



NCD Headlines

Growing Healthy Adventist Churches Through Natural Church Development

Are You a Builder Pastor or a Farmer Pastor?

All church leaders come to NCD with set ways of doing ministry. Their experiences have led to set patterns of thinking and entrenched habits. They have often already concluded what “grows” a church and what doesn’t. Many are what we call “Builder pastors”. When they encounter NCD, they are challenged to become “farmer pastors”.

What are the differences between the “builder pastor” and the “farmer pastor”?

Builder pastors see it as their job to construct the church. They are “site mangers” orchestrating growth by introducing programs, generating activity, managing facilities and bringing about congregational participation. The focus is on managing the church as an “organization”—structures, tasks, events, activity.

Farmer pastors see their role as assisting God in *growing* His church. They want to maximize the potential for growth God has put in the congregation. They focus on removing obstacles to growth, not generating activity. They focus on the church as an “organism” made up of people who are themselves to grow. It is always noticeable that these leaders talk about “growth” in a different way. And as a result, they always have a longer term mindset.

Builder pastors start by adopting models. “Somebody else has done it before me. Why reinvent the wheel?”

Farmer pastors start by learning key universal growth principles. They know that their church is unique, so they must adapt the principles.

Builder pastors are satisfied with greater numbers of attendees and seeing more activity. They evaluate their personal performance with the question, *How big and active is my church?*

Farmer pastors are only satisfied with greater numbers if these result from the growing health of the church. They evaluate the personal performance with the question, *Am I continuing to see my church and the people in it growing to greater maturity?*

NCD challenges builder pastors to become farmer pastors. Farmer pastors understand that partnering with God to stimulate sustainable, healthy, growing churches is a matter of time and timing.

Often when pastors ask us, “Does NCD work?”, they usually mean, “Will I see more people in church in twelve months?” “Growth” to them means growth in numbers of people not growth in the health of the church. And they desire quick growth.

Farmer pastors begin from a different perspective altogether. “Growth” is not something you make happen, it is something you stimulate over time by establishing the foundations for healthy growth.

Growth takes time. *Healthy, sustainable growth takes timing* as well.

Farmer pastors understand that the health of their church is undergoing a process of constant change. So rather than just introducing programs and activities, and keeping the congregation busy, their first concern is to be monitoring the health of the church on a regular basis and responding in an effective, timely way. That way can continue to stimulate healthy growth over time.

---Ian Campbell

Editor’s Note

We all want a quick fix. We try diets that promise dramatic weight loss in a week. Exercises that promise results in days. Lotions that make us look younger instantly. Teeth whiteners that promise results in two weeks. Yet most of us have learned from experience that quick fixes don’t last long. Our fathers were right when they said, “Anything worth doing is worth doing right.” And we all remember that when we heard that we knew “right” meant hard work and time.

The same is true for church health. While we wish for instant transformation, growing a healthy church takes time. Ian Campbell, a NCD National Partner in Australia, writes, *If you are a leader who wants to see lasting, sustainable, healthy growth in your church, you cannot approach NCD without taking a long term view. The process of applying NCD principles effectively takes time. Process may be the wrong word. It is a fulfilling, satisfying and enjoyable journey of partnering with God to grow your church (and yourself) to maturity. Leaders already on this journey would say only one thing, “Get on board and don’t miss out.”*

In this issue of *NCD Headlines*, we will feature excerpts from two articles written by Campbell for *eNCDine*, an online magazine featuring news, information, and resources about NCD. These articles look at NCD as a long term process and not a quick fix solution. To read either of these articles in their entirety, go to <http://ncdnet.blogs.com/encdine/>.

Coaching Tip

Someone once said that God gave us two ears and one mouth to remind us to listen twice as much as we speak. If we include our eyes in that equation, then the message seems to be that we are to spend *four* times as much time seeking to understand (through what we see and hear) as talking.

If you really want to break that down into specifics, it means that in a 60-minute coaching conversation you will spend 48 minutes:

- listening to the coachee process
 - o their discovery of God’s agenda
 - o information
 - o emotions
 - o their behavior style and how it interacts with others
- listening carefully without interrupting
- noting nonverbal communication cues

And 12 minutes:

- summarizing
- asking open-ended questions
- helping the coachee understand their behavior style and how it interacts with others
- giving helpful, productive feedback

Obviously, this is not a hard and fast rule, but I think you get the idea – the communication piece of coaching focuses primarily on the coachee. Simply seeking to understand before being understood will move you far down the path toward coaching excellence.



by Sher Carlton,
Destination Coaching

Transforming Your Church with Wisdom

Information should *inform!*

Information which truly *informs*, is not merely new “head stuff” but brings about new understandings which impact one’s approach to life.

I became familiar with a saying, *At first you have only data. Data must lead to information. Information when applied effectively becomes knowledge. Knowledge applied over time becomes wisdom.* The usefulness of information increases over time as it is applied effectively to one’s life; it is tested, refined, shaped and subjected to the various experiences of life.

The goal, of course, is real wisdom...real God-directed wisdom.

