

NETWORK MEETING #3

Make an Action Plan



icebreaker →

Complete the following statement: one of the most embarrassing moments of my life was when...



Learning

from One Another

1) Form the core of your NCD Implementation Team

Meron na ba kayong Implementation Team? Ilan ang mga miyembro?

2) Build spiritual momentum

- a) Anu-ano na ang nagawa ninyo para mag-build ng spiritual momentum?
- b) Papaano nakatulong?

3) Kindly submit your Implementation Checklist for last month to your Network Facilitator at this time.

Hindi basta-basta ang gagawin to strengthen your Weakest Quality. Kailangan magplano nang mabuti.

- Plans fail for lack of counsel, but with many advisers they succeed (Prov. 15:22).
- Make plans by seeking advice; if you wage war, obtain guidance (Prov. 20:18).
- Ang mabuting pagbabalak ay pinakikinabangan, ngunit ang dalus-dalos na paggawa'y walang kahihinatnan (Kawikaan 21:5).

Here's an overview of the steps to make an action plan:

step1 Add to your Implementation Team

step2 Inform your church of the survey results

step3 Use the Evaluation Questions

step4 Use the Guidelines for Strengthening your Weakest Quality

step5 Include evangelism

step6 Use your church's strong quality

step7 Prioritize actions

step8 Write **SMART** goals

step9 Accomplish your goals!



step1 Add to your Implementation Team

STEP ONE
add to your implementation team

Which ministry in your church is most directly related to your Weakest Quality? Add 1 or 2 members from this ministry to your Implementation Team. Sino kaya?

ACTION PLAN

Discuss whom you will invite to join your Implementation Team. Manalangin muna, asking the Lord to show you whom He might want to include.

We will invite _____
to join our Implementation Team.

Encourage these new members of your team to come to our next network meeting.



step2 Inform your church of the survey results

STEP TWO
inform your church of the survey results

Have a meeting with the Implementation Team and other key people in the church to discuss the survey results. In addition to the Implementation Team you may also want to include:

- those who took the survey
- those whose ministries are most affected by the survey results
- other key leaders.

After this meeting, inform the whole church of the survey results. Or, if you prefer, you can skip the first meeting and just inform the church.

Ownership

It's crucial that you involve key leaders as you reveal the survey results! As members begin to understand your survey results, many ideas will come out about possible things your church should work on. From this, you will develop goals to strengthen your church's health. Mahina kung Implementation Team lang ang gagawa nito. Your church may lack ownership in the actions you need to take to strengthen the health of your church.

PLANS fail with lack of COUNSEL but with many advisers they SUCCEED.

-Prov. 15:22-

Separate meetings

If your church is very big you might want to have separate meetings with different groups in your church. (Example: Pastoral staff, elders, ministry heads, cell group leaders, etc.) This might help increase ownership.

Church profile

Distribute copies of the church profile, showing the survey results, to all members of the Implementation Team and anyone else present.

Meaning of the scores

Make sure that everyone clearly understands the meaning of all of the numbers on your church's profile. Explain that a score of 50 is average, compared to other churches in the Philippines. A score of over 50 means that your church is above average in that particular quality. Magandang balita 'yan! A score of less than 50 means that your church is below average in that particular quality. Magandang balita din naman 'yan. Malinaw na kung ano ang kailangan ninyong palakasin.

First word is key

Explain that the score measures the first word in the character quality. For example, in "Enabling Leadership" your score measures the extent that your leaders are involved in "enabling" others. In "Gift-based Ministry" your score measures the extent that the ministries, which your members serve in, are "gift-based," etc.

Puwedeng magbago

Explain that hindi nakatali ang church ninyo habang buhay sa scores na ito. Puwedeng-puwedeng baguhin, kung willing magbago.

Discussion

You might want to ask some of the questions below to those present at your meetings. If some possible ideas for actions to strengthen your Weakest Quality are mentioned, record these ideas on the "Possible Actions Worksheet" on pg. 65.

- What are your reactions to the scores?
- Are you surprised by any scores? If so, which ones?
- Are you disappointed with any scores? If so, which ones?
- Are you encouraged by any scores? If so, which ones?
- Are you confused by any of the scores? If so, which ones?
- What connections might be made between scores of the different qualities?
- Which of the other 7 qualities might be connected with our Weakest Quality?
- When our Weakest Quality is strengthened, what will be different in our church?

hindi sa
habang
buhay ang
scores
ninyo

POSSIBLE ACTIONS WORKSHEET

Our church's Weakest Quality (one of the 8 qualities):

List possible actions

As you go through steps 2-6 to make an action plan, always record ideas that come up about possible actions you could take to strengthen your Weakest Quality. You can use this worksheet to keep all your possible actions in one place. All of these possible actions should be directly related to strengthening your Weakest Quality.

1) _____

2) _____

3) _____

4) _____

5) _____

6) _____

7) _____

8) _____

9) _____

10) _____

11) _____

12) _____

13) _____

14) _____

15) _____

16) _____

Action plan for your meeting to reveal the survey results

Which do you think will be more effective for your church? Have one or more meetings with key members muna, then reveal the results to the whole church? Or diretso na lang sa buong church?

Have your first meeting to discuss your survey results as soon as possible in case you might need more than one meeting. Set a tentative date, time and place now.

Date: _____

Time: _____

Venue: _____

step3 Use the Evaluation Questions

1) Locate the Evaluation Questions

The Evaluation Questions for all 8 qualities can be found on pgs. 68-82. Locate the Evaluation Questions for your church's Weakest Quality.

2) Notice the areas measured

The specific areas measured by the NCD survey are listed at the top of the Evaluation Questions.

3) Discuss selected questions

Discuss the Evaluation Questions for your church's Weakest Quality that are most relevant to your church. You don't necessarily have to discuss all of these questions, but you can if you think this would be valuable. As you discuss, continue to add items to your "Possible Actions Worksheet" on pg. 65.

Demonstration

Always focus on your Weakest Quality

From now on, all of your work will focus on your Weakest Quality. It's best to focus on just this one quality rather than trying to work on two or three qualities sabay-sabay. This Weakest Quality is the main area that is blocking your church from experiencing greater health. When this quality is strengthened, many of the other qualities may also improve.

Ano ang nakaligtaan?

Most churches are doing at least something even in their Weakest Quality. The Evaluation Questions will help you to see what is maybe already being done and what is being overlooked.

4) Final question

The specific Evaluation Questions you have discussed should help reveal many reasons why your church has the Weakest Quality that it does. After you discuss these questions, add the following general question, just to make sure that as many areas as possible are seen related to your Weakest Quality:

What do you think are some of the reasons why _____ is the Weakest Quality in our church?

