

NCS 2019 Verse

“So be strong...observe what the Lord your God requires: Walk in obedience to him, and keep his decrees and commands...do this so that you may prosper in all you do and wherever you go.”

1 Kings 2: 2-3

Section One

Giving Praise – The People

As we have been celebrating this week, this month marks the beginning of our 20th year of serving the church. As I complete my 8th year of serving as Executive Director and begin my 20th year of connection with NCS, I thought it would be good to take time to remember and celebrate those who have allowed NCS to thrive. Last night, we celebrated our history and mentioned many of those who influenced and shaped NCS. As we looked back, we realized we have much to be thankful for. The key to our ability to fulfill God's vision from day one has been the people who have been and are willing to sacrifice to make the ongoing vision of NCS become reality.

One of our core values from the beginning of the ministry has been and continues to be a deep appreciation for the investment of leaders that make NCS possible. As I reflect on the past years of our history, I am reminded again and again of how important this core value is for us as we fulfill God's vision for NCS. NCS has been built on the shoulders of visionary and risk-taking leaders. The passion of past leaders and current leaders who are willing to serve HIS church has kept us faithful to God's call.

Our focus this morning, is be reminded of what God is currently doing and where we believe God is taking us in the coming days. While there has been change over the years, we remain blessed by those God has currently brought to the team called NCS. I would like to take a few moments to thank those who are currently giving sacrificial leadership that allows us to continue to thrive as a ministry.

Last night we celebrated past leadership and today we celebrate those currently providing outstanding leadership and service to NCS. People really are our most important asset.

To the 2018 Board of Directors, a big thank you to each of you for what you have done and continue to do, to aid the on-going development of NCS.

Dr. Randy Craker	District Superintendent, NW District – Nazarene NCS Board Chairperson
Bishop Lindsay Jones	President, Church of Christ Holiness USA NCS Vice Chairperson
Dr. Greg Mason	District Superintendent, North Carolina – Nazarene NCS Board Secretary
Dr. Wayne Evans	Former General Superintendent, Evangelical Friends Board Member
Rev. Brian Wangler	Pastor, Chicago First Church Nazarene Board Member
Steve Douglas	Business Leader, Tulsa, OK – Life Church NCS CFO
Rev. Larry Cook	Former Management Team Member NCS – Nazarene Board Member
Rev. Bob Moss	Pastor Niles MI Church of God, Anderson Board Member

To the NCS Senior Management Team, a big thank you to, **Darla Sivewright, David Hayes** and **Don Jackson** for their continued willingness to serve NCS. They will each be sharing a more detailed report of their ministry activity this afternoon during our business session.

Darla Sivewright continues to serve full time with NCS, overseeing our communications, working through the details of events, leading church assessments, providing support to our TIP team and developing worship resources. Her husband Gary continues to serve as one of our TIPS pastors. They find creative ways to manage living in two states with a senior in high school in Arizona and serving a church in Florida.

David Hayes continues to serve local churches and church planters through assessments, coaching and training. God opened a door of ministry to the CIS last year that expanded David's time commitment to 6 months a year assisting in church planting and revisioning churches in several countries of the former Soviet Union. We are recruiting prayer partners and financial partners to enable us to continue walk through this door of opportunity. I will be joining David in March in St. Petersburg and Moscow to provide some assessing and training.

Don Jackson joined the Management Team in 2018 focusing on serving the Church of God, Anderson in the TIPS ministry. He also provides coaching for several of our TIPS as well as helping support TIPS outside the Church of God. He has become an invaluable part of our leadership team.

To the NCS Coaches/Consultants, we continue to have a strong group of gifted leaders serving as coaches/consultants with NCS. The current list of consultants/coaches can be found on **page 12** of the notebook.

To our Transition Interim Pastors, we continue to see our TIPS team develop and grow. We are blessed with 28 leaders who are currently serving God's call to the ministry of helping churches in transition. They are doing an incredible work to help churches move from anxiety to anticipation during pastoral transition. A list of those currently on the TIP team can be found on **page 12** of the notebook.

To our NCS Support Staff, we have been blessed with a great support team that have served NCS for many years and all go the extra mile in so many areas. **Karen Bullock** continues to be an integral part of the nuts and bolts of the running of NCS. She is my first sounding board and a great encouragement to me and to NCS. This has been a challenging past 13 months for Karen as we have said goodbye to both her parents who have made heaven a sweeter place for us. My oldest daughter **Kristie Bullock** continues to help process church assessments and to help in whatever way she can. We have kept her very busy this year with a 2nd consecutive record number of assessments. **Jana Starner** continues to do a good job of leading the processing of church health surveys and overseeing our bookkeeping responsibilities. **Denise McKain**, our longest serving member of the NCS team, continues to help with finance details in balancing our checkbook each month and tracking and reporting our credit card charges. In addition to these who support on a regular basis, we have several others who help with assessments, special projects and editing of reports. Without these committed people, NCS would not be able to do all we do.

