

New Church Specialties

The NCS ReFocusing Process

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I. Assessment

- A. **Personal assessment** - What does a ReFocusing pastor look like?
 1. Spiritual Gifts helpful for ReFocusing.
 2. Understanding your personality type will assist you in being more effective in the ReFocusing process.
 3. Character/Behavioral traits needed to be an effective ReFocus pastor.

- B. **Church Assessment** – Is the church ready to ReFocus?
 1. Pastoral change is the best time to begin the refocusing process.
 2. Determine where the church is on the church life-cycle.
 3. Church Health Survey will help determine the health of a local church.
 4. Outside assessment may be done by a District ReFocusing team.

II. Renewal

- A. **Pastor Orientation**
 1. Vision is born during a time of personal renewal, which begins as a pastor commits to seeking after the heart of God in prayer.
 2. Developing and understanding how to lead a church through change will help clarify a vision.
 3. An understanding of the 15 components of an action plan will equip the ReFocusing pastor and develop competency in ReFocusing a church.
 4. Reading ReFocusing materials will develop a vision of what can be.

- B. **Church Orientation**
 1. Prayer and the sharing of a renewed pastor's heart will and must lead to corporate renewal if a church is to ReFocus.
 2. An honest evaluation of the condition of the church will prepare the way for vision.
 3. Church leaders must increase their knowledge and understanding by reading refocus materials. Sample: Who Moved My Cheese? -Johnson

III. Planning

- A. Key to the ReFocusing of a church is to choose carefully the **ReFocusing Team**
- B. The development of high quality **Church Action Plan** provides the blueprint to move the church to action. (An effective ReFocusing action plan is begun at NCU).
- C. Find an effective **Coach** (Contact the NCS Coaching/Resources Office)
- D. **Network** with other ReFocusing pastors from New Church University

IV. Implementation

- A. The pastor and church leadership must understand the **process of change** in implementing a vision.
- B. There are mistakes we can avoid as we **learn from each other**.
- C. **Evaluating the progress** of ReFocusing keeps the vision fresh (Church Health consulting from NCS is a good tool, suggested every other year.)