



THE
**WAY
ON**

REFOCUSING
REIMAGINING
REORGANIZING

2020
2021

“YOUR WORD IS A LAMP FOR MY FEET, A LIGHT ON MY PATH.”

PSALM 119:105



Friends,

“For I am not ashamed of the gospel, because it is the power of God that brings salvation to everyone who believes...”
(Rom. 1:16a).

Who could have imagined what 2020-2021 would bring, and how we would come to define these years – in our personal lives and in the history books – as a season of such remarkable, life-upending *change*? Around the world, we continue to face a pandemic that has profoundly impacted the people, social institutions, and economies of nations on every continent. Racial unrest, political polarization, and the navigating of the challenges of democracy led to a series of events that shook our nation – and its ideals – to the core.

The events that unfolded, and the subsequent anxiety, isolation, and mental health issues that continue to follow in their wake, have left many in our churches and communities feeling worn out, uneasy, and searching.

Our Vineyard pastors and churches are on these spiritual front lines, faithfully ministering to our congregations and communities – in the name of Jesus – in ways many of us never before imagined! At times like these, the words of the Apostle Paul resonate powerfully: “...The gospel...is the power of God that brings salvation...” (Rom. 1:16a, selections). In other words, no matter what happens – the Gospel of Jesus Christ is God’s best answer to the challenges we face as human beings.

In the midst of these changing times, God was gracious to invite Vineyard USA to a crossroads in our destiny as a Movement (Jer. 6:16a). As a community of churches, always ready to pivot with the Holy Spirit’s guidance, the Lord led us into an extensive process of reimagining our organizational structures and roles – for the sake of caring for our pastors and our churches in the present, and to help us thrive in a constantly changing world into the future.

In 2019, the Executive Team commissioned a “Reorganization Team” to do the long, hard work of researching and proposing what reimagined structures and roles might look like – changes that would posture Vineyard USA to thrive over our next 40 years of ministry. You can read more about the reorganization on pages 22-25 of this report. People in our congregations across the country have invested thousands of hours of prayer and fasting over the last few years related to this crossroads we have been in, and more prayer has gone into supporting and surrounding the Executive Team as proposals were considered and decisions were made.

As one fruit of this extensive discernment process, we selected Jay Pathak as our new National Director-Elect to lead us in 2022 and beyond. We are also establishing new leadership roles focused on caring for our pastors, and are implementing a renewed structure that will help the Vineyard carry our sacred trust as Kingdom people into the next 40 years. We are posturing the Movement to grow as an interdependent community of churches, to improve our care for Vineyard pastors and churches, and to be better connected – doing together what no one church can do alone.

This Annual Report will reflect some of the process and decisions that have been made, and the prayerful spirit in which this great work continues to progress. I am incredibly proud of all our leaders for showing such courage, wisdom, and kindness in this season of change – and I am excited for what lies ahead.

Thank you for being a part of the Vineyard family; God is doing great things among us.

To the Greater Glory of God and the well-being of people,

Phil Strout

Vineyard USA National Director

MEET THE EXECUTIVE TEAM

The Executive Team is made up of leaders who bring influence and guidance to Vineyard USA. Encouraging us to “stay the course” in areas such as church planting, missions, healthy church development, spiritual formation, diversity, finances, strategy, and more, the Executive Team* works with the National Director to see our Vineyard USA pastors and churches strengthened.



PHIL & JAN STROUT

National Director
Pathway Vineyard, Lewiston, ME



JAY & DANIELLE PATHAK

National Director-Elect
Mile High Vineyard, Arvada, CO



BRIAN T. ANDERSON

Regional Leader Coach | Vice President
Vineyard Church of North Phoenix, Glendale, AZ



GENO OLISON

Diversity
The South Suburban Vineyard, Flossmoor, IL



KATHY MASKELL

Vineyard Justice Network
East Denver Vineyard, Denver, CO



JOSH WILLIAMS

Board Member
Elm City Vineyard Church, New Haven, CT



ADAM RUSSELL

Vineyard Worship
VCF Campbellsville, Campbellsville, KY



MARK FIELDS

Vineyard Missions
Vineyard Church, Glendora, CA



AARON MCCARTER

Board Member
Vineyard Church Maryville, Maryville, TN



MICHAEL GATLIN

Multiply Vineyard
The Vineyard Church, Duluth, MN



BUBBA JUSTICE

Treasurer (non-voting member)
Trinity Vineyard Church, Houston, TX



PHIL CHORLIAN

Board Member
North Jersey Vineyard Church,
S. Hackensack, NJ



CHRISTIAN WEBER

Secretary (non-voting member)
Houston, TX

*The Executive Team serves as the Board of Vineyard USA.
It is composed of the National Director and up to 12 full-term positions.
Up to 3 one-year positions are also available.

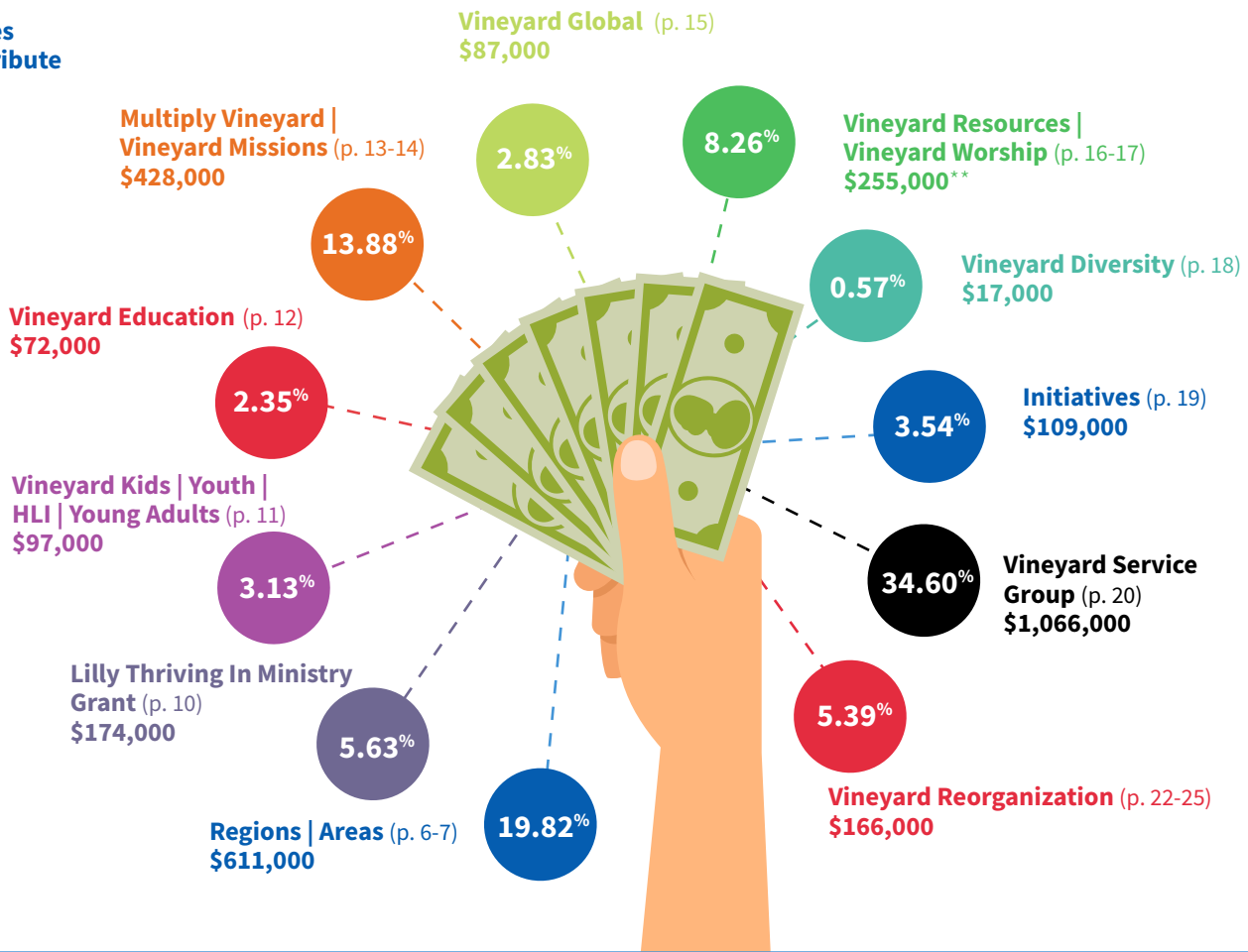
2021 FINANCIALS

The Vineyard Movement is a *family* of churches. Like a family, we come together to do things no one of us could do on our own! One of the ways we stay healthy is to combine resources to support national ministries and initiatives that provide focused resources to our churches.

All Vineyard Churches have agreed to contribute 3% to Vineyard USA.

SOURCES OF INCOME

- Church Contributions +\$4,463,000
- Big Sky Church Planting +\$64,000
- PPP Loan Forgiveness +\$271,000
- Interest +\$41,000



92%
OF VINEYARD CHURCHES ARE OFFERING ONLINE OPTIONS

80%
OF VINEYARD CHURCHES HAVE RESTARTED IN-PERSON SERVICES

100K
OVER 100K ONLINE ENGAGEMENT WEEKLY

13
THE NUMBER OF PASTORS UNDER 40 LEADING CHURCHES HAS INCREASED BY 13, FROM 85 TO 97

\$271,000
VINEYARD USA HAD A \$271,000 PPP (PAYCHECK PROTECTION PROGRAM) LOAN FORGIVEN

2020 HIGHLIGHTS

16%
THE NUMBER OF WOMEN LEAD PASTORS INCREASED 16% IN 2020, FROM 113 TO 131

96%
IN 2020, VINEYARD USA RECEIVED 96% OF BUDGETED CONTRIBUTIONS FROM VINEYARD CHURCHES

40%
VINEYARD USA REDUCED EXPENDITURES BY 40% DUE TO COVID

4 OUT OF 10
4 OUT OF 10 PEOPLE HAVE RETURNED TO IN-PERSON WORSHIP FOR CHURCHES WHO HAVE BEEN ALLOWED TO OPEN

1 IN 6
1 IN 6 VINEYARD CHURCHES ARE LED BY A PASTOR OF COLOR. 121 PASTORS OF COLOR OUT OF 638 PASTORS & COPASTORS

HAVE QUESTIONS ABOUT YOUR CHURCH'S CONTRIBUTION?
Contact giving@vineyardusa.org, and see our Vineyard Church Giving page at give.vineyardusa.org.

