



Annual Report

2013

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Introduction

2013 was a year of growth and significant movement. While the local economy seems to be rebounding and making some significant shifts in structure, so has C3. The primary goals we have set over the last few years in our Strategic Plan and now the Flattened Leadership Structure are coming into reality. And for those who are committing to this new way of life, we are seeing tremendous fruit! This appears to be fruit that will launch into a very new and exciting 2014! All of this is completely determined by our keeping an ever growing connection with Jesus.

15 *"I am the true vine, and my Father is the gardener. 2 He cuts off every branch in me that bears no fruit, while every branch that does bear fruit he prunes so that it will be even more fruitful. 3 You are already clean because of the word I have spoken to you. 4 Remain in me, as I also remain in you. No branch can bear fruit by itself; it must remain in the vine. Neither can you bear fruit unless you remain in me.*

5 *"I am the vine; you are the branches. If you remain in me and I in you, you will bear much fruit; apart from me you can do nothing. 6 If you do not remain in me, you are like a branch that is thrown away and withers; such branches are picked up, thrown into the fire and burned. 7 If you remain in me and my words remain in you, ask whatever you wish, and it will be done for you. 8 This is to my Father's glory, that you bear much fruit, showing yourselves to be my disciples.*

- John 15:1-8

We exist to
immerse the world
in the life of Jesus
Christ!

Christ to Metro Detroit

Christ in Us

Christ among Us

Christ for the World

Rule of Life

The Rule of Life continues to be an important area of growth for our community. This year we continued to encourage Micro Groups, which are operating as a beginning stage for the Rule of Life. The groups incorporate a number of key practices; scripture reading, confession, prayer, and submission. Some have been participating in some form of a Micro Group for a number of years now and it is producing dramatic change in their lives. However, others have continued to resist such intimacy and structured spiritual life. Therefore, we continued to teach and encourage everyone to engage in a balanced Rule of Life.

Strategic Plan Phase 1

These Micro Groups are very simple and self-organized. They are made up of 2 -3 people. They gather once a week. They are men with men and women with women. And they do 3 things. They commit to reading the same scripture throughout the week (approx 20 chapters). When they gather they talk about what learned and more important what God is asking them to do through the scriptures. They ask each other personal questions about their walk with Jesus, their behavior throughout the previous week, and their addictions. And finally, they pray each day for a number of friends who need Jesus.

The Micro Groups have continued to be met with very divergent reactions. Many more have been excited to try something like this and yet, there were still those who resisted for one reason or another. Those who were both open to this rather intimate form of discipleship and accountability and found the right partners discovered that there was tremendous life and transformation. Some struggled to find the right partner or get into a regular routine. These were encouraged to continue to pursue such relationships even though they might not often work out. And finally, there were some who resisted for a multitude of different reasons.

The hope is that all who are a part of the C3 community would be committed to a Rule of Life that includes Micro Groups or something similar. We believe that this is a foundational element to each person's spiritual development and our community health.

Phase 2

In 2012 we decided to move ahead with the next phase of our strategic plan. This meant shifting our focus to include a renewed look and emphasis on Community Groups. Initially, we held off moving on to this phase until there was a sizeable majority of our regular attenders committed to a Micro Group. After some discussion our Leadership Team decided to move forward despite not having the full momentum we had hoped for within the Micro Groups.

So we began to lay out the vision for the new Community Groups structure. This includes meeting more regularly, full participation, and no longer having a Community Pastor as the traditional leader. While this is in its early stages, so far there is good movement forward.

Throughout 2013 we met with the previous 'Regional Community Groups' to attempt to encourage them to make the transition into a new way of operating. Unfortunately, none of the 'Regional Groups' chose to move ahead.

Phase 3

In 2013 we began our shift into 'Normal Life'. This is an intentional focus on bringing our faith into the normal spaces we spend much of our lives in. This includes school, work, family gatherings, clubs, neighborhoods, and the like. In each of these areas we were encouraging everyone to figure out how to live a life focused on Jesus while in the midst of this normal space. One of the biggest moves we decided to pursue in order to help with the teaching of bringing Jesus in the 'Normal Life' was our decision to embrace the Flattened Leadership Structure.

