

Woodlake Innovations Implementation (WII) Overview

As of January 2021

What is Next Level Innovations (NLI)?

- As a growing church, Woodlake UMC is continuously looking to improve how we serve our community and operate internally. NLI is an investment in churches that have a recognized potential for reaching more people in their community and inviting them to become disciples of Jesus. The opportunity to participate in NLI aligned with Woodlake UMC's goals of continuous improvement.
- Beginning in 2018, Woodlake UMC went through the NLI process of prayer, training, discernment and congregational participation.

What is the difference between NLI and Woodlake Innovations Implementation

- NLI was a process of study and discernment managed by a team of church experts under the guidance of our former District Superintendent, Rev. Dr. Pete Moon. The result of this process included recommendations for five areas of innovations in our church.
- Following the large affirmative vote in the October 2019 Church Conference, the congregation has taken ownership of the innovations and we began to move forward into the implementation phase for each of the recommended innovations.
- This implementation phase has been given the name Woodlake Innovations Implementation (WII).

Next Level Innovations Timeline

- 2018 - September 2019:
 - Next Level Innovations (NLI) process
- September 2019:
 - NLI weekend at Woodlake UMC
 - NLI Final Report presented to congregation
- October 2019:
 - Congregation voted to accept NLI recommendations (251 for; 13 against)
 - Final NLI team meeting.
 - NOTE: Most NLI members agreed to remain on the Implementation Team

The Innovations

- **Worship**
 - Evaluate and align the weekend worship experience with congregational and community needs
 - Assess four worship services for staff and resource realignment
 - Work with Staff Parish Relations Committee to establish a Pastor study leave process
- **Volunteer Process Redesign**
 - Initially included in the Worship Innovation. This was established as a separate innovation in January 2021 and has expanded to include both ministries and missions.
 - Create processes to recruit, engage, equip and retain volunteers in the ministries and missions throughout the church and beyond

The Innovations

- Focus
 - Develop a church-wide signature mission (Mission Design Team)
 - Identify discipleship strategy
 - Prioritize church programs (excluding Worship, Adult Discipleship, and Missions)
 - Define what it means to be a “Roof Digging Church”
- Discipleship
 - Define discipleship – what does it mean to be a roof digging disciple?
 - Create a discipleship pathway that focuses Woodlake UMC’s efforts in the five elements of the discipleship strategy – Worship, Grow, Serve, Give and Share
 - Develop “What We Believe” statements
 - Establish member engagement guidelines

The Innovations

- **Healthy Staff Culture**
 - Review human resources policies and procedures
 - Establish a performance management system and update position descriptions
 - Conduct compensation benchmarking
 - Develop strategic staffing plan
- **Generosity and Financial Health**
 - Create a Master Financial Plan (including a communication plan)
 - Establish a Stewardship Committee
 - Educate the congregation on the lifelong Christian attribute of stewardship
 - Investigate the optimal use of abundant property

WII Team Organization Structure

- Central Team
 - Coordinates the implementation effort across all innovation teams.
 - Includes an integration team and a communications team.
- Innovation Teams
 - Mission Design Team (part of the Focus Innovation)
 - Worship Team
 - Volunteer Process Redesign Team (added January 2021)
 - Discipleship Team
 - The Staff Parish Relations Committee is responsible for the Healthy Staff Culture Innovation
 - Generosity and Financial Health Team (includes land purchase)

WII Team Organization Structure

In addition to the assigned Innovation Teams, the following Church Committees support the WII Innovation initiatives:

- Church Committees
 - Church Leadership Council (CLC)
 - Board of Trustees
 - Staff Parish Relations Committee
 - Stewardship Committee
 - Finance Committee

Woodlake Innovations Implementation

- **October 2019:**
 - Woodlake Innovations Implementation (WII) began the implementation phase
- **November - December 2019:**
 - Implementation Team Leadership began developing plans and a timeline for innovations rollout
 - Team Structure identified for implementation
 - Lay Leadership began recruiting team members
- **January - April 2020:**
 - Teams formed and began meeting
 - Church Leadership Council approved scope of work for each team

Significant Events Timeline

- Focus Innovation (completed)
 - New discipleship strategy approved by Church Leadership Council (completed)
 - 5 Elements of the discipleship strategy: Worship, Grow, Serve, Give, Share
 - Fall 2020 sermon series launched the new discipleship strategy
- Signature Mission Development
 - Study and discernment underway. CLC approval in late 2020 (completed)
 - Establish new Mission governance structure and process (Spring 2021)
 - Signature mission implementation (August 2021)

Significant Events Timeline

- **Worship Innovation**
 - Study, research and discernment underway.
 - Worship service changes to be presented to CLC for approval in Spring 2021
 - Launch approved changes (Fall 2021)
- **Volunteer Process Redesign Innovation**
 - Established as a separate Innovation in January 2021.
 - Process improvements to be presented to CLC for approval in Spring 2021
 - Rollout planned for late summer/early fall 2021
- **Discipleship Innovation (completed)**
 - New discipleship pathway approved by CLC
 - Discipleship pathway applied to all church programs
 - Development of “What We Believe” statements.

Significant Events Timeline

- **Healthy Staff Culture Innovation (completed)**
 - Revised Performance Management System approved by CLC
 - Strategic staffing plan approved by CLC

- **Generosity and Financial Health**
 - Master Financial Plan approved by CLC (Completed)
 - Established a Stewardship Committee
 - Develop a Planned Giving Strategy and Present to CLC (Completed)
 - Roll Out Planned Giving Strategy (Winter 2021)
 - Continue evaluation of church land sale proposal (ongoing)

For More Information...

- Monthly updates
 - Monthly “Latest Updates” posted on Website
- WII webpage
 - Updated regularly with progress on innovations
 - Located on WoodlakeUMC.org website
 - Content includes: FAQs, contact information for each innovation, Milestones and Accomplishments, and team dashboards
- Printed materials (after church re-opens)
 - Periodic progress summaries (hard copy) will be available at the Connection Center (currently available on website)
 - Periodic information in the church bulletin