

## Good Shepherd Community Church



Associate Pastor of Local Outreach, Dan Vorm,

The purpose of the study was to identify transferable principles and practices used by churches that have been successful in attracting and assimilating unchurched people. The following is a summary of a leadership interview, three new Christian interviews, a survey of printed materials and an on site visit.

**Question #1.** What principles and practices used by these churches have been most successful in attracting and evangelizing unchurched people?

Good Shepherd Community Church’s identity as a local body of believers started as a weeknight Bible study in the basement of a nearby home. It was simply a time to open God’s Word and see what it had to say. Those attending enjoyed that time together so much they began inviting friends to join and soon they outgrew the host home. In response to the obvious question “What now?” they were excited at the thought of forming their own church with the Bible as the foundation and the Lord Jesus Christ as the Head. The first worship service was held on May 1, 1977 in a small grange hall. The congregation continued to grow as they moved to a local high school and later onto their present campus. Today they have over 3000 people attending one of the six weekend services and hundreds of participants meeting in small groups throughout the eastern part of the Portland metro area.



Participant Summary: “Attracting and Assimilating the Unchurched in the 21<sup>st</sup> Century”  
A study of leading churches in the Portland/Vancouver area.

One of the primary reasons that people are attracted to Good Shepherd Community Church includes the good preaching and contemporary worship style at the weekend worship services. Stu Weber is the senior pastor of Good Shepherd. Stu has set up a team leadership model at Good Shepherd and this is reflected in his approach to preaching as well. He and two other teaching elders form a preaching team and share weekend preaching responsibilities. Stu usually preaches two weekends a month and shares the remaining weekends with the other members of the speaking team. Members of Good Shepherd enjoy the variety while anticipating good solid Bible teaching and good expository preaching. In recent years some newcomers have been attracted to Good Shepherd because of reading one of Stu Weber’s popular books. The congregation meets in a multipurpose facility, which gives the weekend services a relaxed atmosphere. The worship is contemporary which is lead by a praise band, though it would not be described as a “seeker-service.” They use contemporary worship songs rather than a lot of hymns therefore it is not liturgical nor does it reflect any denominational style.



Good Shepherd offers a two ways for people to indicate spiritual interest respond to a clear presentation of the gospel. First, there is a special “Next Step” room just off of the front of sanctuary that is staffed at end of each service. It is a small room with sofas that provides a comfortable environment. Those who preach encourage people to come to the room at the end of the service. In a typical weekend there might be as many as five people who come to the “Next Steps” room for general prayer or for salvation. The second way is through the communication card. It has a box to mark indicating salvation interest and Pastor Dan Vorm follows-up with a personal phone call.

In the past Good Shepherd hasn’t been outreach-oriented, rather attraction has been because of the quality of teaching. Now the church is providing outreach opportunities for the members to invite unchurched friends. “Rather than going out into the streets, we are trying to encourage our people to take advantage of relationships and the circle or sphere of influence that God has given them,” states Dan Vorm, Associate Pastor of Local Outreach. The church seeks to offer 10-15 “invitational events” per year including such things as a Veterans breakfast, a sportsman’s dinner, a harvest moon bizarre, Christmas and Easter services, and men’s and women’s retreats. One good

example is the Persimmon golf club event. It is a dessert evening with a special speaker where members invite unchurched people with whom they have been establishing relationships. "We are very relationally oriented when it comes to outreach," explains Vorm.

Good Shepherd has also joined The Lighthouse Movement. This is a strategy that is sweeping the nation, involving thousands of churches and individuals who are interested in reaching their friends and neighbors for Christ. It has the backing of many major Christian organizations, including Campus Crusade for Christ, Promise Keepers and Mission America. They explain the Lighthouse ministry on the church web site, "The strategy is very simple: **PRAYER** for those in your circle of influence who are yet to know Christ; **CARE** for them in little or big ways, showing the love of Christ; then **SHARE** the message of the Gospel as God gives opportunity. These are the only guidelines—the rest is up to you and the leading of the Holy Spirit! If you're wondering where to start with this strategy, think primarily of non-Christians who are in your circle of influence—primarily, where you **live, work** or **play**. Choose a few people from this group and begin to pray for them on a regular basis. As you pray for them, ask God to show you ways to build a friendship with them, or show you ways to draw close to them. Then, as the relationship is building, look for natural ways in which to raise spiritual issues, making sure not to push too hard if they seem resistant."



