

Congregational Strategy Toolbox

Prepared by Tim Coombs

Congregational Coaching for Discernment

Where is God leading your particular congregation? Congregational coaching is a process of discernment in which church leadership enters into a brief covenant with a presbytery coach, with the commitment to work together for the benefit of the local church.

Pastoral Coaching for Leadership Excellence

Leadership is crucial to the life of the local church. Coaching for excellence helps the pastor discern God's voice, set goals for change, and follow through on an action plan for

Tool Box for Congregational Change:

This represents a short list of the various tools COM Strategy Team members have at their disposal to help a local congregation.

- *Natural Church Development* – helps a church identify areas of strength and weakness. On the basis of this a growth plan is developed that focuses on the “minimum factor.”
- *Mission Study* – there are several good processes by which a congregation can evaluate its current ministry and cast a clear vision for the future
- *Congregational Mentoring* – congregations with strengths in certain areas of ministry provide help, guidance and support to congregations seeking to grow in those areas.
- *Unbinding the Gospel* – a series of church leader studies on real life evangelism
- *Healthy Congregations* – facilitators help a congregation explore ways to become more healthy and vital
- *Consecration Stewardship Sunday* – a stewardship program that helps a congregation move toward tithing
- *Creative Pastoral Leadership Options*
- *Creative Facilities Options*
- *Creating a Living Will*

Regional Shared Ministry

In a shifting cultural landscape, there are numerous ways to facilitate shared vision and ministry for churches in a particular geographic area (including other denominations), which might include:

- *Yoked ministry* – one pastor serves two or more congregations
- *Mergers* – two or more congregations join to become one...in the case of multiple denominations they become a federated or union church
- *Team Ministry* – two or more pastors are employed by their own congregation(s) but also agree to provide some services to other congregations
- *Shared Program Cluster* – Two or more congregations support programs and any staff that implement these programs, e.g. food pantry, youth ministry, housing ministry, shared church office and/or administrator
- *Shared Staff Cluster* – two or more congregations cooperate to employ and utilize the same pastor(s) and other staff
- *Larger Cooperative or Collegiate Parish* – two or more congregations employ pastors and any other staff jointly, and function together administratively and programmatically within a parish – wide organization

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