



Overview of Phases

Comprehensive / Modified / Basic

Comprehensive Ministry Planning Process

Phase 1 – Exploration (1 month)

Should we apply for services?

- Initial visit with leaders (to receive and provide useful info)
- “*Responding to Today’s Realities*” (a foundation-laying seminar for all members)
- Congregation approves project proposal (if decision is made to do so)

Phase 2 – Analysis (3-4 months)

Where are we now?

- Congregation appoints a guiding coalition (to help steer and drive the planning process)
- Congregation gathers pertinent data and returns the completed analysis instruments
- Consultants conduct an on-site analysis (review of data, interviews, pulse groups, tours, etc.)
- Members clarify their core biblical and other values (led by pastor/leaders)
- Consultants provide diagnostic report (strengths, concerns, rapid-action recommendations)
- Lead consultant returns to review the diagnostic report (and begin Phase 3)

Phase 3 – Mission/Vision Setting (3-6 months)

Where are we going?

- “*Preparing for the Future*” (a philosophy of ministry seminar for all members)
- Leadership training (equip leaders to facilitate listening sessions for members)
- Vision development (with leaders)
- Field trip (who, where, why, when – experiential learning)

Phase 4 – Implementation (12 months)

How do we get there?

- “*Strategies & Action Plans*” (a workshop for leaders and others positioned to serve)
- Follow-up (review progress/provide assistance)

Modified Ministry Planning Process

Usually includes most of the comprehensive process with...

- One experienced consultant (rather than a consultant team)
- Less in-depth analysis (some instruments not used)
- Briefer diagnostic report (less data, fewer details)
- Omission of some steps/components (phases may take less time)
- Less cost (determined by how the process is designed)

Basic Ministry Planning

Phase 1 – Exploration (1 month)

Should we apply for services?

- Initial dialog with leaders (to receive and provide useful info)
- Congregation approves project proposal (if decision is made to do so)

Phase 2 – Analysis (2-3 months)

Where are we now?

- Congregation gathers pertinent data and returns the completed analysis instruments
 - Community Profile
 - Congregational Profile
 - Congregational Survey (How I Feel)
 - Congregational Survey (What I Believe)
 - Pastor Input / DiSC Profile
 - Visitor Survey
- Consultant conducts an on-site analysis (review of data, interviews, pulse groups, tours, etc.)
- Consultant provides PowerPoint report (strengths, concerns, rapid-action recommendations)

Phase 3 – Mission/Vision Setting (1-2 months)

Where are we going?

- Vision development (consultant on-site, works with leaders)

Phase 4 – Implementation (6 months)

How do we get there?

- Follow-up (review progress/provide off-site assistance)

Sample Optional Services

Available during or following the above steps...

- ⇒ *“Responding to Today’s Realities”* (a foundation-laying seminar for all members)
- ⇒ Clarifying core biblical values
- ⇒ Leadership training (equip leaders to facilitate listening sessions for members)
- ⇒ *“Preparing for the Future”* (a philosophy of ministry seminar for all members)
- ⇒ *“Christian Leadership: Laying a Biblical Foundation”* (a workshop for leaders)
- ⇒ Organizational Alignment (reorganization)
- ⇒ Assisting with conflict management
- ⇒ Coaching or mentoring
- ⇒ Team building
- ⇒ Field trip (who, where, why, when – experiential learning)

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