## The Lighthouse Movement

At Good Shepherd Community Church

Good Shepherd does not have a particular target group, instead, those who attend reflect the demographics east county. The church has the gamut of socio-economic diversity. However, most of the congregation is white. The Boring area has very few blacks but it does have a growing number of Hispanics. Presently, several Good Shepherd people are trying to build relationships with members of the Hispanic community by teaching English at a local apartment complex.

There are two additional ministries that provide service to the community and a point of entry into the church. Good Shepherd School is an integral part of the church's ministry, not a separate entity. They provide a quality Biblically based education for families who want a Christian school environment for their children. Presently, there are more than 220 students, grades K through 8. Good Shepherd Counseling Ministry offers support, encouragement and enrichment through classes and private counseling. Premarital Training, Recovery from Loss and DivorceCare are just a few of the classes offered.

**Question #2.** How do these churches welcome and follow-up unchurched visitors and new converts?

Good Shepherd knows that “you only have one chance to make a first impression.” Therefore, they have a special ministry called “First Touch.” The goal of this ministry is to help people feel as welcomed and cared for as possible. The key ministry positions for this ministry are greeters, traffic safety, ushers and information center. Except for traffic safety, each of these positions is on a rotating schedule where they serve every other month. Traffic safety personnel serve one set of services, either on Saturday or Sunday, one weekend a month.



First time visitors to Good Shepherd receive a personal phone call within that week from Dan Vorm, Pastor of Local Outreach. If they have checked boxes, Dan will touch base with them on those ministry interests. The church will send an introductory letter only if the first time visitors cannot be reached by phone.

Good Shepherd provides two levels of follow-up for new and growing Christians. First, “Spiritual Beginnings” offers 4-6 sessions where an individual or a couple meets with a Spiritual Beginnings counselor or counselor-couple to explore the meaning and significance of the gospel. This serves as a nature bridge to the “Fresh Start” ministry. Fresh Start Growth Groups are designed for seekers, new believers and Christians who need the basics. These groups used to meet in home but now meet at the church on Thursday evenings with about 50-70 people involved. Childcare is also provided in order to encourage attendance. From 6:45 – 7:15 everyone meets together for a Fresh Start Celebration before breaking into small groups. This opening session helps participants build relationships beyond their small group, moves them toward beginning to attend weekend worship and allows for large group teaching. From 7:15 – 8:30 PM everyone meets in small group of 10-15 people with a leader. These groups are designed to be fun and informal and to focus on learning and applying biblical truth to life. The church uses three books in help create a pathway of spiritual growth: Misconceptions: Tough Questions Answered From God’s Point of View; Foundations: A Blueprint for Building a Relationship with God; and Traversing the High Points of Scripture: A Moderated Read-Through of the Bible (Misconceptions and Traversing are created and published by Good Shepherd).

**Question #3.** How do these churches provide an opportunity for new people to gain a sense of belonging?

One of the more visible and convenient ways that people connect with one another at Good Shepherd is through mini-churches that meet during the same times as the weekend worship services. Each of the eight mini-churches, which range in size from 50 –200 in attendance, has a primary target group based on age and season of life. The purpose of each mini-church is to build relationships, study topics of common interest for that life-stage and mature together spiritually and chronologically. They are churches within a church.

Growth Groups are at the heart of Good Shepherd Community Church and are the primary means of building strong relationships at the church. Growth Groups are midweek home Bible study and fellowship groups that provide an opportunity to practice the "one anothers" of scripture. "*So we, who are many, are one body in Christ, and individually members of one another*" (Romans 12:5). Each week, hundreds of people meet in groups of 12-18 throughout Multnomah and Clackamas counties to study the Bible together, to build close, lasting relationships, and to pray and share their lives with one another. There are four stated purposes for Growth Groups at Good Shepherd:



*Living God's Word*—Studying together and applying the Bible to everyday life.



*Caring for God's people*—An opportunity for consistent fellowship and mutual discipleship. Real fellowship meets needs, and therefore takes time, effort and sacrifice.



*Conducting God's mission*—Exercising our gifts in ministry, meeting physical and spiritual needs both inside and outside of the church.



