

COMPLETING THE CIRCLE

By David McMahill
SUMMARY

1. **Planning**
 - Oversight group
 - Teach the model
 - I.D. the ministries ripe for dialogue
 - Develop a schedule (three year cycle) -- Prioritize
2. **Gathering high-quality feedback (ADVISORY) (5 affirmations:1 criticism)**
 - Reaffirm the mission: Can everyone repeat what it is?
 1. Who are we?
 2. Who is our neighbor?
 3. What is God calling us to Be / Do?
 - Begin with the Ends in Mind
 1. What does the outcome look/feel/sound like?
 2. How Could we tell if we had arrived
 - Feedback/reflection groups including pastor/staff
 - Discussion guide for each “ministry”
 - Target invitees
 - Teach congregation about the process
3. **Discerning what the feedback means**
 - Any immediate pastoral care and/or practical fixes needed
 - Oversight group and staff meet
 - What are we learning
 - Is info clear?
 - Anything surprising that needs immediate attention
 - Do we need to adjust the feedback groups, questions
 - Realign Resources
 - Who needs to receive the information we have
4. **Reporting findings**
 - Summary of what was learned
 - Report on what was done with pressing matters
 - Assessment of issues, challenges and opportunities
 - Input from Staff and Lay Leadership about their interpretation and the goals they may have set as a result
5. **Assimilating results into congregational life and ministry**
 - The Payoff: a stronger congregational mission and ministry
 - Relationships strengthened and trusting
 - Improved leadership across the church
 - New ministry opportunities identified
 - Circles back to become input in regular planning and goal setting