

**MidAmerica District**

**Church Profile Weekend**

**Overview of the Weekend:**

1. This profile is a deep dive into seven core areas that are essential in creating a church culture needed to advance the Kingdom work through the church ministries. These essentials are:
   1. **Divine Expectation and Engagement.** How does the church engage with God? Is there a sense of dependence on the LORD? Where does the church see transformation? Is the work of the Holy Spirit valued?
   2. **Healthy Interdependent Leadership.** Are the leadership roles in the church clearly defined and understood? What is the role of the elder board? Is there shared leadership?
   3. **Balanced Minsitry (reaching, discipling, equipping, adoring).** Does the church demonstrate love for one another? Is there a balance of shepherding and outreach? How are people equipped to live out their call to minsitry? What does discipleship look like?
   4. **Directional Clarity.** Is there clear values, mission and vision?
   5. **Multiplication.** Evidence of multiplication of leaders, disciples, and ministry teams? Healthy conversation and prayer about church planting?
   6. **Clarity and Fruitful Engagement of our Acts 1:8 Environments.** Evidence of a burden for the lost? Has the church identified the four geographies of Acts 1:8 and working at reaching those people? Is there a mission team that is engaging international work?
   7. **Kingdom Collaboration.** Sense of generosity? Collaborative relationships with other church/community leaders? Partnerships with Alliance IWs or Alliance fields? Healthy relationship with the MidAmerica District?
2. A minimum of two district representatives will plan a weekend visit to the church. This visit will be coordinated between the team leader and the lead pastor or chair of the elder board.
3. A pre-visit questionnaire will be sent to the lead pastor at least two weeks prior to our visit. We request that this questionnaire be given to each pastor, elder, and governing board member as well as the church’s ministry team leaders. There are seven profile areas with separate questions for the elders (including all Pastors) and governing board members and sections for the ministry team leaders. We will ask the lead pastor to send completed forms back to the district office at least one week in advance to our visit. We will use these forms to help determine a baseline for helping with the church’s profile.
4. The church leadership team will coordinate the visit. Here is a sample itinerary for the team.
   1. Friday
      1. Tour of facilities and community.
      2. Dinner with lead pastor and bride.
      3. Two hours with elders and wives.
         1. Review the weekend’s agenda and desired outcomes.
         2. Walk through results of the elder questionnaire.
   2. Saturday
      1. One hour with all children/youth staff and key leaders. (group meeting)
      2. One hour with all adult ministry staff and key leaders. (group meeting)
      3. Four hours with various couples/individuals in the church. These people will be pre-selected by the lead pastor. These are people who can give insight into the culture and practices of the church. Will need 12 couples or individuals for these interviews. These interviews will be a series of 30-minute conversations around a set of pre-determined questions.
      4. Two hours with elders in individual interviews. Plan on 30 minutes per elder.
      5. Dinner with staff families.
   3. Sunday
      1. Attend Sunday morning events and service.
      2. Two hours with elders and pastoral staff following the Sunday service.
         1. Review team observations.
         2. Identify areas needing attention.
         3. Develop plan of action and next steps.
         4. Identify specific dates for follow-up conversations/visits.
5. The team will attend other church activities taking place during the weekend.
6. The lead pastor will be the primary point of contact, unless another elder is assigned the role. There will be six follow up coaching touch points. The district staff and the elders of the church will determine the timing of these visits.
   1. The profilers will create a one-year road map to be reviewed by elders.
   2. The staff and elders will work on the “follow-up worksheet” to determine the priorities in each of the seven key core areas of health. This worksheet will be the basis for our follow-up coaching
   3. Within a month of the profile visit, the elders and pastoral staff will complete the Strength Deployment Inventory (SDI). District staff will come and review the results with the entire elder/pastor team. The SDI review will be conducted over the next two visits.

Thanks for considering this option for your church.

Blessings and joy,

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