*Building God's church*—By doing all of the above, we will achieve unity and maturity.

In addition to Growth Groups, many adults find a place of connection through Good Shepherd's Ministry to Men and Ministry to Women. Ladies can choose from Bible studies that meet at the church on Tuesday and Wednesday mornings, Mom to Mom that meets once a month on Thursdays, Women of Action that meets on Fridays, Moms of Teens that meets monthly, Single Women Over 50 that meets monthly or the Heart to Heart women's mentoring ministry. The men primarily connect through the weekly High Ground early morning meetings on Tuesdays and Sundays. Through these weekly meetings and special events Good Shepherd seeks to help men discover God's role for them in their homes, church, and society—all in an environment of encouragement, accountability, and mutual assistance.

Participant Summary: "Attracting and Assimilating the Unchurched in the 21<sup>st</sup> Century"  
A study of leading churches in the Portland/Vancouver area.

Good Shepherd offers newcomers at a Pastor's Reception, held 3-4 times yearly from 4-6:30 PM on Sunday evenings. All the pastors attend and a light meal is served. During the evening guests are given are informed about the history, organization, philosophy of ministry, vision, and ministries available at Good Shepherd. There is a real emphasis placed on the need to become connected and involved.

Good Shepherd does not maintain an official church membership. However, there are some general expectations that would be true of those whose hearts are in tune with Good Shepherd. Healthy members of the body that are growing and maturing would be attending worship on a regular basis, connecting in Bible teaching opportunities, giving and serving. "We do see a tithe as a standard from the Old Testament and feel that Christians would do at least that well, states Vorm. "Those in leadership would be at least tithing. We believe that it is part of worship, it is a part of Christian maturity."

**Question #4.** How do these churches see that people are disciplined into fully devoted followers of Christ?

All the ministries of Good Shepherd are intended to point people toward spiritual maturity and growth in their faith. Worship services are the main platform for biblical teaching and are complimented by the mini-churches. The small group ministry however is the premier discipling ministry of Good Shepherd.

### ***Different Groups for Different Needs***

***Foundational Growth Groups*** are the tried and true groups upon which Good Shepherd has built a good portion of our reputation. The studies will be uniquely tailored to each group's growth goals (see "[A Brief Introduction to Cross Training](#)"). Other important elements are *growing friendships*—built on a foundation of regular sharing, prayer, social activities, encouragement and accountability—and *practical ministry*—the group, as a part of Christ's body, reaching out to meet needs in the group, in the church and in the community.

***Bible Read-Thru Groups***. If you want to know better the heart of God and the plan of God, there's no better exercise than reading the whole Bible in a year or less. Every member of these groups will commit to at least 3-4 hours per week simply reading the Bible. Most of the time in group meetings will be devoted to sharing outstanding passages of Scripture with each other, from the week's readings. Count the cost of this high-time-commitment option, and, if you know you'll invest the time, join in!

***Fresh Start Growth Groups***. Whether you've known the Lord five days or fifty years, or even if you're still uncertain about whether to commit your life to Christ, if you sense the need to lay more firmly the foundation of basics in the Bible's teaching and in Christian living, you will benefit from this option. These groups plan to stay together for two years, and the curriculum is devoted to the most important "first things" of Christian faith and living. All of your questions will be considered important—none will be taken for granted.

**HomeBuilders.** In these groups, six to eight couples—whether married for many years, newlyweds or even engaged—will interact together each week over the biblical basics for a fulfilling marriage. The materials provide not only weekly study and discussion questions for the group meeting, but also weekly projects to be completed as a couple outside of the meeting time. HomeBuilders I will cover the first two books of the series, while HomeBuilders II is designed for those who want to continue the series for one more year.

**Seminary Study Groups.** If you are taking the Good Shepherd Seminary classes, and also want the relational environment of the Growth Groups, these groups study along with the Seminary topics. These groups are also open to those who can't attend the Seminary.

