

overview for the vision process

Dave attended an NCS seminar about church planting many years ago. (NCS: New Church Specialties) During the weekend seminar he learned about a program NCS offers churches.

Dave shared with the leadership team about the possibility of asking NCS to lead The Door in the assessment and visioning process. At that time, three years ago, the leadership team decided not to go that direction, primarily due to financial constraints. However, this possibility has been on the leadership team's radar ever since.

Leadership Support Team formed in January of 2010. Qualifications were shared and time for input was given. The team was then formed and committed to function until January 2011. Their primary purpose was to serve for one year and help provide the Leadership Team with perspective and insight related to things that impacted the entire body. During the spring of 2010 the Leadership Support Team processed the possibility of having someone outside of The Door to facilitate a process that would identify strengths and areas for improvement so we can set goals and action plans for the coming 5 years. NCS was thoroughly vetted by contacting numerous churches who had worked with NCS in the past. By the end of the summer it was decided that NCS would be a helpful partner for this season.

NCS Partners with The Door: After sharing with The Door about this possibility and giving time for feedback, the consensus was to ask NCS to partner with The Door to facilitate an assessment and equipping process. Larry Cook is from NCS and partnering with the Leadership Team in this process. While NCS has the name "New Church" in it, they are not telling The Door what we should do to become a new church. Our goal is not to become a new church because we are not becoming a new church with a major overhaul of our vision. Nor are we having a crisis or concerned that who we are is wrong. Instead, our motive for assessment and growth is because we want to build on the strengths we have. Just as we believe that following Jesus means ongoing transformation, there are ways that God wants The Door as a whole to keep being transformed. An analogy is that NCS is like a doctor doing a check-up. The doctor is trained and equipped to use tools to evaluate and assess. But it is up to the patient to take the assessment and determine what will be done and how. For example, one area that will come up is a facility and how the current space at LMH is impacting us in fulfilling our purpose as a church. The Door, not NCS, determines the action plan that develops from this information. Another area that will come up having structures in place that support growth, vision and all God wants for us.

Assessment Weekend: Everyone was asked to participate in this weekend. On the weekend of Nov. 20-21, 2010, written interviews were collected from anyone willing to complete one. Larry and his wife conducted face to face interviews with a wide cross-section of The Door family. Larry also preached on Sunday so that everyone had an opportunity to hear from Larry in person.

Focus Team Formed: The Leadership Team, along with 4-8 other people will form a focus team. They will meet twice a month from January-June 2011 to take the assessment results and facilitate the process of developing action plans. Dave is working closely with Larry to form the focus team. They are looking for people to be on the focus team who match well with the initiative areas we'll be focusing on.

Assessment Results: In January 2011 the assessment results will be received in the form of a booklet. The assessment will have quantitative and qualitative data. NCS has an internationally recognized resource called *Natural Church Development: A Guide to 8 Essential Qualities of Healthy Churches*. The assessment results will highlight which of these categories are strong in The Door and which need strengthening. The 8 categories are: Empowering Leadership, Gift-Oriented Ministry, Passionate Spirituality, Functional Structures, Inspiring Worship Service, Holistic Small groups, Need-Oriented Evangelism, & Loving Relationships.

Training Weekend: January 21-23 Larry will be guiding the Leadership Team, Support Team, and Focus Team in interpreting the results and preparing for the process of working on developing actions plans and communication while this is happening. The Training Weekend marks the completion of the Leadership Support Team.

Involvement: The Focus Team will be forming smaller teams to work on developing action plans for specific initiatives that are identified in the assessment. Anyone with interest, and who has expressed commitment to the Door through the Commitment Form, is invited to express their interest by talking to Dave or Jeff. We'll see how your areas of interest might best match with one of the concentrations of the focus team.

Updates: Consistent updates will also be shared in our Family Life time on Sunday mornings and on The Door blog. One reminder is that it's good to remember that updates will involve information about things *in process* and not set in stone. Our desire is to share about the process, invite input, and answer questions along the way. For example, a number of facility options have been looked at this year. Currently, the CVCC building was brought to our attention as a possible facility to purchase. Recently mostly the Leadership Support Team & Finance Team toured the facility and were asked to give input about taking a more serious next step of getting more detailed info and actively involving the whole church family. Everything with CVCC is in process. At this time the Leadership Team is taking their feedback and discerning what step to take next. Structure was also mentioned earlier. Since this is one of the areas focused on during the next 6 months, so that we can have a leadership structure that supports what God has called us to do, there will be updates about how this is developing along with all the areas the Focus Team is working on.

Focus Team Completion: The plan is for the Focus Team to have action plans by the end of June, 2011. Around this time the Focus Team will complete their responsibilities. There is no doubt that we are going to have more people involved in leadership than just the Leadership Team. The Leadership Team is waiting until the Focus Team is finished before they initiate their yearly review of the team. Once the Focus Team is done, we will also look at the budget for the remainder of 2011 so that it can be aligned with goals and vision.

Implementation: We begin implementing the action plans. These action plans are concrete ways The Door is putting our vision into action. At this time we can look at the budget for 2011 and who is serving on different teams (like the Leadership Team) and how these teams will be structured. Larry's role switches from leading the assessment process and giving tools to the Focus Team, to resourcing Dave as The Door begins implementation of the action plans.