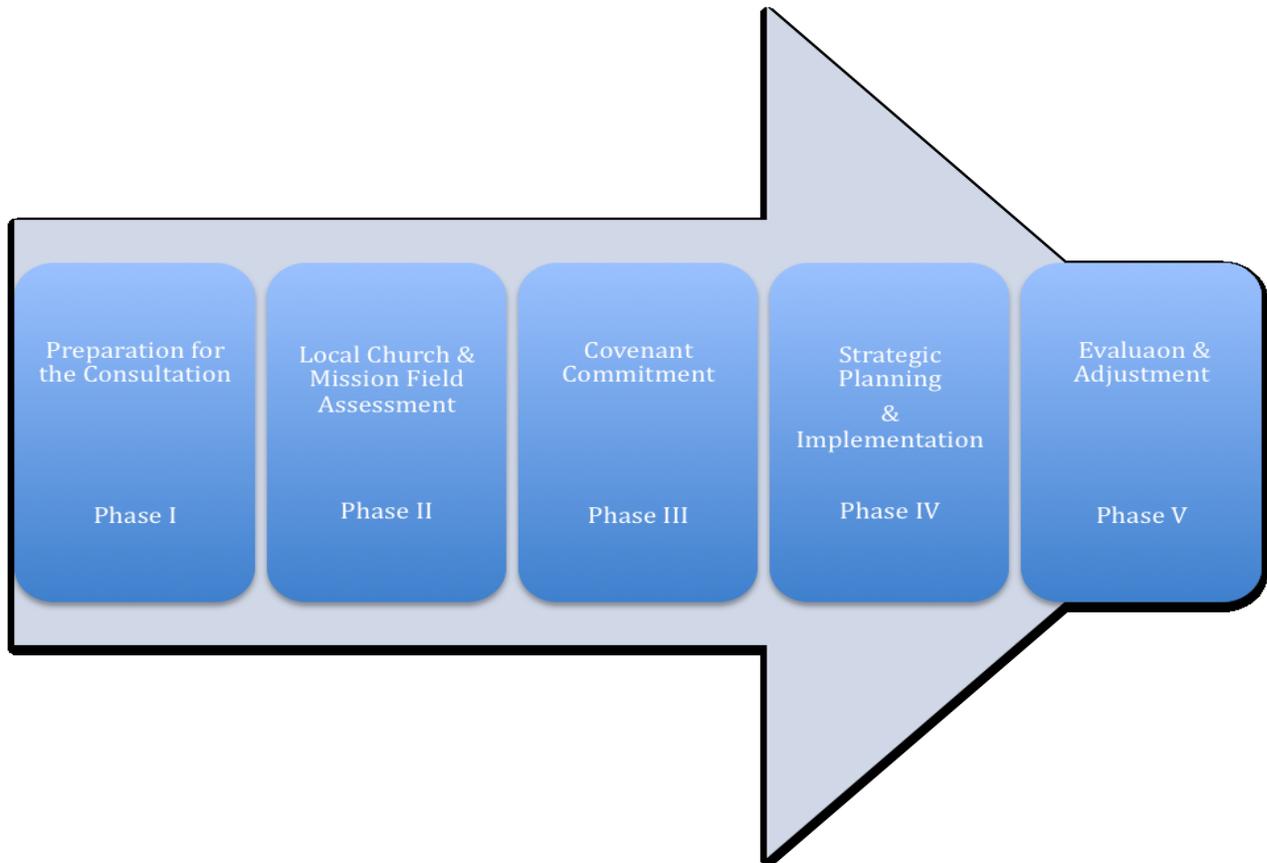


VITAL SHIFT



Generating Ministry for God's Mission in the World!

Developing a vital congregation is a significant endeavor, requiring a great deal of focus and enthusiasm. In the California-Nevada Annual Conference, we are committed to assist and resource every local church or faith community to actually become agents of God’s mission in the world. Our number one priority is calling forth, encouraging, equipping and positioning servant leaders to join with the movement of making disciples of Jesus Christ for the transformation of the world.