To our clients and partners, we would not exist without denominational leaders, district/judicatory leaders, pastors and church leaders who believe in and use the ministry of NCS. We do not take their support for granted.

To our Donors, we are grateful to those who express a heart relationship with NCS by supporting through donations the ministry of NCS. A complete list of donors can be found in this notebook on **page 36**. I continue to be humbled at the sacrifice many make so that NCS can continue to serve the church. These donations are key to our ability to survive and thrive. Thank you for your confidence in the ministry of NCS and love for the church.

We are blessed and forever grateful to an incredible team of people who are committed to assisting and strengthening churches worldwide. All these people working together help us to keep in step with the Spirit. Our greatest asset continues to be the people who serve faithfully and sacrifice significantly as they often go beyond the call of duty. Their faithfulness, sacrifice and commitment encourages and challenges me to continue to lead forward.

Section Two

Giving Praise—The Work

Overview:

Last year, I mentioned a book that has and continues to influence me by Mark Batterson called ***“Chase the Lion...If your Dream Doesn’t Scare you, It’s Too Small.”*** I mentioned last year the **“The Lion’s Chaser’s Manifesto”**. For the past year, I have read this manifesto on a regular basis as a way of self-talk and challenge in following God’s direction. The manifesto goes like this:

- Quit Living as if the purpose of life is to arrive safely at death. Run to the roar.
- Set God-sized goals. Pursue God-given passions.
- Go after a dream that is destined to fail with Divine intervention.
- Stop pointing out problems. Become part of the solution.
- Stop repeating the past. Start creating the future.
- Face your fears. Fight for your dreams.
- Grab opportunity and don’t let go.
- Live like today is the first and last day of your life.
- Burn sinful bridges. Blaze new trails.
- Live for the applause of nail-scarred hands.
- Don’t let what’s wrong with you keep you from worshiping what’s right with God.
- Dare to fail. Dare to be different.
- Quit holding out. Quit holding back. Quit running away.
- Chase the Lion.

With this manifesto as a backdrop, I have been reading I Kings this year and have become intrigued by Solomon’s radical obedience which led to incredible wisdom which resulted in accomplishing amazing results.

If anyone ever doubts the value of visionary leadership, detailed planning and challenging implementation in response to God’s promises they should read I Kings. I have made it a priority in my life to listen intentionally for God’s voice, plan carefully directed by the Holy Spirit and implement with courage so that as David reminded Solomon that it might be true for NCS *“so that you may prosper in all you do and wherever you go.”*

Let me share with some of what God has revealed and we have attempted to follow in radical obedience as we have served the church this past year.

Transitional Interim Pastors Services

We continue to see God using TIPS to make kingdom impact for churches in pastoral transition. They say the best form of flattery is when someone imitates what you are doing. I am not sure if that is true, but NCS has led the way in getting the conversation of intentional interims to the table. We have seen our material, our language and sometimes our processes being used on districts and in denominations where we do not have partnerships and where the interim pastors are not assessed, trained, coached or resourced for this specialized ministry. We believe the quality of our team and the integrity of our system will continue to serve the church. We currently have 17 active agreements and finished up 14 others in 2018. The same number as 2017. This gives us a total of 31 churches served this year through the ministry of TIPS.

We continue to develop our efforts with the Church of God, Anderson who has embraced the idea of TIPS across their denomination, both to serve churches in transition, but also to provide a path of effective ministry for those in what we are calling the 5th quarter of ministry who want to serve as TIPS. Don Jackson continues to work with churches and their leadership in developing this important ministry.

Currently we have 28 people on our TIPS list. We will be training several new TIPS next week.

There is no **Intentional Interim System** like TIPS anywhere in the country that is comprehensive in its assessment, drives for clear desired outcomes, and is designed to prepare a local church for a new future. The reviews from our TIPS partners are exceptional. We believe TIPS will continue to grow and the potential to make a positive difference for decades to come is very great.

Let me share the stories of a couple of those churches who used TIPS this year. The first is a church in Olathe, KS and the Breakpoint Wesleyan Church and the second is Kamiah Church of the Nazarene in Idaho.

