



Church Consultancy Training

	Cycle	Workshop	Content
Consultant-in-Training	Year 1	Workshop 1 STANDARD CONSULTANCY PROCESS	<ul style="list-style-type: none"> • Consultancy Objectives • Theology of consultancy • Principles of Consulting • Standard Consultancy Process • Setting Objectives • Data Gathering Processes • Report Writing • Confidentiality, Supervision, Self-Care, Professionalism • Competencies
		Workshop 2 CHANGE AND TRANSITION	<ul style="list-style-type: none"> • Change vs Transition – theoretical underpinnings • Pastoral Transitions • Tools for Managing Change – including Bell Curve and Mapping Exercises • Systems View of Change
		Workshop 3 PASTORAL AND TEAM REVIEWS	<ul style="list-style-type: none"> • Healthy Pastoral Review Process • Tools for Pastoral Reviews • Team Formation • Healthy Team Functioning • Self and Team Understanding
		Workshop 4 GOVERNANCE	<ul style="list-style-type: none"> • Church Governance • Issues in Governance Today – compliance, Constitutions • Iterative Structures (structures that can adapt) • Consulting for Healthy Governance – tools • Church Size / Transitions
	Year 2	Workshop 5 VISIONING	<ul style="list-style-type: none"> • Spiritual Formation and Consultancy Support Structures • Purpose, Values and Vision • Visioning Process in a church context – including tools • Strategic Planning
		Workshop 6 CHURCH HEALTH	<ul style="list-style-type: none"> • Defining Church Health • Church Life-Cycle • Measuring Church Health – including CHAT (Church Health Assessment Tool) • Community Audit
		Workshop 7 FACILITATION SKILLS	<ul style="list-style-type: none"> • Facilitation VS Leading • Facilitation Skills • Facilitation Tools – Comment Groups and Focus Groups • Facilitation Tools – Mapping Exercises • Facilitating Teams – consultancy workshop
		Workshop 8 UNDERPINNINGS AND NEXT STEPS	<ul style="list-style-type: none"> • Integrity and Professionalism in Consultancy • Competencies • Theology of Consultancy • Healthy Consultancy Practices • Consultancy Team Covenant (Where to from here?)
Consultancy Team Member	Year 3+	Quarterly ONGOING SKILLING AS NEEDS DETERMINE	<p>Examples include:</p> <ul style="list-style-type: none"> • Conflict and Managing Polarities • Appreciative Enquiry / Assets-based approach • Cultural Change in Churches • Congregational Recovery • Managing the Call • Case Studies