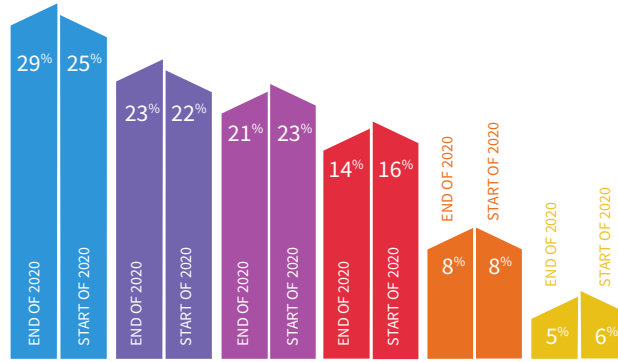
NOTE: Every year, VUSA engages independent auditors (Beeson, Hoffman & Siddall, Inc.) to perform a Financial Audit. Beginning in 2020 we will have a full financial audit every year. **Reflects contributions from VUSA only. Does not include revenue from sales.

FAMILY STATS

All numbers are based on 86% of churches completing the census. The remaining 14% are based on prior year census adjusted for COVID. Stats show the pre-COVID and post-COVID impact on our churches.

CHURCH SIZE

Vineyard churches are small and large, in rural environments and cities, all reaching people with the great love of God.



START OF 2020 / END OF 2020

163K+ / 152K+

PEOPLE WHO CALL A VINEYARD "HOME"

116K+ / 32K+*

WEEKLY ATTENDANCE FOR CHURCHES

*WHO BEGAN MEETING AGAIN

CONGREGATIONS

END OF 2020

572



START OF 2020

574

ESTABLISHED CHURCHES ¹

END OF 2020

463



START OF 2020

427

SITES ²

END OF 2020

32



START OF 2020

35

LA VIÑAS ³

END OF 2020

28



START OF 2020

28

CHURCH PLANTS ⁴

END OF 2020

49



START OF 2020

84

1. Does not include 14 La Viña churches.

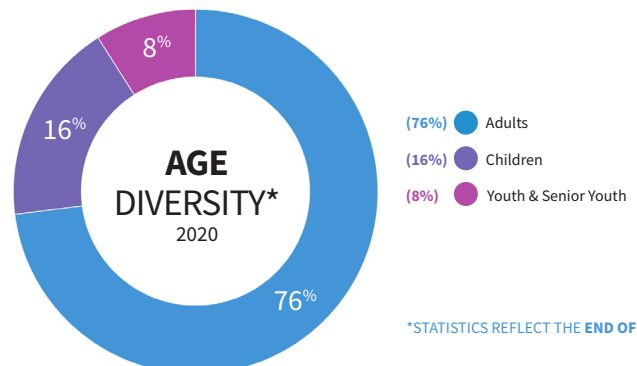
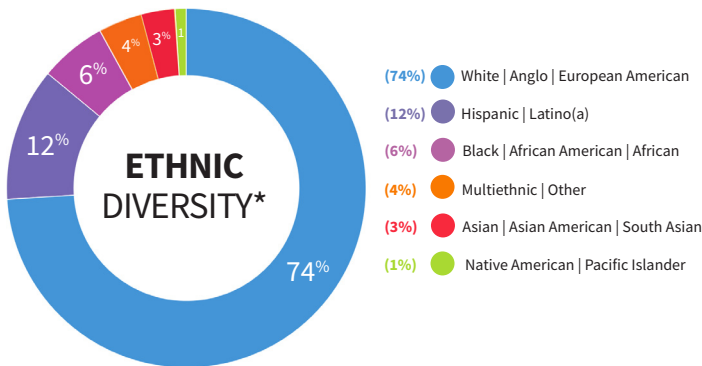
2. Does not include 6 La Viña sites.

3. Includes churches, plants, and sites.

4. Does not include 8 La Viña plants.

DIVERSITY STATS

Vineyard USA is a multiracial movement based on research by Yale University and Lifeway Research, indicating that a group with more than 20% of its racial makeup as non-majority is a multiracial group. Diversity also speaks of age, gender, and linguistic diversity.



*STATISTICS REFLECT THE END OF 2020

START OF 2020

START OF 2020

START OF 2020

START OF 2020

EVANGELISM

12,522
CONVERSIONS

6,426
BAPTISMS

DISCIPLESHIP

6,529
SMALL GROUPS

LEADERSHIP

3,164
ACTIVE CHURCH POSITIONS

DIVERSITY

LEAD PASTORS
113 ETHNICALLY DIVERSE
113 WOMEN (27 LEAD | 86 CO-PASTOR)
85 UNDER AGE 40

5,345
CONVERSIONS

2,296
BAPTISMS

5,140
SMALL GROUPS

3,084
ACTIVE CHURCH POSITIONS

LEAD PASTORS
121 ETHNICALLY DIVERSE
131 WOMEN (28 LEAD | 103 CO-PASTOR)
97 UNDER AGE 40

END OF 2020

END OF 2020

END OF 2020

END OF 2020

OUR CURRENT LEADERSHIP STRUCTURE*

Our National Director provides vision and leadership to the Movement and is committed to seeing our Vineyard core values embodied in local church pastors, leaders, and communities across the country.



BRIAN T. ANDERSON
Regional Leader Coach

ABOUT OUR LEADERSHIP STRUCTURE

The leadership structure of Vineyard USA is designed to serve our local churches, across the nation, in becoming all that God has designed them to be.

AREA LEADERS

Area Leaders are (or have been) local church pastors who provide oversight, in this case, to a particular group of churches within their region. Pastoral support, ministry equipping, church mediation, and more make up the service of the Area Leaders in the Vineyard.

REGIONAL LEADERS

Our Regional Leaders are (or have been) local church pastors who bring oversight to groupings of churches we call Areas. Regional Leaders, supported by VUSA, bring care and equipping to Area Leaders in their region, and also provide conferences and ministry development opportunities for local church leaders.

EXECUTIVE TEAM

The Executive Team serves as our VUSA Board, and is made up of leaders who bring influence and guidance to various aspects of our ministry development. The Executive Team works with the National Director to see Vineyard USA strengthened from within.

NATIONAL DIRECTOR

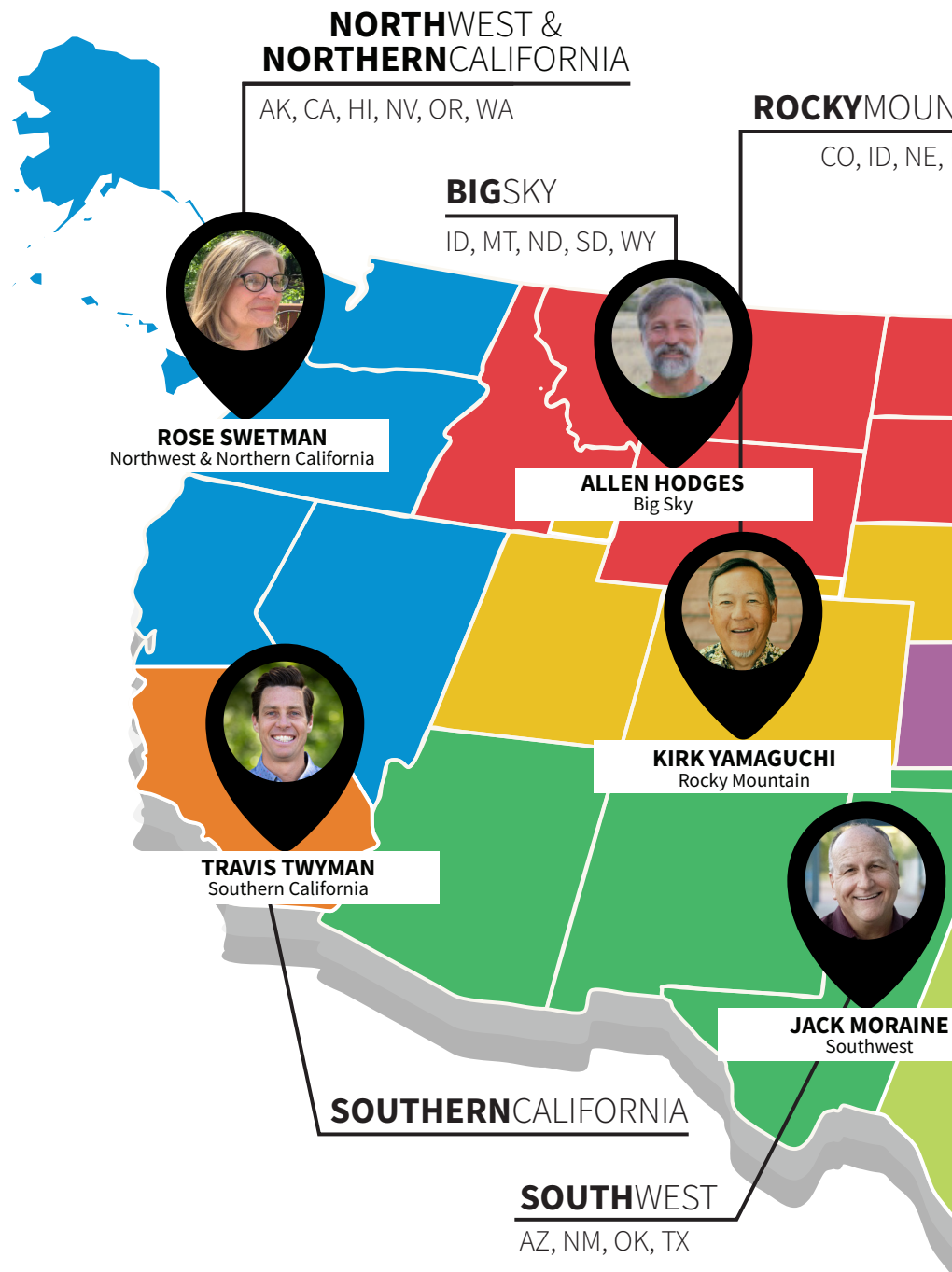
Our National Director, along with our Executive Team, works through our Regional Leaders and Area Leaders, and is committed to seeing our Vineyard core values embodied in local church pastors, leaders, and communities across the country.

