



Expanded Lead Pastor Portfolio

**LifeHouse
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ROAD TO REINVENT

In January of 2013, the Elder Board of Saint Thomas Pentecostal Assembly began an intentional and diligent effort to seek God for a fresh vision and direction. The intention was to seek the Holy Spirit through individual and group prayer to that end. The goal was to seek the direction of the Holy Spirit in answering five key questions:

1. Where are we now?
2. Where are we going?
3. What are we doing that is working?
4. What are we doing that is not working?
5. What do we need to do that we are not doing?

How did we seek the answers?

1. In January 2013, the Elders began devoting time to pray together.
2. After a time, it was decided to unify the Elder Board and Deacon Board for combined prayer.
3. All members also embarked on a series of book studies aimed at learning, training, and advising the Board members toward their goals. (*Project Decline and Destiny, Hemorrhaging Faith, APEST, The Imperfect Board Member, The Board Member's Most Important Relationship*)
4. In 2015, it was decided to devote Sunday evening service time for leadership prayer and it was opened to any and all who shared a desire to see the church move forward.
5. A detailed written record was kept of everything we prayed, as well as what everyone sensed, felt and heard from God, including every vision, and prophecy.
6. In September 2017, the notes were turned over to a small group who categorized the information by prophecy, words from God, visions, and sensings. Then the question was asked: how does each piece of information in each category help answer any of the five initial questions. The central “take away” was that if our church was to survive, grow, and thrive, it could no longer be Pastor-driven (Pastor hears from God, we hear from Pastor and leadership carries the ball forward). The members must develop a sense of “ownership/responsibility” for the church, its people, its vision and its mission. They must be actively function in their respective God-given, Spirit-filled gifts to move with the Holy Spirit in fulfilling God’s purposes for individual members, the church body, missions, and the community.
7. With all the notes correlated and sufficient answers to provide a starting place, the leadership prayer group was restructured into a smaller group of visionary people who felt a call to lead us into the future. This smaller group became the Genesis Team. It was tasked with “reinventing the church”, as led by the Holy Spirit, to be governed and led by the members, empowered by the Spirit with fresh vision and mission.

Portfolio-Finances

CURRENT ASSETS & LIABILITIES

LifeHouse owns the building and land located at 144 Wellington Street in St. Thomas, Ontario. The land and building have been valued by our accounting firm at \$1.57 million. We have no long-term liabilities.

Building & Capital Projects

2016	Invested \$9,300	New furnace, sanctuary projector, new ramp, basement wall repair
2017	Invested \$32,000	Old sign renovation, drainage repair, sanctuary panels and sound, chapel renovations
2018	Invested \$18,000	Sanctuary panels and sound, chapel renovations, concrete step repair
2019	Invested \$41,300	Foyer/café renovation, barrier-free washroom, updating offices
2020	Invested \$4,000	Barrier-free washroom (in progress)

Yearly Budget Information

Below is the past three years' data pertaining to General Fund giving and Missions giving, along with Surplus/Deficit and Year-End cash positions.

	2016	2017	2018	2019
General Fund	264,382	267,604	325,236	256,165
Missions	20,496	18,457	17,905	19,634
Miscellaneous	22,569	17,389	15,876	26,359
Total Revenue	307,447	303,450	359,017	302,158
Surplus/Deficit	-3,932	23,955	53,558	(18,914)
Cash, End of Year	24,842	48,537	83,995	50,270

Present Ministry Focus

As part of the reinvention, a new leadership structure was developed to facilitate the vision and mission and is outlined in a document called the *Game Plan*. The primary goal of the *Game Plan* is to mobilize people according to their God-given destiny.

DOING WELL

At the heart of our church culture is a desire for and the pursuit of the tangible presence and power of the Holy Spirit. Much of the worship planning and prophetic training is centered around nurturing the presence of the Spirit. This emphasis is something we believe distinguishes us within the body of Christ in St. Thomas.