A little history of the TIPS ministry. Here is a summary of the over **160** TIPS agreements in five denominations we have served over the past 12 years:

2007 2 agreements	2011 7 agreements	2015 15 agreements
2008 6 agreements	2012 10 agreements	2016 16 agreements
2009 10 agreements	2013 8 agreements	2017 31 agreements
2010 9 agreements	2014 15 agreements	2018 31 agreements

NCS Coaching

We continue to adapt to an ever-changing culture in the area of coaching. Nearly 7 years ago, we made the shift from coaching the pastor to coaching the church. This shift has meant fewer coaching contracts, but more effective coaching for transformation.

Here is the number of coaching contracts NCS has written, by year:

1999 -- 9	2005 -- 77	2011 -- 44	2017 -- 35
2000 -- 4	2006 -- 58	2012 -- 49	2018 -- 28
2001 -- 27	2007 -- 60	2013 -- 29	
2002 -- 48	2008 -- 72	2014 -- 31	
2003 -- 33	2009 -- 73	2015 -- 26	
2004 -- 70	2010 -- 47	2016 -- 30	

NCS has delivered a total of **850** coaching contracts since our beginning in 1999. Here are the 2018 Coaching highlights:

- NCS signed and delivered **28** coaching contracts this year, using **4** different coaches.
- We have coached pastors and churches from the Church of the Nazarene, Church of Christ Holiness USA, Wesleyan Church and Evangelical Friends Church.
- Our coaching includes **12** NewStart/Organic Coaching, **1** ReStart and **15** Revisioning Churches.

Let me share a story of coaching this year from the Cornerstone Friends Church in Madison, OH.

NCS Training

We delivered **12** training events with over **350** people attending.

The locations we served included:

- TIPS Training ... National Training Event
- TIPS Training Individual for new TIP
- TIPS Training ... Church of God, Anderson
- NewStart University Eastern Europe
- ReFocus University Silver Valley, ID Nazarene; Cornerstone Friends Church, OH; Fenton, MI Nazarene; North Valleys Nazarene, NV, Loveland, CO Nazarene; Homestead, FL – Nazarene
- ReFocus Workshops Evangelical Friends
- Healthy pastors – Malawi Nazarene

NCS Church Planter Assessments

We continue to offer assessments for church planters both individually and in our assessment centers. This past year we completed **9** individual assessments. These were delivered in **4** denominations. We have now conducted over **1500** church planter assessments.

NCS Local Church Services

We continue to be committed to developing multiple services and resources to assist local churches to achieve their vision and objectives for church health and church multiplication. As a spiritual “learning organization” NCS anticipates providing more services as we keep learning and developing. Our **Local Church Services** highlights for **2018** include:

- **Local Church Assessments.** We delivered **29** full church assessments in **4** denominations including the Church of the Nazarene, Wesleyan, Church of God and Evangelical Friends Church. We have now conducted over **250** church assessments in the past 13 years.
- **Revision Model Training and Coaching.** We are currently working with **15** churches who have committed to writing and implementing a quality action plan.
- **Church Health.** We have conducted over **56** church health surveys in **4** denominations. We continue to provide training, coaching and resources for churches that commit to becoming healthy. Over the past 20 years, we have now processed over **2550** church health surveys in **14** denominations.

NCS International:

As I mentioned earlier, we continue our partnership with the CIS. David has been serving the church in several countries in the area of church planting, missional living and Revisioning. He spent 3 months there this past fall and will be leaving the end of January for another 3 months. Pray for God's provision as David raises funds for the trip and for his support.

We renewed our work in Malawi Church of the Nazarene after a 2-year break for General Assembly and PALCON. Paul Willis, pastor from Walla Walla, WA joined me this year as we spent 10 days in Malawi with over 150 pastors and leaders. We were able to visit several churches in the surrounding communities.

Let me highlight a couple of stories from Malawi...Goshen Church and Pastor Nixon; Amazing Grace Partnership with a local church.

NCS Finances:

We are very excited to welcome Steve Douglas back to the NCS board as our CFO. He will be sharing the year end financial report this afternoon and the budget on Wednesday. For the purpose of my report, let me mention a couple of highlights from 2018.