Don't go back to questionnaires

It is not advisable to go back and study your completed questionnaires to better understand your survey results. Trying this will probably only confuse you. The best way to better understand your survey results is to follow the steps given in this network meeting guide. It's especially valuable to use the Evaluation Questions for your Weakest Quality.

these
evaluation
questions
will
help
you
see
what
is
present
and
missing
in
your
church
in
your
Weakest
Quality



Evaluation Questions
*Enabling
Leadership*

● Evaluation Questions for Enabling Leadership ▶

These are the specific areas measured in the NCD survey related to Enabling Leadership in your church:

- ▶ Match of the pastor to the congregation
- ▶ Delegation
- ▶ Leadership through vision
- ▶ Leadership through equipping
- ▶ Leadership through leading change

▶ **Match of the pastor to the congregation**

1. How do the duties our pastor is responsible for in our church fit his/her gifts and abilities?
2. Where is our pastor currently working in areas of strength, where in areas of non-strengths?
3. To what extent does the vision of the church match the vision of our pastor?

▶ **Delegation**

1. How is delegation used in our church?
2. What is our pastor doing now that could be delegated?
3. What hinders effective delegation from happening in our church?

▶ **Leadership through vision**

1. What role does vision play in our church?
2. How clearly could the congregation explain the vision of our church?
3. How are people treated in our church that continually have new ideas of how to do ministry?
4. How often do our leaders schedule time for receiving vision from God and planning?
5. How do we share vision with our congregation?
6. What prevents people from committing to our vision?

► Leadership through equipping

1. What training is available for people beginning in ministry in our church?
2. What positions of ministry have no training available?
3. How do we identify potential leaders?
4. To what extent do we use apprentice leaders?
5. How much time does our pastor spend coaching leaders?
6. What other leaders consistently spend time coaching emerging leaders?

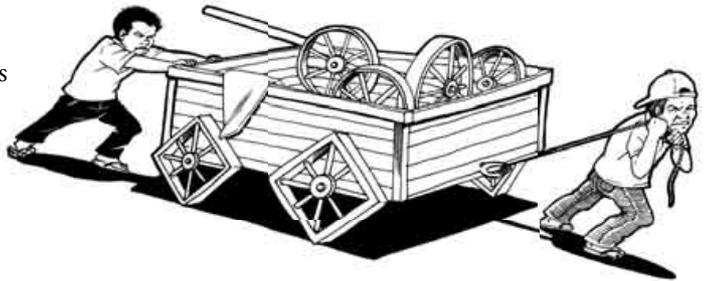
► Leadership through leading change

1. What attempts at change have you made in your congregation in the last 3 years?
2. How did the congregation respond to that change?
3. How have people who have attempted change been treated?
4. Do the current leaders of our church encourage change or discourage change?

● Evaluation Questions for Gift-based Ministry ►

These are the specific areas measured in the NCD survey related to Gift-based Ministry in your church:

- Understanding your gift(s)
- Matching gifts to ministries
- Training
- Appreciation of ministry



► Understanding your gift(s)

1. How well do your members know their primary spiritual gifts?
2. How and when have you taught on spiritual gifts in your church?
3. How well is the concept of spiritual gifts accepted? Is it merely acknowledged or is it actually put into practice?
4. How has your church helped members identify their spiritual gifts? (use of a questionnaire, informal discernment in small groups, etc.)



5. What ongoing system does your church use to help members continue to identify their emerging gifts and for newcomers to identify their gifts?

► **Matching gifts to ministries**

1. How does your church place people in ministry assignments according to their spiritual gifts?
2. To what extent are your members working outside their area of giftedness?
3. How can your members make their gifts known so they can be used in the church?
4. For which ministries in your church do you have written position descriptions? Which ones are missing?
5. In the position descriptions you do have, are the spiritual gifts needed for that ministry included in the position descriptions?
6. How does your church match people's gifts to their role in the ministry?
7. What ongoing system does your church use to consistently mobilize gifts in your congregation?

► **Training**

1. What training opportunities are available in your church for members who volunteer to serve?
2. What coaching is available for members serving in your church?
3. How are your members challenged to take another step in ministry that will further use their gifts?
4. How do leaders in your church respond to members who have tried and "failed" in a ministry?

► **Appreciation of ministry**

1. How does your church help members understand how their service fits into the overall vision of your church?
2. How do your leaders affirm members, privately or publicly, in their ministry?



● Evaluation Questions for Passionate Spirituality ►

These are the specific areas measured in the NCD survey related to Passionate Spirituality in your church:

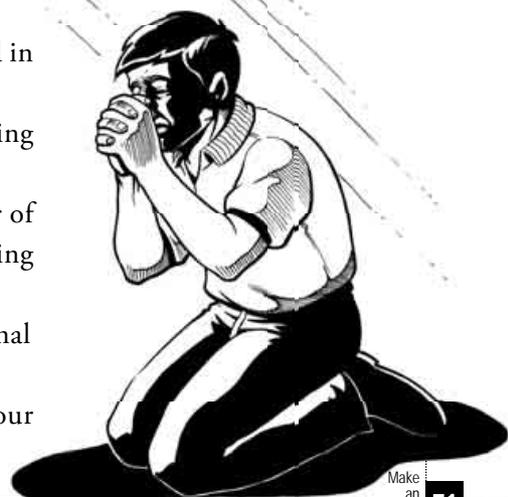
- Personal spiritual disciplines
- Church-wide spiritual disciplines
- Contagious faith

► Personal spiritual disciplines

1. In what ways do you see your people practicing personal spiritual disciplines such as prayer, fasting, study of the Word, tithing and service?
2. When was the last time practical training was given on how to practice spiritual disciplines?
3. What hinders some of your members from practicing spiritual disciplines more regularly?

► Church-wide spiritual disciplines

1. In what ways do you see your people practicing corporate spiritual disciplines such as worship, submission, accountability and intercession?
2. When was the last time teaching was given on any of the corporate spiritual disciplines as something you need to do together as a church?
3. What priority does your church give to corporate spiritual disciplines?
4. How many corporate prayer times have you had in the last year? How was the participation?
5. What might be hindering your church in practicing corporate spiritual disciplines?
6. How do you handle situations where a member of your church is clearly and persistently disobeying the word of God?
7. What is the role of prayer in your congregational life?
8. How have you mobilized the intercessors in your church?



► Contagious faith

1. In what ways do you see people's lives being transformed by the power of the Holy Spirit?
2. How have you seen people's faith affect the decisions they are making in life?
3. What opportunities are given for people to testify to others in the church about how God is transforming their lives?
4. To what extent are people using these opportunities?
5. How are you encouraging your people to share the greatness of God with those outside the church?