Arising out of the *Game Plan*, organizational diagrams were created that reflect the 5 teams and the various roles that the team members play. This becomes a usable document for graduates from our 'GO' course to discover where they fit within the LifeHouse vision. We are also currently writing "playbooks" for each team, outlining ministry leader job descriptions as well as team member roles and responsibilities.

Our other primary focus is the *Roadmap*. While the *Game Plan* sets out to mobilize our people, the *Roadmap* is a tool to help develop our people. Comprised of 5 phases, each takes an aspect of a Christian's development, from *new-believer* through to *leader* (discipler). We developed courses and materials that facilitate an individual's growth within the context of discipleship, relationships, small group gatherings, and online video content.

In a bid to expedite the mobilization process, most of our initial investments of time and energy have been in *Phase 3* of the *Roadmap* – the 'GO' course. The 'GO' course is a 7-session interactive small group course designed to equip believers in pursuit of their God-given destiny.

WORKING ON

Within the *Game Plan/Roadmap* approach, success involves each of our people discovering and walking in their God-given roles and responsibilities within the life of our church family. This is ongoing and needs continual attention and investment.

FUTURE FOCUS

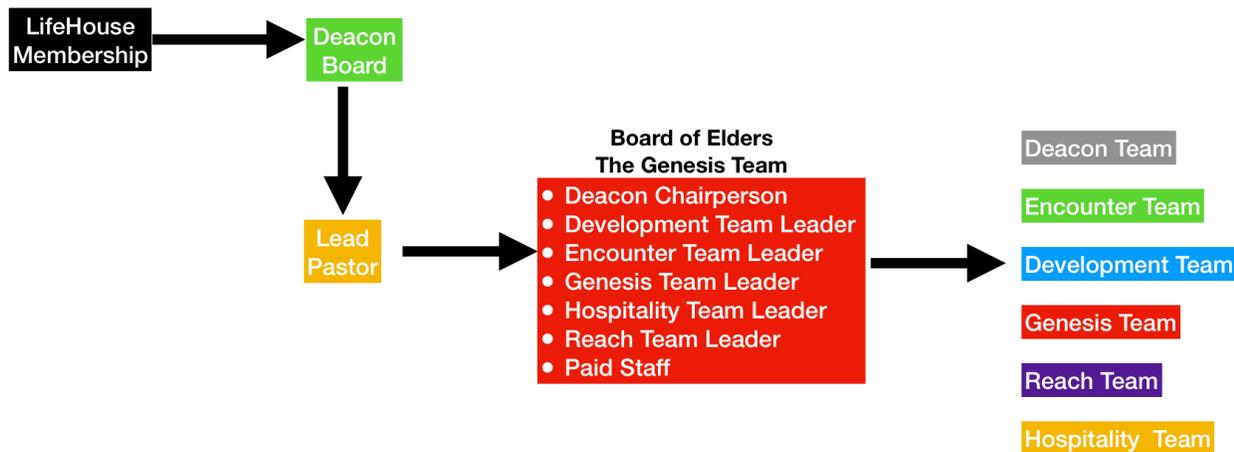


We are on the cusp of launching multiple small groups. Our ministry to teens and especially young adults is minimal; however, we are hopeful that BaseCamp [www.stlifehouse.com/basecamp] will serve as a catalyst for increased engagement and involvement among the teenage demographic. We presently do not have a young adult group or young adult focused ministry. We also do not have a 'GO' course that is tailored to either age group. The church culture and attitude towards teens and young adults is not antagonistic, however neither is there great vision for this age group.

Currently, we do not have a strong outreach ministry. The nature of the reinvent means that we have had to strategically and methodically prioritize the building of certain teams. The Reach ministry therefore has taken a back burner and we have currently begun working on creating a hospitable, developmental culture into which we can receive and draw new people and especially new believers. Therefore, we are placing priority on a Lead Pastor whose main gifting is in Reach Ministry.

