



SHIFT NETWORK

A comprehensive approach to equipping congregations for effective ministry through insights into best practices, practical tools for implementing the best practices, and examples of congregations modeling effective ministry. *Shift* uses a 'coach approach' where congregations discover for themselves the practices that will best serve their context. Rather than 'telling' congregations what to do to 'fix' things, the coach approach helps congregations discover the practices that will make the greatest impact on healthy ministry.

Deliverables

- Five on-site training days focused on the systems development themes of:
 - Fellowship to Hospitality
 - Worship: Event to Lifestyle
 - Membership to Discipleship
 - Self to Others (Service and Generosity)
 - Guide to Success (Goals and Action Plans; Missional Alignment; Leading Change; Community Demographics)
- Training Materials for all participants to include:
 - *Shift: Helping Congregations Back into the Game of Effective Ministry* (book)
 - *Tips, Tools, and Activities for Coaching Church Leadership Teams*
 - *5 Themed workbooks* (professionally designed and printed)
- Coaching groups led by a professionally trained coach (ICF level training) with extensive, successful ministry experience). One coaching session (by video conference) for each of the themed sessions.
- Access to a wide variety of resources through the on-line library and free updates to all training materials.
- Equipping of Conference/District identified facilitators for leading future *Shift* networks in partnership with Excellence in Ministry Coaching.

Benefits

- Participating congregations receive the highest quality and most current training related to developing healthy, effective church systems.
- Congregations are coached around developing and implementing goals and action plans to take significant steps forward in each of the *Shift* themes.
- A tested and proven approach to providing measurable increases in missional vital signs including: Worship participation, Professions of Faith, Participation in Discipleship Groups, and Congregational Giving. The following summarizes the typical experience:
 - 84% - Improved in 2 or more metrics
 - 46% - Improved in 3 or more metrics
 - 23% - Improved in 4 out of 4 metrics(Measurable progress may take 2-3 years to document. Anecdotal progress will be noted even during the training process)
- Develops leadership capacity for additional improvement beyond the Network experience. Leaders discover a wide variety of healthy practices and can only implement a limited number during the network timeframe. The processing skills developed in the *Shift* process will serve for future development.
- Provides leadership development through direct leadership skills training (Action-planning, Leading Change, Demographic Analysis) and the experiences of being coached and accountable.
- A stronger partnership is developed between the clergy and laity as they learn, plan, implement, and evaluate together. The congregational *Shift* team includes the pastor and four key lay leadership persons. Additional team members may be included with a materials fee upcharge.
- Increased awareness of a God-sized vision of ministry innovation and community impact.

Fee Structure

- \$1800 per congregation with a minimum of 12 congregations participating. This fee is all-inclusive (workshop presentations, materials, coaching, and travel).
- The District/Conference may include additional congregations at the \$1800 fee.
- *Optional:* The District/Conference may include an additional training day called *Connect! Building a Culture Where Relationships Matter* with a focus on the congregation building relationships beyond the local church. An additional fee of \$300 per church is required (includes workshop, workbooks, and coaching).