**Common Cause Growth Groups** are formed around some specific ministry or cause. These groups are usually also **Foundational Growth Groups**—that is, their studies are designed just as in the other Foundational groups—but members may spend time dealing with issues related to their cause, or deepening relationships established within a common ministry. Here are a few common causes you might indicate on your sign-up card (a group may or may not be available for a given cause):

- Pro-Life
- Evangelism
- Apologetics (answering the tough questions friends ask)
- Global Outreach
- High School Ministry
- Jr. High Ministry
- Mini-Church
- Physical Disability
- Adoptive Parents

We take the necessary time to find the best group for you. If you are signing up during the summer, you should hear from your new leader or someone from the church around the second week of September. We will also post group placements in the foyer the weekend of September 9-10. First group meetings of the year are September 10-14, 2000. If you are signing up during December or early January, you should be contacted around the second week of January about a new group or your placement in an existing group. If you are signing up any other time of the year, we'll get back to you as soon as possible (usually within a few days) to let you know either a group you can join or how we are progressing in finding one for you. It is difficult to place new people in existing groups during April through mid-summer, because most groups are winding up their year and settling into their lighter summer meeting schedule at that time.

### ***Regarding Child Care...***

We are committed to ministering to children at Good Shepherd and provide a number of activities for adults and children together throughout the year. However, from experience we believe Growth Groups are best for adults (college and older), and ask people to arrange childcare for the evening.

In most cases, it is not practical to have children in the same home as the Growth Group meeting. Some groups coordinate childcare in a home close to the group meeting place. Many groups prefer to let each individual family arrange for their own childcare.

Participant Summary: "Attracting and Assimilating the Unchurched in the 21<sup>st</sup> Century"  
A study of leading churches in the Portland/Vancouver area.

- counseling department
- seminary/ teachers from Western & Multnomah, 3-8 week terms (F/W/S)
- School of marriage and family on Saturday nights
- Philosophy: "growth through Word of God"

### ***A Little History***

Over a year ago, the Good Shepherd Ministry Staff have watched in amazement as the Lord has guided us toward our next step of growth as a church. During the fall of 1998, through the course of our normal interactions, we learned that the Lord had been laying the same burden on the hearts of many of us. As we each considered how to lead our individual ministries into further maturity, each of us was struck with the fact that many of us in the Good Shepherd family have settled into a comfortable pattern of living. We raise our families, we pursue our careers, we attend worship services, Growth Groups, Mini-Churches, etc. We even give of our time in ministry.

But, for many of us, it's hard to remember the last time we were significantly stretched. We've accomplished much in our lives in Christ, and we find that, looking back, at some point we stopped asking, "What's the next step of growth and obedience for me, Lord?" And we stopped inviting Him and His family to take us continually to that next step of growth.

When we, as a staff, realized the Lord was challenging us to do something about this problem, we began a series of brainstorming and planning sessions, trying to find the best way to lead the Good Shepherd body in declaring war on complacency. We wanted to come up with a way to invite every member of Good Shepherd to get back into the habit of continually asking, "Lord, what's next? Take me there."

What God gave us is ***CrossTraining***.

Now, after having implemented CrossTraining for a year in the Growth Group ministry, we're more confident than ever that the Lord's hand was in this plan, and we're enthusiastically pursuing CrossTraining with even more insight and simplicity as we enter its second year.

### ***A Refreshing Invitation***

For a moment, just suppose someone you trust and respect came to you and said, "How would you like to grow in the next year or two? I'll help you get there!" How would you feel? Where might your dreams begin to take you?

Then suppose this person asked you to think of a few key areas of growth that are of particular interest to you. You might choose marriage, Bible knowledge, outreach, worship, or virtually any arena in which a believer can learn and grow.

Then suppose your friend asked you to take your few chosen growth arenas and choose one specific, personalized growth goal in each arena. He might even help you refine your goals so they are reasonable for you...goals whose fulfillment you would truly value.

And, finally, suppose this friend then worked with you to put together a plan for your next year's study, growth and obedience, led you through it, refined and adjusted it as needed along the way, and encouraged and prayed for you as you grew.

Would you appreciate and enjoy this? This is essentially what we have begun to do throughout Good Shepherd's Growth Group ministry.

**Important:** You will be tempted to think of CrossTraining as a program, but it's not. CrossTraining is a thoroughly biblical *mindset* that each of us needs to grasp throughout our lives...a heart attitude that says, "Lord, tell me what's next, and help me get there"...a mindset that will guide each of us more faithfully and effectively into the rest of a lifetime of growth. There are special materials and how-tos provided to help us toward this goal, but none of these materials or methods are CrossTraining. They're simply resources to help develop the habit of growing with a purpose.