● Evaluation Questions for Effective Structures ►

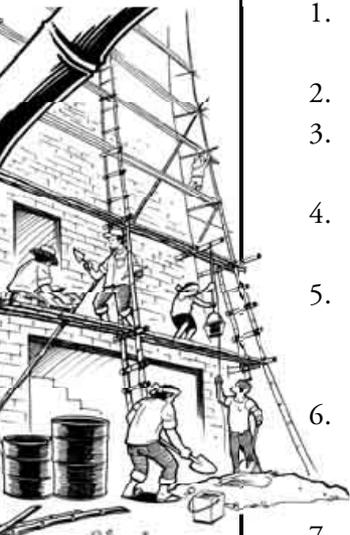
Evaluation Questions
*Effective
Structures*

These are the specific areas measured in the NCD survey related to Effective Structures in your church:

- Organization
- Leadership
- Vision, goals and planning
- Ability to change

► Organization

1. Clarify the ministries that are currently a part of the church. Using an organizational chart, show how these ministries are connected.
2. Which ministries have designated leaders and which don't?
3. Do each of the leaders have someone they report to and from whom they receive oversight?
4. How many leaders report directly to the pastor? Could this be decreased?
5. Describe how people come into your church through your various ministries. How do they get connected into the full life of the church?
6. What improvements could be made so that more of those who receive Christ through evangelistic ministries actually get assimilated into the church?
7. How are decisions made in your church?



► **Leadership**

1. How do you select leaders for the different ministries in your church?
2. How do leaders recruit team members who will contribute to their ministry?
3. What general training do you make available for workers and leaders?
4. What specific training is available for specific ministries?
5. How have you equipped your key leaders to give effective oversight to those they lead?
6. Who are the people who are presently receiving consistent coaching in their ministries?
7. Which leaders still lack consistent coaching?
8. Which leaders have an apprentice (not just an assistant)? Which don't?

► **Vision, goals and planning**

1. How well known is your vision statement?
2. What have you done in the last year to help people understand this?
3. How often do your leaders set aside time for planning and goal setting?
4. How are goals determined?
5. How closely are your goals tied to your vision?
6. How are these goals communicated to the congregation?

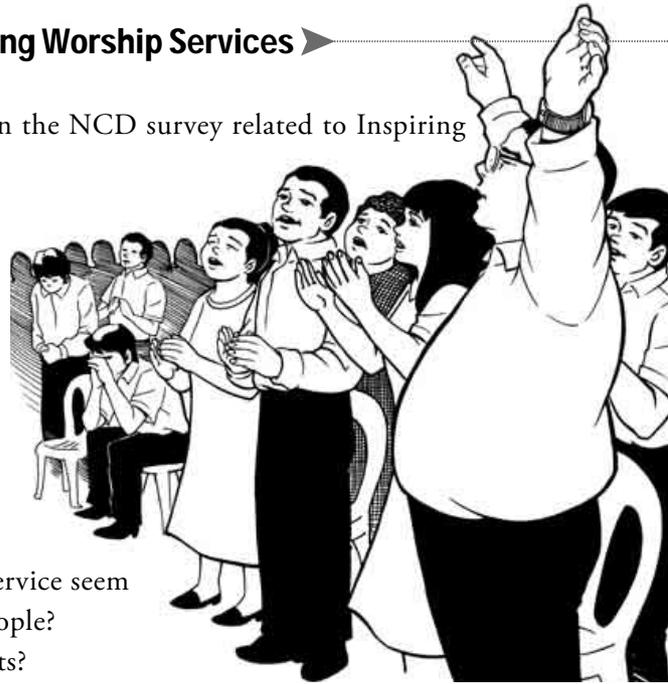
► **Ability to change**

1. If a person who had been gone for the last 3 years walked into your worship service today, what changes would they see?
2. How have you encouraged your members' creativity?
3. What major changes have taken place in your church over the last 5 years?
4. How did the congregation react to these changes?
5. What changes need to take place in your church? Why?

● Evaluation Questions for Inspiring Worship Services ►

These are the specific areas measured in the NCD survey related to Inspiring Worship Services in your church:

- Feelings of being inspired
- Worship service planning
- Baguhan-friendly
- Care for children
- God-centered music
- Life transforming preaching



► Feelings of being inspired

1. Which parts of your worship service seem to be most inspiring for the people?
2. Which aspects need adjustments?
3. What shows you that people who come to your worship service have the sense of being touched by God?
4. Describe a time when you specifically felt the presence of the Lord touching you or others in the service. How often does this happen?

► Worship service planning

1. How have you adapted the worship style of your church to match the people you are trying to reach?
2. Who are the intercessors you have mobilized to pray for the worship service?
3. Do they have a pre-service prayer time?
4. If so, how powerful is it?
5. How do the different “up front” people coordinate and plan?
6. How many people are involved in preparing and leading the worship service?
7. Evaluate the flow of the worship service. Is the opening of the service inspiring? Does it get people’s attention effectively and prepare their spirits for worship? Do the transitions between segments flow smoothly?
8. How do you evaluate your worship services so that you can make improvements?



► Baguhan-friendly

1. How have you trained your congregation to reach out to newcomers?
2. Is it easy for newcomers to locate the CR? Are there helpful signs?
3. Are greeters available to help newcomers?
4. How do you encourage newcomers to try opportunities beyond the worship service, where relationships can be built more effectively?
5. How have you trained your “up front” people to speak in a baguhan-friendly way? Do they minimize theological vocabulary that visitors may not understand? Do they explain church programs in a way that visitors can easily understand?

► Care for children

1. How do you include the children in the worship service?
2. What parts of the service are understandable to children and what parts are hard for them to understand?
3. Do you provide separate ministry to the children during part or all of the worship service?
4. If so, are parents confident that their children are well cared for?
5. Do parents believe the ministry to their children gives genuine care with social and spiritual development?
6. How have you trained the teachers of the children?
7. If there is no separate ministry to the children, are parents able to concentrate on the worship service, even with their children present?

► God-centered music

1. Is your style of music effective in reaching the type of people you are hoping to reach?
2. Do your worship leaders merely lead singing songs or do they actually facilitate worship in what they say and do?

3. What is the role of the worship team leader in preparing for worship?
4. What is expected of the worship team during the service besides leading the singing?
5. How do you use other art forms in your worship service (drama, visual arts, etc.)?

► **Life-transforming preaching**



1. What priority does sermon preparation have in the pastor's weekly schedule?
2. Are the sermons easy to understand, without being shallow?
3. Is it clear to members how they can apply the sermons to their every day life?
4. How biblical are the sermons?
5. What opportunities do you provide for response to the sermon? For example: open sharing time, prayer, counseling, small group sharing, devotional guidelines for the week based on the sermon, etc.
6. What aspects of the sermons are attractive to newcomers?
7. What aspects are hard for them to understand or relate to? (Use last week's sermon as an example.)

● Evaluation Questions for Comprehensive Small Groups ►

These are the specific areas measured in the NCD survey related to Comprehensive Small Groups in your church:

- ▶ Spiritually oriented
- ▶ Developing relationships
- ▶ Active participation
- ▶ Baguhan-friendly
- ▶ Multiplication of disciples, leaders and groups



▶ Spiritually oriented

1. Do your groups experience God's presence? How many of your groups are experiencing this regularly?
2. Does the Bible play a central role in your small groups?
3. Do all small groups include extended times of meaningful prayer?
4. Do all small groups include times of worship?
5. What are your groups doing to facilitate worship, in addition to singing?

