



Lead.me/churchtransformation

CHURCH TRANSFORMATION

Renewed Vitality and Transformation

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Flourish's Church Transformation process is an instrumental tool in retraining pastors, refocusing leadership, and bringing renewed vitality to our congregations. Church Transformation incorporates a Pastoral Learning Community, the creation and implementation of a Congregational Plan for Transformation, an on-site consultation option, as well as ongoing coaching.

All components are vital for true transformation to occur and we are excited to offer this opportunity on a broader scale to our churches and pastors, taking place through a virtual hybrid option and monthly zoom calls over the course of two years.

We are designating two tiers of participation within Church Transformation:

Tier 1: Pastor Learning Community and the creation and implementation of a Congregational Plan for Transformation

Tier 2: Four-day onsite consultation and follow up coaching for implementation of the Church Transformation process.

Churches are not obligated to commit to both Tier 1 and Tier 2, although we highly recommend committing to both. Churches are encouraged to begin Tier 2 while their pastors are still involved in Tier 1. If a church is not engaged in Tier 2 we will provide a consultant who will assist the church in the creation of a personal Congregational Plan for Transformation.



Take a few minutes to watch this video to hear personal reflections and experiences about the Church Transformation process from a pastor's perspective!

<https://vimeo.com/332063300>

TIER ① - PASTOR LEARNING COMMUNITY (PLC)

PLCs are open to any Pastor Head of Staff, Associate Pastor, or Assistant Pastor who would like to participate. The involved pastor(s) will share these training sessions with their local session and lay leaders via videos and other related resource materials once completed. This allows Associate/Assistant Pastors to aid in the transformation process in their current church and prepares them to become solo or senior pastors.

Pastors will meet over the course of 1.5 to 2 years to engage in book studies around topics such as church life cycles, leading through change, evangelism, church and staff leadership, etc. During the meetings, related topics will be discussed along with activities to help participants make needed changes within their congregations and develop a Congregational Plan for Transformation.

After each meeting, participants will be given access to additional materials to engage with their session, staff, lay leadership, and congregation. The virtual hybrid PLC begins with a 3-day onsite kick off and includes virtual meetings and coaching in between.

TIER ② - CONSULTATION AND COACHING

The congregation will submit self-study materials in preparation for the consultation process. A designated consultant will come on site for a period of 4 days to conduct interviews with staff, some lay leaders, and a focus group. At the end of the weekend, the consultant will give a report to the congregation. The Congregational Plan for Transformation will highlight the strengths of the church, as well as several prescriptions to bring about revitalization. The session ultimately determines if they will adopt the prescriptions after receiving input from their congregation. If the church decides to adopt the prescriptions, they will receive ongoing coaching and a congregational coach will be assigned. This coach works with the pastor, and if needed, other lay leadership, through 18 coaching sessions for a period of 12 months.

Participants

Open to any Pastor Head of Staff, Associate Pastor, or Assistant Pastor who would like to participate.

Tier 1

- Participating pastor(s) experience includes:
 - Most on-site meals during the hybrid PLC
 - Training materials (other than books)
 - Learning, assessments and the development and implementation of a Congregational Plan for Transformation with a consultant.
- Additionally the church will need to pay for:
 - Cost of books for the PLC – There are approximately 15 books the pastor(s) will need to read throughout the course of the PLC.
 - Cost of travel expenses for each pastor to attend in-person meeting with the PLC including all travel and hotels.

Duration

Tier 1: Approx 2 years

Tier 2: Approx 1 year

Tier 2

- Tier 2 includes:
 - 4-day Consultation (Thursday to Sunday)
 - Ongoing coaching (after the prescriptions are adopted by the congregation)
- Additionally the church will need to pay for:
 - Cost of travel expenses for the consultant including flights or car mileage, meals, and hotel room.

Pricing will vary depending on level of engagement that your church wants. In order to give you an accurately priced estimate, please contact us at info@flourishmovement.org.