The CrossTraining mindset is the refreshing, exciting attitude of openness and yieldedness to Christ, to which He calls us...

***"If anyone would come after me, he must deny himself and take up his cross daily and follow me. For whoever wants to save his life will lose it, but whoever loses his life for me will save it."***

*(Luke 9:23-24)*

***"Come to me, all you who are weary and burdened, and I will give you rest. Take my yoke upon you and learn from me, for I am gentle and humble in heart, and you will find rest for your souls. For my yoke is easy and my burden is light."***

*(Matthew 11:28-30)*

If you will accept Jesus' challenge and invitation, you'll find yourself fulfilling *your own personal adventure*, part of Good Shepherd's Great Adventure!

### ***Growth with a Purpose***

We've chosen the name CrossTraining for at least two reasons. First, the name reflects the truth of our key passage, 1 Timothy 4:7-8,

***...train yourself to be godly. For physical training is of some value, but godliness has value for all things, holding promise for both the present life and the life to come.***

Secondly, cross-training in modern athletics implies equipping and preparation in a variety of skills and disciplines, to develop a well-rounded, complete athlete. As each individual develops spiritually, we want to help him or her thoughtfully and prayerfully target the skills and disciplines for life that will develop them into a more complete man or woman in Christ.

Our *Purpose Statement* includes four critical concepts. CrossTraining is...

#### ***A Lifelong Commitment***

*to*

#### ***Intentional Growth***

*toward becoming an*

#### ***Authentic Christian***

*in the context of*

#### ***Caring Relationships***

1. CrossTraining is not a limited-time program, but a *lifelong commitment* to conscious, purposefully cooperation with the Lord in His program for us. Even after the special materials and curricula we currently use have served their purpose, the CrossTraining mindset must still be firmly seated in our minds and hearts. We each need to be asking, "What's next, Lord?" until the very moment we cross through the gates of death into eternity!
2. Many of us have been growing...but our growth has been missing an important component—our own purposeful cooperation with God's Spirit and plan. We want to introduce a greater *intentionality* by guiding each individual in tailoring his or her own personal growth plan.
3. We must be careful, as we implement this, to grow in *authenticity*, rather than just jumping through the hoops or checking off the boxes. At the heart of all our growth and obedience must be a deepening heart relationship with God and people. The truly *authentic Christian* is the one who does what he does because of his ever deepening knowledge and love for his Father.
4. And, because the Father put us in a family, we know we're not supposed to go it alone. Each person involved will follow through the process, from the beginning on into unlimited growth, in one or more *relationships*—within your Growth Group and possibly elsewhere as well.

### ***It's All About Relationships!***

When Jesus was asked to identify the greatest commandment in all the Bible, He said, in essence, "Love God and love people...everything else God tells us to do hangs on these" (Matthew 22:34-40).

If Jesus said these two commandments covered every area of Christian life, then we would be hard pressed to do any better. Virtually any growth goal anyone would set can be hung on one of these two "coat hooks"...

### ***Loving God...Loving People***

Therefore, these will be the two broad categories, into which each person will fit his or her growth goals. There are literally an unlimited number of personal growth goals you might choose from. The following explanation gives you some idea of the types of goals you might choose.

Under the category of ***Loving God***, we will ask each person to select one or two goals.

1. One of these goals could help you to grow in some aspect of **Receiving from God**. For example, if you want to grow in more consistently claiming the Holy Spirit's power for living, your goal might be to take two minutes each morning to simply invite Him into that day's activities. Or if you want to get to know God Himself better, your goal might be a six-week study of God's attributes.
2. A second goal could help you grow in **Responding to God** in some way. For example, if you want to grow in worship, your goal might be to write down three truths that struck you from each weekend's worship songs (to help you concentrate better on the words you sing). Or if you want to grow in serving, your goal might be to try out a service opportunity in one of Good Shepherd's ministries.

Under the category of ***Loving People***, we will also ask each person to select one or two goals.