SUPPORT FUNCTIONS

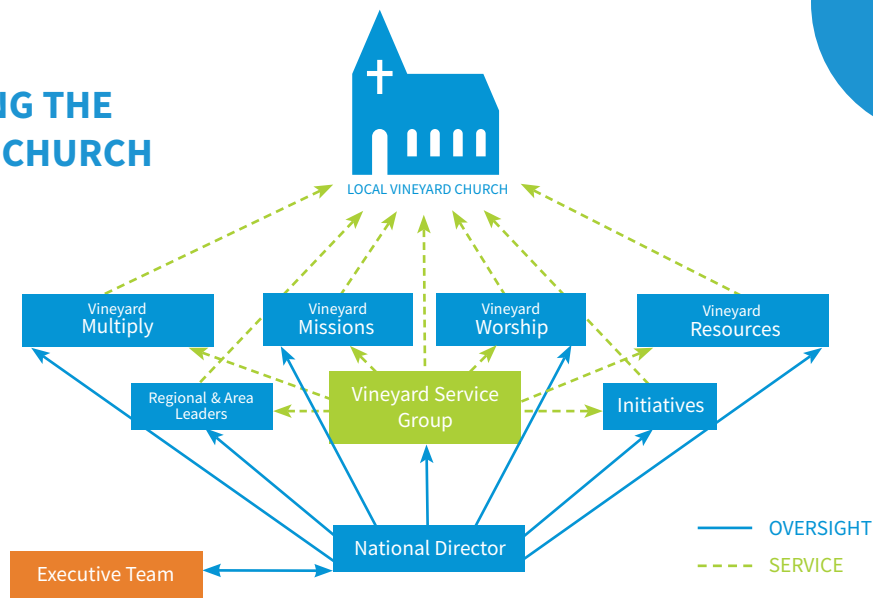
To see other structural components of VUSA, please review their pages in this report.

Learn more:

www.vineyardusa.org/about/leadership

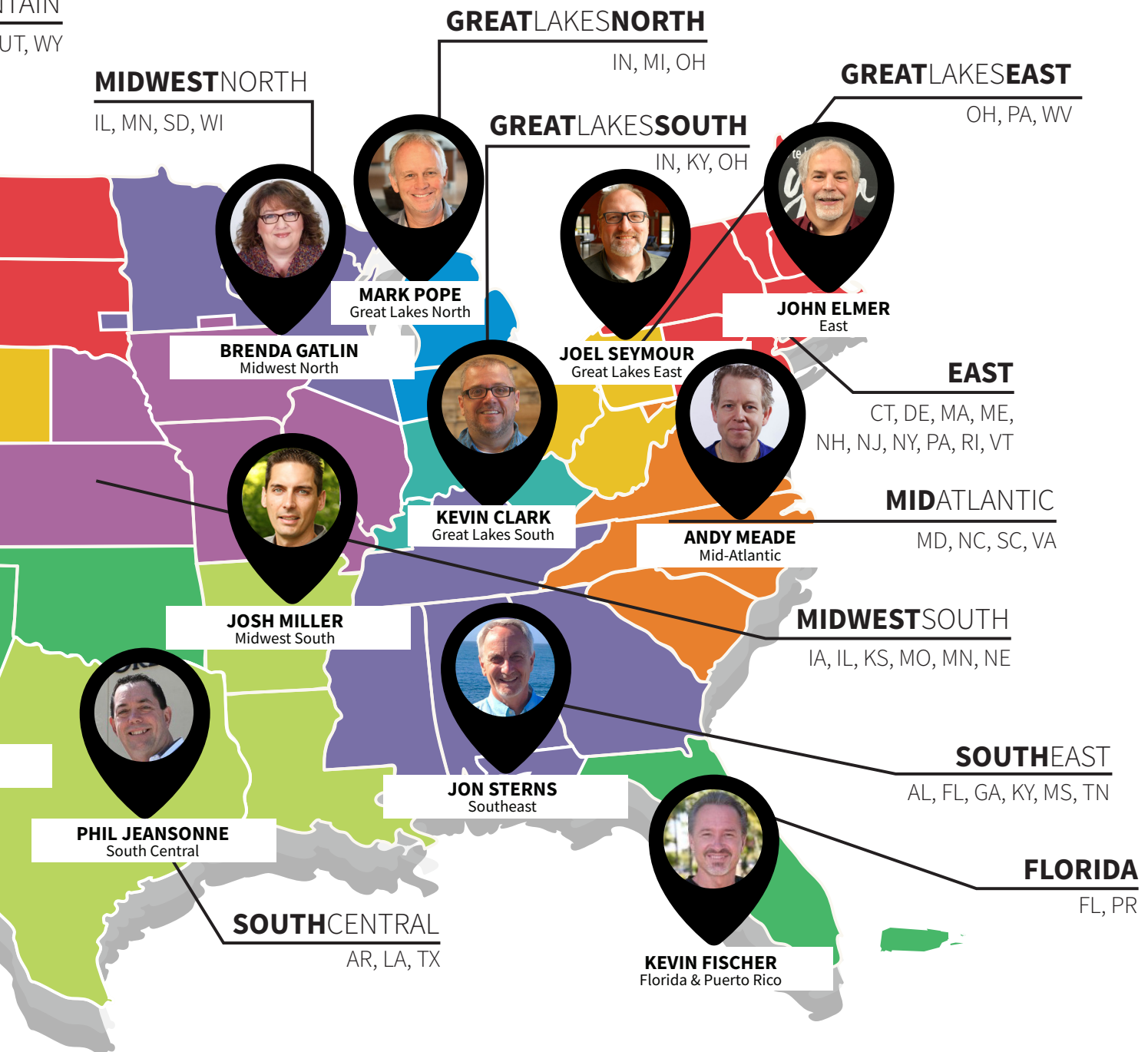


SERVING THE LOCAL CHURCH



Turn to pages 24 and 25 to see our reimagined structure.

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LOCAL CHURCH COVID STORIES

We have stories of God at work through local Vineyard churches across the US responding with compassion and creativity to the many needs and vulnerabilities created in their communities by the pandemic. Here are a few of those stories:



Vineyard Church Baton Rouge Baton Rouge, LA | Jeremy Pleasant

As with all churches, COVID has not been kind to our church nor the larger community. What the Spirit highlighted for us was the disproportionate impact the pandemic had on the parts of our community that were already distressed. Since then, Vineyard Church Baton Rouge has joined a local collective called the Food Insecurity Coalition to collaborate with other non-profits and the city to address the gaps in food access for tens of thousands in our city.

It's powerful to see the Spirit at work as He clarifies vision for how He wants our church to engage now and in the future. God has moved on the hearts of many in our church to be generous, and that generosity has allowed us to support many people when they felt they had nowhere else to go. In the challenges, in the losses, in the moments of sorrow – we persist. We persist as Christ strengthens us. In our weakness and in our tiredness, God has sustained and God has restored. We know He has so much more to do, as we continue to learn what it means to walk humbly with our God.

Vineyard Great Falls Great Falls, MT | Rick Mazaira

When COVID hit us on March 19th, I had a dream (I'm not a dreamer at all) of my father and grandfather speaking about the storms they faced as sailors. They said, "You must turn the ship into the storm, full speed ahead, if you turn you will be broadsided and capsized. If you make the turn back to harbor but do not beat the storm, the boat will get swamped from the stern. The stern is not designed to take the pounding of waves. If you are in the harbor the cargo you carry will be expired." Not being a "dreamer" type it took a few days of prodding from the Holy Spirit before it dawned on me; God was talking about the Church.

When we started to deliver meals to vulnerable people in lockdown, we were then asked to deliver meals to the food-insecure school kids. With these meals, we reported back to the school that all internet access was not the same. So, we started to deliver homework packets. All the while training everyone that would join us in praying for the needs of the people we were communicating with. Then, two non-profits and six churches joined in and we became the Red Cross response in our city, a COAD. All safe, masked, and honoring the mandates of our city, we are now an essential part of the recovery here and have seen a harvest of the people we served – not just from the meals and aid, but the prayers for healing and salvation. People were moved by what God was doing. In the midst of this pandemic, biblical justice was releasing people from fear. We realized we were in the midst of a revival we never prayed for.



Inland Vineyard Corona, CA | Travis Twyman

We have been feeding people on campus on Saturday for the last 25 years. This has always been a central ministry in our community. Angie and I grew up in Vineyard culture and we inherited the desire to care for people struggling to put food on the family table. When COVID hit, in some ways, we were already prepared but we began to see four times as many people in need. We shifted to a drive-through pantry with a drive-through medical center and a drive-through prayer booth. Now, we get to feed and care for 900 to 1200 people every Saturday. Although we have not had large indoor or outdoor gatherings in almost a year, we have 4 to 5 times more volunteers than we have ever had on a Saturday.

It has been a joy to "be the church" in the midst of this difficult season. It has also been incredible to have our neighbors walk by and ask if they can jump in and lend a hand as we care for those that are struggling in our community. "Absolutely! Let's do this together." I remember John Wimber saying, "If you don't feed the poor, get the name Vineyard off your door..." And I'm pretty sure he got that from the Bible!

Pathway Vineyard Lewiston, ME | Allen Austin

We, like many of you have been in a season of wondering "who is the church?" We have faced all the frustrations that have gone along with trying to be good, responsible, and safe citizens in the midst of the pandemic. It's been hard knowing who is really out there listening, watching, and being part of what is going on. We did online services for many months and now we're doing both streaming and some level of in-person services. As I was beginning to pay attention to who was around, it was interesting to notice that there were people checking us out who were not a part of Pathway before COVID came upon us. We began to see new people attending our services and streaming our services online. I began to think, "It's probably important that we get back to doing some of the things that we traditionally did as a community of faith prior to COVID. So, we began to put things like newcomers and membership classes back on our calendar. We had people wanting to be baptized and not knowing the risks but saying, "If you want to do this, we'll find a safe way to make it happen." We began to baptize people again and it was incredibly encouraging. A month ago, we had 17 new people become official members of Pathway Vineyard over a 2-week process at two of our campuses! We began to notice that people were still craving community and looking for answers to life's questions. I am still a firm believer of the simplicity of the Gospel. As much as culture changes, I think the broken condition of the heart remains the same – as does the radical, pursuing, gracious nature of God. He's going after human beings. He's knocking on their hearts. I think he is continuing to ask us to play our part in this season to go fishing once in a while and throw our nets out there.

