
NEW YOU: YOUR CONGREGATION'S MAKEOVER

Session Description

Every time a new year starts, we are inundated with tips and promises for how to make ourselves over: how to recreate ourselves into someone healthier, better looking, more prosperous than the year – or years – before. In this episode, Drs. Bill and Kris offer what a congregational “makeover” might look like and offer their own set of tips for helping your congregation come closer to being all God has created it to be.

Session Outline

Issues

- Congregations, like people, often accept “what is” as “what should/could be”
- Congregations don’t make or take opportunities to look at where they are and where they can – or need to be – or want to be

Considerations:

- All congregations have a Mission, whether articulated or not
- Jesus needs your congregation
- We have to create – and take – opportunities to look at who we can become in the near – and somewhere-out-there - future

Your congregation’s Mission and motives

- Repeat: all congregations need to discover, articulate, and weekly communicate their Vision
- See our video series on how to develop your congregations Mission, Vision, and Values
- Get clear about what Jesus needs your congregation to do in this next year to work towards fulfilling your congregation’s Vision

Assess last year

- Honestly review what you intended to accomplish over the past year
 - Consider what you did accomplish
 - Admit what you didn’t accomplish
 - Ask: why did we not accomplish what we didn’t accomplish?
 - Ask: what could we have done to accomplish those goals?

Create an opportunity to review and assess the previous year’s work

- Calendar the assessment time

- Invite all administrative and team/committee/department/whatever-you-call-them (WYCT) leaders
 - Clearly state the purpose of the assessment retreat (use a different word than *meeting*)
 - State the expectation that everyone attend
 - Provide an agenda for how your time will be spent
 - Opening Worship, including time for intentional prayer – **15-30 minutes**
 - Introduction, including purpose of assessment and intended outcome (increased effectiveness for the current year's ministries) – **15 minutes** (much of this should have been *well* explained before this meeting)
 - Break into small groups and provide paper for them to record their responses to the following (or similar) questions – **1-2 hours**
 - What did your WYCT plan to accomplish?
 - What did your WYCT *expect* to accomplish?
 - What did you accomplish? For each accomplishment, list the factors that contributed to the accomplishment
 - What did you not accomplish? For each unfulfilled accomplishment list:
 - The factors that got in the way
 - The strategies you might have used to fulfill the accomplishment
 - What do you expect to accomplish this next year?
 - For each goal, determine:
 - How will this fulfill/further our congregation's Mission and Vision
 - Is it within our congregation's Values?
 - How will it be funded?
 - What resources will you need?
 - How will you ensure its fulfillment?
 - How will you measure its progress?
 - Who is the person responsible for facilitating and measuring the progress of this particular goal (*i.e., who is responsible for what*)?
 - On what dates will your WYCT meet to hear the reports of your Goal Facilitators (*i.e., calendar those dates!*)
 - How will you as a WYCT make course corrections when needed?
 - What do you need from your staff liaison and the other WYCT.
 - Lunch together during which large group sharing begins
 - Large group reporting by each of the WYCT – **1-2 hours**
 - What the WYCT needs from their staff liaison (whether paid or volunteer staff)
 - What the WYCT needs from the other WYCT
 - Dates committed to the calendar

- Acknowledge what has been accomplished
- Closing worship with time for shared thanksgiving and commitment into the future – **20-30 minutes**
 - Have each WYCT submit their work so the office can make copies before returning them (do not, under any circumstances, let anyone walk out with the promise of rewriting or making copies themselves!)
- Staff reviews the commitments and needs with a realistic eye to what may not be realistic; the resources that will need to be mobilized; and the conversations they will have to have with each WYCT so that particular goals can be aligned within the whole to accomplish the congregation's Vision.
 - Each staff member (paid and volunteer) commits to what they need to, and will, do and the date by when they will do it.
 - Each staff member's supervisor calendars accountability appointments to ensure the success of their particular staff member's commitments

Important tips for makeovers:

- Review your overall Vision
- Make small changes (don't try to do everything at once)
- Develop a realistic plan
- Consider your resources, what you have and how you can leverage for what you need
- Employ a coach to keep you on-track
- Build celebrations into your calendar
- Reward the congregation's (not an individual's success)

Discussion Questions

1. How in the past have you ensured your congregation's makeovers?
2. When is your next assessment?
3. What might keep you from engaging that assessment?
4. What strategies can, will, you use to overcome the obstacles?
5. Who have you – will you - invite?
6. What do you need to do next and by when?
7. Who will hold you accountable?