

## **Thrive NEXT STEP Plan**

### **STEP 1 – WHO ARE WE?**

*Step 1 is designed to diagnose the current situation prior to determining appropriate Next Steps.*

- **Secret Worshipper Visit**

*This visit is designed to give the church the view of their church through the eyes of a visitor. Items observed include:*

- Church Location
- Outside Appearance
- Inside Appearance
- Greeting System
- Worship Service
- Preaching
- Signage
- Nursery/Toddler Facilities
- Classroom Facilities

- **NCD Assessment**

*NCD is a way of measuring the health or effectiveness of a church.*

*By utilizing a carefully prepared questionnaire with 30 members and/or regular-attendees, the survey will measure the health of the church in 8 critical areas (Quality Characteristics). It will help a church identify areas of strength and weakness so that they can, with the leading of God, develop a plan to help the church be intentional in reaching their world for God.*

### **STEP 2 – Are We NORMAL?**

*Thrive Step 2 designed to help the church leadership team take a comprehensive look at the way they are doing ministry. Each team will explore different Church Size Models and the barriers to growth presented at each level. The team will identify the barriers that must be overcome for their church to move to the next level of growth. The team will be led through a process that will help them to analyze current ministry offerings and to evaluate their effectiveness. The team will focus on what is important in ministry. Topics include:*

- What is Normal?
- Church Lifecycle
- Lifecycle Phases
- Church Size Models
- Growth Barriers
- Body Map

### **STEP 3 – Who Does God Want Us To Be?**

*The team will utilize the information uncovered within the Natural Church Development Assessment and the Secret Worshipper Visit. Using this information*

- Discuss the Strategic Planning process
- Discover how to use the NCD Assessment Minimum factor items in strategic planning.
- Learn to develop S.M.A.R.T. strategic plan items
- Begin the process of creating strategic plan items specific to their church.

### **STEP 4 –Who Am I?**

*Step 5 utilizes cutting-edge assessments to help each team member understand the unique gifts and abilities he/she possesses. During this day, emphasis is placed on helping team to improve their relationships and function more effectively for the Kingdom.*

### **STEP 5 – The Invite**

*The INVITE Campaign seminar is designed to empower your congregation to invite those in their circle of influence to your church services and events. Video vignettes will be utilized that demonstrate the life-changing power of God that can be manifest through something as simple as an INVITE.*

### **STEP 6 – Put Me In Coach**

*Personal Topical Coaching will be available throughout the entire Thrive Process.*

## **Additional Steps – TAKING THE NEXT STEP**

*These steps are designed to help the churches implement the plans developed during the Thrive process. This phase will involve monthly coaching sessions for the pastor to help the pastor focus with intentionality and to address roadblocks as they arise. Leadership Assessments will be used with the pastor to help him or her understand the strengths and limitations of their individual styles.*

- **Pastoral Coaching**

- The DISC and PIAV will be used at this time to help the pastor understand their individual strengths and weaknesses.
- Focus will also be on evaluating the observable outcomes identified within their strategic plan.
- Topical Coaching will be made available throughout the Thrive Process on specific Church Health Issues.

- **Leadership Development**

*Leadership Assessments (DISC & PIAV) will be utilized, by the church leadership team, to assist them in developing their team and in working together more effectively. The strengths and limitations of their team will be discussed and potential blind spots to effectiveness will be identified.*

- **FISH Philosophy**

*The FISH Philosophy Seminar is for the entire church. This training will help the entire church focus on the importance of connecting with others. They will discover the power that the relational connection has in impacting their world for Christ.*

- **Handling Conflict**

*This seminar will help your church begin the process of developing a plan for handling conflict and for helping you tighten an existing plan.*

- **Next Step STRIKEFORCE**

*The Next Step STRIKEFORCE is a group of volunteers committed to helping remove physical plant or manpower barrier to church growth. The STRIKEFORCE Team will be activated to help with church improvement projects that have been identified as hindering church growth. The STRIKEFORCE can also be activated to help with ministry outreach projects.*

- **Ministry STRIKEFORCE**

*The Ministry STRIKEFORCE is a group of volunteers that can help the church with outreach activities, kid's crusades, ministry development, or any ministry need that the church lacks sufficient manpower to undertake. Ministry STRIKEFORCE events must be for the purpose of fulfilling an item within the church's strategic plan.*