

NATURAL CHURCH DEVELOPMENT Headlines

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FROM THE EDITOR

Welcome to *Natural Church Development Headlines*, published quarterly to keep you updated on what is happening with NCD in the Seventh-day Adventist Church. Because of the time involved in developing the new NCD delivery system for the SDA church, this *Headlines* is a shortened issue---but still contains valuable information, such as:

- Progress report of plans for the new NCD delivery system
- Details of NADEI-sponsored NCD coaches trainings - Phase 1 and Phase 2

NCD is what's happening in *your* church. If you are willing to share your story to be published in a future issue of *NCD Headlines*, please contact me using the contact information at the end of this issue. The value of sharing your experience with others cannot be stressed enough. There is much we can learn from each other.

NATURAL CHURCH DEVELOPMENT PILOT PROJECT

Overview

The leadership of the Pennsylvania and Mountain View Conferences of Seventh-day Adventists met with Lyle and Runette Litzenberger, NADEI NCD Coordinators, on Thursday, March 6, 2003, to talk about the Pilot Project for the new Natural Church Development delivery system within the SDA church.

Natural Church Development has become a useful tool within the SDA church as more and more churches have begun the process of improving the quality of their churches using the NCD process and experiencing the resulting growth

in quantity. Lyle Litzenberger, NADEI NCD Coordinator since August 2001, reports that churches are enthusiastic at the beginning of the process as they learn about NCD and take the Survey, but many falter and lose the momentum necessary to successfully work through the process of planning change and following through in the NCD Cycle. It is not a difficult process, but it can get intense and it is easy to get side-tracked.

Wanting to keep Seventh-day Adventist churches excited and on track with NCD, NADEI, in cooperation with David Wetzler, the NCD partner for the U.S. and owner of ChurchSmart Resources, and Robert Logan, owner of CoachNet and an integral part of NCD in the U.S., began looking for a way to more efficiently train new SDA coaches to work with the churches. If each church has a coach to work with them through every step of the process, it can help to keep them focused and motivated. Bob Logan and his assistant Marilyn Elliott, with input from NADEI and the SDA coach trainers (who are being trained and coached by Bob Logan), are creating a new delivery system. Each coach trainer will sign a contract with ChurchSmart, but will use the Adventist-specific training materials that are currently being developed. Bob Logan recommended developing a pilot project to test this delivery system.

Because Mountain View and Pennsylvania Conferences have been involved in NCD for sometime and desire to become more involved, they invited NADEI to conduct the Pilot Project in their area. One of the advantages of the two conferences being close to each other is that they will be able to team teach and share coaches.

The Plan

First, an Introduction to Natural Church Development weekend, beginning Friday evening and ending Sabbath afternoon, will be held. The pastor and two or three key leaders from area SDA churches will attend this weekend and learn about NCD what it is, how it can help their church, how it works, and whether their church is ready to become involved in the NCD process, etc. This is accomplished through a seminar, which is approximately six hours in length. Specific churches to be invited are determined by the sponsoring conference. Any church group attending this weekend is not committed to any involvement except learning about NCD.

Next, those who are interested in their church engaging in the NCD process take what they have learned back to their churches and share it with their leadership. If the church leadership commits to the NCD process, it is then introduced to the church members, an intentional effort is made to get the members to see the value of the NCD process, momentum is built, an Implementation Team is formed, and the church takes the NCD Survey.

After the Survey results are calculated, the pastor and Implementation Team from each of the participating churches attend the Implementation Team Training weekend. During this weekend, each Team is assigned to a trained NCD coach who presents the results of their Survey and begins the follow-up process with the Team. Also, the Implementation Teams are trained in how to process their results to determine the reasons for their Minimum Factor, how to determine what needs to be changed to make their church more healthy, how to create action plans to accomplish the needed changes, and the best ways to communicate information to their church members. The Implementation Teams will meet in a large group setting as well as individually with their coach. Over the next 8-12 months, each coach will be working with 2-3 Teams, coaching each of them through the NCD process. After the Implementation Team Training weekend, most of the coaching will likely be done by phone and email.

Once the churches have been through the NCD cycle, the respective coaches will identify people

from within the Implementation Teams who understand NCD and are enthusiastic about the process. Those people will be invited to take the NCD Training for Coaches Phase 1. After completing Phase 1 training, the new apprentice coaches will attend the next Introduction to NCD weekend with the pastors and key leaders from a new group of churches. By the Implementation Team Training weekend, each coach apprentice will be assigned to a trained coach for a period of time to gain experience from observing the coach and being observed by the coach. This observation begins as the new apprentice coach watches the coach mentor work through the NCD process with the assigned Implementation Teams. At the appropriate time, the apprentice coach will be ready to take Phase 2 training, receive full NCD coach certification and be qualified to work with churches independently.

Continuing education requirements for continued coaches certification will ensure that the NCD coaches stay up-to-date on their coaching skills and current coaching knowledge. Once the coaches reach this level of competence, they will be qualified to present the Introduction to NCD weekends and Implementation Team Training weekends in their own conferences, making more frequent training sessions possible at a much lower cost.

Evaluation of the coaches by the churches they coach and periodic evaluation by NADEI will ensure the continued excellence in coaching that is vital for our churches and for continued certification.

Progress So Far

Both Mountain View and Pennsylvania Conferences have been involved with NCD, using it to grow healthier churches. They are creating a culture within their conference that NCD is here to stay, teaching that NCD is a new life-style for the church, and not a program that will be completed and forgotten in a short time.