Flattened Leadership Structure

The C3 Partners overwhelmingly adopted the proposed Flattened Leadership Structure. After years of teaching, prayer, discussion and preparation, the Leadership Team decided it was time to bring the FLS Proposal to the Partners. (See the FLS Proposal below) There were a number of meetings scheduled: The first was a introductory meeting, where the FLS Proposal was presented, resources were offered, and the roadmap was described. The second meeting was designed for discussion, feedback, comments, and concerns. The third gathering was a modified Clearness Committee. This last meeting was a time of corporate prayer and listening for the Spirit to give us direction concerning the FLS. In addition to these meetings, the Leadership Team had many conversations with individuals to try and answer questions and share information.

One of the greatest steps of faith in the transition to a Flattened Leadership Structure is the removal of the Lead Pastor Position within in our community. This means that I will have to find other employment to pay the bills. This does not mean that we are planning on leaving C3. On the contrary, we are hoping to continue to serve as Partners and live as friends.

Community Groups

Community Groups faced a tremendous amount of change. While the Regional Groups stopped gathering and looked to reboot, the Neighborhood Groups continued to thrive! The biggest transition began with the Community Leaders. Throughout 2013 they have looked into the transition into a very new way of operating. Some of the shift came as a result of the FLS Proposal. And some emerged because of the changing needs of our Community. 2014 will be a significant year as a new Community Leader focus and integration will be revealed.

Sundays and Large Gatherings

Sunday mornings were an important place for C3 to gather, encourage one another, learn, sing, and share. Retreats and other large gathering experiences provided wonderful opportunities for people to connect with God in very creative environments.

2013 saw an increase in the number and frequency of new teachers. While C3 has always had different people share the teaching responsibilities on Sunday morning, there was a much greater emphasis on expanding this team. Each member of the Teaching Team has brought incredible words from God. While each has different styles, insights and experiences, the Team is unified in its desire to help others See, Hear, and Follow Jesus!

Retreats and Creative Space

Good Friday – We transformed our space into an interactive stations of the cross. There was artwork, music, guided prayer, and deep questions that helped many engage the incredible sacrifice of Jesus.

Advent Retreat – We created the stations of advent using wonderful art, music, and quiet space. People were given three different opportunities to experience the coming of Jesus. The Advent Retreat was

also loaned out to the students at Ashland University.

Germany

We continue to be in a strong relationship with our friends in Germany. We regularly meet via Skype for prayer. And we continue to send groups to each our respective countries for mission trips.

World Vision Detroit Marathon

2013 saw a significant number of C3 friends strap on their running shoes and hit the pavement. The Detroit Marathon World Vision Team grew from just Dan Reynolds to about 1000 participants in the Detroit area. There was a massive amount of money raised for clean water. And lives were changed as many made permanent alterations in their lifestyles to become runners!

Staff

I am deeply blessed with partners in ministry who I also consider good friends!

Dan Reynolds is our Music Leader. He prepares and leads much of our time on Sundays. He works with the bands, organizes many supporting volunteers, and provides a great deal of creative input into our gatherings. Dan is truly a fantastic musician with a gentle and humble heart. His influence is by no means limited to music as he is an example to many of the creative and transformative power of Jesus. Dan also has a huge vision for what Jesus can do in our community and deep compassion for those who have no home in the church. Finally, Dan has gone far beyond what is expected of him, carrying a significant load in the construction and development of our facility. We are grateful.

Heather Wood is the C3 administrator. While she continues to be an essential element in the constantly changing landscape of Sunday morning, her responsibilities include other administrative tasks. She keeps the staff organized and connected. She is the primary conduit for information throughout our community. And she is managing the activities for the Beck Facility. Her dedication and consistency is foundational. She has done a tremendous job developing and implementing multiple systems that undergird much of C3. She has a deep passion for Jesus and shares her love for many in her incredible service. We are truly blessed.

Weddings/Funerals

I was privileged to participate in wedding of Dan Pawl (my Father) and Donna Stone in 2013.

I was also privileged to officiate Mark's Smith's funeral on 9/28/2013 and Bessie Mallory's funeral on 12/28/2013.

C3 is more than a nice community. It is a family. I am privileged and honored to be a part of this family of loving brothers and sisters devoted to Jesus. C3 is a blessing to me and so many others in community. Often the work that is done goes unannounced and without acclaim. But it is God's work. It is deep,

powerful, good work that transforms. It is God doing this mighty work in us and through us. I pray that we will hold onto the vision that Jesus gives us and have the courage to follow Him wherever he may call. For it is in this journey with Jesus that the incredible power of God flows.

