



Flourishing Resources

COMPREHENSIVE VIEW

ECO seeks to equip congregations in a variety of ways. We want to come alongside the leaders of our churches and help them to understand their unique calling and identity, as they live out their mission and vision as ECO churches. In order to assist our churches, we have compiled a complete list of our resources to access. We would love to connect with you personally and help you to navigate these options so that you can begin to take your Flourishing Next Step.

Congregational Resources



- Becoming a Flourishing Church
- Christ Centered Resolution
- Church Governance
- Church Health Assessment
- Church in Transitional Agreement (CITA)
- Church Planting
- Church Transformation
- Flourishing Disciples
- Flourishing Leaders
- Global Engagement Course
- Ministry Team Consultation (TeamScan)
- Pastoral Search and Transition (PSAT)
- Succession Planning
- Vision Framing Process

Pastor and Lay Leader Resources



- 360 Discipleship Assessment
- Certified Transitional Pastor (CTP)
- Coach Training
- Coaching
- Leadership Circle Profile
- Leadership Training Series:
 - Intro to Core Competencies
 - CLP1 & CLP2 (English & Spanish)
- Flourish Institute of Theology: School of Ministry
- Ordination
- Pastoral Consultation/ProScan Assessment

Employment Resources

- Certified Transitional Pastor (CTP)
- Church in Transitional Agreement (CITA)
- Job Board
- Pastoral Search Assistance (PSA)

ECO Partnerships

Included within the following pages is a full list of ECO partnerships and outside organizations, including benefits/church administration, church health, disaster assistance, missional engagement, and multi-generational and multiethnic ministries.

All Resources (listed alphabetically)

360 Discipleship Assessment

This assessment measures discipleship health in 8 core qualities as well as 22 characteristics associated with the health of an individual follower of Jesus. The disciples answer questions regarding themselves and then ask others to answer questions on their behalf. A report is generated to help the disciple uncover relative strengths and weaknesses. An individual discipleship assessment is available for \$15 each. Churches have the option to purchase assessments in bulk (1-9 \$15.00 each, 10-24 \$10.00 each, 25-49 \$8.00 each, 50+ \$5.00 each). See

flourishmovement.org/assessments/discipleship-360-assessment for more information about the assessment.

Additionally, you may purchase the book, Simple Discipleship, and receive a free assessment with each book purchase.

Becoming a Flourishing Church

Becoming a Flourishing Church is foundational to helping your church refocus its energy, health, and vitality now that you are part of the growing movement of ECO Churches. This resource encompasses the idea that flourishing churches are led by flourishing leaders who are themselves flourishing disciples. It is our prayer that you will have a greater sense of how your church can grow and move forward so that it can flourish mightily. Check out the NEW Church Health Assessment we've added to this resource! Visit: flourishmovement.org/courses/preview/becoming-a-flourishing-church for more information.

Certified Transitional Pastor (CTP)

ECO now offers transitional pastor training and certification. It is our goal to equip pastoral leaders to help churches navigate change through a pastoral transition, so that a church is healthy and ready for its Flourishing Next Step. ECO has established a Certified Transitional Pastor Network website where both ECO churches and pastors are able to create accounts, view profiles, and engage in conversation. Please visit ecotransitionalpastors.org for more details, or email ctpinfo@eco-pres.org if you have any questions.

Christ Centered Resolution (coming Fall 2022)

ECO is committed to resolving conflict in a Christ centered and Biblical way. In 2022, ECO churches and leaders will continue to be given an opportunity to learn more about how to resolve conflicts and work through disagreements in a healthy way that will lead congregations to flourish through the ministry of flourishing reconciliation. Email: info@flourishmovement.org for more information.

Church Governance Resource: Authority, Responsibility & Accountability

The ECO Synod staff and Synod Executive Council have utilized this model of governance since we were established in 2012. This resource includes downloadable video presentations and corresponding powerpoints, book recommendations, conversations with ECO church consultants, as well as sample documents and guiding principles to help churches consider adopting this model of church governance on a variety of levels. We hope your church leadership will view and discuss these materials as you seek missional clarity and direction in this area of church structure. Visit eco-pres.org/church-governance to enroll and access these materials.

