

Natural Church Development Process for RMYM Churches

The coach's role is— (Front-end work is essential)

- Step One is Prepare: "What can we expect?" The Coach may assist the Church by training, explanation, and identification of appropriate people/leaders for the tasks ahead.
- Step Two is Diagnose: "Where are we?" The Coach will help the Church by administering the NCD survey, training a Church Health Team, presenting survey results, helping church to determine 3-5 key issues.
- Step Three is Plan: "Where do we want to go?" The Coach will help the Church establish SMART Goals (Specific, Measurable, Achievable, Relevant, Timeframe) and may conduct an action planning workshop.
- Step Four is Implement: "Who are the people? What are the resources? What do we need to get there?" The Coach may be present as support and encouragement are necessary and ensures the Church Health Team stays on track with their plan and resources.
- Step Five is Evaluate: "How did we do?" The Coach meets with the Church Health Team for evaluation and next-round planning.

Key questions for churches to consider—

- Are there sufficient people to do the survey? *A minimum of 10 adults must meet three criteria: (1) committed to the life of the church; (2) actively involved in ministry, preferably performing a regular task; (3) a member of a small group/cell group/home group. A maximum is 30 surveys.*
- When is the appropriate time? *Follow the church's flow of ministry.*
- Are there any leadership issues? *Do not take the test after serious conflict - work through conflict first.*
- Is this a recent church plant? *The church should have been in existence for more than one year.*

Other questions to consider include: (1) Is the pastor leaving soon? (2) What is the size or age of the church? (3) Does the church have any experience with change process?