

## MISSIONAL CHURCH CONSULTATION INITIATIVE

### Pastors' Training Session Debrief – February 20, 2016

Met Tues., Feb. 16, 2016, 9:30 a.m.-4:00 p.m. – Pastor Jeff at Conference Office, Pastor Becky via Skype

#### Accountability

- Shared reports on Breakthrough Prayer, Self-Study and Generous Givers progress.

#### New Material

- **How do you define/measure fruitfulness?**
  - Need to know so you can know if the ministry is effective as well as what you're looking for in a change situation
  - Responses from participants included:
    - Growth in numbers
    - Attendance is really secondary
    - Who steps up to answer "the call"
    - Develop disciples
    - More people involved in study
    - Increased prayer life leads the way
    - Transformed lives
    - Pruning process
    - Church goes from maintenance/administration focus to mission focus
    - Spiritual energy and anticipation around gatherings rather than non-expectation
- **Use the *Primary Leadership Component* to understand responses to change and how to communicate change**
  - Be sure to share the change message through all 3 types. Listen to how people respond for insights in how to engage them, rather than pushing back.
    - Spiritual Shepherd: "Heart" – In it for the God journey together – "Why is this God's call for us?"
      - "What about us? Why worry about new people?"
      - "What about the God journey bond we already have? Will this new direction damage what we have?"
      - Assure them:
        - Prioritize the spiritual growth and God journey – breakthrough prayer
        - Bring new teams up front in worship, commission and pray for them
        - Pastor shares how God is shaping me on this journey
        - Let people tell their God stories during worship, how God is changing them
        - Continue whatever creates church fellowship

- Note: MCCI is a spiritual journey, that's why it begins with Breakthrough Prayer. The whole process is a spiritual journey, not simply a strategy.
  - Systems/Task Organizer: “How to get there” – Many want to be involved in building the track, while others are passionately interested in making sure it gets done, though they won't want to be directly involved
    - “We don't have good communication at this church” – like to know who is doing what and when
    - Assure them:
      - Adequate announcements, bulletins, etc.
      - Quarterly after-church “Feedback Forum” – might provide pizza and invite people to come and ask any question; answer with lots of detail – good phrase for ideas they suggest is “let me write that down,” even if their idea is not completely on point
  - Vision Criers: Congregation may not have many, as they may have left or been run off previously, but will attract them as they hear that your church is moving forward and dreaming – “Where is this thing going?”
    - Assure them:
      - Point out the evidence of fruitfulness
      - Praying for God-breakthroughs fuels them
      - Frequent statements about “Where God is leading us” and “This is a church where anything is possible”
      - Quarterly Feedback Forum – They will say, “Have you thought about this?”
      - “We're not where we were”; “here's where we are now”
      - They are encouraged when new people tell the story about how they got there, which reminds them that a bigger thing is going on in the church.
- **Making the Case for Change**
  - People are willing to follow greatly when they see they are going somewhere greater than themselves
  - What does it take to lead change?
    - Investment in prayer life, asking God for God's sense of urgency
    - What is the picture of the possibility? How “possessed” are you by the picture?
    - Understand the history of the congregation to understand the bottom-line DNA motivation of the church
    - Understand the difference between leading through consensus vs. through critical mass
  - **Change Equation = Heart + Destination + Mind + Urgency**
    - Start at the Heart level
      - Where will this connect (positively) with the heart?
      - Too often, we try to start with the mind, but people are more likely to react against the “mind” approach until the “heart” is engaged
    - Destination – Do they know where we are going?
      - Offer an irresistible destination picture so listener can imagine.

- “What if?” or “What would happen if?”
  - Fuel an atmosphere of possibility
- Mind
  - Tell enough of the specifics so we can understand this will work
  - Even offer the first step – don’t necessarily need the complete plan
- Urgency
  - Communicate that the status quo is no longer acceptable
  - Share vignettes from the church history
  - Identify a precipitating incident
    - “I hope nothing happens like ...”
  - Zoom out to the bigger consequence
  - Statistics are people, so personalize them
- Have a “stump speech” ready to share wherever you go

### **Assignments**

- For April session:
  - Develop 5-minute stump speech (could be real situation or made up) to share with pastors for feedback.
  - Watch ads, speeches, etc., noting how they try to make the case for change.
  - Generate list of at least 10 potential (uninvolved) people for future unpaid teams
- Press on with the *Congregational Self-Study*.
  - This includes the section that our leaders discuss the findings and answer additional questions to be included in the *Self-Study*.
- Continue implementing *Breakthrough Prayer* and *Generous Givers* strategy.
- Attend *Door-to-Core* training with Brad Aycok, West Ohio Conference Director of New Church Starts on Saturday, March 19, 10 a.m.-2 p.m. at the Conference Center in Worthington.
- *Resource Refocus* – Mark Sunday, April 10 (time TBA) – 2 to 2.5 hour block. Invite at least 35, better to have more people. Helps fuel sense of urgency as the congregation evaluates its ministry resources.
- Project dates for *Consultation Weekend* – Advance notice makes it easier to coordinate team schedules. Weekend is Friday through Sunday, with team onsite for meetings, interviews, focus groups and worship. *Self-Study must be submitted at least one month in advance.*