2020 EVENTS THAT SUPPORTED LOCAL CHURCHES

Vineyard USA ministries and initiatives rallied to support leaders and local churches navigating the challenges of the pandemic by hosting online events, conversations, and coaching to offer touchpoints for connection, encouragement, and advice to help them find the best way forward in their local contexts.

VINEYARD USA

WEDNESDAY NIGHT LIVE WEBINAR

Hosted by Phil Strout and Bubba Justice, the Wednesday Night Live webinar was an informal, online meeting with Vineyard pastors, specifically to encourage them and touch base as a Vineyard family.



VINEYARD WORSHIP

VINEYARD WORSHIP TOGETHER DAILY

From March 15 through June 2020, Vineyard Worship held 74 live worship moments on YouTube, Facebook, & Instagram which included 77 unique voices from the US and around the world, representing approximately 10 different countries.



MULTIPLY VINEYARD

HOW TO PLANT A HEALTHY CHURCH PODCAST

The How To Plant A Healthy Church Podcast focused on how folks were thriving in ministry during the pandemic with great interviews from pastors, church planters, and practitioners.



VINEYARD USA

COVID COACHING FOR VINEYARD PASTORS

Vineyard USA partnered with NewThing to host a 3-week coaching group for Vineyard Pastors with 2-hour coaching calls to assist pastors planning for the first 90 days of COVID.



VINEYARD MISSIONS USA

A PLACE AT THE TABLE

To support missional leaders seeking to discover a way forward during tumultuous times, Vineyard Missions hosted online meetings providing peer coaching groups and offering a place for candid conversation to scan the horizon in search of real answers to the questions and issues before them.



VINEYARD WORSHIP

COVID-19 CHURCH TEAM ZOOM DISCUSSIONS

Vineyard Worship hosted a series of webinars to support church teams navigating the new challenges of completely online services. These webinars included conversations on pastoring the church virtually, the formalities of copyright law for church music and video, operating with smaller worship teams and no congregational exchange, and other challenges.

VINEYARD EVENTS



CHRISTIAN WEBER

EVENTS DIRECTOR

In what feels like the blink of an eye, COVID-19 ripped through the US and brought us all to a screeching halt. Many of us found ourselves scrambling to connect in ways we never had before, enabling us to be the hands and feet of Jesus to the lost and brokenhearted. Immediately, the creativity began to flow and we began pulling together to create resources and equipping webinars to aid our churches and leaders to navigate this completely unknown season. We hosted new online events to help with finances, soul care, “zoom” evangelism, prayer, and so much more. Has it been hard? YES! We can’t wait to connect in person again soon (see the back cover!) but watching how our churches and ministries across the US pivoted and came together to continue the work of Jesus ...now that is simply amazing. It brings to mind Lamentations 3:22-23, “Because of the Lord’s great love we are not consumed, for his compassions never fail. They are new every morning; great is your faithfulness.”

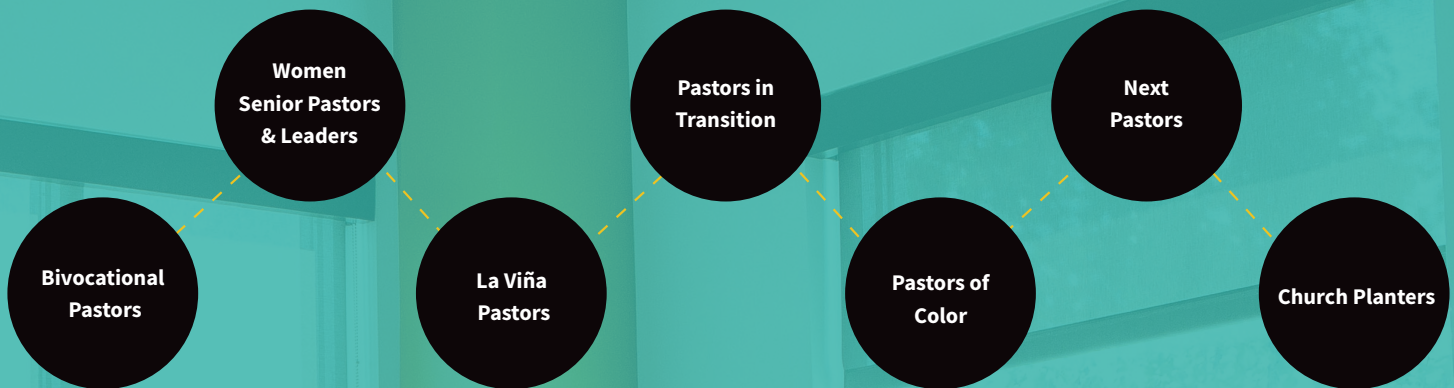
God is good, all the time, all the time, God is good. Amen! We hope to see you more in 2021!

Watch for the latest events at www.vineyardusa.org/events

WELL-BEING OF PASTORS INITIATIVE

IN 2018, VINEYARD USA RECEIVED A *THRIVING IN MINISTRY* GRANT

In 2020, we've invested \$174,000 from a 5-year grant of \$1 million the Lilly Endowment* awarded Vineyard USA to help our pastors thrive in their congregational leadership. It is part of Lilly Endowment Inc.'s *Thriving in Ministry*,* an initiative that supports a variety of religious organizations across the nation as they create or strengthen programs that help pastors build relationships with experienced clergy who can serve as mentors and guide them through key leadership challenges in congregational ministry.



Thirty Cohort A pastors are completing their 2-year program in March 2021 with “The Beyond Retreat,” and 35 Cohort B pastors have completed more than half of their program. Continuing in growth and looking toward sustainability, Cohort C will commence in January 2022 with space for 42 pastors and 7 mentors from the affinity groups above.

Applications open August 1. See www.vineyardusa.org/well-being-of-pastors-initiative/ for details and contact information.

Key Takeaway: We Need Each Other

Through the convergence of peer groups, mentoring, spiritual direction, and coaching, we are learning much about healthy congregational leadership, sustaining pastors in their well-being across many dynamics of life, and avoiding isolation. One pastor offers, “I have experienced deep growth, a renewed passion for ministry, and cultivated relationships with other pastors that have been life-giving during this unexpected time of isolation!” Another says, “I’m thankful I’m part of a movement which prioritizes justice issues and embraces listening and learning as normal and healthy.”

COVID-19 Updates

The Well-being of Pastors Initiative was originally designed to work remotely after the Inaugural Retreat (to establish deep relationships in affinity groups by sharing life stories in a safe and caring environment). What shifted was the necessity for pastors to have close friends who knew them and struggled with the same questions of how to safely manage church life and their own lives within constantly changing guidelines, technology gaps, and pandemic fears. Pastors in Cohorts A and B relied on affinity relationships and resources available to them.

Bubba Justice, Grant Administrator, bubba@vineyardusa.org
Kris Miller, Program Development Director, kris@flourishingleaders.org
Kim Frolander, Administration & Communication, kimf@vineyardusa.org
Website: www.vineyardusa.org/well-being-of-pastors-initiative

**Lilly Endowment Inc. is an Indianapolis-based private philanthropic foundation created in 1937 by three members of the Lilly family – J.K. Lilly Sr., and sons Eli and J.K. Jr. – through gifts of stock in their pharmaceutical business, Eli Lilly & Company. While those gifts remain the financial bedrock of the Endowment, the Endowment is a separate entity from the company, with a distinct governing board, staff, and location. In keeping with the founders' wishes, the Endowment supports the causes of community development, education, and religion. The Endowment maintains a special commitment to its hometown, Indianapolis, and its home state Indiana. Its grantmaking in religion focuses on supporting efforts to strengthen the leadership and vitality of Christian congregations throughout the country and to increase the public's understanding of the role of religion in public life.*



BECKY OLMSTEAD

We believe that kids are the future. They are a generation made to dream, to see impossible things, and to change the world with the love and power of Jesus.

Vineyard Kids released three more FREE lesson series made with love for elementary kids! The series package includes a media pack, printable take-home pages, craft and game ideas, and a branding package. The series are *Stand Up!*, *The Bible: God's Favorite Book*, and *Light Up the World*. Kids' Leaders from the midwest and east coast gathered for a 2-day conference in January. Vineyard Kids USA partnered with the Multiply Vineyard Summit and the More Love, More Power conference.

In response to COVID-19 Vineyard Kids revamped our Youtube channel to better reach kids digitally. We released three Youtube devotional series to be used in homes or for short socially distanced teaching moments. Like and subscribe to Vineyard Kids USA on YouTube to stay updated on our latest videos!

During the next year and beyond Vineyard Kids USA will focus on the following Vineyard Kids' manifesto. We believe that these truths can shape the way kids can live out their faith.

- No sacrifice is too big, no step of faith is too small.
- The way to be someone important is to think less of yourself and more of serving others.
- To have more than enough is to give what you have.
- Including others makes you feel more secure.
- Loving a God that you can't see, helps you see all of life more clearly.

YouTube Channel - Vineyard Kids USA

Website - www.vineyardkidsusa.com

Get Resources - www.vineyarddigital.org

Make sure your Kids' Leaders are staying up to date on the latest and greatest of what is happening at Vineyard Kids USA!



CHRISTIAN DUNN

Vineyard Youth has created some exciting opportunities this year to resource and support local youth pastors. Some of them include:

- A partnership with Download Youth Ministry that has provided the Vineyard with a Youth Ministry Training resource consisting of 25+ classes taught by Doug Fields, Josh Griffin, and more nationally known leaders. We added eight classes taught by Vineyard leaders, and offer it at a deep discount to use with your team.
- We have developed and released 10 brand new curricula, written by Vineyard youth leaders, for Vineyard youth leaders. Topics include reading the Bible, character, identity, emotions, prayer, service and more!
- We hosted a virtual National Youth Leaders Conference in May for over 100 youth leaders.

In the coming year we look forward to releasing 10 more brand new curricula, restarting Project Timothy across the country (nine different locations!), and continuing to support local youth pastors through regional leadership.

Website - www.vineyardyouthusa.com

Get Resources - www.vineyarddigital.org



JENNA STEPP

Heroic Leadership Institute is a place for young adults to gather, train, and be invited into a life-long kingdom journey of leadership. During HLI, students engage with the core Vineyard values as they grow in spiritual formation following the Ignatian rhythms of examen, education, and participation in the context of a local church. This year marks 10 years of Kingdom investment that has spread around the globe!

