

New Church Specialties

A Model for ReFocusing

ReFocusing – “Recapturing the Heart of Jesus for HIS church.”

Over the past three years, we have been developing a ReFocusing model process to assist churches as they navigate the ReFocus process. The results have been exciting. We know this model is not for everyone and requires a significant commitment of time and resources.

The process is a two year commitment to work through the four fold Refocus process:

1. **Assessment** – NCS will deliver a full church assessment to help determine the current reality of the church to better help in developing an action plan to move forward. A full description of the assessment process is included in this handout
2. **Renewal** – The church commits to developing a focused prayer effort during the Refocusing process. This includes recruiting and releasing intercessors for the ReFocus process, A church wide commitment to 40 days of prayer that will include fasting and corporate prayer times in preparation for the Planning process. NCS will provide resources for to assist in creating a climate for personal and corporate renewal.
3. **Planning** – Hosting a local New Church University for leadership training so the leaders have tools to navigate the ReFocus process. This training is for all ReFocus team members, church board and ministry leaders. This will help create necessary momentum to move into the planning process. A more complete description of the training is included in this handout.
4. **Implementation** – **NCS will provide a senior level coach for two years.** The first year focuses on developing the plan and the second year focuses on implementation. The first year includes monthly phone calls, unlimited e-mail, access to NCS resources to assist in the ReFocusing and 4 onsite visits to work with the ReFocus team and pastor in developing the plan. The second year includes the monthly phone calls, unlimited e-mail and access to the NCS resources and two onsite visits for accountability and adjustments to the plan. A FAQ about coaching is included in this handout.

Pricing:

The individual pricing for these four areas begins at \$10,500.00. For a limited time, we are able to offer a \$3000.00 scholarship. That allows the cost to begin at \$7,500.00 (Church size will impact the final price since the assessment fee is determined by the number of assessors needed). The **cost is spread over the two year period** and can be paid quarterly or monthly. For more information or to become a model church please contact Lonnie Bullock at Lbullock@newchurchspecialties.org or call 480-659-2547.

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Full Church Assessment

“You see the trouble we are in...come let us rebuild.”
Nehemiah 2:17

The NCS Church assessment is designed to give a clear picture of the local church's current reality to help determine how to best move into God's desired future. The report areas of the assessment are outlined below. We will provide a summary of conclusions and specific recommendations for the future. The NCS senior consultant will provide a detailed report (usually about 50 pages) within 6 weeks of the on site visit. The report will contain a conclusion of the church's current reality and identify the next steps for the church to begin to move into the future.

Assessment & Report Areas

1. **Church Health** – A detailed analysis of the health of the local church using the Natural Church Development Church Health tool. Thirty people are chosen to fill out a survey and the results of the survey are computer scored and a numerical score is assigned to each of the eight characteristics. The eight areas scored include: Leadership, Ministry, Small Groups, Evangelism, Spirituality, Structures, Relationships and Worship
2. **Life Cycle Evaluation** – NCS has developed a tool to help determine the location of the local church on the life cycle. Forty people are chosen to fill out a Life Cycle evaluation
4. **Governing Board Audit** – A governing board audit is used to help determine the effectiveness of the church board.
5. **Leadership Evaluation** – We will help leaders identify their leadership style; personality and spiritual gift mix.
6. **Attitude Evaluation** – Through both written and face to face interviews, we will help a church to determine the attitude of those who attend the church
7. **Statistical Analysis** – A 10 year statistical analysis is prepared looking at Worship Attendance, Giving, Small Group involvement and Membership.
8. **Worship Evaluation** – We will give an “outsiders” view of worship.
9. **Facility Evaluation** – We will do a walk through of the facilities and share observations and recommendations for the facility.
10. **Image Evaluation** – We will take a look at your web site, printed materials and signage and provide evaluation and recommendations.
11. **Demographical Summary** – We will provide a summary of the demographical make-up of the community around the church.
12. **Two Day on-site visit** – This two day on site visit includes interviews with pastor, staff and leaders, observing the community, Attending Sunday AM service and informal conversations with those who attend the church.

Sample Schedule (times are flexible)

Prior to on-site visit:

- Life Cycle Survey completed
- Leadership Assessment tools
- Lay written interviews

On Site visit:

- Saturday AM – Meet with Governing Board
- Saturday – Lay Interviews (10 - 20% of the AM Worship Attendance)
- Saturday – Facility Evaluation
- Saturday – Staff Interviews

- Sunday AM – Church Health Survey
- Sunday AM – Worship/Sunday School Visit and Evaluation
- Sunday Afternoon – Lunch with the Lead pastor and family

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Local Church New Church University

"We should make plans - counting on God to direct us."

Proverbs 16:9 (LB)

What Is New Church University?

New Church University (NCU) is a specialized training event that has been delivered to over 5,000 church leaders and is designed to provide tools to church leaders as they think through the critical components involved in refocusing a local church. We realize that your success is greatly affected by your ability to create and implement a strategy or plan. We will help you do that through a weekend workshop designed to provide leaders in the local church tools that you need to create a quality action plan.

Who Needs to Attend NCU?

The local church NCU is designed for pastors, staff, ReFocus team member, governing board members, ministry leaders and others who would like to better lead the church in "recapturing the heart of Jesus for His church."

What is the schedule for NCU?

Friday	6:30 pm – 9:00 pm
Saturday	8:30 am – 5:30 pm
Sunday	3:00 pm – 6:00 pm

What topics are covered in the training?

The topics included in the training include:

1. Overview of the ReFocus Process – What is the agenda?
2. Understanding Assessment – Personal and Church
3. Creating a climate for Spiritual renewal – Divine Passion, Prayer and Loving the Church.
4. How to identify and understand your Ministry Focus Group
5. Developing a dynamic Mission Statement, clear Core Values and compelling vision description.
6. Designing a Ministry Action Plan – Evaluation of current ministries and the development of an effective Ministry Flow Chart, determining goals and developing a plan to reach those goals.
7. Determine a realistic Timeline & identify Critical Milestones to measure progress and the importance of coaching and accountability.
8. How to open the front door – advertising and close the back door – assimilation.
9. How to build a strategic budget and how to build an effective stewardship plan.
10. How to pace change to assure agenda harmony.

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Coaching FAQ

How long is the Coaching?

The coaching agreement is for two years and includes coaching the church through the development of a quality action plan and working through the first year of implementation.

Who receives the coaching?

The coach will coach both the lead pastor and the ReFocus Team.

What can we expect from the coaching?

The coach will provide resources both to the pastor and the team as they develop and implement the action plan. The coach will make 6 on-site visits (4 visits during the planning phase and two visits during the implementation phase). Also included is unlimited e-mail contact with the pastor and monthly phone calls with the pastor and/or refocus team.

What kind of resources can we expect to receive?

For the past 11 years, NCS has been collecting and cataloguing resources to help churches move into a new day with new vision and hope. Our coaches have access to all this material and communicate it with the pastor and team as needed. These resources have been used by over 3,000 churches in 25 denominations over the past 11 years.

Who will the coach be?

All of our model coaches are executive team members of New Church Specialties. Each of them have led as lead pastors congregations through Refocusing and have coached dozens of pastors and churches through the ReFocusing process.

Why do we need a coach?

Our experience has taught us that churches that have a coach are more likely to complete and implement the action plan. Our research has showed that only 1 out of 10 churches that enter the refocusing process without a coach complete and implement a quality action plan. While 6 out of 10 churches that have a coach complete and implement a quality action plan. In our model church process so far 100% of churches entering the model church process have completed and implemented a quality action plan.