

## CONGREGATIONAL DEVELOPMENT

# NEED SOME IDEAS?

*Here are some suggestions to consider...*

<b>Gift-based ministry</b> <i>Are tasks in your church distributed according to the criterion of gifting?</i>	<b>Passionate spirituality</b> <i>Is the spiritual life of the church members characterized by passion?</i>
<b>Holistic small groups</b> <i>Do the small groups address the life issues of their members?</i>	<b>Need-oriented evangelism</b> <i>Are the evangelistic activities related to the needs of those you are trying to win?</i>

CONGREGATIONAL DEVELOPMENT

*Parish Evaluation*

The graphic features a scenic photograph of a mountain valley with a river and evergreen trees. In the foreground, the backs of two people's heads are visible as they look out over the landscape. The text "Parish Evaluation" is written in a large, white, cursive font across the middle of the image.

## PARISH ASSESSMENT RESOURCES:

taking the pulse of your community of faith.

How healthy is your parish? How can we realize our potential to grow? What might be stopping us from growing? It is always helpful to take a look at the health of our communities of faith.

One of the best tools available is the **Natural Church Development survey.**



Natural Church Development (NCD) is a like a check-up on the health of a church. It has been used in over 50,000 churches on six continents. The NCD process focuses on eight quality characteristics of healthy, growing churches, allowing us to measure and then shape our ministry to improve our overall health. It is a paradigm, not a programme: a healthy church in which the conditions are right will be a growing church.



## **What are the benefits of Natural Church Development?**

NCD is an objective, scientific tool that allows us to measure our performance in areas that are often difficult to measure.

NCD is supported by trained facilitators from the Diocese of Montreal who will guide you through the process.

Support continues after the survey has been completed.

Churches that participate in NCD show a consistent improvement in the eight quality characteristics of healthy congregations and an overall improvement in congregational health.

How does it work?

Before survey

Contact Neil Mancor, Coordinator for Congregational Development. His team will introduce NCD to you and your leadership, help you put together the survey group, administer the survey and will come and present the results to you and your congregation.

Create your account at NCD Canada: [www.ncd-canada.com](http://www.ncd-canada.com) COST: \$475+tax for first survey.

The NCD Survey Form is given to 30 people who meet all three criteria:

- committed to the life of the church
- actively involved in ministry, preferably performing a regular task
- member of a group which can be groups like youth group, cell group, choir, home group, or worship team

The senior leader of the church is an automatic selection.

After survey

Receive the results. As a congregation read, mark, learn and inwardly digest them. Discuss them at every meeting. Your NCD coach will help you interpret them and prioritize actions you need to take.

Plan your response to the results. The NCD team will help you.

Follow through with your plan.

Re-survey 12-18 months later.

The Diocese of Montréal

# MUTUAL MINISTRY REVIEW

A resource for building **healthy** and **effective** ministries  
encouragement for **collaborative** leadership  
support for **productive** relationships between priest and people

Perhaps the best reason for using this resource is that you are ready to embrace the mission of the church in your location and to more fully articulate and coordinate the ministries that will help fulfil this mission.

A Mutual Ministry Review (MMR) can facilitate all of this and more.

It will help you

- clarify and set appropriate expectations of parish ministry and leadership;
- encourage people to listen to each other in ways that are constructive, creative and productive;
- identify weaknesses and correct problems early;
- identify, celebrate and build on successes and strengths;
- set concrete, realistic goals for both parish and cleric, and once goals are set, make them the basis for future reviews.

MMRs can also help us become more attentive to our commitment to the Gospel and God's call to new ministry initiatives within our unique mission contexts.

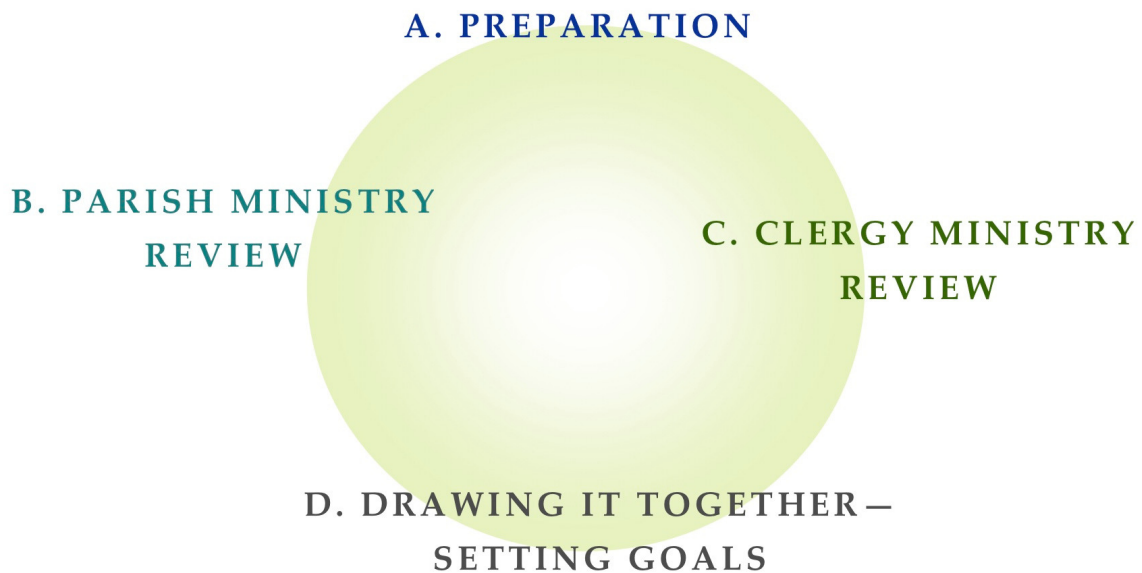
Along with seeing new possibilities, a MMR can help us identify activities that should end, making room for these new initiatives to begin.



## THE REVIEW PROCESS

Effective ministry is mutual. It is done in partnership, by the community working together according to their specific gifts. For this reason ministry review cannot simply be a performance review of your priest carried out by the parish (or even vice versa!), but a mutual process of self-reflection, supportive feedback and goal setting.

The process unfolds in several discrete but interconnected steps. It is adaptable for any sized parish and takes from 2 weeks to 2 months to do.



*It is not you that shapes God it is God that shapes you.  
If you are the work of God await the hand of the artist  
who does all things in due season.  
Offer Him your heart soft and tractable,  
and keep the form in which the artist has fashioned you.  
Let your clay be moist, lest you grow hard  
and lose the imprint of his fingers. [St Irenaeus]*