Church Health Assessment (CHA)

Discover your church's greatest strengths and areas that can be improved on in 2022. The NEW Church Health Assessment is designed to help congregations uncover their church's health in six overarching flourishing church competences and 14 subcategories. Our conviction is that churches who focus on increasing their health in each of these six areas, are more likely to grow in quality and quantity of disciples, therefore becoming even more effective for the Kingdom of God. Register at <https://www.flourishmovement.org/assessments/church-health-survey/>.

Church Planting

We seek to be a church planting denomination during a time when the landscape of church planting is changing drastically. Leaders within church planting networks across the country are radically rethinking and readjusting church planting strategies in their denominations and networks. For an overview of ECO's church planting protocols and procedures, and to begin a conversation with our church planting team, visit eco-pres.org/churchplanting or email churchplanting@eco-pres.org.

Church Transformation: Pastor Learning Community & Consultation

The 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 for Pastor Head of Staff/Associate/Assistant Pastor(s), on-site and virtual consultation, as well as coaching. We are designating two tiers of participation within Church Transformation. Tier 1 is the Pastor Learning Community (\$1,000 per pastor) and Tier 2 is the Consultation and Coaching (\$2,500 to \$3,500 per church). 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. For more information, email info@flourishmovement.org or visit eco-pres.org/church-transformation to view the flyer.

Churches in Transitional Agreement (CITA)

The transitional season is an opportunity to reengage and recommit in a church's unique calling with their time, energy, gifts, and finances. ECO is committed to assisting churches with making the right call. ECO has established a Certified Transitional Pastor Network website (ecotransitionalpastors.org) where both ECO Churches and Pastors are able to create accounts, view profiles, and engage in conversations. Please visit ecotransitionalpastors.org for more details, or email ctpinfo@eco-pres.org if you have any questions.

Coaching

Coaching is one of the most powerful ways that pastors can be equipped and supported while they engage in the difficult task of supporting their church and leading transformational change. ECO will offset the cost of pastoral coaching for first time pastors and sometimes smaller ECO churches based on need. For all coaching questions or needs, email info@flourishmovement.org.

Coach Training

We are excited to announce that we will be offering additional classes for coach training that will be credited towards certification with the ICF as an Associate Certified Coach. Flourish also provides a 6-month coach training process, which includes several individual or group mentoring sessions as well as a two-day face-to-face training. Visit eco-pres.org/coach-training or email info@flourishmovement.org for more info.

Flourishing Disciples

Primarily funded through a generous grant, Flourishing Disciples helps congregations learn (over a 2-year period) a new way of creating deeper discipleship and a vibrant discipleship culture. Flourishing Disciples involves an on-site retreat for key leaders in the church to work on enhancing their own discipleship and ability to disciple others. The primary facilitator(s) of the congregation then receives a year of coaching in order to embed disciple-making more deeply into the DNA of the church. Find more information at flourishmovement.org/courses/about-flourishing-disciples or email info@flourishmovement.org.

Flourish Institute of Theology: School of Ministry

Training future leaders of the church and preparing them for actual ministry is one of the most important tasks we can do. Flourish Institute of Theology: School of Ministry offers classes to church leaders looking for personal enrichment, equipping, and graduate credit. Classes will be offered each semester (fall, spring, and summer) and will be taught by ECO pastors and leaders, Synod Executive Council members, and other trained experts. For more info, visit flourishmovement.org/online-seminary-courses or email registrar@flourishmovement.org.

Flourishing Leaders

In order for congregations to transform, the elders and other lay leaders need to experience both personal and group transformation. Flourishing Leaders is a process where elders engage in experiential learning activities and pastors engage in coaching to help their elders become more spiritually effective. This training resource was formerly known as ELI (Elder Leadership Institute) and has been adapted and enhanced for our ECO congregations. Find more information at <https://www.flourishmovement.org/courses/about-flourishing-leaders/> or email info@flourishmovement.org.

Global Engagement: Best Practices for Mission Teams

Local churches are the primary agents of God's mission in the world. Equipping mission leaders in your church catalyzes growing mission engagement in your community and the global community. This video-based small-group study is designed to help your church's mission team/committee explore best practices for leading your church in mission. Visit eco-pres.org/missions-resources-for-churches for more information or email Jen Haddox, Director of Global Engagement, at jen@eco-pres.org.