In 2020, we launched the first *Stay the Course* training. *Staying the Course* is a 10-week class offered online and through local churches. The purpose of this series is to synthesize and mobilize the content of HLI in a way that is accessible to everyone. The goal is to be able to capture as a group the biblical sense of what it means to be a heroic leader.

We want to see young people thrive and grow in their development wherever they are located! While we continue to offer a full-time 9-month gap year, in 2021 we will be releasing several curricula to be used in local churches. The topics of the curricula include *Kingdom Relationship*, *Staying the Course*, *1 & 2 Timothy*, *Church History*, and *Beyond Deconstruction*. In addition, we are working to provide internship guides that can be accessed by any size church that hopes to better welcome and retain young leaders.

Website - www.godogreatthings.com

HLI Blog - www.godogreatthings.com/blog

Facebook Page - www.facebook.com/VineyardHLI

CHURCH ADOPTION



WE'RE EXCITED TO ADOPT CHURCHES INTO THE VINEYARD MOVEMENT!

We're excited to see how God continues to move in inviting more churches to join our family in the coming years, especially as we move forward in the reorganization process.

The Multiply Vineyard team and the Regional Leadership Team have worked on an updated process that is more user-friendly and simple to help prayerfully discern with churches that are interested in adoption.

This process includes:

- Suggested readings and audio about Vineyard values and history
- A value assessment
- Connection to relationships with Vineyard pastors and leaders
- Continued mentoring with Regional and Area Leaders

We welcomed one new church into the Vineyard in 2020!

- The Mustard Seed Church - A Vineyard Community in Palisade, CO

If you know of a church that may want to consider adoption into the Vineyard, let us know at info@vineyardusa.org.

EDUCATION INITIATIVE



CALEB MASKELL

LEAD STRATEGIST

The Vineyard Education Initiative is a discovery project, commissioned in 2019 by Vineyard USA, to develop

strategies for approaching theological education and ministry training for emerging Vineyard pastors and leaders. This initiative is driven by a desire to see the practical, biblical, Kingdom ethos of the Vineyard effectively passed on to future generations. Caleb Maskell is the Lead Strategist for this initiative. While we are undertaking this work, many churches continue to benefit from the training resources that are available through Vineyard Institute.



Planting
Multi-Site
Residency
Coaching
Summit
Campuses

WHY DOES MULTIPLY VINEYARD EXIST?

We are a community of Vineyard church leaders committed to helping our churches multiply. We believe that the power and presence of God is available to anyone who would put their confidence in the resurrected Christ, and that this is the best possible life available on our planet. Multiplying healthy Vineyard churches that live out this reality is why we're here! To do that, Multiply Vineyard utilizes an extensive discernment process to help potential church planters discover their specific gifts and abilities and to help them discern if church planting with the Vineyard is a good fit. Throughout the process of being a planter or sending out a church plant, our community comes alongside you as pastors and planters to discern together with you, help train you for success, and coach you each step along the way.

23

new Vineyard churches were planted in 2020!

174

104 sending churches have planted 174 Vineyard churches since the beginning of 2013.

29

29 church teams have been participating in a Multiplying Church Practicum in partnership with NewThing to develop a practical strategy to reproduce leaders at every level of ministry.



MICHAEL GATLIN
MULTIPLY VINEYARD
COORDINATOR

Though many things have changed over the last year through the pandemic

and many things will continue to change during our Movement's reorganization, we know that our calling as churches and individuals to reproduce leaders, ministries, and churches does not change. Through new partnerships and new staff positions, the Multiply Vineyard team will continue to equip and resource our Movement in planting new healthy Vineyard churches. We will focus on developing thriving partnerships with organizations to help support the training of planters and sending pastors. We will support our regional leadership in developing strategies to create and sustain a culture of multiplication. And we will continue to work with individuals as they discern how God is calling them to start a new community of believers in their neighborhood.

66

We are currently working with 66 potential church planters.

53

potential planters have begun a process with Stadia, our professional assessment partner, since May 1.

130

Over 130 people participated in our online Discover Course to discern together in community if church planting might be for them.

PARTNERSHIPS – We have developed many new partnerships to provide additional professional support to sending pastors and church planters.

- *Stadia* – Provides professional assessment assistance for our potential planters
- *NewThing* – Provides church multiplication training for Vineyard pastors
- *Gloo* – Provides data tools for church planters
- *StartCHURCH* – Provides church planters with administrative and legal resources

Sending Church Size – Number of Plants

1-200	–	40 Plants
201-500	–	56 Plants
501-1000	–	34 Plants
1001-2000	–	23 Plants
2001-5000	–	12 Plants
5000+	–	9 Plants

RESOURCES

Our Website:

www.multiplyvineyard.org

Potential Church Planters Start Here:

info.multiplyvineyard.org/10-questions

How To Plant A Vineyard:

multiplyvineyard.org/process

MEET THE TEAM



COREY GARRIS
Operations Coordinator



CHRISTOPHER MEEKINS
Multiplication Catalyst West Regions



MEGAN DELLA ROSSA
Executive Assistant



BEN FOLMAN
Church Planting Process Coordinator



KURT ATTAWAY
Multiplication Catalyst East Regions



Check out the *How To Plant A Healthy Church* Podcast – available everywhere!



Evangelism
Kingdom
Planting
Training
Coaching
Missional Leaders
Resourcing

WHY DOES VINEYARD MISSIONS EXIST?

Jesus loves the whole world, and He invites us to join Him on His mission to reach it. Vineyard Missions equips Vineyard churches in the United States to participate in the mission of God around the world. We provide tools and support, helping to facilitate and coordinate the cross-cultural work of US Vineyard churches as they pursue their God-given call to the nations. Our ultimate goal is to mobilize church planting movements in every nation and to develop indigenous leaders to pastor their communities.

80

We have 80 nations in which US Vineyard churches have planted churches or have church planting initiatives.



MARK FIELDS

DIRECTOR OF MISSIONS

We believe that Vineyard churches have a God-given call to their neighborhoods, as well as to the nations. We want to help our churches discover God's invitation and join Him in that mission. We have seen hundreds of churches planted around the world through the efforts of our Vineyard churches. Now, God is saying, "You've learned how to plant hundreds of churches; now I want you to learn how to plant thousands." This reminds us of John Wimber's vision of 10,000 Vineyard churches spread across the globe.

2400+

We have 2400 Vineyard churches around the world.

108

We have 108 nations with churches and/ or church planting initiatives from all AVCs.

8-10,000

Muslim background people are meeting weekly to study the Bible in one West African nation. This is just one example of what God is doing through VUSA churches around the world illustrating that God is still on the move even in the pandemic!

RESOURCES

Our Website:

www.vineyardmissions.org

Missions-Related Resources For Your Church:

www.vmresources.org

Our Leadership Team:

www.vineyardmissions.org/about-us

Follow Us On Facebook:

www.facebook.com/vusamissions

MEET THE TEAM



CHRISTINE COTTRELL

Executive Assistant To Director, Office Administration



JERRY REDDIX

Coordinator Of Security & Care For Leaders

OUR VINEYARD GLOBAL FAMILY

Vineyard USA is part of a global family of 2400+ Kingdom-minded Vineyard churches and 16 Associations of Vineyard Churches (AVCs) whose numbers are growing every day! There are now Vineyards or church planting initiatives in 109 countries, following Mexico's release in 2020. Our international Vineyard family is connected together through relationship, mutual support, and shared values.

Our National Directors work together through what is called **Vineyard Global**. John and Eleanor Mumford of the UK serve as Coordinators for Vineyard Global, and provide support to the shared leadership and decision making of this group of national leaders.

See www.vineyard.org for more information on each of the AVCs below.



VINEYARD GLOBAL COORDINATORS
John & Eleanor Mumford



CHILE
Claudio Caro & Priscila Vásquez



NEW ZEALAND
David & Lissie MacGregor



COSTA RICA
Elmer Rojas & Mónica Chavez



NORDIC
Flemming & Anne Mølhede



AUSTRALIA
Kirk & Nichole Delaney



DACH
Martin & Georgia Buehlmann



SOUTH AFRICA
Dave & Colleen Pedersen



BENELUX
Menno & Marian Helmus



HIMALAYAS
Noel & Dona Isaacs



UK & IRELAND
John & Debby Wright



BRAZIL
Milton Lucas



KENYA
Noah & Mary Gitau (*outgoing*)
Edgar Awuor King (*incoming*)



USA
Phil & Jan Strout



CANADA
David & Anita Ruis



MEXICO
Walter González Holguín &
Adoración Rubio Maldonado



ZAMBIA
Damas & Glenda Kamfwa



Resource
Kingdom
Digital
Music
Serving
Events
Wimber
Supplies

WHY DOES VINEYARD RESOURCES EXIST?

Vineyard Resources (VR) exists to develop and distribute Kingdom-centric resources. We are the resourcing arm of Vineyard USA, and are dedicated to tracking the pulse of the Vineyard Movement regarding resources – both digital and physical. Vineyard Resources supports the theme of EDLD (Evangelism, Discipleship, Leadership Multiplication, and Diversity) through the collection and development of resources. We have the privilege of connecting with Vineyard pastors and leaders daily, asking what is needed, and helping fulfill their resource requests.

100+

Pastors and Leaders reached through Vineyard Digital's partnership with Right Now Media.



CHERYL WARREN

VINEYARD RESOURCES MANAGER

In 2021, Vineyard Resources (VR) will focus on core Kingdom-oriented material

provided digitally and formatted for use for in person meeting AND online engagement. Vineyard Resources, through our platform Vineyard Digital, will seek to support the needs of the Vineyard and beyond to have quality digital material to help our churches stay on mission as they respond to the huge changes precipitated by the global pandemic. This year we will focus on the theme of the Gospel and its transformational impact, creating materials that will help all those in our churches engage with the power of the GOOD NEWS of Jesus that is relevant no matter what is happening in the world.

300+

Vineyard/non- Vineyard churches served through our newly remodeled Vineyard Digital site.

3K+

"Gift Of Risk" booklets sold/ distributed throughout the Vineyard and beyond.

1K+

Opened up Vineyard Digital access for entire congregations prospectively reaching thousands of congregants with Kingdom materials.

RESOURCES

Our Website:

www.vineyardresources.com

Vineyard Digital Membership:

www.vineyarddigital.org

Facebook:

www.facebook.com/vineyardresources

MEET THE TEAM



MAKAYLA MAVES

Resource Support Specialist



Worship
Songs
Retreats
School
Sound
Seminars
Youth
Training

WHY DOES VINEYARD WORSHIP EXIST?