▶ Developing relationships



1. Do group members trust one another enough to share personal struggles?
2. What might be hindering honest sharing?
3. In what ways are members encouraged to interact between meetings?
4. What do you do outside of group meetings to help group members to get to know each other?
5. How relevant are the topics covered to the every day lives of the people in the groups?
6. How can you tell that the groups are actually meeting the needs of people in the groups?

► **Active participation**

1. How are leaders expected to mobilize the gifts and abilities of the people in their groups to contribute to the life of the group?
2. What roles or responsibilities are there for individuals in the group besides small group leader?
3. If someone else in the group takes a responsibility, what kind of follow-up is expected from the small group leader?

► **Baguhan-friendly**

1. How do your groups make new people feel welcome?
2. How do you follow-up on visitors to your groups?
3. How effective have your groups been in incorporating new people?
4. What kinds of events do small groups plan that are attractive to newcomers (such as social events)?

► **Multiplication of disciples, leaders and groups**

1. To what extent do your groups have a vision for multiplication?
2. To what extent are group members encouraged to reach out to unbelievers?
3. How are group members accountable for their spiritual growth and use of spiritual gifts?
4. How do you train and coach small group leaders?
5. Is instruction on how to multiply a group included in the training?
6. Do small group leaders train apprentice leaders while leading their group?
7. How many new groups were started in the last year either through multiplication or as new groups?
8. If your answer to the previous question is less than you would like, what do you think is the limiting factor?

● Evaluation Questions for Need-meeting Evangelism ►

These are the specific areas measured in the NCD survey related to Need-meeting Evangelism in your church:

- ▶ Personal evangelism
- ▶ Church-wide evangelistic efforts
- ▶ Baguhan-friendly worship services
- ▶ Assimilation of newcomers into the church

▶ Personal evangelism

1. To what extent are your members (including the pastor) developing relationships with pre-Christians? Give examples.
2. Have you helped your members to identify the pre-Christians they already have a relationship with?

▶ Church-wide evangelistic efforts

1. Which intercessors do you know are praying for the evangelistic outreach of your church?
2. In the last year, what events have been held where you have specifically encouraged members to bring their pre-Christian friends? What was the result of these events?
3. What percentage of those who have received Christ through evangelistic ministries have actually become active in the church?
4. How effective are your worship services in facilitating evangelism?
5. What percentage of your church programming is directed towards evangelistic ministries?
6. How effective are your small groups in evangelism?
7. What aspects of your small groups would help or hinder bringing a new person to a small group meeting?



Evaluation Questions
*Need-meeting
Evangelism*

► **Baguhan-friendly worship services**

1. How visible are your church facilities/property to the public?
2. How well have you marked directions to specific locations (such as CRs)?
3. What aspects of your worship service might be hard to follow for a newcomer? Possible examples: the vocabulary used, the way you worship, the words to the songs, etc. What have you done to make your service more baguhan-friendly?
4. How do you make sure that newcomers are warmly reached out to before and after the service?
5. Do you offer newcomers a merienda?



► **Assimilation of newcomers into the church**

1. What kind of orientation do you have for newcomers to your church? How often do you conduct this orientation?
2. Studies have shown that a newcomer needs 5-7 significant relationships with people in the church in order to become and remain active in the church. What does your church do to facilitate this?
3. Some churches are friendly to visitors but it is very hard for a newcomer to feel like they “belong” because of the already established family groups and other cliques. How would you evaluate your church in this area?
4. After a newcomer attends a worship service or Outreach Bible Study, what is the next level of deeper involvement for them? How effectively do you move newcomers on to this next level?
5. How do you get newcomers involved in serving? How effective has this been?

● Evaluation Questions for Loving Relationships ►

These are the specific areas measured in the NCD survey related to Loving Relationships in your church:

- Atmosphere of joy and trust
- Interdependent relationships
- Encouragement and affirmation
- Sadyang pag-aayos ng mga conflicts sa mga miyembro



Evaluation Questions
Loving Relationships

► Atmosphere of joy and trust

1. How is joy and trust seen among your members?
2. How does your church create an atmosphere of joy and trust?
3. How do you see joy and trust lacking in your church?

► Interdependent relationships

1. How often do your members spend time together outside of church meetings or activities?
2. What does your church do to facilitate the development of loving relationships?
3. What hinders the developing of loving relationships in your church?
4. How have you seen your members helping one another?
5. How do your members show love to people outside of your church?
6. What do your pastors and leaders do to strengthen their relationships with each other? With members? With unchurched people?
7. In what way might your pastors and leaders hinder loving relationships?

► **Encouragement and affirmation**

1. When your members try something new, how do others respond: with affirmation, criticism or silence?
2. How does your church respond to people who try and fail at a new ministry or responsibility?
3. How do your members celebrate accomplishments together?
4. What opportunities are there in your church for people to publicly give encouragement and affirmation?

► **Sadyang pag-aayos ng mga conflicts sa mga miyembro**

1. When two individuals in the church have had a conflict, how was this handled?
2. When the church has faced conflict that involved two or more groups of people how was this handled?
3. How would you evaluate the ability of your church to face and deal with conflict in a healthy manner? Use a recent conflict as an example.

Source of all Evaluation Questions: CoachNet®. Used by permission.

step4

Use the Guidelines for Strengthening your Weakest Quality

Get a copy of the Guidelines for Strengthening the Weakest Quality of your church. You can obtain this from:

- Your NCD Implementation Network meeting
- The book *Resources for Church Health: Tools to Strengthen 8 Essential Church Qualities* available at PCBS bookstores and from Philippine Challenge.
- www.philchal.org. (Click on “NCD/How to Strengthen the 8 Qualities.”)



www.philchal.org

There are a lot of good tools here. Work through these with your Implementation Team. These tools are not essential, but can be very helpful. As you get new ideas, add these to your “Possible Actions Worksheet” on pg. 65. Only use the materials related to your Weakest Quality.

Checklist

Read over the Checklist for your church’s Weakest Quality. Check off the things your church is already doing. The remaining items could become possible actions for your church. You can add some of these ideas to your “Possible Actions Worksheet” on pg. 65.

Continue to use this Checklist at your next Implementation Team meeting. Consider adding new items to your “Possible Actions Worksheet” on pg. 65.

step 5 | Include evangelism

As you work on your plans to strengthen your Weakest Quality, be sure to do it in a way that also strengthens your evangelism at the same time.

As individual believers, our spiritual health is directly related to our involvement in evangelism. Philemon 6 makes this clear: “I pray that you may be active in sharing your faith, so that you will have a full understanding of every good thing we have in Christ.”

NCD research has shown that this is also true of churches. Growing churches that are active in evangelism have been shown to also be healthy churches. As you strengthen your evangelism this will strengthen your health. As you strengthen your health this will further strengthen your ability to do evangelism. Perhaps the best way to do evangelism is by planting daughter churches.

STEP FIVE
include
evangelism

Sounds nice, doesn't it? But how can you actually do this? Here are some ideas. You don't necessarily need to use these specific ideas. These are just to help you get started in your thinking and planning. You can find the best way in your church to strengthen your evangelism while you strengthen your Weakest Quality.

