



NCD Headlines

Growing Healthy Adventist Churches Through Natural Church Development

NCD--Part of Chesapeake's Future

The Natural Church Development Committee at the Hagerstown, Maryland Seventh-day Adventist Church meets two to three times a month. They are excited about the work they're doing. Their excitement has been contagious as they've kept their congregation informed about their progress, plans and the future. The nine member committee, led by a local elder, is currently in the process of organizing small groups, inviting the congregation during a recent potluck to sign up for a small group or to lead out in one. Kurt Johnson will be joining them for a training event for those interested later this year. Pastor Jim Hoffer is excited about what NCD and the committee are doing for his church. He sees two tangible results for his church this year: more and better small groups and better matching of spiritual gifts to specific positions and ministries in the church as the committee also works on spiritual gifts.

The Chesapeake Conference has sixteen churches involved in the NCD process and are training eight coaches. Those coaches met recently for a Coaches Roundtable, to discuss the NCD process in their conference, network and brainstorm on coaching, and greet their new Conference NCD Coordinator, Tim Roosenberg, who is a part of the coaching team. Former Conference NCD Coordinator, Frank Bondurant believes that NCD and coaching are an important part of the future of the work in Chesapeake. He states, "The NCD principles of lay ownership and responsibility for the health and vibrancy of the local church must be the cornerstone of all future church growth and planting within our conference. Our pastors, departmental directors and administration must function more as coaches empowering and equipping our lay people in finishing the work."

NCD Goes Spanish

Most of the churches that have become involved in the NCD process in the Adventist church are English-speaking churches. But that's about to change. Coach Trainers, Sher Carlton, Paul LeBlanc, and Sam Pagan, recently held an introduction weekend in Texas with a number of the conference Spanish churches in attendance. Pastor Marshall Gonzales, who will coordinate the Spanish NCD churches in Texas, was pleased by the attendance and the response of the churches. Several indicated an interest in implementing NCD in their churches. Gonzalez will be using NCD in both of his churches, Eastgate and Durango. He planted two new Spanish churches last year who will also be using NCD as a tool to help them grow healthy as they grow. He believes Spanish congregations are seeing the value of NCD and how it can benefit their churches. He shares, "It's interesting because Spanish churches normally have not done this. It's something new to them. But they see the benefits. Pray for us as we go through this."

Coaching Tips: Know Thyself

by Sher Carlton,
Destination Coaching



In *Developing Coaching Excellence*, Logan and Reinecke write "Knowing yourself well and continually pursuing self-development and increased competency is the first step toward becoming a skilled coach and a godly person." Though this sounds great, we often allow the urgent to trump self-assessment and development.

To get started, I recommend setting aside a block of 2-3 hours for a "personal retreat". Invite God to join you and spend the time just taking a look at who God has created you to be and what your role is in developing that further. Following are some resources that you may find helpful:

- The Myers-Briggs Type Indicator or Kiersey Temperament Sorter (see www.keirsey.com to take it for free)
- DiSC profile (contact NADEI to order)
- Coach Assessment (contact CoachNet)
- *Jesus, Life Coach*, by Laurie Beth Jones
- *Please Understand Me, I and II*, by David Kiersey
- List your top 10 values in order of priority, then using a scale of 0-10 rate your level of satisfaction with how you are honoring those values
- Try setting aside short "personal retreats" of 2-3 hours to spend time on self-assessment and personal development
- Hire a personal coach!

Editor's Note

Change. It's a part of our daily lives. We live in a constantly changing world. Some good changes. Some not so good. While God is an unchanging God, He's out to change us into the people He created us to be. Working with us every day to grow us, teach us, refine us and make us "whole and holy by His love." (Ephesians 1:4 MSG) Growth is change.

For many people, change can be hard, even when they know it's necessary and beneficial. Laurie Beth Jones writes, "Change is life's only constant." (*Jesus in Blue Jeans*, p. 85)

As coaches, we learn how to walk people and churches through change. Remember "Dissatisfaction + Vision + First Steps = Change" from Phase 2 Training?

Natural Church Development is about change. Changing a church into a healthy, growing church. Developing potential. Learning how members see their church. And brainstorming how a church can turn its minimums into strengths.

In this issue's book review, you'll read about a resource available at the NADEI Resource Center designed to help you as a coach guide a church through change. You'll also discover how NCD is changing as Spanish churches become a part of the process. In "Coaching Tips", Sher Carlton shares ways we can change as a coach—growing into stronger coaches as we discover our own strengths and weaknesses. Even our Adventist Forum this quarter is about change, asking the question, "How are you growing (changing) as a coach?"

There are changes ahead for coaching, NCD, and NADEI, that we'll be sharing with you in future issues of our *NCD Headlines*. Changes which will make the coaches training more effective and give people more opportunity to make an impact on the work of sharing the gospel—of changing the world, at least your part of it, for Christ. Keep watching for details.

Adventist Forum

How are you growing as a coach? What have you done personally to grow your skills? What has been the most helpful to you as a coach?

Brainstorm, network, share ideas and learn new ways to build your skills as a coach.

Log on to www.coachnet.org.

Click on "Forums"

Scroll down to the forum for coaches.

Add your comments.

Read comments left by others.