Peace,
Nathan J. Pawl

Purpose: To intentionally move C3 to a flattened leadership structure (FLS).

Why:

**Align with Biblical Leadership Structure
Promote Healthier Disciples
Establish Healthier Environment for the Gospel
Deploy more resources for mission**

What:

**Establish Bi-vocational Leaders
Establish shared leadership structure
Re-align Budget
Adjust Constitution**

Phases:

**FLS Proposal to LT
Develop DRAFT FLS Roadmap
Share / Promote FLS Roadmap to C3
Move Lead Pastor to bi-vocational
Full Shared Leadership**

Align with Biblical Leadership Structure

- Matt 20:20-28 - Do not lord over / exercise authority over
- Matt 23:1-12 - Do not submit to official hierarchical structure

Promote Healthier Disciples

- Unleash 95%

- Priesthood of all believers - 1 Peter 2:9
- Community Pastor growth and fruit - Envy of other churches
- More space to use gifts - Matt 25:14-30

Establish Healthier Environment for Gospel

- All can see, hear, and follow Jesus directly! - Acts 2:17-21
- All are sent into Mission (not just professionals) - Matt 28:18-20

Deploy more resources for mission!

- Unleashing the 95% - Abundant Fruit for everyone
- Financial - Significant Reduction in Salary
- Focus on the necessities - Better use of resources

1. Develop clear and concise Proposal
2. Develop Biblical / Tactical rationale
3. One on One meeting with each LT member
4. Formal discussion at April Meeting

Phase 2 - Develop DRAFT FLS Roadmap

1. LT establish Task Force
 - a. Define and Prioritize Lead Pastor Duties / Responsibilities
 - b. Re-define Duties / Responsibilities across broader leadership
 - c. Develop new Budget
2. Develop process for C3 communication and participation

Phase 3 – Share FLS with C3

1. Share Proposal and Roadmap
2. Follow Up Letter to Partners
3. FAQs on Website
4. LT Personal Follow Up
5. Partner Meeting 10/27 - Discussion & Prayer
6. Clearness Committee and **Decision** TBA

Phase 4 – Move Lead Pastor to bi-vocational

1. Implement Roadmap
2. Leadership Training
3. Feedback
4. Evaluation
5. Adjust Roadmap
6. Loop
7. Final Evaluation / Recommendations

Phase 5 – Full shared leadership

1. Adjust final leadership responsibilities
2. Adjust budget
3. Adjust Constitution

SUNDAY MORNING TEAM

The goal of the Sunday Morning Team is to set up the church, lead the people of C3 in worship, and provide an atmosphere to lead the people of C3 closer to God.

Worship Band

I would like to thank all of the band members who give of their time to lead worship: Tim Andersson, Kurt Tietz, Paul Gustafson and Andrew Wood. This fall Connor Gustafson and Josh Varnhagen left for college and we would like to thank them for their service over the years. We also appreciate their willingness to join us when they are home. This year we started the youth band and have been blessed to have them lead us in worship several Sundays already. They have progressed so quickly with their abilities and I am honored to serve with them. In addition, we would like to thank Erin Dougherty, Yvonne Ramos and Melissa Pawl for their help in leading.

Sound Team

Kurt Tietz and Andrew Wood make up our sound team when they are not playing in the band. Thank you for your hard work and dedication. We are always looking for an additional sound tech to train if you are interested.

Media Team

Carol Tietz and Heather Wood make up our Media Team. We are always looking for an additional person to help.

Imprint Team

Sue Davis is the star of this team. She contributes significantly to the smooth running of the yummy pancake breakfasts, seasonal changes, retreats and special events.

Submitted: Dan Reynolds

CAFÉ

The C3 Café continues to run smoothly and successfully thanks to the work of Tim Gottberg and Hiram Ho. Tim's emphasis on simplicity has kept things running smoothly in 2013. Tim feels that keeping things simple means that anybody else can substitute for him if needed.

Submitted: Guy Provenza

GREETERS

Annie Rickert has coordinated the Greeter schedule in 2013 and has done a splendid job. In addition to greeting people who walk in, the greeter must also get the sign-in books ready for the Sunday School classes. Our greeters have helped each other out when

schedule conflicts have arisen, and would welcome more volunteers for 2014.
Submitted: Guy Provenza

FACILITY MANAGEMENT COMMITTEE

The Facility Management Committee (FMT) continues to do the work established by the Leadership Team “to manage the upkeep and repair of and alterations to the C3 Beck Facility”.