Vital Shift is a strategic consultation process that is designed to help all local churches in the California-Nevada Annual Conference to improve or develop a clear, simple vision and strategy for making disciples in their unique context who reach their mission fields.

This is done through 12-18 months process that includes access to a consultant and coach and targeted workshops and customized training opportunities.

Phase I: Orientation to the Consultation Process

After consulting and receiving the support of the Local Church Leadership Team and the District Superintendent, the pastor or any designated person of a local church will contact the Office of Congregational Vitality to express their decision to participate in the Congregational Vitality Consultation process.

The Conference Superintendent for Congregational Vitality will discuss with the pastor or designated person the process of the consultation. If both leaders agreed to move forward to the next phase of the consultation, they will set a date for the Assessment Visit.

In most cases, the Cabinet will select churches to invite to participate in the process.

Prior to assessment visit, the local church is required to share with the responsibility of assembling a variety of information. The sets of information that will be gathered include:

- History and description of the congregation
- Current ministries and best practices
- Community demographic study using www.missioninsite.com
- Congregational Assessment survey using *Readiness 360 Tool*
- Leadership Assessment survey

Phase II: Assessment of Local Church and Mission Field

The first step toward a Congregational Vitality consultation is a site visit by a consulting team to assess the current reality of a local church in terms of its potential and opportunities, needs and obstacles and the trends in the local community. This critical information is used to generate a number of questions that are relevant to determining the possible next steps for pursuing a decisive and strategic consultation.

The onsite visit is usually a two-day visit by a two-person consulting team. It is recommended that the consulting team experience worship services and to explore mission field and ministry setting during the visit.

The team will meet with the church leaders including the senior pastor and ministerial staff, church staff members and key ministry leaders, to listen and gather information, and to present a preliminary assessment of the most significant challenges and opportunities facing the church including a set of action steps that would be involved in a full Strategic Consultation phase of the process.

It is suggested that the schedule of the site visit starts Saturday morning and ends on Sunday afternoon.

Phase III: Covenant Commitment for Congregational Vitality

Following the onsite visit, the consulting team will send brief written report, which includes general observations and recommendations.

The local church then determines if they wish to continue to the next phase of the Congregational Vitality Consultation process.

If the local church decides to move forward, the Conference Superintendent and the local church key leaders will work together to develop a covenant document that outlines specific action steps, time frame and cost figures.

The Covenant document will be signed by the pastor or designated person of the local church, district superintendent and conference superintendent for congregational vitality and is used to hold all parties accountable and responsible for the implementation of the consultation process.

Phase IV: Development of Ministry Action Plan

This phase of the consultation is a process covering about 12 months with a goal to develop a Ministry Action Plan that will serve as a framework for ongoing conversations, peer learning and positioning servant leaders to join with the movement of God's mission in the world. This phase includes:

- A year-long targeted individual and focus group study
- Mission Insite reports and Congregational and Leadership surveys with detailed analysis
- Two 2-day weekend (Fall and Spring) onsite visit by the consulting team to facilitate strategic planning and evaluation, training and spiritual formation opportunities, or additional activities depending on the needs of the local church.
- 12 months of ministry coaching by a member of the consulting team, including unlimited phone and email access to the assigned coach by the pastor or designated person of the local church.
- A second Readiness 360 survey about a year after the first survey to monitor progress in improving church health and to identify where focused attention is required for the coming year.

**Phase V:
Review of the Process and Next Steps**

In a one-day session, local church leaders, district superintendent, conference superintendent for congregational vitality and the consulting team will conduct a review of the whole process at the conclusion of the entire consultation experience.

This exercise will include celebration of the accomplishments, proposals for ongoing congregational vitality and discussion on how to replicate the experience to the larger connection of the annual conference.

For More Information contact:

Rev. Dr. Bener Baysa Agtarap
Conference Superintendent for Congregational Vitality
California-Nevada Annual Conference of The United Methodist Church

E-mail: benera@calnevumc.org
Phone: 916-374-1581

