

## Congregational Development Tools

Title	Discerning Your Congregation's Future	The Church Growth Handbook	The Complete Ministry Audit	Studying Congregations: A New Handbook	The Drucker Foundation Self-Assessment Tool
Emphasis/ Approach	The congregation, as a whole, creates its own vision.	20 common principles of church growth.	Diagnostic tool to accompany <i>The Church Growth Handbook</i> ; guidance on measuring the 20 principles.	Sociological & theological approach to understanding church life and facilitating congregational self-understanding.	Congregational self-awareness for church leaders.
Description	Intended for congregations that want to discern a new direction and stop drifting. It outlines a grassroots process for identifying a vision owned by staff and laity alike.	A summary of 20 principles for church growth that apply in many situations. Best if used in conjunction with <i>The Complete Ministry Audit</i> .	Designed to help make assessments and improvements in a congregation's ministry. Best used in conjunction with <i>Church Growth Handbook</i> .	A comprehensive and systemic approach to congregational development, suitable for any Christian interested in studying the dynamics of congregational life and an excellent resource for any church leader.	A five step plan from Peter Drucker, expert in Not-for-Profit Organizational thinking, to help church leaders learn more about themselves. Based on principals that can be customized by churches.
Unique Features	Suitable for smaller congregations who want to achieve shared vision, and have fewer than 125 attending worship.	Has a ministry audit/review at the back of the book that makes the 20 principles accessible and effective.	More of a diagnostic tool than evaluation.	Provides analytic and framework tools to understand the nature of a congregation. Its chapter on leadership is one of the most pointed and informative found anywhere.	When language is Christianized, this tool can help form a clear and defined sense of mission: why we do what we do, our reason for being, and what we want to be remembered for.
Format	Each chapter of the book guides readers through the process. Be careful to ensure that the process is given sufficient time.	Book outlining the principles; appendix for auditing/reviewing. Can be used in conjunction with <i>The Complete Ministry Audit</i> .	Study guides and questionnaires for staff and church members included, focusing on Easum's 20 principles.	Workbook emphasizes assisting church leaders in congregational self-understanding. A standard demographic parish profile inventory is included as an appendix.	10 workbooks that guide participants through the five stages of the process.
Process	Self guided through process including work on: discernment, theology and prayer, ministry assessment, historical reflection, norms identification, prioritizing goals, the congregational meeting, and developing a mission statement.	Self-guided through a discussion on 20 principles of growth providing your church with the data and critical assessment skills needed for planning ministry which may result in church growth. Suitable for congregations who are serious about evaluating and improving their ministries.	Readers move through guides and questionnaires, ending with strategic recommendations that can help move the congregation towards growth and health. Appropriate for congregations during pulpit vacancies or interested in renewal through self-analysis.	Emphasizes theological and sociological insights into congregational life, over practical suggestions.	Five stages: There are three phases to prepare participants for self-assessment, one on conducting the self-assessment and a final one on completing the visioning & planning process.
Author/ Publisher	Roy Oswald & Robert Friedrich/ Alban Institute	Bill Easum/ Abingdon Press	M. Easum/ Abingdon Press	Nancy Ammerman, Jackson Carroll, Carl Dudley & William McKinney/ Abingdon Press	Peter Drucker/ Jossey-Bass Publishers
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Order Information	Available from the Book Room <a href="mailto:bookroom@presbyterian.ca">bookroom@presbyterian.ca</a> ; 1-800-619-7301	Available from the Book Room	Available from the Book Room	Available from the Book Room	Available from the Book Room

### Discerning Relationally

Consulting with people outside the congregation during a process is a valuable investment of time and energy. Creativity is experienced when ideas are grappled with in conversation, and an outsider can draw attention to things that people within the context may have missed.

These conversations can be with other ministers and elders, the issues being discussed informally at presbytery meetings and other venues.

Or, they can be with a person trained to ask questions that will explore the issues deeper, who can serve as a guide for the process.

The PCC has resource people available through the *Leadership Links* program. These can be found at [www.presbyterian.ca/resources/leadershiplinks](http://www.presbyterian.ca/resources/leadershiplinks) or by calling The Vine at 1-866-642-2830.