The Governance Model

This describes the lines of authority:



The Lines of Authority—The Governance Model:
The Lead Pastor equips/trains/ locates each Member of the GENESIS Team

1. Filling in the gaps until each Team Leader is released
2. Comes to LifeHouse with a dominant gift of Evangelism and Leads the REACH Team

The Working Model

LifeHouse Lead Pastor:
Goal: Hiring a Lead pastor whose dominant gifting is Evangelism to give Leadership to REACH Team

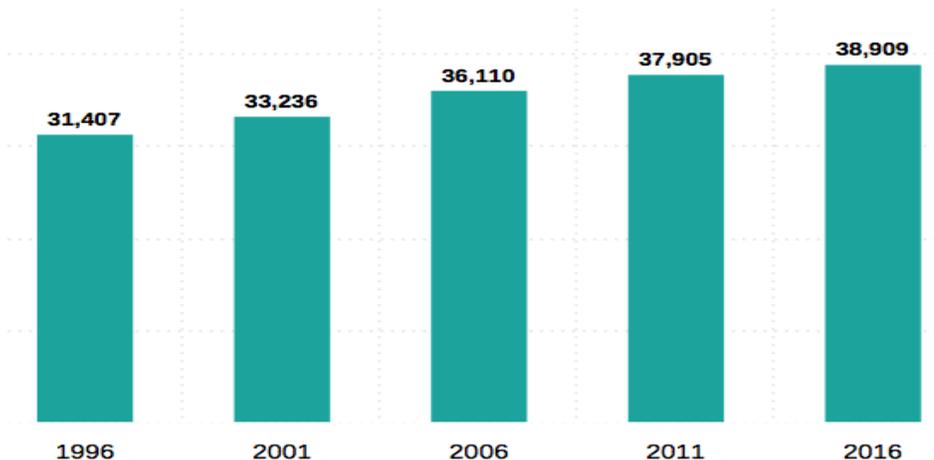


How it works — The Working Model

City of St. Thomas

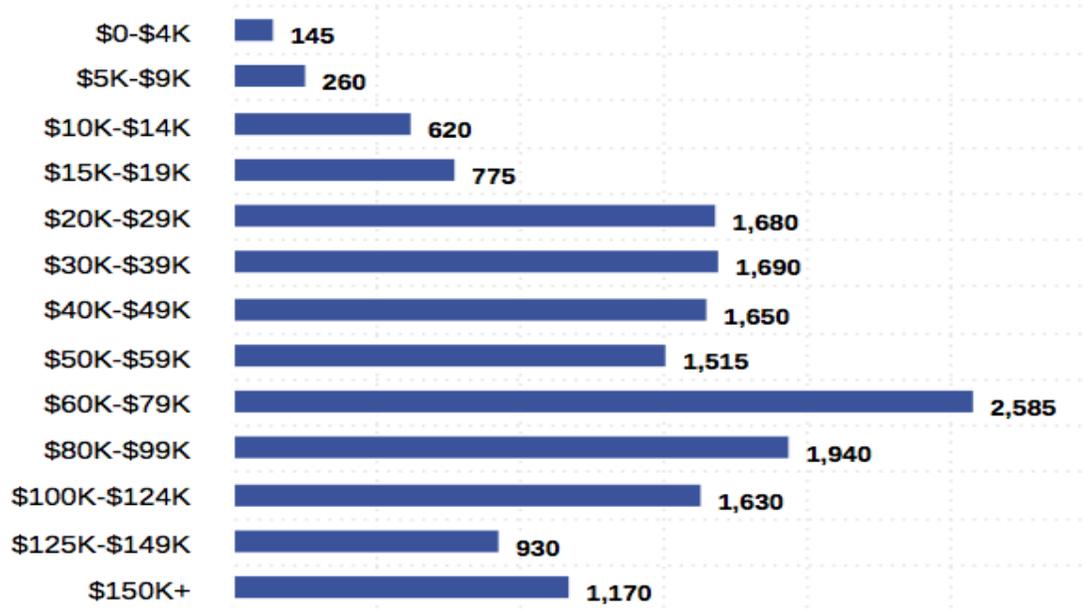
The City of St. Thomas is located in the heart of Southwestern Ontario and in the middle beautiful Elgin County. St. Thomas is strategically located close to London and the shores of Lake Erie. It has a strong railway history, one of the province's leading farmers' markets, and beautiful scenic parks; St. Thomas has something to offer just about everyone.