Mountain View Conference has stressed within their conference the importance of lay leadership. The principles behind NCD help to grow strong churches through the efforts of lay people. Mountain View Conference has stressed that

growth is important. If the NCD principles are followed, the churches will grow naturally. NCD and Mountain View Conference stress quality, not quantity (numbers). But the result of *quality* is *quantity*. It is important for people to understand that this is not a program, but a process. Pastors need to understand that the results of the NCD Survey and the NCD process will not be used as a measuring stick of their ministry. It is meant to be used as a tool for health and growth in the church, and not as an evaluation of the pastor.

Pennsylvania Conference has introduced NCD to their pastors, but has taken a quiet approach. They've shared the NCD process with the pastors, who have begun to appreciate its value. As they work with these pastors and their churches, word spreads and others want to become a part of NCD, too. Currently NCD is building momentum within the conference. A video may soon be put together to share NCD principles and testimonies with all the churches. Elder Bill Peterson has been working with the churches in Pennsylvania Conference and gently holding their feet to the fire-- keeping them accountable to the NCD process. But in order for participation in NCD to continue and increase in the Pennsylvania Conference, more coaches need to be trained.

The Pilot Project model is the approach that NADEI hopes to use across the NAD. There may already be enough people within Pennsylvania and Mountain View Conferences who are ready to be trained as coaches. After Phase 1 training, they could then be apprentice coaches from the beginning of the Pilot Project. This would multiply the number of trained coaches right from the very start. Training quality coaches is key to the success of Natural Church Development. Good candidates for coaches are those who have been through the NCD process and are enthusiastic about it.

Specific Dates/Locations, Etc.

The Pilot Project begins with the Introduction to Natural Church Development weekend being held at Laurel Lake Camp, Rossiter, PA, September 11-12, 2003. It will begin Friday evening and end Sabbath afternoon. (The actual Introduction to NCD seminar will take place on Sabbath, but Pennsylvania and Mountain View Conferences

have opted to hold a Friday evening meeting that will include testimonies from churches currently involved in the NCD process.)

Next comes Training for Coaches - Phase 1, to be held November 12-14, 2003, at Mt Aetna Camp, Hagerstown, Maryland. The coaches training is for people who are very familiar with NCD and have already been a part of the NCD process. At the Phase 1 training, they will be trained how to assist a church through the NCD process. This will be a by invitation only training event, with each conference extending invitations to the individuals whom they feel are already knowledgeable and experienced with the NCD process.

The Phase 1 training ends Friday afternoon, and the Implementation Team Training weekend begins Friday evening and runs through Sunday, November 14 - 16, 2003, at Mt Aetna Camp. Pastors and their Implementation Teams attend this weekend, where the results of their surveys are presented to them and discussed and the follow-up process begun. During this weekend, a coach trainer will be assigned to work with at least two churches as they begin going through the six phases of the NCD cycle. Those who attended the Phase 1 training will be assigned as apprentice coaches to the coach trainers working with the churches.

Training for Coaches - Phase 2 has not yet been scheduled for the Pilot Project. It will happen approximately one year after the Phase 1 training, enabling newly trained coaches to spend a year as apprentice coaches, learning the process and working with a coach trainer as he/she guides a church through the NCD process.

NADEI charges \$5,000.00, plus travel costs for presenters, and coach trainers when necessary, for the two weekends---the Introduction to NCD and Implementation Team Training weekends. This will include:

- Specific advertising materials/registration forms, etc.
- Coaching that needs to take place
- Introduction to NCD - one day
- Implementation Team Training - two days

The 3-day NCD Training for Coaches Phase 1 (maximum of 50 attendees) costs \$395.00 per participant, plus travel costs for two presenters. This does not include meals and lodging, but does

include a training manual, one-year subscription to CoachNet, 2 CDs, books and other resources that will be helpful to the coaches. Both Mountain View and Pennsylvania

Conferences decided to cover the \$395.00 cost for each participant, though those attending will be responsible for their own travel, meals and lodging.

The 2-day NCD Training for Coaches - Phase 2 (maximum of 50 attendees) costs \$300.00 per participant, plus travel costs for two presenters. Coaches have to complete Phase 1 and coach two churches through the process before attending Phase 2. There is also annual continuing education that is required for continued quality coaching and continued coaching certification.

Coaches training will always be through NADEI, but the Introduction to NCD and Implementation Team Training weekends can eventually be done in-house, as coaches are fully trained.

Submitted by Tamyra Horst, Secretary to Bill Peterson, Pennsylvania Conference Submitted by Tamyra Horst, Secretary to Bill Peterson, Pennsylvania Conference

(NOTE: The above describes the Pilot Project. Details are subject to change as we work through the process and determine that a change will make the delivery system more effective, efficient and of higher quality.)

2003 TRAINING EVENTS SCHEDULED AT ANDREWS UNIVERSITY

NCD Training for Coaches - Phase 2, May 19, 20
(Mon and Tues) at Andrews University

Pre-requisites:

Previously attended a Basic or Phase 1 training
Coached at least one church completely through the NCD process

Hold a current CoachNet membership

NCD Training for Coaches - Phase 1, July 14-17
(Mon - Thurs) at Andrews University

For more information or to register for either of these events, use the contact information at the end of this newsletter.

EMAIL OR SNAIL MAIL DELAY

Because of the work involved in preparing the new delivery system, the *Headlines* editor has not had the preparation time to be able to distribute the Headlines via email, unless you have specifically requested email delivery. But, don't give up hope!

General email delivery WILL happen sometime in the future.

If you know of anyone who would like to be added to our mailing list, please give us their name and address, or have them contact us.

Please direct any questions, comments, NCD stories, or other information that could be used in a future issue of *Natural Church Development Headlines* to:

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