

# Church & Leadership Summit

## Overview

Greetings Ministry Leader, I trust all is well with you and your church family. I am A. LaPinsky Phillips, CEO / Servant of Phillips & Jethro, LLC a church consulting ministry. If you are planning a church and leadership summit for your ministry leaders and staff, please consider Phillips & Jethro, LLC and if you have not had a **“Church and Leadership Summit”** for your leaders and staff in recent years, let us help you develop one. In the past few years, most churches have had some form of struggle; Covid-19, church doors closed, loss of finances, reduced volunteerism, changed leadership and the list can go on and on. These struggles and changes have had a negative impact on the local church. As church leaders, we cannot assume or even believe that all-is-well even though we are back in our buildings. There was a cost that the church paid for those changes. The new question becomes, with all those changes, “how healthy is your church”?

Proverbs 27:23 states *“Be thou diligent to know the state of thy flocks, and look well to thy herds”*. This scripture admonishes church leaders to know the health of their church, their flocks. Have you performed an annual ministry checkup or church health assessment to see the strengths and weaknesses within your church and to see if you are still on course with the vision that God gave the church? We can help by implementing a church health assessment as well as creating a fully comprehensive **“Church and Leadership Summit”** to include congregants, volunteers, ministry leaders and staff. Our church and leadership summits include real-time assessments, analysis, one-on-one interviewing, and training.

The attached document is a sample of how inclusive our **“Church and Leadership Summit”** can be. It is modifiable to meet your specific ministry needs. We can adjust both the length of time of the summit as well as the content within the assessment questions.

Our assessment questions cover areas such as mission of the church, leadership integrity, churches reputation in the community, trust in leadership, life of the volunteers, my sense of belonging in the church, church readiness for change and many other relatable questions about life in the local church. An effective **“Church & Leadership Summit”** should consist of at least three to five different types of assessments. Each assessment helps to paint a clearer picture of the health of the church. We utilize our process called **“Heart Scan . . . Digital Truth™”** to help collect data and diagnose the health of your church.

A few of the benefits of a **“Church and Leadership Summit”** include, all congregants have a voice and can be heard in the assessments, survey results are viewed instantly, *responses are anonymous*, survey result show areas of strength and weaknesses, and you receive an assessment hard copy of your results.

Phillips & Jethro, LLC will work with you to craft a **“Church and Leadership Summit”** that is designed to bring your congregation, ministry leaders and staff closer together and provide them with a motivating, and inspiring experience that they'll be talking about for months to come.

# Church & Leadership Summit

## Proposal and Potential Schedule

Phillips & Jethro, LLC utilizes a process called **“Heart Scan ... Digital Truth™”** to search the hearts of the church congregants and leaders to provide a personal and accurate assessment of the state and health of the local church.

Our church assessments are designed to give you current and up-to-date information about the ministerial and operational health of your church. The assessment covers a variety of areas and categories that are essential to the wellbeing of your church. All data is captured in real-time, and the results are available for immediate viewing.

### Suggested Events Schedule

| Wednesday   | Thursday  | Friday   | Saturday  | Sunday      |
|---|---|--|---|-------------|
| Arrive on site<br><b>Church Summit Begins</b>   |   | <b>Leadership Summit Begins</b>  | <b>Leadership Summit All day event</b>  | Depart Site |
| Meet & interview with Pastor  | Interview with preselected key members, leadership & leadership teams | Interview with preselected key members, leadership & leadership teams  | Previous evenings assessment choice overview  |             |
| <b>Suggested Attendees:</b><br>Church members<br>Ministry Members<br>Ministry Leaders<br>Core Leadership Team<br>Paid Staff                                 | <b>Suggested Attendees:</b><br>Core Leadership Team<br>Paid Staff     | <b>Suggested Attendees:</b><br>Ministry Members<br>Potential Leaders<br>Ministry Leaders<br>Core Leadership Team<br>Paid Staff   | <b>Suggested Attendees:</b><br>Ministry Leaders<br>Core Leadership Team<br>Paid Staff   |             |
| In Lieu of mid-week service <ul style="list-style-type: none"> <li>• <b>Church Health Assessment</b></li> <li>• <b>Church Culture Assessment</b></li> </ul> |   | Evening Session<br><b>Leadership Summit Begins</b> <ul style="list-style-type: none"> <li>• <b>Church Health Assessment results overview</b></li> </ul> Assessment options: <ul style="list-style-type: none"> <li>• <b>Church Leaders Personal Assessment</b></li> <li>• <b>Team Assessment</b></li> <li>• <b>My Servant’s Heart</b></li> </ul> | Assessment options & training: <ul style="list-style-type: none"> <li>• <b>Readiness for Change Assessment &amp; Training</b></li> <li>• <b>How Are We Doing Assessment</b></li> <li>• <b>Built on Trust Assessment</b></li> <li>• <b>Covid-19’s Impact on My Life</b></li> </ul> |             |