If your Weakest Quality is...		...you could...
	Enabling Leadership >>>	train your members in a simple method of how to share the gospel.
	Gift-based Ministry >>>	mobilize everyone with the gift of evangelism to concentrate on ministries directly related to evangelism.
	Passionate Spirituality >>>	mobilize all members to pray daily for the salvation of five friends, neighbors or relatives.
	Effective Structures >>>	develop a system that effectively integrates new believers into the church.
	Inspiring Worship Services >>>	have a Friend Day 2-4 times per year. Concentrate on inviting unsaved friends to these worship services.
	Comprehensive Small Groups >>>	strongly incorporate evangelism into your small groups.
	Need-meeting Evangelism >>>	evaluate the effectiveness of your evangelistic activities to make sure they are actually contributing to the growth of your church.
	Loving Relationships >>>	have all members identify at least two unbelievers that they will show an act of kindness to.

Remember: Don't wait until your church is perfectly healthy to begin to evangelize. Evangelize *while* you strengthen your health. If you do, you'll receive a double benefit. In addition to seeing the fruit of evangelism your church will also grow in health.

ACTION PLAN

How could you strengthen your evangelism while strengthening your Weakest Quality? Add something related to this to your "Possible Actions Worksheet" on pg. 65.

Immediate follow-up

Response is greatest within 24 hours after receiving Christ. After this, responsiveness decreases rapidly!

While planning an evangelistic event, also plan the follow-up! Have the follow-up plan ready to implement before the actual event takes place. Don't wait until after the event to begin to plan the follow-up. Kung ganoon, huli na! Baka maging napakalaking sayang!



Use your church's strong qualities

Look on the graph giving the score of your church for each of the 8 qualities. What is your church's strongest quality? You can use this strength to help work on your church's Weakest Quality. If you have other qualities with scores over 50 you can also use these strengths to help work on your Weakest Quality.

STEP SIX
use your church's
strong qualities

Use your
STRENGTHS
to work on your
WEAKNESSES.

Examples

If your Weakest Quality is **Enabling Leadership**

and one of your strengths is...	...you might...
 <p>Gift-based Ministry >>></p>	<p>identify those with the gift of leadership. Use them to help develop training programs for your members.</p>
 <p>Passionate Spirituality >>></p>	<p>challenge your members to include serving the Lord in your church as a crucial part of their spiritual lives. Include training for specific ministries that members could commit to.</p>
 <p>Effective Structures >>></p>	<p>have your leaders organize training opportunities for serving in the church. You could also organize an ongoing system of coaching those who are serving.</p>
 <p>Inspiring Worship Services >>></p>	<p>use your worship service to challenge members to commit to specific ministries. Leaders should prepare appropriate initial and ongoing training to equip members for these ministries.</p>
 <p>Comprehensive Small Groups >>></p>	<p>mobilize all members of the small groups to commit to a ministry. Provide training and opportunities for experimentation right within the small group meetings.</p>
 <p>Need-meeting Evangelism >>></p>	<p>mobilize new converts to serve, as soon as possible. Provide simple, entry-level ministries for them. Encourage them to graduate to more challenging and fulfilling ministries. Leaders should provide necessary training.</p>
 <p>Loving Relationships >>></p>	<p>challenge every member to commit to a ministry in the church, as an expression of love. Form prayer partners who will pray daily for the ministry of their partner. Partners could also pray together at least once per week.</p>

Examples

Weakest Quality is Gift-based Ministry

If your Weakest Quality is **Gift-based Ministry**

and one of your strengths is...	...you might...
 <p>Enabling Leadership >>></p>	<p>have your leaders enable all members to discover their spiritual gifts. Connect each member with an appropriate ministry.</p>
 <p>Passionate Spirituality >>></p>	<p>enable members to discover and use their gifts as part of a complete spiritual life.</p>
 <p>Effective Structures >>></p>	<p>develop a system in the church in which members regularly have the opportunity to discover their gifts. Keep an ongoing list of all ministries in the church in need of personnel. Match each member to a ministry appropriate to his or her gifts.</p>
 <p>Inspiring Worship Services >>></p>	<p>mobilize more people to participate in the worship service, according to their spiritual gifts.</p>
 <p>Comprehensive Small Groups >>></p>	<p>help your small group members to discover and experiment with using their gifts right within their groups.</p>
 <p>Need-meeting Evangelism >>></p>	<p>help new believers to immediately identify their spiritual gifts and use them in serving.</p>
 <p>Loving Relationships >>></p>	<p>challenge members to further extend their love to one another by using their spiritual gifts to serve one another. Enable members to discover their gifts and connect them to an appropriate ministry.</p>

Examples

If your Weakest Quality is **Passionate Spirituality**

and one of your strengths is...		...you might...
 <p>Enabling Leadership</p>	>>>>	have your leaders develop ways to equip members in their spiritual lives.
 <p>Gift-based Ministry</p>	>>>>	brainstorm ways that each gift could be used to strengthen the spiritual passion in the church.
 <p>Effective Structures</p>	>>>>	organize a prayer ministry.
 <p>Inspiring Worship Services</p>	>>>>	give greater emphasis in the worship service to applying the message to daily living. Include accountability structures for this.
 <p>Comprehensive Small Groups</p>	>>>>	use more time in small group meetings to plan specific life applications from the passages of Scripture studied. Include accountability within the group. Spend more time in prayer for one another's personal lives.
 <p>Need-meeting Evangelism</p>	>>>>	brainstorm ways to triple the number of members involved, in some way, in evangelistic ministries para masakyan nila ito. Mahawaan sana sila ng passion na nandoon na sa mga evangelistic ministries.
 <p>Loving Relationships</p>	>>>>	organize prayer triplets that will pray daily specifically for strengthening of the spiritual passion of each member of the triplet.

Examples

Weakest Quality is Effective Structures

If your Weakest Quality is **Effective Structures**

and one of your strengths is...	...you might...
 <p>Enabling Leadership >>></p>	<p>bring in an outsider to train all of your leaders in developing a vision, goals and plans.</p>
 <p>Gift-based Ministry >>></p>	<p>identify those in your church with the gift of organization. Use them to help each ministry in your church to become better organized.</p>
 <p>Passionate Spirituality >>></p>	<p>mobilize your intercessors to pray specifically that the Lord would help your church to strengthen its organization.</p>
 <p>Inspiring Worship Services >>></p>	<p>brainstorm and identify what makes your worship services so effective. Determine how you can use these things to strengthen the other ministries in your church.</p>
 <p>Comprehensive Small Groups >>></p>	<p>ask the leaders of your small group ministry to meet separately with leaders from other ministries. Have them discuss ways that these other ministries may possibly become more effective.</p>
 <p>Need-meeting Evangelism >>></p>	<p>brainstorm and identify what it is that makes your evangelistic ministries so effective. Determine how you can use these things to strengthen the other ministries in your church.</p>
 <p>Loving Relationships >>></p>	<p>hold fellowship dinners. Include a discussion that constructively evaluates one or more ministries in the church. Include suggestions for long-term strengthening.</p>