Job Board

In an effort to help our churches find qualified candidates, we have developed a space for our churches to list their employment opportunities. If you are posting a Pastor or Associate Pastor position, your job description must be approved by the MPT of your presbytery. Visit the Job Board at eco-pres.org/job-board/ to submit your listings. The ECO Job Board is updated on a weekly basis. If your church needs help finding their new pastor, we can support your congregational process with our Pastoral Search Assistance. In addition, if you are looking for transitional pastors, please visit ecotransitionalpastors.org for more details or email ctpinfo@eco-pres.org.

Leadership Circle Profile (LCP)

The Leadership Circle Profile (LCP) is an assessment that is designed to accelerate the leadership effectiveness beyond traditional competency-based approaches. The assessment measures behaviors that are positively and negatively associated with leadership behavior and organizational performance on a percentile scale. For more info, go to: eco-pres.org/LCP.

Leadership Training Series

Introduction to Core Competencies

This officer/leader course offers 10 video-taught classes by experts based on each of the 10 ECO Leadership Competencies, with opportunities for discussion, discernment, and action after each lecture. This training can be completed as an individual at home, utilized for leadership, discussed as a whole session, or done in small groups. Visit flourishmovement.org/leadership-training-series/intro-to-the-core-competencies for more information. This resource is FREE.

CLP1: Commissioned Lay Pastors Serving in Churches & Micro-Expressions of Church

ECO deeply desires to unleash the laity to do God's kingdom work in their own context. CLP1s are lay leaders who are serving their churches by leading micro-expressions of church (small groups, youth groups, missional communities, etc.) and who wish to have a deeper level of training in the 10 ECO Leadership Competencies. This certification is a 10-month process undertaken with a non-geographical cohort, that includes a facilitator, homework assignments, and a mentor from their local church. The content of the CLP1 course includes all of the officer training content, plus 10 extra sessions, and an assessment in the 10 competencies. Visit: flourishmovement.org/leadership-training-series/clp or email registrar@flourishmovement.org for more information. Cost: \$1000 per student.

CLP2: Commissioned Lay Pastors serving as Pastors

ECO Polity and missional ecclesiology allows for lay leaders who are properly gifted and trained to serve as pastors of local churches without getting a traditional seminary degree and becoming ordained. CLP2 makes pastoring a church more accessible to a wider array of people and allows God to use gifted and trained leaders in God's mission. This course is a 2-3 year process which involves all of the training described for officers and CLP1s plus additional classes. These include, but are not limited to, New Testament Survey, Old Testament Survey, Theology Survey I and II, Preaching, The Polity of ECO, Leadership in the Local Church, Church Planting, Evangelism in the Local Church, Discipleship, Disciple-Making, Pastoral Counseling, and Spiritual Formation for Ministry. For more information, visit flourishmovement.org/leadership-training-series/clp or email registrar@flourishmovement.org. Cost: \$6,000 (\$1,000 for CLP1 & \$5,000 for seminary-level courses).

Ministry Team Consultation (TeamScan)

Through the use of TeamScan(TM), a qualified coach can help a ministry team to learn more about themselves and how to best function together as a team. From time to time, it can be helpful for all or some selected ministry staff members to engage in a process to enhance their effectiveness and cohesion as a team. For more information, visit eco-pres.org/proscan-services or email info@flourishmovement.org.

Ordination

ECO has designed an ordination process that equips women and men with the best of our Reformed and Evangelical tradition in order to prepare them for the ever-changing world and dynamics of ministry. We come alongside those who embark on this journey by helping them to make it a meaningful, educational, and transformational experience. The ECO ordination journey has been intentionally designed to help a candidate towards Spirit-filled growth based on our 10 ECO Leadership Competencies. Throughout this journey, each candidate will be affirmed in their God-given giftedness and challenged to grow in the areas where their leadership needs further development. To find more information, visit eco-pres.org/ordination or email ordination@eco-pres.org.

Pastoral Consultation / ProScan Assessment

It is good practice for pastors and/or ministry staff to reflect on their current roles in the church on an annual basis. Using the ProScan Assessment tool, we can administer a concise but accurate reflection to a pastor or staff member. In addition, we can provide a one-hour consultation regarding the results of the ProScan Assessment report. The assessment and consultation are completely confidential. To schedule a ProScan assessment, email proscan@eco-pres.org. The assessment results will help pastors and staff members determine current areas of stress and satisfaction in their lives and ministries. The results may further help members to take proactive steps in finding greater satisfaction in their calls. The cost is \$100 per person. For more information, visit eco-pres.org/proscan-services or email info@flourishmovement.org.