My experience is that real wisdom with NCD only comes through the application of the universal NCD principles to the life of the church over time. There is no shortcut to real wisdom because it comes through God teaching leaders about how their church functions as an organism over time—how it works; how it responds to particular stimuli; how we partner with God to grow His church; what real “fruitfulness” is. This involves learning to apply God’s life-giving principles to your unique church situation, but also discarding bad information or information that has been badly used.

There is a lot of data out there. There is a lot of information. Information is an industry in church circles. To grow your church to greater health, do you need more information about what lots of other churches are doing? That can be helpful, but not essential. What you need is not more information about everyone else, but *better* information, information which gives you a greater knowledge of your church: how it is changing in health and how you can respond positively.

How do you move from data to real wisdom in partnering effectively with God to use the principles to grow your church?

You do a survey in your church and find how healthy it is.

You begin the NCD process with some information about NCD—the principles and the survey results. Initially results aren’t much more than *data* (numbers on a graph.) You dig a little deeper into the data and find some *information* about core issues impeding the health of your minimum factor.

Having that information changes nothing until you begin *application*: taking what you know of the NCD principles and applying them to the core issues. If you consistently address the core health issues, your next survey results will show that the church has experienced *transformation*.

If that transformation is the result of applying the universal principles and not just human effort, the transformation will be sustainable, laying a foundation for further progress.

So you begin the second cycle. The process of taking your initial information and applying the principles leading to the transformation of aspects of the church’s health is now giving you real knowledge. You have taken concrete action to address specific issues and the new survey results are telling you exactly what has happened.

You do not begin the next round of application just with new information, but with better information. Your experience of how the church operates has improved. You can see the results of your action or inaction on the health of the church.

After three or four surveys—going through the cycle of information, application and transformation several times—you are being progressively taken to depths of understanding about your church you previously new nothing about. You are also being brought increasingly to face the most significant barriers to the health of your church, barriers that have been hidden, ignored, or bypassed.

With NCD, real wisdom comes from:

- knowing intimately how your church functions as an organism, and
- knowing how to expertly apply the universal NCD principles to the real health issues facing the church at any point in time...so that foundations are always being laid for healthy ongoing transformation which keeps the church progressing.

Implementing NCD as a long term process offers an unprecedented opportunity to partner with God in growing your church. In doing so it gets you beyond mere data and information into valuable knowledge and onto practical, health-transforming, God-given wisdom.

---Ian Campbell

Books and Resources

“Coaching a Group with a Reflecting Team” Seminar

There are times when we need a new perspective. Maybe we’ve hit a wall and can’t see beyond it. We aren’t sure what to do next. Or maybe we don’t understand why we aren’t making progress despite how hard we’re trying. Or maybe there are several teams within a church working on the same minimum factor yet progress seems sporadic. How can a coach help a team facing one of these dilemmas?

Christoph Schalk, NCD International, suggests using a “Reflecting Team.” He outlines three phases or steps in his online seminar at www.ncdnet.blogs.com/encdine.

Phase 1 begins with two groups. The first is the coach and the team he/she is coaching. In this phase, this team has a normal coaching session. At the same time, a Reflecting Team is listening, observing and taking notes.

In Phase 2, the two groups essentially switch roles. The coach and team listen, observe and take notes while the Reflecting Team discusses what they heard; sharing observations, brainstorming solutions, and sharing opinions.

Phase 3 finds the coach and team restarting their conversation in light of what they heard the Reflecting Team discuss in Phase 2. They ask themselves, “Is there anything we should change? Refocus? Discuss a little more?” Having listened to the Reflecting Team discuss their situation and ideas gives them a new perspective and a bigger picture of where to go next.

Who makes up the Reflecting Team?

In a church where several teams are working on the same minimum factor, these teams could make up a Reflecting Team for each other which would enable them to gain the perspective of each other and work more unitedly together.

The Reflecting Team could also be an Implementation Team from another church.

To learn more, see the entire six minute seminar online at:

http://www.ncd-international.de/enCDine/videos/reflectingteam_files/Default.htm.

NCD Headlines

is published quarterly by the North American Division Evangelism Institute Natural Church Development Office. Lyle Litzenberger, NCD Coordinator Tamyra Horst, Editor daughterinawe@yahoo.com

Color Your World With Natural Church Development

Christian Schwarz will be traveling to eight cities this fall to share what God is doing through NCD principles around the world and casting a bold vision for the future. NCD coaches, pastors of churches that have utilized the NCD process, and members of church implementation teams, or those just curious about NCD are invited to attend one of these half day seminars.

Each seminar participant will receive a free copy of Schwarz’s new book, *Color Your World with Natural Church Development*.

Seminar dates and locations:

- October 3 in Chicago, IL
- October 4 in Minneapolis, MN
- October 5 in Denver, CO
- October 6 in Dallas, TX
- October 7 in Orlando, FL
- October 10 in Pittsburgh, PA
- October 17 in Portland, OR
- October 18 in Los Angeles, CA

Cost is \$20.00 per person. Registration begins at 8:00 am with training from 9:00 am-1:00 pm. Register online at www.churchsmart.com/training.