3. One of these goals could have something to do with **Caring for Others**—perhaps family, fellow believers or unbelievers. For example, if you want to grow in parenting, your goal might be to complete a four-week study of basic parenting principles, and set aside thirty minutes an evening just for your kids. Or if you want to grow in outreach, your goal might be to develop your personal story into a tool you could use to share with others
4. And another goal could focus on some aspect of **Caring for Myself**. For example, if you find yourself too much on the go and want to more carefully guard your life priorities, your goal might be to carefully guard at least one three-hour block of time at home each week for relaxation with family or for reading. Or if you feel the need to address some area of emotional or spiritual healing, your goal might be to pursue one of the classes or groups offered by our counseling ministry.

These are only a few illustrations from the infinite number of possible growth goals you could choose from.

**Important:** If setting four goals at once (or even two or three) is overwhelming to you, don't worry. You set only as many goals as you wish—even if that number is *one*. And you need not actively pursue more than one of your goals at a time. Most people do best focusing on one growth goal at a time, then moving on to another after several weeks or months.

### ***The Plan for Growth Groups***

The first one or two group meetings of the fall will serve much the same purpose as always—to help group members get acquainted and to communicate expectations for the year. It always takes time to let the natural "safety barriers" come down in a new group.

Then, in the next few meetings, your group will do two things simultaneously. First, all groups will begin their year's study with a couple of basic lessons. Second, as the group does these early studies, members will also be guided by their leaders through a process of clarifying their personalized growth goals. *These goals will not be set in stone, but will be dynamic and changeable as the year progresses.* In fact, there will be a point midyear when we will ask all groups to re-evaluate and possibly adjust all individual and group goals for the rest of the year.

Around the fourth or fifth week, group members will give their lists of growth goals to the leaders, who will then guide the group in choosing appropriate curricula for the year's study, based on common themes among members' growth goals. The Growth Group Pastors and a handful of volunteers have spent the last year developing over four year's worth (about 150 weeks) of lessons to choose from on forty study topics or living skills. On each topic or skill we are developing a miniseries or "module" of lessons—for example...

...six weeks on the attributes of God,

...two weeks on helping the needy,

...five weeks on marriage skills,

...or three weeks on personal self-control.

When the group's uniquely tailored study sequence for the year has been decided (with some blank space left unplanned for later flexibility), a group representative will come to the church during one of two or three designated times and will put together their

Participant Summary: "Attracting and Assimilating the Unchurched in the 21<sup>st</sup> Century"  
A study of leading churches in the Portland/Vancouver area.

group's study manuals for the year. They'll take the completed manuals back to group, and then the group will launch into a year of growth, intentionally focused on the specific goals of it's members.

We know from a year's experience that most group members will find at least one or two of their goals addressed by their group's chosen curriculum. We also know that some growth goals will not be addressed by the group's selection of study topics. If this is true for you, we, together with your leaders, will do our best to guide you into avenues through which you can begin to address these growth goals—perhaps on your own, perhaps with a partner, or even through another ministry.

## Seminary

*"Extraordinary teaching  
for ordinary people"*

### Good Shepherd Seminary...

*exists to empower people to be fully devoted followers of Jesus Christ by thinking biblically, feeding themselves spiritually, and vigorously serving Christ and His church. Its designed to appeal to men and women seeking a deeper understanding of scripture and its application to the Christian life. And it's specially geared toward people who desire to further their journey as followers of Christ.*

## New Inter-Term Winter 2001

March 5-26  
Join us Monday nights  
7- 9:15 p.m.

"The Stones Cry Out" with associate staff member Sam Walker. This four-week "inter-term" class will give an overview of the geography and archeology of Israel. Sam's years of experience living in the Middle East qualify him to give a very interesting overview of the sites connected with Biblical history.

**Times:** Monday evenings, 7:00--9:15 p.m. March 5--March 26, 2001.

**Cost:** Tuition is \$15.00; a required textbook is \$17.00, available the first night of class.

## Spring-Term 2001

April 2 - May 21

"What God's Kingdom should and will be" with Multnomah Professor Dr. Rex Koivisto. This class will cover the Old Testament Prophets from Isaiah through Malachi, with special attention given to Isaiah. It will include a thematic overview of the message of each prophet, helping us understand their application to the world in which we live.

**Times:** Monday evenings, 7:00--9:15 p.m., April 2--May 21, 2001).

**Tuition:** \$50.00; anticipated cost of books no more than \$25.00.

### Here's what you need...

a teachable attitude, a commitment to complete the course work and read the books assigned, a commitment to attend all classes, an agreement to participate in class discussions and assignments, and \$50 tuition (per course).