Current committee membership is Dan Reynolds, Jeff VarnHagen, and Kurt Tietz.

In 2013 we continued in the following areas to work on the facility: Sound System, Lighting, Kitchen Cabinets.

The City of Wixom requires us to annually renew our business license and to pass a Fire Department inspection. Heather Wood, John Lindeman, and Kurt Tietz took care of this. Areas of inspection include: Up to Date Fire Extinguishers, Working Exit Lights & Emergency Lights, Extension Cords (none allowed), Candles at front of stage only, No Flammables near Candles or Flood Lights, etc.

Facility heating system repairs have been made and also supervised by Jeff VarnHagen.
Submitted: Kurt Tietz

YOUTH GROUP

It was another fantastic and exciting year in Youth Ministries. We began the year with Paul Gustafuson, Jeff VarnHagen and Mark Lada working with our youth. In June when the youth group took their summer break, Jeff VarnHagen decided to step down and was replaced by Heather Wood. Over the Summer several of our High school Graduated and went off to college and we wish them the very best. We then began in the fall rotating lessons again this year they are centered around Faith, Music, Youth concerns, and Missions work. We would like to thank Jeff VarnHagen for all his time, commitment, energy and love given to our youth to help them become stronger in their relationship with Christ. If you are interested in joining or helping with Youth Ministry please contact Mark Lada.

Submitted: Mark Lada

CHILDREN'S MINISTRY

Our Purpose: *Start children off on the way they should go and even when they are old they will not turn from it. – Proverbs 22:6*

Our Motivation: *“We loved you so much that we were delighted to share with you not only the gospel of God but our lives as well, because you had become so dear to us.” - 1 Thessalonians 2:8:*

We had many blessings to be thankful for in Children’s Ministry throughout the year Twenty-Thirteen. God faithfully provided us with the resources to serve the families that trust us with their children. At the top of the list are the fantastic leaders that devoted themselves to teach the story of God’s love for us. These leaders were particularly adaptive as we made a few more adjustments shifting the age groups to better align population with the development age of each ministry. More recently, we have gone to a more dynamic means of grouping; occasionally combining the classes for worship, lessons, or craft. This method has given us the ability to combine resources and provide an opportunity for some of the older children to take responsibility in serving the younger. We look forward to refining this model in 2014 and continuing to improve the flow of curriculum maturity as children grow through one group into the next. An improved check-in procedure and signage was implemented in 2013, as well as, volunteer training/recertification process begun. By the first quarter of this year all those serving in the Children’s Ministry will be officially trained and documented per our insurance provider. We will be exploring first-aid and CPR training for them as well. Thank you for entrusting us with your precious children, each one is a blessing and joy to those serving them.

Please take the opportunity to thank the following Children’s Ministry leaders and student helpers:

Bee Hive (newborn - age 2)

Kirsten Woodby*
Gail Ellis
Yvonne Ramos

Birds Nest (age 3 - Kindergarten)

Erin Dougherty*
Kristen Padgett
Ingrid Almquist
Erica Bergstrom

Jungle (1st - 3rd grade)

Melanie Reynolds*
Melissa Pawl
Ingrid Almquist
Brian Russ

Basecamp (4th - 6th grade)

Ingrid Almquist*
Kathy & Jeff Varnhagen
Melissa Pawl
Mark Lada

SPAM (7th - 12th grade)

Mark Lada*
Paul Gustafson*
Heather Wood

Student Helpers: *Madeline Pawl, Sophia Lada*

**denotes ministry head*

Submitted: Bud Woodby

FINANCE REPORT

Expenses					
Mandatory					
Salaries	78,100				
Benefits	18,400				
Payroll Taxes	2,200				
Pension	7,400				
Insurance	2,100				
Rent	26,400				
Utilities	3,600				
Accounting	1,500				
Auto Mileage	2,400				
Mandatory Total	142,100				
Discretionary					
Cell Phone/Website	3,500				
Pastoral Meals	1,200				
Office/Print/Postage	1,200				
Copyright License	185				
ECC/GLC Support	3,000				
Maintenance	800				
Discretionary Total	9,885				
Total Budget	151,985				
Income					
General Fund Giving	149380				
Ohana	2125				
Yoga	480				
Total	151985				