Pastoral Search and Transition (PSAT)

ECO has created an extensive resource for churches in transition. This guide offers a path for churches, leading them from succession to the onboarding of their next pastor. We understand that each church is in a unique situation. In order for a transition to be successful, a church must consider the overall health of the congregation, its leadership, and its effects on the upcoming season of transition. In an effort to prepare for these changes, ECO is working to help equip our churches, whether small, medium, or large to prepare for these inevitable transitions. Whatever your situation may be, we recommend this guide as a template for how you might search for and invite your next pastor. To access the PSAT guide and other related resources, visit eco-pres.org/psat.

Succession Planning

In seasons of transition, most churches simply ask who the next pastor will be and seek to pass the baton from one leader to another. However, we have discovered that in order for transition to be successful, a church must consider the overall health of the ecosystem and adopt several transitional principles. This process includes an on-site retreat with the session and up to 13 Succession Planning workbooks, a 3-hour virtual follow-up meeting, and 3 months of meeting with coaches for implementation, including email support. The congregation pays \$4,000, plus travel expenses for the consultant and additional workbooks. Find more information at eco-pres.org/succession-planning or email info@flourishmovement.org.

Vision Framing Process

What if your church was crystal clear about where God was calling you in the next season of ministry? Imagine your leaders, your ministries, your worship, and your entire congregation working together to make God's vision a reality. Through a series of coaching calls, training materials, and videos, we assist your church in clarifying your vision as you live out your mission and ministry. The cost of this process is \$1,500.

Visit flourishmovement.org/courses/preview/vision-frame-process for more information or email info@flourishmovement.org.

ECO Recommended Organizations

ECO has relationships with several outside organizations to provide training and support. Please see below for the organizations with whom we currently partner with to support our churches.

Benefits and Church Administration

Church Mutual

At Church Mutual (churchmutual.com), the largest insurer of religious organizations in the nation, they understand the unique risks of the markets they serve. They have specialized in their services since 1897 to address the needs of their customers. Not only do they provide financial protection, but also connect customers to a network of strategic partners not found with other carriers. Church Mutual has excelled in steady, stable growth for more than a century by providing worship centers, schools, senior living facilities, and camps with much more than an insurance policy. More than 1,000 Church Mutual employees across the country strive each day to help customers avoid risk and to resolve claims as efficiently as possible so that their customers can return to their valuable work as quickly as possible. Church Mutual calls this, "Protecting the Greater Good." To learn more about this organization, email affinityprograms@churchmutual.com.

Envoy

ECO offers retirement planning for all ECO churches through Envoy Financial. Visit eco-retirement.com/plan-administrators for more information.

Church Health

Many congregations are looking for outside groups to do church health assessments, provide coaching on change, and/or help them discern vision.

Auxano

Auxano is a vision-framing process based on the principles outlined in the celebrated book, Church Unique, by founder Will Mancini. Through this process, church teams have discovered unprecedented clarity around the unique identity of their church which promotes greater health as a congregation. For more information about their services, visit auxano.com. For more information about the partnership that ECO has developed with Auxano, email info@flourishmovement.org.

Missional Engagement

Dandelion

Alex Absalom's organization has offered ECO-specific cohorts to learn and be coached in missional engagement. Alex can also be hired as an independent consultant. Visit dandelionresourcing.com for more information.

Forge

Alan Hirsch's organization offers a broad-based range of training and coaching related to missional engagement. Visit forgeamerica.com for more information.

Saturate

Jeff Vanderstelt's organization offers an opportunity for monthly cohort coaching on the development of missional communities. Visit saturatetheworld.com for more information.

Multiethnic/Multicultural Ministries

Arrabon

Arrabon equips Christian leaders and their communities with the resources to effectively engage in the work of reconciliation. Their live workshop initiates conversations and guides participants through communal problem-solving to help transform your community into a reconciling community. Their digital study series and live workshops are designed to create transformative environments for mutual learning. Visit arrabon.com/what-is-arrabon for more information.

Mosaix Global Network

Mark DeYmaz leads this group, which seeks to plant and/or transform 1,000 churches into multiethnic/multicultural congregations. Mosaix has many learning and coaching opportunities. Visit mosaix.info for more information.