Some financial realities of 2018:

- **Less than 15%** of total revenue is spent on Administration and overhead at NCS. We are a VERY efficient organization. Most organizations are 20-25%. Much of this is a result of living out our core value of decentralization. We have very little overhead and an efficient staff who allow their homes to be used as NCS offices. We continue to look for ways to keep our overhead at a low level.
- **Transitional Interim Pastor Services** continues to be a significant portion of our income...**72%** of our overall income is connected to the ministry of TIPS. The TIP ministry added about \$164,000 to help cover the overhead of NCS. This year we saw the highest income from TIPS since we began. We saw a 17% increase over 2017.
- **Income Breakdown...** We increased our work with the Church of the Nazarene this year serving **33 districts and 68% of our income** came from the Church of the Nazarene. Our second largest income came from the Wesleyan Church which accounted for 18% of our income. We served 9 Wesleyan Districts in 2017. We also worked with the Evangelical Friends Church Eastern Region, the Church of God, Anderson, the Church of Christ Holiness, USA and the Salvation Army.
- **Donor Development**.... Our total contributions for 2017 was right at **\$81,130** or right at 7% of our total income. The total contributions was a 10 year high for us and an increase of 42% over last year. A detailed breakdown is included on page 36 of the notebook. It is through our donors that we can continue to say yes to the doors God opens in places where finances are a challenge.

Personal...

This has been another busy year for NCS and for me personally. I have made 104 flights spending 194 days on the road with over 175,000 miles flown. This year I joined the million-mile club with Delta. The days on the road this year averaged to be about 16 days a month on the road or about 70% of my work time on the road. This is right at the goal I set last year.

Karen and I have faced the realization that we have a fragile and temporary hold of life. This was made real as over the past 14 months as we have said goodbye to both her mother and father. They were our cheerleaders and supported the ministry of NCS with prayers and gifts. We have received \$4000.00 for a memorial for them. Our goal is to raise an additional \$4500.00 and provide a well for one of the church plants in Malawi in their honor.

The reality of the fragile hold on life has motivated us to begin to think about some of the end of life decisions and considerations we needed to make. We have finalized much of our estate planning and later today I will present a transition plan for NCS leadership over the next 5-7 years. My goal is to live and leave well, but I also want to emphasize...I am not done yet.

We believe there is still much work to do and God has a plan and purpose for NCS that will require radical obedience and unwavering trust as we continue to live out the Lion's Chaser Manifesto. Let's look ahead....

Section Three **Giving Praise.....Pressing On**

One of the great evidences of a life of praise and thanksgiving is to continue to press forward. Our mission is clear **"To assist the starting and strengthening of Christian churches worldwide."** Our method remains strong of helping leaders through **Assessment, Renewal, Planning and Implementation.** Our core values of **Loyalty** to the Church, **Excellence** in service, **Appreciation** for others, **Decentralization** of ministry, **Extraordinary** living and **Reliance** on God still guide us. Our God will lead us as we renew our commitment to radical obedience leading with wisdom and anticipating amazing results as we plan and implement well the vision God is giving us for 2019.

We believe we called to continued improvement which we have and will continue to work at in our current ministries. Specifically, we believe God is leading us to adjustments in several areas that include:

2019 Initiatives:

Initiative 1: **PastorMatch** -- To complete the PastorMatch update and launch into other denominations as well as launch our Pastor/Staff Site for staffing.

Initiative 2: **Web Site** -- To launch a new web site that is more interactive, and less content driven. We will also launch a separate site for TIPS.

Initiative 3: **Telling the Story** -- To add to the management team a Story Teller to focus on engagement and telling our story. Paul Willis has agreed to serve in this role.

Initiative 4: **TIPS research** -- To help tell our story we will collect information about the success of TIPS. Michael Ross is working with a foundation to obtain funding for this initiative.

Initiative 5: **International Funding**. -- We will explore options on funding our expanded role in the CIS and the invitation to be more involved with Malawi.

Closing Remarks

This summer Karen and I will be celebrating our 40th wedding anniversary. Half of our marriage was invested in the local church as a pastor and now the second half has been invested in serving the church through NCS. I am blessed beyond anything I deserve, and I am privileged to be a part of this ministry. I am looking forward to my first sabbatical in 40 years of ministry this summer as I take time for reflection, inspiration, relaxation and reconnection. I look forward to our conversation later today about those sabbatical plans.

I believe God has positioned NCS to help churches stop making excuses, see the opportunities and pursue their God-given passions. I am convinced more than ever that we don't need a new program, a new gimmick, a new 5 step program, but what we need are courageous leaders and churches who will lay aside excuse making and become courageous leaders with a clear vision, radical obedience and a wise plan to build the kingdom.

I close with this quote from "Canoeing the Mountains; "It is not so much that God has a mission for his church in the world, but that God has a church for HIS mission in the world." For such a time as this God has raised up NCS to help churches adapt and adventure. We must continue the work God has given us. We must keep going. We must stay the course! We must accomplish the mission God has given NCS.

Respectfully Submitted,



Lonnie Bullock, Executive Director
NCS
December 2018