Consider joining a larger conversation at conferences, symposiums or inter-church meetings, such as the Emmaus Project coming in April 2010 ([www.presbyterian.ca/emmaus](http://www.presbyterian.ca/emmaus))

Consider investing in a coach who will show sensitivity to your congregation's theological and cultural perspectives. These are available from groups like Allelon ([www.allelon.org](http://www.allelon.org)) or many Synod offices.

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## Congregational Development Tools

Title	Christianity for the Rest of Us	Twelve Keys to an Effective Church	Natural Church Development (NCD)	The Purpose Driven Church
Emphasis/ Approach	Describing congregational renewal within progressive congregations.	Strategic planning with a missional focus; challenges churches to look beyond themselves to their communities and to create ministry opportunities.	Healthy churches are growing churches; based on research done with over 60,000 churches worldwide.	Healthy churches are growing churches. "If you will concentrate on building people, God will build the church."
Description	Outlines ten signposts of renewal and sketches a path for moving forward.	Outlines 12 characteristics of growing and healthy churches. Generally speaking, if churches do any nine of the twelve, they will grow.	Surveys completed by a small 30 person sample of the congregation, selected through specific guidelines. Results are tallied and a report generated to show how the church compares to statistically established norms.	Healthy consistent growth is achieved through balancing five principles from New Testament teaching. Encourages shift in focus from "church building to people building."
Unique Features	A study of commonalities among vibrant, progressive, mainline churches.	Emphasizes using congregational strengths to overcome weaknesses.	Church begins process by working to improve the area with the lowest score. The expectation is that this improvement will improve congregational health.	Distinctly "evangelical" in approach.
Format	A book with study questions in an appendix, as well as a brief description of how the underlying data was gathered.	Book & Workbook; Book describes 12 keys, while the workbook offers practical instruction to work through the four stages of strategic planning.	Two books outlining process (see below) and research behind it; questionnaires for 30 congregants to fill out; results are tallied and report generated; all done with assistance of an NCD trained coach.	A book that outlines five principles and takes reader step by step through process of becoming purpose driven.
Process	Self-guided through signposts which are: hospitality, discernment, healing, contemplation, testimony, diversity, justice, worship, reflection and beauty	Self-guided through the 12 characteristics, which are: specific concrete missional objectives; pastoral & lay visitation; corporate, dynamic worship; significant relational groups; strong leadership resources; streamlined structure and solid participatory decision making; several competent programs and activities; open accessibility; high visibility; adequate parking, land and landscaping; adequate space and facilities; solid financial resources	An NCD trained coach guides the congregation through questionnaires and interpreting results on the eight measures: empowering leadership, gift-oriented ministry, passionate spirituality, functional structures, inspiring worship, holistic small groups, need-oriented evangelism, and loving relationships.	Self-guided through five purposes: outreach, worship, fellowship, discipleship and service.
Author/ Publisher Website	Diana Butler Bass/ HarperOne	Kenyon Callahan/ Jossey-Bass Publishing	Christian Schwarz/ ncd-canada.com, ncd-international.org	Rick Warren/ Zondervan
Cost	\$17.50	\$27.99	ncd-canada.com 1. Booklet <i>ABC's of NCD</i> - \$3.95 2. Book <i>Colour Your World</i> - \$20 3. Survey and coaching: \$348 First time \$288 Each additional time	purposedriven.com \$22.50
Order Information	Available from the Book Room; <a href="mailto:bookroom@presbyterian.ca">bookroom@presbyterian.ca</a> ; 1-800-619-7301	Available from the Book Room	1. & 2. Available from the Book Room 3. Contact PCC Liaison and regional staff worker, John Peter Smit <a href="mailto:johnpetersmit@gmail.com">johnpetersmit@gmail.com</a> or your regional staff person.	Available from the Book Room

### Planning and Conflict

Congregations engaged or stuck in severely divisive conflict need to resolve or manage these issues before they begin the planning process. It is vital to resolve major outstanding issues before planning for the future.

Churches engaged in moderate levels of conflict may find the planning process a means to work through issues.

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