From the very beginning of the Vineyard Movement, our value for intimate worship emerged from hearts hungry for God. This hunger remains the essence of worship in our Movement. Vineyard Worship (the ministry) exists to gather, train, inspire, and document this deep-rooted value for worship in our local churches. We gather worship leaders, musicians, and songwriters to build community and care for one another. We train and equip our worship community with practical tools to broaden its local worship experience. We inspire our worship community toward a deeper connection with Jesus. We document the best of what God births in our family of churches and share it broadly.

423K

SPOTIFY // Increase of 255%
in 2020 (423,232 monthly
listeners).

397

playlists contain Vineyard
Worship which reached
3,634,707 people.

107M

PANDORA // Increase of 12.5
million streams, with 107 million
streams total in 2020.



ADAM RUSSELL

DIRECTOR OF
VINEYARD WORSHIP

2021 feels like a year
of regathering. We are
going to continue to do
the four things that we

feel called to which are: GATHER / TRAIN
/ DOCUMENT / INSPIRE. But given the
year that we have just come through, and
given that so much pressure to reimagine
everything has been placed on worship
leaders and tech crews, we are feeling
the invitation to start creating spaces for
worship leaders and musicians to regather.
We are imagining this year as a hinge back
towards some measure of normalcy – where
churches slowly come together in person,
and where our Vineyard Worship crew can
come together as well.

400K

THE FERMENT PODCAST //
Over 113 episodes have been
released to date with 400K
unique downloads of The
Ferment Podcast globally.

17K

YOUTUBE // Channel
subscribers increased by 54%,
with 17K subscribers in 2020.

600

VSOW // Vineyard School of
Worship hosted 600 students
across all events, with 13
countries represented.

HISTORIC PARTNERSHIP WITH INTEGRITY MUSIC – In March of 2020, Vineyard Worship entered into a creative partnership with Integrity Music. This has strengthened our writing community and our publishing company by giving Vineyard Worship more access to the modern song infrastructure and allowing our most gifted writers the ability to create with some of the best artists in worship today.

RESOURCES

Our Website:

www.vineyardworship.com

Vineyard Songs:

www.vineyardsongs.com

Our YouTube Channel:

www.youtube.com/vineyardworship

MEET THE TEAM



MELISA KELLER

Events Director & Project Management



Check out the **Ferment Podcast** –
available everywhere!



MIKE O'BRIEN

Vineyard School Of Worship



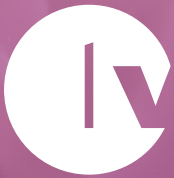
CASEY CORUM

Production



HOW ARE WE EXPANDING OUR DIVERSITY?

The Vineyard Movement is expanding in so many ways, and we are excited to be a part of what God is doing in our generation to use ordinary people of every age and background to further His loving purposes in the world. We care for all of our pastors through our Regions and Areas, and we serve our churches through our Ministries and Initiatives. In addition to this support, we give extra funding through our Diversity and La Viña Initiatives, as well as through our Well-Being of Pastors Initiative (see the *Thriving In Ministry* Grant, p. 10), to see this group of leaders among us thrive. We are celebrating our expanding family of young leaders, women leaders, ethnic leaders, and leaders representing our linguistic diversity.



Rubén Quintero



Carmen Suarez



Marvin Suarez



Ray Maldonado



Miguel Aviles

La Viña Initiative

The fifth largest Spanish-speaking population is now residing in the US. Latinos can be found in almost every community of this country. They need to hear the Gospel of Jesus in their own language – and the Lord wants to build a multiethnic, multicultural, and multilingual church.

La Viña Multiplica | Rubén Quintero
lavina@multiplyvineyard.org

La Viña Coaching | Marvin Suarez with Miguel & Rossy Aviles
lavinacoaching@vineyardusa.org

La Viña Pastor Well-Being | Ray Maldonado
lavinabienestar@vineyardusa.org

La Viña Diversity Roundtable | Carmen Suarez
lavinadiversidad@vineyardusa.org

These faithful leaders will be helping our La Viña churches grow strong in Kingdom impact in 2021 in the communities in which they serve.

Visit our La Viña page at: www.vineyardusa.org/explore/lavina



Asian American Church Planting

Multiply Vineyard is working with Dennis Liu and Kenneth Kwan, along with other pastors, focusing on planting churches that reach Asian Americans in the US.



Diverse Leader Development

Geno Olson (*Better Together* host organizer), Josh Williams, and Kathy Maskell (VJN) work with others to strengthen our pastors of color.



Leadership Development Of Women

In addition to our Vineyard Women's Initiative, women are supported through our *Well-Being Of Pastors Initiative*. Dianne Leman leads these efforts.



VINEYARD JUSTICE NETWORK

We connect pastors and churches to examine the interconnectivity of ending poverty, fighting human trafficking, tending creation, and nurturing reconciliation. We showcase and celebrate the ongoing work of Vineyard churches as they confront injustice and create solutions. We equip people to ask better questions and challenge each other to empower the marginalized and oppressed to lead the way in our efforts. In 2020, VJN focused its efforts on responding to the public outcry of the unjust killing of George Floyd, prioritizing the way Vineyard churches across the country engage with pursuing racial justice in their local communities. In addition, VJN launched its first online learning cohorts, which provides Vineyard pastors and leaders with a space for collective Bible studies that examine the radical mercy of Jesus. It also provides individualized coaching, so that participants can conduct a "mercy audit" in their local context.

Contact: Kathy Maskell, www.vineyardjusticenetwork.org

VINEYARD INITIATIVES

A number of initiatives in the Vineyard address key areas of development for our churches. Here are some highlights.



VINEYARD LARGE CHURCH

The Vineyard Large Church Network exists to create fellowship, support, fresh inspiration, and innovation for Vineyard Senior and Executive Pastors of churches of over 1,000 attendees. In recent years we have also sought to encourage and equip pastors and leaders of churches with an attendance of at least 500. Pastors of large churches need a network of other pastors who can help with the challenges they face. This network has responded to this, and has contributed to a high level of ongoing engagement by our large churches within our Movement.

Contact: Eric & Julia Pickerill, eric.pickerill@vineyardcolumbus.org, julia.pickerill@vineyardcolumbus.org; Daniel Nathan, daniel.nathan@vineyardcolumbus.org



VINEYARD WOMEN

The vision of Vineyard Women is to equip women and men to fully embrace and endorse women in all levels of Vineyard leadership. In 2020, we continued our online mentor program that has touched the lives of over 200 women leaders. We launched our own Wellness Cohort modeled after the successful Lilly program and are excited about the future of this. We continue to partner with Multiply Vineyard to support more women church planters and have also diversified our team. Weekly, our website and Facebook page feature preaching by Vineyard women, helpful resources, events, and blogs.

Contact: Di Leman, www.vineyardwomen.com



VINEYARD SCHOLARS

The Society of Vineyard Scholars is an inviting community of intentional theological dialogue in the Vineyard. Since 2009, SVS has provided a venue for hundreds of pastors and leaders to work out their call to love God with their minds in a way that is intellectually robust and full-tilt Vineyard. We see this as leadership development in community, and it is a great privilege to serve the Movement in this way.

Contact: Caleb Maskell, www.vineyardscholars.org



VINEYARD HEALTHY CHURCH

Vineyard Healthy Church exists to come alongside Vineyard pastors and leaders of our churches, the majority of which are under 200 in attendance, to help promote church growth and health. Through workshops, seminars, coaching roundtables, and one-on-one coaching, we are seeking to encourage and help every Vineyard church to achieve its full redemptive potential.



VINEYARD PASTORAL CARE & RETREATS

Vineyard USA cares about its pastors! In 2020, our pastors on the frontline of Kingdom ministry faced many unique challenges. In addition to our Regions, Areas, and online COVID-19 Facebook group providing networks of relationship, Vineyard USA partnered with Flourishing Leaders to provide multidisciplinary, professional care. Each month, Flourishing Leaders offered "Consolation," providing an online, thirty-minute time of prayer and a free appointment with one of their practitioners. They provided over 250 hours of appointments of counseling, spiritual direction, financial coaching, and other services for our pastors in 2020, plus 200 hours of free appointments. Furthermore, three Regions purchased packages of their "Care Credits," making it possible for their pastors to get the specialized support they needed. Another Region used a couple of their spiritual directors to facilitate weekly, online small groups for 18 of its pastors for 12 weeks. To explore these and other possibilities of healing, formation, and care for the wellbeing of our leaders, go to www.flourishingleaders.org. Vineyard USA hopes to offer a Pastor's Sabbath Retreat in the summer of 2021, our annual, nine-day intensive retreat.

Contact: Kris Miller, kris@flourishingleaders.org; Nathan Anderson, nathan@flourishingleaders.org



VINEYARD DIVERSITY INITIATIVE

A committed group of people have been working at helping Vineyard leadership to become more ethnically diverse. We work to identify, recruit, and train leaders of color, support existing leaders of color, educate the majority culture, and equip churches to become places of diversity and reconciliation. This is happening by developing training, networking with other groups, conferencing, offering scholarships, and other initiatives.

Contact: Geno Olison, geno.olison@gmail.com; Kathy Maskell, kathy@eastdenvervineyard.org; Josh Williams, josh@elmcityvineyard.org

To find out more about VUSA Ministries & Initiatives,
visit www.vineyardusa.org.



National
Service
Finances
Comms
Resources
Prayer
Info
Database

WHY DOES VINEYARD SERVICE GROUP EXIST?

Our national office goes by the name Vineyard Service Group (VSG) to reflect our mission to provide service to our local churches. VSG exists to serve both the local Vineyard church and the ministries and initiatives that serve our local churches. Leadership, vision, and representation are provided to and for Vineyard USA through our National Director and his staff. National conferences and other events are strategically organized by VSG, along with communications, web, social media, and more. VSG also provides accounting for contributions and disbursements to the various Vineyard ministries and initiatives, and builds and maintains vital statistics via our census. Finally, the VSG team provides a hub of administrative, informative, and pastoral services to the Vineyard Movement.

564

Pastors & Staff – Established and moderated Vineyard Pastors Responding to Covid-19 Facebook Group.