### How to Register:

Contact the church office or call [Dan Vorm](mailto:Dan.Vorm) for more information

**Question #5.** How do these churches help people take up the responsibility to serve in personal ministry?

5.1 How soon are newcomers encouraged to consider serving in the church? (499)  
"We see ourselves as a family therefore guests are treated as such; It would be like inviting someone over to our house. When we have guests over we don't ask them to do the dishes until they have been there several times and have moved in and consider themselves part of the family. Then they start bearing the load of those who are family. And hopefully do it joyfully. We serve together. So, when a person has reached a level where they feel like they are no longer just a guest but this is a place that they are committed to and they do consider themselves part of the family. Then we do expect them to get involved. Usually through children's ministry or First Touch ministry. We don't have a time table for when to get involved. But we do encourage them regularly from the pulpit." After several visits and they feel committed and part of the family- they are invited and expected to get involved

5.2 How are newcomers recruited for service? (524)

1. Pulpit during worship
2. 2-3 times yearly recruitment emphasis
1. through a mini-church or other ministry like High Ground or Men's Ministry through relational connections. (perhaps the most effective ways)

One of the biggest problems facing men in our country is the role confusion men face. Through weekly High Ground meetings and special events we help men discover God's role for them in their homes, church, and society—all in an environment of encouragement, accountability, and mutual assistance.

**High Ground meets Sunday & Tuesday**  
Sunday  
Tuesday 6:45 a.m. Banquet Room (S107)  
6:00 a.m. Banquet Room (S107)

5.3 What training or support is offered to those who serve?  
(538)

Safe Kids Class for Children's Workers

- each ministry creates their own training
- growth groups/ 1 time montly
- children's ministry? on-the-job
- counselor training
- seminary> more general
- for enrichment only
- \* considering (?) seminary to leadership but have not at this time

Participant Summary: "Attracting and Assimilating the Unchurched in the 21<sup>st</sup> Century"  
A study of leading churches in the Portland/Vancouver area.

**Map/ Photos:**



### Assimilation Study - Participant Information (Fall 2000)

Church Name Good Shepherd Community Church Region Gresham  
Street Address 28986 SE Haley Road  
City Gresham State OR Zip Code 97009  
Phone 503-663-5050 FAX 503-663-7760  
Web site [www.goodshepherdcc.org](http://www.goodshepherdcc.org)

---

1. Denomination non-denominational evangelical
2. Date church was founded May 1977
3. Founding Senior Pastor Stu Weber – 1<sup>st</sup> pastor Years in this church 23
4. Current Senior Pastor Stu Weber Years in this church 23
5. Average Weekend Worship attendance 3000-4000
6. Average number of visitors each Sunday 15-30
7. Current Membership \_\_\_\_\_
  - Adults 2000
  - Youth 500
  - Children 1000
8. Number of conversions during the past 12 months 50-150
9. Number of new members received during the past 12 months no official membership
  - Number from transfer (previously active in another church) ---
  - Number from conversion (or with no previous church affiliation) ---
10. Christian Education Classes
  - # of Adult Classes 6-8 Weekly attendance 350-600
  - # of Youth Classes 2-4 Weekly attendance 200-400
  - # of Children Classes all ages Weekly attendance 1000
11. Small Groups/Cells
  - # of Adult Groups approx 85-100 Weekly attendance 1000-1200
  - # of Youth Groups ? Weekly attendance \_\_\_\_\_
  - # of Children Groups --- Weekly attendance \_\_\_\_\_
12. Large groups meeting midweek
  - Youth Ministry 2 Weekly attendance 400-800
  - Children Ministry --- Weekly attendance \_\_\_\_\_
  - Women's Ministry 2 Weekly attendance 200
  - Men's Ministry 2 Weekly attendance 250
  - Other Ministry \_\_\_\_\_ Weekly attendance \_\_\_\_\_
  - Other Ministry \_\_\_\_\_ Weekly attendance \_\_\_\_\_
13. Number of people with an identifiable ministry \_\_\_\_\_ Or approximate % 25%
14. Number of core lay leaders 200 Number of paid pastoral/ministry staff 20-30
15. Number of churches planted by the church 0
16. Describe your congregation's socio-economic, ethnic, and cultural distinctions:
  - White, middle class