospel work that we should support. The key is that we are uniting around the mission to reach lost people.

Finances

22. What will the financial arrangements be? Will each congregation be responsible for their own support?

We plan to operate with a unified budget that funds the operations for our one church. Our goal will be to raise the value of financial stewardship so that each congregation is not only self-supporting, but is also supporting the work of starting new campuses.

23. What is the financial investment that we're looking at, and how would this be raised?

The financial investment will be significant. We have already budgeted for the salary of a full-time campus pastor and we feel confident that even our current levels of giving can support this. We have also accumulated a significant savings fund through careful cost controls and through the generous offerings of our members. We also believe that people give to a clear vision to reach people and we anticipate our members rising to the challenge as we share stories of life change.

Church Board and Decision-Making

24. How transparent would the pastor and the board be to the congregation to give out information on planning and updates?

Wisdom guides us to be open and transparent, and that it is better to over-communicate. We believe in open and transparent communication. We will need our congregation to give financially to this vision, which will require excellent communication. If/when it comes time to buy/build/finance we will need at least a majority of church members to vote yes, which will require good communication leading up to such a vote.

25. Would the board meet with representatives from each campus?

As one church with two locations, with one unified budget, we will have one board taking responsibility for the church. Wisdom would guide us to nominate to the board individuals from both campuses, while remembering that board members are elected to lead and not to represent a specific constituency.

26. Does the congregation vote or have any input on this if the board approves?

In our structure, the Board and the Senior pastor work together to set the vision for the church. Any purchase of land involved in the plan would need the approval of the members.

27. Have we discussed our vision with our staff? How did they respond?

Jason has shared this vision with the staff and they are moving forward with the plan, supporting it in their areas. We are blessed with a staff team who bring a variety of skills in very specific areas of ministry. They are already contributing those skills to help us multiply our ministries.

28. Does the district have to give any approval?

The District must give approval for the hiring of pastoral associates, purchases of land, building or building debt. Jason shared this vision with our previous District Superintendent and had his full support. When our new DS assumes his responsibilities in late spring of 2024, Jason will make sure that he is informed about this vision.

Alternative Strategic Options

29. Instead of building new facilities with our name, would it be more prudent to come alongside existing churches and invest our time and resources to support them?

Over the last fifty years, church leaders from all denominations have focused on three pathways of reaching people with the good news of Jesus:

1-Church revitalization movements have helped existing churches that might be dying, plateaued, or unhealthy to get healthy, get focused on the mission of sharing Jesus, and to build systems for sustained ministry. Changing the culture of an existing church can be near impossible, and older buildings with extensive deferred maintenance often take away resources that should be given to reaching and discipling people.

2-Parachurch organizations like Young Life, Navigators, Campus Crusade, etc., have focused on reaching young people on school or university campuses. While they do an excellent job of making brand new disciples, these ministries really struggle to connect their members to local churches for lifelong discipleship.

3- Church multiplication movements have helped healthy, growing churches to reach new people by reproducing their churches through expansion, church plants, and starting new campuses.

Each of these pathways can work, and as we have considered all three pathways, we believe the best pathway for our church at this time is to reproduce ourselves by adding additional campuses.

What Can I Do If I Have Additional Questions?

We understand that this vision will generate a lot of questions! Here are the best ways to stay informed and updated:

- Visit ridgenaz.org/vision for regular updates
- Talk to any of our elected Church Board members. Elected to serve through February 2025 are: Kelly Amidei, Dan Benedick, Maria Swinger-Inskeep, Dan Stuart, Jubilee Roth, Mike Watts, Nancy Elson, Craig Chilton & Nathan Plyler
- Submit questions and attend our regular Vision Q&A Gatherings



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