BUBBA JUSTICE
NATIONAL COORDINATOR &
FINANCIAL DIRECTOR

In 2021, VSG will serve, support, and resource local Vineyard

churches, pastors, and leaders, enabling and empowering them to thrive and flourish in the Kingdom vision that God has given them. VSG will do this by **Presence** – Phil Strout or Bubba Justice will attend as many gatherings as possible; **Prayer** – Local Vineyard churches will continue to be prayed for on a weekly basis; **Care** – Pastor Sabbath Retreats, and the Well-Being of Pastors Initiative will be provided to help pastors care for their souls; **Communication** – Vision and pertinent information will be sent out on a consistent basis; and **Training** – VSG will provide opportunities for pastors to develop skills.

130

Senior Pastors – Provided Emergency Training With Lifeway Generosity to help all our churches to maximize online giving.

500+

VUSA pastors and churches are being prayed for by name over the course of the year during our VSG weekly staff prayer time.

66

La Viña Pastors, Women Pastors, Bivocational Pastors, Pastors in Transition, Pastors of Color, Next Pastors, and Church Planters received mentoring, coaching and spiritual direction. Another 42 pastors will join the journey in 2021.

RESOURCES

Our Website:

www.vineyardusa.org

Our Vineyard USA Pastors Portal

pastors.vineyardusa.org

MEET THE TEAM



JENN VERA
Data & Church Support



JOYCE O'CONNOR
Financial Controller



MARIANNE CUTLIFFE
Administrative Services & Support



CHRISTIAN WEBER
Events Director, ND Assistant



MATT BLANKE
Media & Technical Specialist



TERRY CHRIETZBERG
Accounting Assistant



ANNA WILT
Communications Specialist

vineyardusa® FOCUS FOR 2021

Where are we going in 2021? We are a Movement committed to seeing the **Greatness of the Gospel** – the very essence of the Father’s great in-reach into the heart of humankind – impact everyone it was intended to transform, in our time. **Our essential practices of EDDL** (Evangelism, Discipleship, Leadership Multiplication, and Diversity) continue to stay front and center as we take hold of Jesus in 2021.

FROM PHIL | THE GREATNESS OF THE GOSPEL



“For I am not ashamed of the gospel, because it is the power of God that brings salvation...” (Rom. 1:16a).

When faced with a challenge that places a demand on you to succeed, you come prepared. Your tools must match your task.

Your weapons must match your war. Your strength must match your struggle. In the spiritual task before us, the war for the hearts of humanity (Ephesians 6:12), and the struggles we face today, there is only one set of tools on which we can ultimately rely – the Gospel of Jesus Christ.

The Gospel, the Good News, embodied in the life, ministry, death, and resurrection of Jesus Christ, is the “...power of God that brings salvation to everyone who believes” (v. 16).

There are many powers in the world. But the Gospel is God’s power, expressed in the Good News announcement that, because of Jesus, the world can be healed.

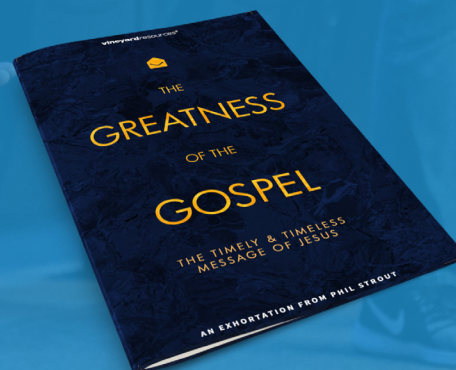
In this current hour, the message of the Gospel – that Jesus is the answer to the human condition in all its personal and corporate forms – must be delivered to the world, to our nation, to our states, cities, and towns, neighborhoods, homes, churches, and hearts.

Right now... people are feeling the loss of hope. Everything we thought would save us, every social institution we were sure would fix things, is failing. We are being pounded with negative news every single day, while other voices attempt

to tell us we’re all okay, and that everything will be okay. But everything is not okay. Suicide rates rise, people lose jobs, mental health issues run rampant, and social tensions heat to the point of boiling over.

The Gospel of Jesus Christ will address each of these issues in lasting and world-changing ways.

The Gospel is what people need to believe in.



[This selection is excerpted from *The Greatness Of The Gospel: An Exhortation From Phil Strout*, available at www.VineyardResources.com.]

Phil Strout
Vineyard USA National Director

ONLINE MEDIA REACH



277,000+

Website:
www.vineyardusa.org
Twitter:
[@vineyardusa](https://twitter.com/vineyardusa)
YouTube:
[/VineyardUSACHannel](https://www.youtube.com/VineyardUSACHannel)

Instagram:
[@vineyardusa](https://www.instagram.com/vineyardusa)
Facebook:
[/vineyardusa](https://www.facebook.com/vineyardusa)

Includes Vineyard USA, Vineyard Worship, Multiply Vineyard, Vineyard Missions, and Vineyard Resources social platforms.

What is the ReOrg?

Throughout 2019 and 2020, Phil Strout spoke often to Vineyard pastors and leaders about his sense that the Vineyard Movement in the US stood at an intersection, in a “crossroads moment.” He referred often to Jeremiah 6:16: *“Stand at the crossroads and look; ask for the ancient paths, ask where the good way is, and walk in it.”*

In response to Jeremiah’s prophetic admonition, the Executive Team commissioned the Vineyard USA ReOrg Team, which formally began its work at the March 2020 Leadership Team Meeting (LTM). This team of eight seasoned and diverse Vineyard leaders was tasked to deeply analyze the culture and structures of Vineyard USA, a Movement that God has called to exist, and given gifts to steward for the church and the world. Out of this analysis, the ReOrg Team was tasked to develop for the Executive Team a series of various proposed ways to meet the current challenges faced by Vineyard USA, as well as steward the gifts God has given our Movement for years to come.

Since the March 2020 LTM, the ReOrg Team has worked tirelessly to fulfill its commission. Three core principles have guided their work throughout: transparency and clarity regarding the topics under discussion, the broadest possible consultation with Vineyard USA pastors, and a resolute emphasis on “process, not perfection”. They have interacted with hundreds of pastors and leaders in a process of discovery and development that was both chastening and deeply encouraging.

Over the past twelve months, the ReOrg Team has served our movement with humility and integrity, helping our Executive Team to lead us into the next season of our life together.

REIMAGINING OUR FUTURE

REFOCUS, RESOURCE, REORGANIZE

Vineyard USA exists to equip, encourage, and empower local Vineyard pastors and churches for the work of ministry. To do this, it is now necessary to refocus, resource, and reorganize Vineyard USA in a way that reflects our identity as an interdependent community of churches, pursuing together the shared Kingdom vocation that God has given us.

SEPT
2020

Executive Team Made First Round of ReOrg Decisions

After five months of work, the ReOrg Team presented its first round of analysis and proposals to the Executive Team. The Executive Team made a series of key decisions, which were described in detail in the Interim Report, as well as in a series of videos made by members of the Executive Team and the ReOrg Team.

JULY
2019

National Conferences in Dayton and Denver

Phil Strout called the Vineyard to recognize that our Movement was at a historic crossroads. He called us to fast, pray, and seek God’s will for the next season of our life together.

MARCH
2020

ReOrg Team Commissioned in San Diego

At the 2020 LTM, Phil Strout formally commissioned the ReOrg Team to begin its work. The LTM was devoted to an extensive conversation about the purposes and plans of the ReOrg process, which was made available to pastors on the ReOrg website, along with other key documents.



**MARCH/
APRIL
2021**

Executive Team Made More ReOrg Decisions; ReOrg Team Disbands

In March 2021, the Executive Team made a second significant round of ReOrg decisions, including decisions about hiring a new National Team, remapping Regions, and more. The Executive Team also voted to disband the ReOrg Team at the 2021 Leadership Team Meeting.


**YOU ARE
HERE**

Jay Pathak Ratified As National Director-Elect

After a months-long discernment process, the Executive Team selected Jay Pathak as the National Director-Elect of Vineyard USA. Within 48 hours, Vineyard pastors nationwide overwhelmingly ratified his selection.

**MARCH
2021**

National Director Nomination Process Began

Vineyard USA undertook the most diverse and extensive National Director search process in the history of our Movement, culminating in the detailed vetting of four candidates.

**NOV
2020**

Thank you to our ReOrg Team. We are very grateful for your service to our Movement over the past twelve months.

**STEVE NICHOLSON
BRIAN ANDERSON
MARK FIELDS
JOSH WILLIAMS
JAY PATHAK
JULIA PICKERILL
CARMEN SUAREZ
CALEB MASKELL
BUBBA JUSTICE**

OUR NEW NATIONAL TEAM

2021 will be a year of transitions for Vineyard USA. Thanks to the leadership of Phil Strout and the Executive Team, one of the major transitions of this year will be the hiring of a new National Team.

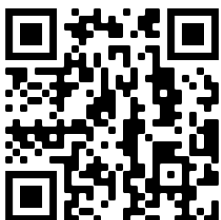
The National Team will be a diverse group of servant leaders, called together by God to articulate and steward the culture, processes, practices, and theology of our Movement. Each member will have a clear skillset and relevant track record for doing such work, including broad pastoral experience in the Vineyard, and a desire to serve on a transformational team.

Each team member will bring to the role humility, teachability, emotional intelligence, a deep-seated love for the pastors of the Vineyard Movement, and a hunger to discover and do whatever it takes to see the Vineyard steward its gifts and live out its mission for generations to come.

Ultimately, the work of the National Team is to equip, encourage, and further empower local church pastors in their Kingdom mission. Each member of the team will work every day to resource Vineyard pastors in their ministries, both personally and systematically offering support and strength to pastors as they pursue their callings in the Kingdom.

INTERESTED IN APPLYING FOR A ROLE?

Visit www.vineyardusa.org/transitions to learn more.



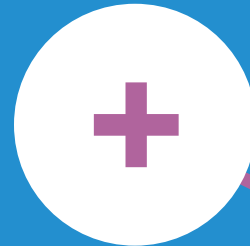
ASSOCIATE NATIONAL DIRECTOR OF EVANGELISM & JUSTICE

Resourcing and equipping Vineyard pastors as they lead their churches in proclaiming the good news of the Kingdom of God to the lost, the poor, the sick, and the marginalized.



ASSOCIATE NATIONAL DIRECTOR OF PASTORAL HEALTH & DEVELOPMENT

Supporting Vineyard pastors with robust resources for their spiritual and emotional health and development, as well as that of their staff and volunteers.