POPULATION



HOUSEHOLD INCOME

Key Metrics



Total Population
41,392



Median Household Income
59,755



number of aboriginal population
1,045



% of Male Population
48.04



Total Number of Visible Minorities
1,490



Median Age
43.3

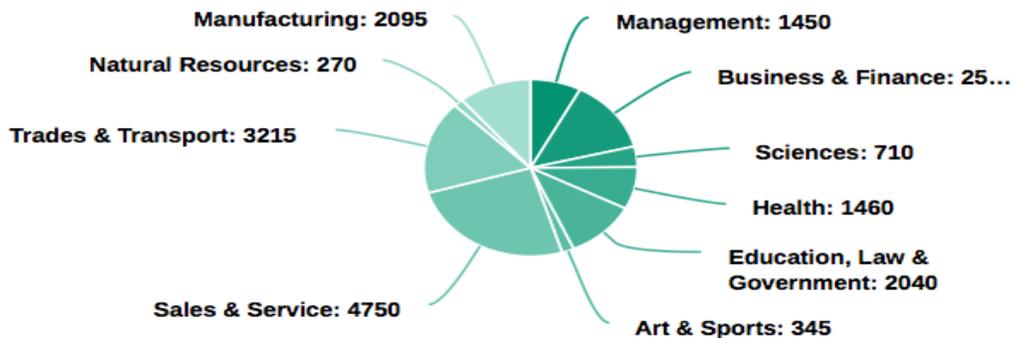


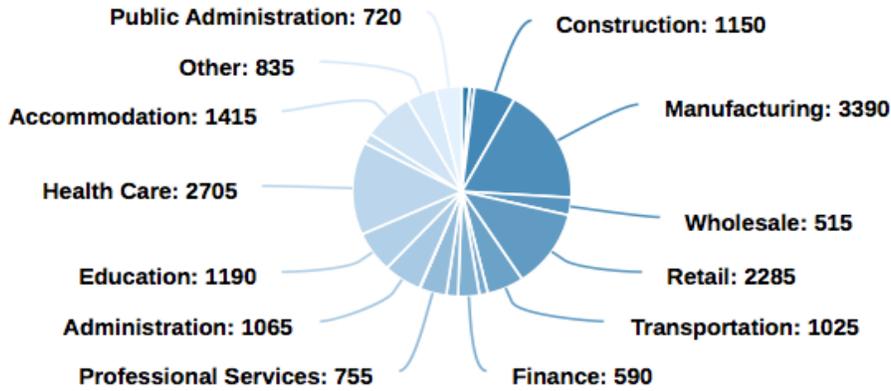
% of Female Population
51.96



Largest Age Cohort
Ages 50-54

LABOUR FORCE BY INDUSTRY AND OCCUPATION





Total Labour Force
18,865



Employment Rate
57.6%



Largest industry by labour force
Manufacturing



Small industry by labour force
Mining



Participation Rate
61.6%



Unemployment Rate
6.5%



Largest industry by occupation
Sales & Service



Small industry by occupation
Natural Resources

EDUCATION FACILITIES

Most elementary and secondary schools in our area are operated by the Thames Valley District School Board. In and around St. Thomas, there are 18 Elementary schools and 6 Secondary Schools.

Fanshawe College (St. Thomas/Elgin Regional Campus): This state-of-the-art facility provides a wide range of services including post-secondary and apprenticeship education, continuing education, customized training services, counselling, and upgrading programs. Fanshawe serves a population of approximately 600 full-time and 3,200 part-time students this year.

