Wayfinding Q&A

Over the past week, we have been hearing lots of feedback including: encouragement, questions, and a few concerns. This document will hopefully address some of the questions being asked and provide a bit more clarity where possible. It is important to note that nothing is set in stone as we prayerfully consider the future and try to chart the best path forward together.

1. When would the new third service take place?

One of the quickest ways we can make space to reach others is to add a third service at our current location. We aim to do this sometime in the New Year once we have a clear plan and volunteers in place. As we considered this extra service, we were able to consult with others churches who have already done this to learn from their experiences. While we have considered the option of Saturday evening, Sunday afternoon, and even Sunday evening; the prevailing advice is to do our best to fit our three services together on a Sunday morning (for example 8:30-10:00-11:30). This is still the primary window that people want to attend church each week. Part of our next steps will be to survey our volunteers and families to see what the optimal times may be and to formulate a plan that we can execute and sustain. The new service time would be added when we have the required framework and volunteers in place.

2. Are there temporary building options, such as a heated tent, that could provide additional gathering space while we save for a permanent building?

We have explored the possibility of using a large tent as a temporary gathering space. We received a quote of approximately $50,000 for the tent itself, which could be used for six to seven months of the year. This cost did not include a base or foundation.

One potential benefit was that the tent could continue to be used for summer events on the field, even after a permanent addition was built. However, a tent would not address our immediate need for additional space during the colder months.

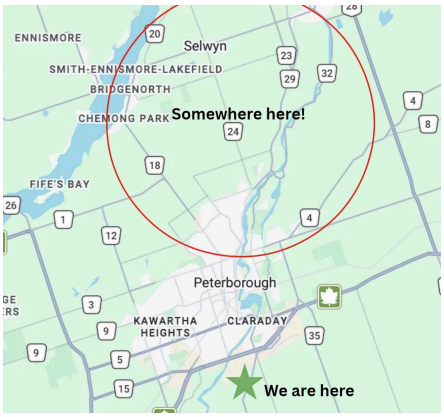
We have also considered other temporary structures but have not pursued this option due to the costs and permitting requirements. Any space used for large gatherings would need to meet requirements for accessibility, fire and emergency safety, and washroom capacity.

For these reasons, we have not moved forward with quoting a temporary structure at this time.

3. Where would the North Campus be located?

Our current location is in the southernmost part of Peterborough. Many families currently travel to our location from the north end of the city, as well as from Lakefield, Bridgenorth, and Ennismore.

While many of these families continue to make the drive, we are reaching fewer people in the northern communities than we did when we were located at Rhema. At the same time, our current location has allowed us to connect with more families from the south end of Peterborough and communities extending as far as Cobourg.



Location matters, and we recognize that a North Campus could help us better serve people in the northern part of our region.

We would consider locations in northern Peterborough, Bridgenorth, or Lakefield. No specific location has been selected at this time.

4. Who would preach at the North Campus?

There are several ways a church can launch a second campus, and we recognize that there are different approaches to consider. As we continue to research and develop our strategy, here is what we are currently exploring.

The goal would be for the North Campus to be Pathway Church in another location, much like the Upper Room is now.

Our current thinking includes:

- **Live worship and ministry:** Worship, Pathway Kids, a service host, and volunteer teams would be present at the North Campus.
- **Sermons streamed from the main campus:** The message would be streamed live (or slightly delayed for redundancy) from our main location.
- **A dedicated Campus Pastor:** This pastor would focus on developing leaders, caring for the congregation, and hosting services. They would also likely preach live at the North Campus once a month.
- **Sunday services to start:** Initially, the North Campus would operate on Sundays only.
- **Ministries and staff based at the main campus:** Young Adults, Youth, Vacation Bible School (VBS), and staff offices would remain at our current location.

This approach would help keep costs and operational complexity manageable while the North Campus becomes established.

We are currently exploring rental options as we consider what it would take to potentially move in this direction in the future. ***These details reflect our current thinking and may evolve as our plans develop.***

5. Who would help launch the North Campus?

People who call Pathway Church home would have the option to attend either location. Our goal is for both campuses to offer the same service experience and remain united in our mission. We do not want to create two separate or competing congregations, but rather **one church, on one mission, in two locations.**

Launching a North Campus would require a dedicated team of individuals and families who are excited about helping establish a new location in the north. We would seek to build a team that represents all age groups and carries Pathway's culture and values into the new campus.

A second location would also create new leadership opportunities. Many roles currently filled at our main campus would need to be replicated at the North Campus, including parking leaders, children's ministry leaders, worship leaders, and hospitality teams.

Our aim would be to build a strong launch team that can help the North Campus grow while maintaining the culture, community, and mission of Pathway Church across both locations.

6. What exactly does an Executive Director do?

The Executive Director position will be a senior leadership position responsible for overseeing the administrative, financial, and operational aspects of the church moving forward. This individual will work closely with the lead pastor, staff, and our Board of Directors to implement vision, manage budgets, supervise staff, and ensure that daily operations run smoothly. This role will include human resources, facilities management, compliance, and strategic planning, allowing our two pastors to focus on spiritual leadership. The Executive Director will act as a bridge between the ministry and business sides of church operations. A job posting can be found on our website.

7. With an ambitious plan, could it lead to burnout for our pastor, staff, or volunteers?

This is a very real concern, especially in light of the past couple of years. Protecting the well-being of our pastors, staff, and volunteers is an important consideration as we move forward. Our plan must be about more than simply addressing our need for space at any cost. Several key components of the wayfinding plan are intended to help us grow in a healthy and sustainable way:

- Additional organizational support: The Executive Director position will provide much-needed organizational support and help distribute responsibilities more effectively.
- Developing volunteer leadership: Our commitment to identifying, training, and supporting more volunteer leaders will help build a stronger, more sustainable ministry for the future.
- Improved systems and communication: Software improvements and better communication will help streamline processes, improve coordination, and reduce unnecessary demands on staff and volunteers.

We have also intentionally avoided setting firm dates for these new initiatives. This will allow us to move forward thoughtfully, ensuring that the necessary plans, resources, and volunteers are in place before each initiative begins. Our goal is to pursue this vision at a pace that supports the long-term health of our church and the people who make its ministry possible.