

Redevelopment Process Model

Discernment Phase:

Commitment to Prayer - pray every day for God's will

Where is the congregation on the Congregational Life Cycle?
Nature, depth, and duration of decline

Gathering Information:

Congregational History

History taking, time lines, stories, patterns, cycles, and observations

Internal Audit

Current membership, attendance, and stewardship

Leadership resources

Ministry and programs assessment

Gifts and talents in the congregation (survey, appreciative inquiry)

External Audit

Demographics

Site Analysis

Neighborhood and community observations, walk-about and interviews

System Dynamics

Decision Making

Clergy / Congregation relationships

How does communication take place?

Level of anxiety and conflict

Openness to change

Current level of stress & how stress is dealt with

Club, Clan, or Incarnational Community?

Praying the Questions:

Who are we?

Core values & Central faith themes

Guiding Story or Biblical Image

Enduring Faith Task

Who is our neighbor?

Sense of call, passion for the needs that surround the congregation

Context, location, and grounding of ministry

Why are we here?

God's vision for the congregation

Sense of Holy Urgency

Discerning Options:

Relocation to a new site
Merging with another congregation or partnering with another ministry
Dramatic redevelopment
Death of the congregation

Redevelopment Phase

Commitment to Prayer and Evangelism

Gathering Leadership

Gifts of “redeveloper” clergy

Purpose, self-assurance, achiever, relator, people manager, activator,
directive leadership, business thinker, innovative

Lay leaders passionate about God’s vision

Model the vision and the new paradigm

Develop strategy to accomplish vision

Long term plan: goals and strategy

(Asset Mapping Helpful)

Set benchmarks for vital development

(Natural Church Development - 8 Qualities - helpful)

Set criteria for evaluation of progress - meeting goals

Financially, membership, ministry programs, etc.

Evaluate and adjust annually

Communicate Vision in every means possible

Implementing Change

Letting old styles and structure collapse

Remove obstacles to the vision

Embrace risks, mistakes, and conflict as opportunities for God to act

Emphasize results related to vision, keep outward focus

Anchor change in terms of process rather than product