Examples

If your Weakest Quality is **Inspiring Worship Services**

and one of your strengths is...	...you might...
 <p>Enabling Leadership >>></p>	<p>provide initial and upgrading training for those who lead in all parts of the worship service.</p>
 <p>Gift-based Ministry >>></p>	<p>brainstorm how that each spiritual gift could contribute to improving the worship service. Mobilize people with these gifts to carry out these ideas.</p>
 <p>Passionate Spirituality >>></p>	<p>mobilize intercessors to pray for the worship service while it is in progress.</p>
 <p>Effective Structures >>></p>	<p>develop an evaluation form that you could use to evaluate each worship service.</p>
 <p>Comprehensive Small Groups >>></p>	<p>spend more time in worship in your small groups. Use your small groups to teach members how to have a personal time of daily worship. This should help members come to the congregational worship service better prepared to worship.</p>
 <p>Need-meeting Evangelism >>></p>	<p>include testimonies in your worship service from new believers and your members who shared Christ with them.</p>
 <p>Loving Relationships >>></p>	<p>include a very extended time of greeting one another in your worship service. Mobilize a tintera to make a merienda available after worship services.</p>

Examples

If your Weakest Quality is **Comprehensive Small Groups**

and one of your strengths is...	...you might...
 <p>Enabling Leadership</p>	<p>>>> provide initial and ongoing training for small group leaders.</p>
 <p>Gift-based Ministry</p>	<p>>>> mobilize all small group members to use their spiritual gifts within their small groups.</p>
 <p>Passionate Spirituality</p>	<p>>>> use your intercessors to implement more prayer in your small groups. Include times of listening to God together. Use your most mature members to teach on holy living in your small groups.</p>
 <p>Effective Structures</p>	<p>>>> develop a guide to evaluate each small group meeting.</p>
 <p>Inspiring Worship Services</p>	<p>>>> use your worship leaders from your congregational worship to train worship leaders for small groups.</p>
 <p>Need-meeting Evangelism</p>	<p>>>> form new small groups of new believers. Transfer mature members from existing groups to lead these new groups. Also, you might strengthen the evangelism component of your small groups.</p>
 <p>Loving Relationships</p>	<p>>>> recruit more of your members to participate in small groups. Especially use your most loving people already in small groups to help in this recruiting. Include lots of structured and unstructured interaction during group meetings. Spend lots of time praying for one another's needs.</p>

Examples

*Weakest Quality is
Need-meeting
Evangelism*

If your Weakest Quality is **Need-meeting Evangelism**

and one of your strengths is...	...you might...
 <p>Enabling Leadership</p>	<p>>>>> train all of your members in a simple method of sharing the gospel.</p>
 <p>Gift-based Ministry</p>	<p>>>>> brainstorm how that each spiritual gift in your church could contribute to your evangelistic efforts.</p>
 <p>Passionate Spirituality</p>	<p>>>>> mobilize everyone to pray daily for the salvation of 5 non-Christian friends or relatives.</p>
 <p>Effective Structures</p>	<p>>>>> organize a system to determine the needs in the community and identify resources that can help meet these needs.</p>
 <p>Inspiring Worship Services</p>	<p>>>>> mobilize members to invite non-Christian friends and relatives to your worship service.</p>
 <p>Comprehensive Small Groups</p>	<p>>>>> plan special activities in your small groups for non-Christian friends and relatives.</p>
 <p>Loving Relationships</p>	<p>>>>> mobilize each member to identify 5 non-Christian friends or relatives that they can love to Christ.</p>

Examples

If your Weakest Quality is **Loving Relationships**

and one of your strengths is...	...you might...
 <p>Enabling Leadership</p>	<p>provide training to your members on “How to be more loving.”</p>
 <p>Gift-based Ministry</p>	<p>mobilize each member to use his or her spiritual gifts to show love to at least one member per week.</p>
 <p>Passionate Spirituality</p>	<p>mobilize your church to pray for a deeper manifestation of love among the members.</p>
 <p>Effective Structures</p>	<p>evaluate every ministry in the church. Determine how each ministry could mobilize members to show love to a greater extent.</p>
 <p>Inspiring Worship Services</p>	<p>preach about “How to Love One Another.” Include practical applications and assignments.</p>
 <p>Comprehensive Small Groups</p>	<p>postpone the Bible study portion in your small groups for two months. Use the whole time for sharing, prayer for one another and personal ministry to one another.</p>
 <p>Need-meeting Evangelism</p>	<p>review how your church has done a good job at identifying the needs in your community and providing for these needs. Apply the same process now to your members. Determine what some of their needs are and mobilize your members to lovingly reach out to meet these needs.</p>

Halimbawa lang ang mga ito. Don't limit your church to these ideas only. Pray and think creatively. Use the unique strengths God has given your church to help strengthen your very specific weakness.

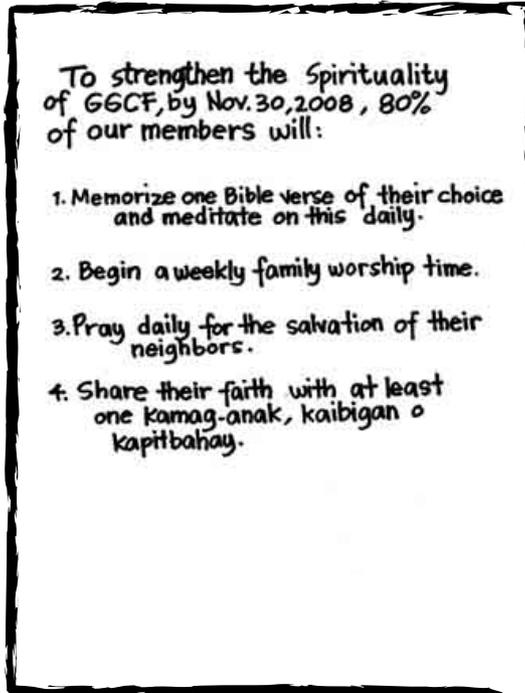
ACTION PLAN

- 1) How can your church use its strength(s) to work on your Weakest Quality?

- 2) What has contributed to the development of your strongest quality? Can you use any of these things to also contribute to strengthening your Weakest Quality?

- 3) Add ideas to your “Possible Actions Worksheet” on pg. 65. Or, you might be able to improve ideas already on the list by using your strengths.

Kapag natapos ninyo ang steps 2-6, napakarami na ng mga idea ninyo upang palakasin ang inyong Weakest Quality. Hindi puwedeng gawin ang lahat kaagad. Of everything listed on your “Possible Actions Worksheet” on pg. 65, choose 4 to 6 that you think are top priority. This number is practical to work with and will help to prevent you from becoming overwhelmed. Of all the many good things you could do, which are the best? Alin ang pinakamalaki ang maitutulong sa inyong iglesya?