Historic ChurchSmart Meeting

It was a historic gathering as denominational leaders from several different groups met together at ChurchSmart, St Charles, IL, along with Dave Wetzler, ChurchSmart, his team of NCD Trainers, and Bob Logan, CoachNet. While theology and doctrines differed, each person there shared a commitment to growing healthy churches and fulfilling the gospel commission. The Adventist church was represented by Lyle and Runette Litzenberger and Tamyra Horst.

The meetings with the denomination leaders began with each group sharing how NCD is working in their respective denomination. The denominational delivery system began with the Seventh-day Adventist Church in 2003. The Adventist church had been utilizing NCD since 1997 with coach's (then called consultants) training beginning in 2001. Before 2003, over 300 churches had completed the NCD survey, but most were not following through. One-hundred-and-twenty coaches/consultants had been trained, but only 10% were doing anything with their training. The new delivery system allowed coaches and churches to be connected from the beginning which has been very successful in keeping churches on target and moving forward.

Ken Eriks, Reformed Church in America, expressed gratitude to the Adventist church for pioneering the delivery system. Other denominational leaders echoed his sentiments, appreciating what they've learned from our experience. Watching how our pilot program went, what worked or didn't work, helped each of them shape their delivery system. Many were encouraged by the success stories Lyle Litzenberger, NCD Coordinator, shared at the meeting and gleaned from the lessons Adventists have learned along the way—taking notes and discussing how they can utilize what we've learned.

Bob Logan and Dave Wetzler discussed important items with the leaders and trainers, seeking input as they put together a new coaches training delivery system. Logan talked about coaching and how to grow stronger coaches. He gave five key qualities to look for in potential coaches:

- People who invest in others
- People who naturally empower others
- People who listen well
- People who ask insightful questions
- People who are encouragers of others

He also talked about the changes to CoachNet.org that will make it more user friendly and make resources easier to find. A 360-degree Coaching Assessment will also be available online in the months ahead.

Wetzler shared samples of new NCD brochures. During worships each morning, he emphasized the importance of growing healthy churches as part of fulfilling the gospel commission. He closed these meetings with a time of prayer and reflection.

Besides giving these diverse leaders an opportunity to learn more about effectively using coaching and NCD within their denominations, the meetings provided an opportunity for networking, gleaning new ideas from each other, and the opportunity to discover new things about other denominations. There were several opportunities to share specific Adventist beliefs and clarify misinformation.

If you do not already subscribe to CoachNet, check it out at www.coachnet.org.

Are You a “D” Working with a “C”?

Part of the coaches' training includes taking the DiSC Behavioral Style Assessment. The assessment helps you become aware of your behavioral style, how you respond, your strengths and weaknesses, and enables you to know what areas you need to grow in to be a more effective coach, leader, etc.

Did you know that you can purchase the DiSC Assessment for \$7.95 from NADEI?

This resource makes a great tool for Implementation Teams, church boards, small groups, families, etc. Being aware of behavioral styles can increase the effectiveness of your team and help you understand each other, how you respond and what you need in order to work the most effectively. You can order DiSC Assessments at www.nadei.org, or by calling 269-471-8303.

NCD Statistics

Before implementing the new delivery system in 2003, NADEI trained 230 coaches, however, most of them are not active NCD coaches today. From the beginning of the new delivery system in November 2003-October 2004, there are now:

- 10 Coach Trainers
- 91 Coaches trained
- 125-150 churches being coached under the new

system

NADEI has processed 500+ surveys since 1997.

How Do Conferences Support Their Coaches?

Phase 1. Phase 2. Coaching churches. Conferences involved in NCD today are growing their own network of coaches certified through NADEI. But how do they support these coaches, encouraging them, and helping them grow in their coaching skills when the training is over?

The Chesapeake Conference is holding an annual Coaches Roundtable as a place for brainstorming, networking and learning.

The Pennsylvania Conference coaches are in triads with quarterly coaching calls, coaching each other.

Kentucky-Tennessee Conference holds an annual retreat for their coaches.

Coaches can also stay connected through our Adventist Forum on CoachNet.

Books and Resources

Coaching Change: Breaking Down Resistance, Building Up Hope by Thomas G. Bandy

There is no greater joy than to be a player in the mission field of God. There is no greater challenge than to be a coach for a winning team. (p.10)

Using sports analogies, Thomas Bandy looks at how coaches (a role he often sees as a pastor's) can coach change in their congregations. He recognizes what a good coach does: coaches people, not a sport; coaches to release potential, not to win a game; and coaches fitness for life, not physical fitness.

He discusses how to coach a church into becoming a dynamic life-changing team with a vision to reach the world for God and outlines how to initialize and leverage change in today's changing church.

Throughout the book, Bandy looks at the different ways members think about the church—through a pre-modern, modern and post-modern view.

Drawing from the sports world, Bandy concludes the book with a lesson from fly-fishing on being a great coach. The book causes you to think and see past the surface of what's happening in today's church, allowing you insights and providing resources and ideas to help you move the church forward with purpose.

The NADEI Resource Center has a number of books available for coaches. A recommended reading list for coaches is available on the NCD web page at www.nadei.org. To order a resource, call 269-471-8303 or email resources@nadei.org.

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