St. Thomas Community Christian School (STCCS) provides Christ-centered education for students in Junior Kindergarten through Grade Eight and offers a wide range of extra-curricular activities. Athletics program consists of soccer, cross-country, volleyball, basketball, track and field, badminton and ice hockey. The Music Program offers students an opportunity

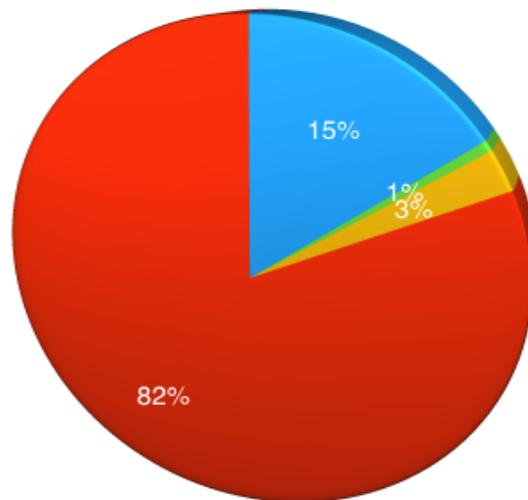
to participate in private music lessons, concert band, senior vocal ensemble, worship team, as well as other performance opportunities. STCCS is associated with the Ontario Alliance of Christian Schools

The Church of St. Thomas

LifeHouse, situated in the centre of the city, is part of the Church of St. Thomas that is comprised of 35-37 local congregations. Our present pastor, Peter W Cusick, has carried the spiritual leadership of these congregations for a long period of time (Peter has pastored in St. Thomas since 1993 and is the longest serving pastor in the city). There are a number of smaller churches, a few churches with 100-250 congregants, and one large church. There have been seasons of cooperation between the congregations. LifeHouse has historically provided leadership and direction for many spiritual interactions in the city. LifeHouse members support the weekly noon hour prayer service held Mondays at Living Hope church. LifeHouse would be the only formal congregation that represents a Pentecostal/charismatic flavour. There are many in the city who choose to drive into London to attend a local church.

This chart is a guesstimate of present church attendance:

● Total Attendance ● Media ● Drive to London ● Unchurched



Total Attendance	6000
Media	250
Drive to London	1000
Unchurched	32,750
Population of St Thomas	40,000

Potential Process of Application (*with target dates*)

STEP # 1: RECEPTION STAGE (BEGINNING SEPTEMBER 2020)

1. Receive the succession portfolio
2. Give prayerful consideration of potential calling to LifeHouse

STEP # 2: INVESTIGATION STAGE (BEGINNING NOVEMBER 2020)

1. Deeper investigation of LifeHouse opportunity
 - Consider:
 - Expanded Succession Portfolio
 - LifeHouse prophetic journey
 - LifeHouse Media
 - The Blueprint
 - Visiting facilities, city, and present ministry
 - Job Description

STEP # 3: SUBMISSION STAGE (BEGINNING DECEMBER 2020)

1. Submit resumé, ministry philosophy and letter of introduction

STEP # 4: INTERVIEWING STAGE (BEGINNING MARCH 2021)

1. The top four candidates will be prayerfully chosen.
2. Interviews will begin late March. Each of the top four candidates will be interviewed. All expenses for the interview process will be covered by LifeHouse.
3. The top candidate will be offered an additional interview; the remaining three will be sent letters of thanks and appreciation.

STEP # 5: HIRING STAGE (BEGINNING FALL 2021)

1. The goal would be to select the premier candidate by the summer of 2021.
2. An invitation to preach would be offered the premier candidate in the fall of 2021. The candidate would be voted in as the new Lead Pastor.
3. Target date for Lead Pastor hiring would be late fall of 2021, as finances allow.
4. Clarification of specific team leaders would occur in consultation with the Lead Pastor
5. Installation of Lead Pastor on April 3, 2022
6. Final Sunday for Peter W. Cusick as Senior Pastor on April 10, 2022.