Because the time of your church leaders and members is limited, you will also need to decide which church activities you will cut back on—things you are doing that are less productive. We can't just add more activities continually. Focusing on your Weakest Quality will help you to prioritize. We want to bear more fruit by actually doing less.

When you have accomplished these 4-6 goals you can carefully select one or two more. Make sure that each of these work areas are directly related to strengthening your Weakest Quality.

Interaction

Discuss this briefly now with your Implementation Team. Practice lang muna ito, ngayon, sa network meeting. You will be adding more ideas this month as you work on steps 2-6 with your Implementation Team. When your Implementation Team has finished steps 2-6, pumili na ng top priority actions ninyo.

Write SMART goals

Look at the 4-6 top priority actions that you have marked on pg. 65. Reword these actions so that they become **SMART** goals. Sa ilang sandali, pag-aaralan natin kung ano ang **SMART** goals. Writing **SMART** goals will take some thinking. Achieving **SMART** goals rather than just doing actions will make what you do far more fruitful!

To help you, here are some samples from a church whose Weakest Quality is Enabling Leadership. Notice how they changed their possible action so that it became a **SMART** goal.

	POSSIBLE ACTION	SMART GOAL
1	We need to develop training opportunities for those just starting in ministry	To strengthen our Enabling Leadership, by the end of October, five members will begin leading Outreach Bible Studies after having completed the appropriate training.
2	Pastor Glenn and our two workers need to have an apprentice leader for the ministries they are now doing.	To strengthen our Enabling Leadership, by the end of September, Pastor Glenn and our two workers will mobilize apprentice leaders for at least 75% of the ministries they are currently handling.



Interaction

Ano ang kaibahang napansin mo sa **SMART** goals compared to the possible actions?



SMART stands for:

Specific

Your goals should be written to strengthen your church's specific Weakest Quality.

Measurable

Dapat kayang sukatin ang goal ninyo.

Achievable

The goal should be challenging, ngunit, kayang abutin. Avoid setting goals that your members might consider impossible.

Result-oriented

Goals should be written so that they measure the result desired, not just an activity to be done.

Time-bound

A target date should be set for when the goal will be reached.

More samples

- To strengthen our Gift-based Ministry, by April 30, 2008, 80% of our members will be serving in a ministry according to their spiritual gifts.
- To strengthen our Comprehensive Small Groups, by June 30, 2008, 85% of our members will participate fully in a cell group.

Writing **SMART** goals will help direct your church clearly in the right direction. This is a crucial step in helping your church improve its health. By doing this, it is more likely that change for the good of your church will actually happen. Let's take a closer look at each aspect of **SMART** goals.



Specific →

All of the goals you write should help strengthen the Specific quality your church is focusing on, such as Enabling Leadership, Gift-based Ministry, etc. Many churches are used to writing goals that measure quantity. These goals focus on how your church will grow in number.

Halimbawa ng goals to increase in quantity:

- Our church worship service attendance will increase from 50 to 70 by the end of 2008.
- Our church membership will increase 30% this year.

In NCD, to strengthen our church's health, we will write goals to strengthen our church's quality. As these goals are reached, kusang lalago ang church in quantity. We do not write goals to increase in quantity. Ito ang kaibahan ng NCD sa ating kinagisnang church growth principles.

Halimbawa ng goal to strengthen quality:

- To strengthen our Comprehensive Small Groups, 6 of our cell group leaders will train and mobilize an apprentice cell group leader through On-the-Job-Training by the end of May.

Quiz

Which of the following is a qualitative goal designed to help strengthen a specific quality of the church?

- 1) To make the spirituality in our church more passionate, 80% of our members will spend at least 30 minutes a day in personal Bible study and prayer by the end of July.
- 2) Our church membership will increase to 80 by the end of August.

Result-oriented

As we continue to study **SMART** goals, rather than go on to **M**, Measurable, let's work on **R**, Result-oriented. Some churches have a hard time with this. Once we understand how to write Result-oriented goals, the remaining aspects of **SMART** goals are pretty easy to apply.

Result-oriented goals measure the result we want to see. They measure what we really want to see happen in our church as a result of various actions. Many churches make the mistake of writing goals that are activity-oriented. These types of goals only measure if some activity was done or not. If the activity is done this goal is accomplished. The problem is there may not be any fruit from the activity! To help us make sure that something will really happen as a result of our actions, it's much better to write Result-oriented goals. These goals measure the fruit of our actions.

Let's look at an example of a goal written by an actual church. Unfortunately, activity-oriented lang ito! But it can be adjusted so that it will be Result-oriented. Tingnan natin.

- Hold a seminar on cell groups by the end of July.

This is an activity! This goal is activity-oriented, not Result-oriented! What if they have a seminar, members attend, but don't apply what they were taught in the seminar? Even if there is no application, this activity-oriented goal can still be "successfully" fulfilled. Basta't may seminar, natupad ang goal ☹. That's why we don't want to write activity-oriented goals. It will only measure if they did this activity, whether or not there is any fruit. But we want to see fruit! Not just activities! What do they hope will happen as a result of this activity (seminar)? That's what they need to write in their goal. How about like this:

- To strengthen our Comprehensive Small Groups, by the end of July, as a result of a training seminar, 5 members will begin leading their own cell groups.



Now that's Result-oriented. Do you see the result there? 5 members will actually begin leading cell groups! The seminar is just an activity to accomplish this goal. The result is that the seminar will bear fruit and new cell group leaders will actually begin functioning. Kakaiba, ano?

To make it shorter, we can leave off the part about the training seminar. This is one of the action steps that will be taken to achieve the Result-oriented goal.

- To strengthen our Comprehensive Small Groups, by the end of July, 5 members will begin leading their own cell groups.

Mas magaling ito, 'di ba?

Quiz

Which of the goals below is Result-oriented? Which is activity-oriented?

- 1) To strengthen our Gift-based Ministry, by the end of February, 50 of our members will take a spiritual gifts test.
- 2) To strengthen our Gift-based Ministry, by the end of February, 40 of our members will begin serving in a ministry according to their spiritual gift.

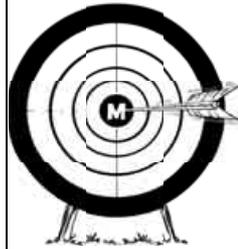
Workshop

Fix the following activity-oriented goal so that it is Result-oriented.

To strengthen our Need-meeting Evangelism, by the end of April, 40 members will attend a seminar about how to share their faith with their relatives, neighbors and friends.

Measurable →

To make goals Measurable, write your goals so that we will be able to determine whether or not we have reached them yet. Usually you can do this by including a number to be measured.



Halimbawa

- To strengthen our Gift-based Ministry, we will mobilize our members to begin using their spiritual gifts by the end of July.

This isn't Measurable. How will we know whether or not we have achieved this goal? To make it Measurable, all we need to do is add the number of members we want to see mobilized to use their gifts.

- To strengthen our Gift-based Ministry, we will mobilize 40 members to begin using their spiritual gifts by the end of July.