The Fellowship Center for Reconciliation

The Fellowship Center for Racial Reconciliation (madeforfellowship.com) has been established to lead churches and communities through conversation and action towards racial reconciliation. The aim is to create a gospel-centered environment that leads to active engagement in difficult conversations over a period of time that results in individual and systemic reconciliation. They create a space where churches can engage through conversation, experiences, and learning. For more information, email reconciliation@madeforfellowship.com.

Pastoral Search Firms

While ECO has resources to assist with the process of calling pastors or other ministry staff, some congregations have found it advantageous to resource outside search firms.

AGORA Executive Search Firm

AGORA is an executive search firm that specializes in recruiting high-level pastors, leaders, and executives in a variety of sectors. Visit agorasearchgroup.com for more information.

SIMA

SIMA (System for Identifying Motivated Abilities) International is a worldwide group of consultants that help clients make the best possible "people decisions." Use SIMA to navigate through various conversations, develop high performance teams, upgrade communication and understanding in your organization, etc. Visit simainternational.com for more information.

Slingshot

Slingshot works with local churches to find and build the best leaders possible. They take the time to invest in relationships and create innovative solutions that will take your church to the next level. Visit slingshotgroup.org for more information.

Student Ministry and Intergenerational Ministry

Alpha

Alpha (alpha.org) is a series of interactive sessions exploring the basics of the Christian faith for adults and teens. These sessions create a space, online or in person, where people are excited to bring their friends for a conversation about faith, life and God. Sign up for this resource at run.alphausa.org/user/signon.

AXIS

AXIS is ECO's partner for youth and culture as we seek to equip pastors, parents, and teens to navigate through today's world and create meaningful conversations. We offer resources such as online parenting seminars, weekly emails, parenting guides, and much more. Visit axis.org or email kelli@axis.org for more information.

Fuller Youth Institute

Fuller Youth Institute provides numerous offerings that ECO congregations can take advantage of, including books, consultations and other resources. Visit fulleryouthinstitute.org for more information.

World Mission

In lieu of creating an internal world mission department, ECO has partnered with the four organizations that have historically served evangelically-centered Presbyterian churches. These organizations are listed below. Our Director of Global Engagement, Jen Haddox (jen@eco-pres.org), helps ECO in its commitment to the local church as the primary agent for discerning and carrying out God's passion for the nations.

Antioch Partners

The Antioch Partners (TAP) is a missionary sending agency that partners with local Presbyterian churches in the U.S. to send out followers of Jesus to participate in God's mission in the world. Those serving through TAP have been called by God to long-term and cross-cultural ministry. They are engaging in many aspects of kingdom work, including evangelism, social justice, discipleship, supporting church-planting movements, leadership development, and business as mission. Visit theantiochpartners.org for more information.

Frontier Fellowship

Frontier Fellowship works with congregations to establish indigenous churches among unreached people groups and to find new places to be involved in frontier mission. Frontier Fellowship exists to help churches create or enhance their vision for spreading the gospel to all people groups in the world. They are driven by a 2-fold vision — For Every People: An Indigenous Church & For Every Church: A Mission Vision. Visit frontierfellowship.com for more information.

The Outreach Foundation

The mission of The Outreach Foundation is to engage Presbyterians and global partners in proclaiming the good news of Jesus Christ. They seek to be a resource for congregations as they create a vision for the amazing things that God is doing around the world and to come alongside as partners. They prioritize building the capacity of global church partners, sending and supporting missionaries, caring for vulnerable children, expanding support for mission, and transforming lives through mission involvement. Visit theoutreachfoundation.org for more information.

World Renew

World Renew provides disaster assistance through the Christian Reformed Church. It is not only a wonderful organization to which an individual or church can donate to aid in a natural disaster, but individuals or groups can also serve through World Renew in short and long-term disaster assistance. Visit worldrenew.net for more information.

ECO will continue to add resources that will aid in the health and vitality of your ministries! Please contact any of the above ministry resources for additional support or email info@flourishmovement.org with questions.

When opening some of these resource links within this document, you might notice you are redirected to the Flourish website. The Flourish website exists as the educational and equipping arm for the denomination. It serves as a place for those who want to partner with us when it comes to assistance with training and consulting. People seeking help with courses and other support services, and want deeper growth and development outside the denomination may benefit as well. To learn more about the Flourish network of support, go to flourishmovement.org.