



# HEALTHY CHURCH

initiative

**The Healthy Church Initiative** is a team-based, leadership development discovery process that helps churches to more effectively carry out their ministry to make disciples of Jesus Christ for the transformation of the world. This process will help healthy, growing churches build the leaders necessary to discern their next phases in order to extend their effective ministry into the future. This process is also helpful for churches that are stuck or declining. It will help them build a leadership team to identify the areas that they need to focus on in order to move forward into greater effectiveness and to become more fruitful. In either case, this process allows churches to customize the directions and outcomes to fit their church's particular ministry context. It is not a "cookie-cutter" approach.

The Healthy Church Initiative consists of the following three phases:

1. Shared Learning Experience (4 months)
  - a. Laity & Pastor learn together
2. Consultation Process
3. Implementation of Prescriptions (up to 18 months)

*\*At this time, you are only applying for Phase 1. However, getting into Phase 1 gives you the eligibility to move onto Phases 2 and 3. After Phase 1, your church may stop there, or vote to move on toward the consultation process to lead toward change and experience growth and fruitfulness.*

## Phase 1: Shared Learning Experience

**What is it?** This experience will help a team of laity from your church learn key concepts and best practices—tapping into the discoveries of other effective churches and church leaders—and then apply them in their own lives in order to develop as church leaders. As a result your church will develop a core of leaders to help it more effectively carry out its mission and become more fruitful.

**Where?** Sessions will be held at locations throughout the conference. Sites will be determined by the location of the participating churches.

**The Team:** A church's team will consist of its pastor/s and 10-12 laity or more. The laity—which can include paid lay staff, but should include other key leaders as well— It is imperative that the pastor and at least six of these people attend all four sessions.

**Four Sessions:** The Shared Learning Experience begin in January and end in April, meeting 4 hours each month. The sessions begin at 9 am and end at 1 pm. Individuals will be responsible for bringing their own lunch if needed. The session will consist of a time of teaching from the presenter, spiritual reflection on scripture, interaction with the ideas and concepts, and group sharing. A major focus of the Shared Learning Experience is on each individual applying the concepts directly to themselves so that they can grow as leaders. Time will be spent at each session sharing how participants are doing this back home.

**Between Sessions:** Each participant on the team will also read a book each month that pertains to each session's topic. Those on your church's team (pastors and 10-12 laity) will meet at least once at your church between each session to debrief the session, discuss the readings, and to see how each person is doing at applying the concepts personally. A coach will be assigned to your pastor during Phase 1, to hold them accountable as they implement the learning in their personal lives and their ministry.

**Cost?** For Phase 1, each church must pay a \$500, non-refundable, participation fee in order to secure a spot. There are a limited number of openings available. Once they are filled, additional churches wishing to participate will need to wait till the next Shared Learning Experience sessions. (there is a discount fee for smaller churches)

The \$500 covers the leadership—facilitators and coaches—for all four sessions, and the session workbook. \*Apart from the participation fee, each individual will need to purchase books for each of the 6 sessions.

## Phase 2 & 3: Consultation Process & Implementation

Once a church's pastor and lay team has completed Phase 1, the Shared Learning Experience, it will be eligible to request moving on to Phases 2 and 3 of the Healthy Church Initiative. It is in these phases that the focus moves from leadership development to church development, from developing leaders in your church to developing your church as a whole—applying the concepts in Phase 1 within the church and to identify the areas that need focused attention in order to move your church forward into greater effectiveness and fruitfulness. Phase 2, consultation process, will help your church assess its strengths and weaknesses and to identify five prescriptions that will help your church to move forward. With the help of a coach, Phase 3 will help your church implement the prescriptions identified in Phase 2. This typically will take 12-18 months.

### **How and why were we invited?**

The HCI staff, District Superintendents, and Bishop considered which churches would be ideal candidates and yours made the final cut. Your church and the others were selected because they are considered to be high potential churches—either already doing effective ministry or having the potential.