Now it's Measurable. Madali lang.

Workshop

Fix this goal so that it's measurable. Work on this with your Implementation Team.

To strengthen our Gift-based Ministry, by the end of May, we will identify our members with the gift of helps and mobilize them to help our pastor.

Time-bound



It's easy to make goals Time-bound. All you have to do is add a target date.

Workshop

Fill in the blank to make this goal Time-bound.

To strengthen our Need-meeting Evangelism, we will train 40 of our members who will share the gospel in a simple way with at least 2 friends by:

Achievable



Achievable just means that the goal is realistic.

Halimbawa

- To strengthen our spiritual passion, all of our members will memorize one Bible verse per week and recite it in their cell group, beginning in August.

This is probably too idealistic to hope that all cell group members will actually do this. This might be more achievable:

- To strengthen our spiritual passion, 75% of our members will memorize one Bible verse per week and recite it in their cell group, beginning in August.

Workshop

Adjust the following goal to make it more Achievable:

To strengthen our spiritual passion, all of our members will spend 4 hours in prayer, every day, by the end of November.

Workshop - Tunay na

Let's write a goal that includes all of the characteristics of **SMART** goals. With your Implementation Team, choose one of your possible actions on pg. 65. Write a **SMART** goal for this action.

POSSIBLE ACTION	SMART GOAL

Assignment

Write a **SMART** goal for each of the 4-6 possible actions you have chosen. You can use the **SMART** Goals Accomplishment Worksheet on pg. 108. Arrange your 4-6 goals in order of priority. You might want to begin with the goal that will be easiest to accomplish. This might help you get off to a positive start sooner, provide encouragement and help develop momentum for additional changes needed in the church.

Remember to write goals that focus on strengthening the first word of the quality. Halimbawa: Kung Need-meeting Evangelism, make sure that your goals will to make your evangelistic ministries more need-meeting. Halimbawa: Kung Comprehensive Small Groups, make sure that your goals will help to make your small groups more comprehensive.

Paalaala: Be sure your goals include evangelism.

Long-term vision

Your **SMART** goals should contribute to the long-term vision or purpose of your church. If you haven't yet written the vision and mission of your church you might want to do that now. There are many good resources available to help. Different resources have a slightly different approach. One very helpful resource is *The Purpose Driven Church* by Rick Warren, pgs. 73-152.

step9 Accomplish your goals!

STEP NINE
accomplish
your goals

OK! Puwede na! Kapag nakasulat na ang inyong **SMART** goals puwede nang magsimulang tuparin ang mga ito! This is what will help your church grow in quality and quantity!

As you do this, monitor your progress each month on the “**SMART** Goals Accomplishment Worksheet on pg. 108. Kindly submit a photocopy of this page, with your Implementation Checklist, to your Network Facilitator at our meeting next month. Pag-aaralan niya at magbibigay siya ng helpful feedback sa inyo.

Magplano nang mabuti. Tandaan natin: “Ang mabuting pagbabalak ay pinakikinabangan, ngunit ang dalus-dalos na pag-gawa’y walang kahihinatnan” (Kawikaan 21:5). Huwag magmadaling kumilos na hindi pa nakapagplano nang mabuti.

sige na!

Dahil sa kahalagahan ng planning, baka maubos ninyo ang buong buwan na darating para rito. Baka wala pa kayong time para magsimulang tuparin ang goals. Kung ganoon, OK lang. No problem. Marami pang time. Kung ganoon, isusulat na lang ang “No progress yet” sa tabi ng bawat goal sa “**SMART** Goals Accomplishment Worksheet.” I-submit pa rin ito sa inyong Network Facilitator next month para makita niya ang goals ninyo. Samantala, lalong magaling kung makakapagsimula, kahit kaunti, sa pagtupad ng inyong goals!

Sa susunod na network meeting, magbibigay ang bawat Implementation Team ng short report tungkol sa progress sa kanilang goals. Masaya kapag makikita natin ang progress!

Implementation Team meeting

Your Implementation Team needs to meet within one week from today to continue to work on your action plan. Set the details for your next meeting now:

Date: _____

Time: _____

Venue: _____

Coordinating with your church's annual plan

Many churches make an annual plan. How might your planning for NCD enhance your church's annual plan? If you're just about to make your annual plan, your planning for NCD will be a huge help. If you're at the end of your church year, the planning you are now doing for NCD will be very helpful as you evaluate your annual plan. If you are somewhere in the middle of your church's planning year, your NCD action plan will help you fine tune and make mid-course adjustments to your annual plan. All good plans include making these mid-course adjustments. If a church has no annual plan it probably lacks direction. If a church has an annual plan that is inflexible, this is becoming too extreme in our planning. Make plans, and adjust as necessary.

As you do the second and third cycle of NCD, you may want to try and coordinate this more closely with your church's annual planning. Also, if you schedule NCD for several churches in your denomination or Ministerial Fellowship, you may want to try and coordinate this, as much as possible, with annual planning schedules. This is ideal, but not essential.



Accountability for Personal Development

Last month we all planned an action step to strengthen our weakest color. Share with your Three Colors Group:

- 1) What is your weakest color?
- 2) What was the action step you had planned?
- 3) What progress have you made?

Further Personal Development

- 1) What additional actions would you like to take, this month, to continue to strengthen your weakest color?
- 2) Makakatulong ba kung magbabahagi tayo tungkol dito sa susunod na network meeting?

Prayer

Ipanalangin ang inyong kasama sa kanan. Pray sunod-sunod sa halip na sabay-sabay.

SMART GOALS ACCOMPLISHMENT WORKSHEET

Church: _____

Weakest Quality: _____

Date: _____

 CHECK WHEN ACCOMPLISHED	GOAL	PROGRESS MADE THIS PAST MONTH
	1.	
	2.	
	3.	
	4.	
	5.	
	6.	



IMPLEMENTATION CHECKLIST FOR MEETING #3

Use the checklist below to monitor your progress this month. ✓ Check the box when the corresponding item is completed. We hope to complete all of the items below by: _____

- 1. We have continued to build our spiritual momentum.
- 2. We have communicated prayer needs.
- 3. We have added 1 or 2 people to our Implementation Team who are involved in ministries most affected by our Weakest Quality.
- 4. We have informed the church of our survey results.
- 5. We have listed possible actions to strengthen our Weakest Quality on the worksheet on pg. 65.
- 6. We have planned how we will use our church's strong qualities to strengthen our Weakest Quality.
- 7. We have written 4-6 **SMART** goals.
- 8. We have included evangelism in our goals.
- 9. Our team members have completed their additional action to strengthen their weakest color.
- 10. We have photocopied this checklist and our **SMART** Goals Accomplishment Worksheet. We are prepared to submit this to our Network Facilitator at our next network meeting.

Congratulations! You have completed your action plan! Start working on your goals now! This should lead to greater health in your church!

How could your Network Facilitator help you?

How can your Network Facilitator pray for you?

Church: _____

Name of Implementation Team Leader: _____

Date: _____