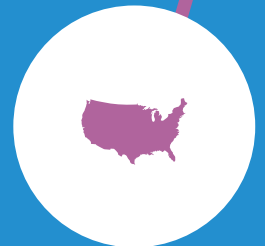
ASSOCIATE NATIONAL DIRECTOR OF CHURCH HEALTH & DEVELOPMENT

Resourcing and equipping Vineyard pastors as they lead their churches to new frontiers in the areas of discipleship, community life, and church development.



SUPER-REGIONAL LEADERS

Wise, seasoned, and highly respected leaders who will equip, empower, and oversee Regional Leaders as they lead their regions.





ASSOCIATE NATIONAL DIRECTOR OF THEOLOGY & EDUCATION

Equipping Vineyard pastors with relevant theological resources, rooted in the whole counsel of scripture and the historic teaching of the church. In addition, overseeing healthy processes for the shared articulation of and commitment to Vineyard identity among pastors and churches.

MANAGING DIRECTOR

Responsible for overseeing the daily operations of the National Team, including financial management and benchmarks for measuring the effectiveness of the team's performance.

COMMUNICATIONS DIRECTOR

Responsible for managing the communications of Vineyard USA, from strategy and infrastructure to the production of regular messaging Movement-wide.

NATIONAL DIRECTOR

Responsible for the leadership of the National Team, and accountable to the Board of Vineyard USA. Beginning in January 2022, the National Director will be Jay Pathak.

DEVELOPMENT DIRECTOR

Responsible for strategic national fundraising initiatives.

LOCAL
VINEYARD
CHURCH

MEET OUR NATIONAL DIRECTOR-ELECT



How did you start serving your local city and eventually the national and international Vineyard Movements?

(Danielle) From the very beginning of our church plant, we tried to instill a deep value in our people to love and serve the city around us. This started with finding already existing local non-profits and under functioning schools to help support. The natural next step was to understand our local neighborhood issues and the needs of the local governments. Jay had an opportunity to write about our journey to loving our neighbors and city in the book *The Art of Neighboring*. It was a simple framework for how to love and share your faith in a real way with the people you live near. Our heart to share Jesus in practical and authentic ways with the people around us has always been a deep conviction and value – not only for Jay and me, but for our church.

Never in our wildest dreams would we have thought we would have the opportunities we have had within the Vineyard. It's been such an honor to serve the national and international Vineyard churches, especially in the UK. Our girls have grown up traveling with us and have more passport stamps than I ever imagined! As fun as it is to travel and see new things, it has been equally as important to host people from other places in our actual home and city. Over the years, both of us have had to carefully consider our stage of life and family, our personal margin and the health of our local church as we weigh how much to do. It has been a huge priority for us not to neglect our local church and family for the sake of extra local opportunities.

How would you describe your individual gifts, interests, and even trainings?

Jay is extroverted and absolutely gets his energy from people, especially relationships where they are discovering life with God. This love for people has also led to a high priority to leading with a team of people that values and trusts each other. He is not afraid of conflict and the opportunity to have the difficult conversation. The biggest learning of the last 10 years has been the importance of emotional health and healthy family systems within the church. This has radically influenced his desire to lead in a way that is full of integrity and holistic, recognizing the impact of a person's story on their present and future. He absolutely loves traveling, a good party, playing golf with his buddies, and a smoky scotch ...maybe even all at the same time. His greatest love is his family and spending time with all three of his girls.

Danielle is a social introvert at heart with a deep love for discovering a person's story and helping identify the work of God within that story. She has a strong pastoral gift and works with leaders and pastors to think intentionally about their lives and families (in a Rule of Life) so that they lead from their center with conviction. Her specific training has been around spiritual direction, emotional health, and spiritual formation. She loves spending time outside in beautiful Colorado, whether it be kayaking or watching her girls play soccer. She loves art, a good happy hour with girlfriends, and dreams about one day going back to Italy which is like heaven on earth.

Jay and Danielle just celebrated their 23rd anniversary in March and have two teenage daughters, Jasmine (a junior) and Sofia (8th grader). The Pathak family's favorite day of the week is Saturday when they celebrate Sabbath together with homemade pasta, ice cream, and movies. They have lived in Colorado for 20 years and still think it's the most lovely place to live!

? Q&A WITH JAY & DANIELLE

When did you first get introduced to the Vineyard?

(Danielle) We were both introduced to the Vineyard as teenagers. My family started attending the Columbus Vineyard when I was 13 years old. Then a few years later when I met Jay and we started dating in high school, I brought him one Sunday to visit. He had very little church experience and showed up all dressed up with a tie on. Let's just say halfway through worship, the tie came off! We became more and more committed to our church community as we became young adults, helping build a young adult ministry within the larger church while at the same time being actively involved in Campus Crusade at Ohio State. Eventually our time and energy became more focused on our local church and we stepped into an internship (Jay), VLI training in theology (both of us), and more and more opportunities to lead. It was incredibly exciting and so much hard work because at the time we were working multiple jobs, going to university, serving in ministry, discerning if we should church plant, and also found the time to get married! Did I mention Jay is an only child and I am a firstborn?

Talk about taking the risk to church plant...

(Jay) This was a layered and long conversation. I immediately was drawn to the excitement and risk of church planting. Danielle was much more hesitant and needed time. God had prophetically given us a place to church plant long before the call to church plant was fully understood. It took time for us to discern the mutual calling it would take to pursue such a risk together and we are so grateful for the wisdom of our pastors who helped us honor each other in the process. We ended up moving out to Colorado in 2001 with a team of 12 folks to get us started. Honestly, we really had no idea what we were doing at 25 years old. All we had was the experience we had just come from and lots of energy and faith. And maybe some stupidity. It took years to solidify our new little community – Colorado was so incredibly different from the midwest culture. But it was a slow falling in love with our city and our calling. Even though those first several years were so difficult, we wouldn't trade them for the world now. Over the next decade, God slowly started to give us vision for church planting in Denver but staying closely connected as a team. This evolved into who we are today as the Mile High Vineyard, a family of neighborhood churches. Right now we have five Vineyard churches under this with different lead pastors for each church. Both of our leadership roles have changed over the years as we have developed this model and now we spend time mainly leading our team.

A MESSAGE FROM JAY PATHAK



Friends,

“My command is this: Love each other as I have loved you. Greater love has no one than this: to lay down one’s life for one’s friends. You are my friends if you do what I command. I no longer call you servants, because a servant does not know his master’s business. Instead, I have called you friends, for everything that I learned from my Father I have made known to you. You did not choose me, but I chose you and appointed you so that you might go and bear fruit—fruit that will last—and so that whatever you ask in my name the Father will give you. This is my command: Love each other. John 15:12-17 (NIV)

This text has been an anchor for me and my family as we have followed the Lord’s gracious leading over the years. If you read page 26, you can learn a little bit about Danielle’s and my story and how we have been purposeful in our calling to instill a deep value to love and serve the city around us.

When we were discerning nominations for National Director and if I would continue in the process, Danielle and I took the opportunity to take a step back and dig into what the Lord’s invitation was. We love the Vineyard; it is our family, and we began to dream about leadership in the Vineyard. We took time to think intentionally about our spiritual journey, the unique giftings we have and how God might be calling us to use those for the next season of leadership for Vineyard USA. We came back to some convictions for leadership.

Leading from our life: it is impossible to lead people somewhere you haven’t been, or to give away something you do not have. We are under the firm conviction that we must take the good thoughts and wisdom that we are taught from others and actually put this into practice, to learn from the mistakes as well as the successes. And in that journey of leadership, to love Jesus and to be loved by Jesus is the only way of life that will hold us steady. All of our gifts must be animated by this deep, passionate love.

Leading from our family: ministry to others starts with our own families. Danielle and I have strived to put each other and our family ahead of ministry because we believe the health of ministry will hinge on the health of our commitment to each other. Each stage of ministry leadership has required recalibration and intentionality which has enabled us to participate without

sacrificing our core values. We are deeply committed to the life and ministry of the church and feel that prioritizing our marriage and parenting is imperative to the effectiveness of our mutual call of ministry.

Leading from our friendships: earlier in the chapter of John 15, Jesus calls his disciples friends. His ministry was purposefully focused on a few. He gave himself to those few and built a model of ministry that would speak to crowds and eventually change the world. He knew they would all scatter but was confident in His investment and He deepened their life in such a way that they brought the message and ministry of the kingdom to the whole world. Jesus modeled healthy relationships where we can see that God’s abundant love and grace is a linchpin through trust and vulnerability. We become better people and ministry leaders because of our friendships, where we can be ourselves, give and receive encouragement, and be held accountable to one another through Jesus’ love.

Leading from our local church: the model for ministry and life in the Kingdom is within the context of a local church. This is where we bring the life and the hope of the kingdom in real space and time. It is how lives actually change! Every opportunity I have had extra-locally is because of the amazing things we have seen and experienced in our local community.

Of course, I could say much more about these things, but these are at the center of what we believe shapes us into our leadership giftings. I am excited to be named as the next National Director of Vineyard USA.

Since its formation, the Vineyard has kept its passion for Jesus and his Kingdom. We’ve remained local church-focused, evangelistic, and Spirit-led. Our healthiest and strongest churches serve the poor and are a part of bringing peace to the cities they inhabit. With great wisdom, our leaders have held the tension and continued to lead us as people who are passionately connected to the power of the Holy Spirit and are rooted in the historic church.

My vision for the Vineyard USA is that our churches are marked by a deep love for Jesus, the presence of the Holy Spirit and we share Jesus’ salvation to the communities around us. That we are people who bring healing for bodies and relationships, who stand opposed to violence, racism, and fear in our cities, and who collaborate and care for the other churches around us. Our witness is what we live for and what we testify to.

We must be a Movement that offers a witness of the Kingdom in every city we inhabit. The Spirit is moving! He is calling the church to lead in the transformation of our nation again, to hold fast to the heritage we have of being Kingdom people and join him in shaping a generation of leaders who will be a diverse group of men and women of every color that will emerge from every city in our nation.

I have great imagination for how the Lord will use the Vineyard to be a part of the redemptive history of our cities. I can’t wait to watch it.

Jay Pathak

National Director-Elect
Vineyard USA

SAVE THE DATE

2021

VINEYARD USA NATIONAL CONFERENCE

PHOENIX
AZ

OCTOBER 18-22



MORE INFORMATION AT:
www.conference.vineyardusa.org

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