The following is a list of recommended and optional assessments for a Church & Leadership Summit.

Assessments with multiple subcategories, may be use in its entirety or the categories may be preselected by leadership or can be chosen through keypad priority selection.

| Assessment Name                                       | Overview   | Areas of Assessment  |   |
|---|--|--|---|
| <b>Church Health Assessment</b>                       | <p>Church health is the key to church growth. All living things will grow if they are cared for and are healthy. Like all living things, healthy churches will have evidence of their growth as seen in community impact, souls saved, membership growth, etc.</p> <p>The best way to know the health of a church is through a church health assessment.</p> | <ul style="list-style-type: none"> <li>• Centrality of God’s Word</li> <li>• Passionate Spirituality</li> <li>• Fruitful Evangelism</li> <li>• Spirit Filled Worship</li> <li>• Great Commission Driven</li> </ul> | <ul style="list-style-type: none"> <li>• Leadership Multiplication</li> <li>• Church Planting</li> <li>• Stewardship of Resources</li> <li>• Intentional Disciple making</li> <li>• Loving Relationships</li> </ul> |
| <b>Church Culture Assessment</b>                      | <p>A Church Culture Assessment is designed as another resource to help identify the health of the local church. This assessment is ideal to understand why members respond in a certain fashion to church visioning requests. It will help in understanding the church's reputation in the local community.</p>  | <ul style="list-style-type: none"> <li>• Church Identity</li> <li>• Church Personality</li> <li>• Church Focus</li> <li>• Congregational Identity</li> <li>• Church Discipline</li> </ul>                          | <ul style="list-style-type: none"> <li>• Church Leadership</li> <li>• Church Unity</li> <li>• Church Success</li> <li>• Wise Admin.</li> <li>• Relationship in Community</li> </ul>                                 |
| <b>Church Leaders Personal Assessment</b>             | <p>Too often the problems in the local church can be associated with the problems that dwell in the lives of its leaders. This assessment takes a snapshot of the personal lives of the church leaders.</p>  | <ul style="list-style-type: none"> <li>• Worship</li> <li>• Sense of Belonging</li> <li>• My Involvement</li> <li>• My Service</li> </ul>  | <ul style="list-style-type: none"> <li>• Concerns</li> <li>• Treasure &amp; Heart</li> <li>• Spiritual Life</li> <li>• Family Life</li> </ul>   |
| Team Assessment                                       | <p>Assess how a group functions as a leadership team.</p>  |  |   |
| My Servant’s Heart                                    | <p>This assessment is designed to help church leadership understand the personal life of its volunteers.</p>   |  |   |
| <b>Readiness for Change Assessment &amp; Training</b> | <p>Before casting new vision or implementing an organizational change, a church should gauge its reception among its staff and congregation on the change's</p>  | <ul style="list-style-type: none"> <li>• Organizational Assessment</li> <li>• Individual Assessment</li> </ul>   |   |

|                                      |   |   |
|--------------------------------------|---|---|
|                                      | likelihood of success. Readiness for Change assessment is a method of analyzing the church’s ability to adopt a proposed change. By performing a Readiness for Change assessment, you can evaluate potential challenges in implementing new vision and change and address them before you begin.  |   |
| <b>“How are We Doing” Assessment</b> | This assessment asks some of the basic questions about serving together in community. “How are We Doing” is a reality check for church ministry, It basically asks, how are we treating each other and are we building up our team members?   | <ul style="list-style-type: none"> <li>• Talk Straight</li> <li>• Demonstrate Respect</li> <li>• Create Transparency</li> <li>• Right Wrongs</li> <li>• Show Loyalty</li> </ul> <ul style="list-style-type: none"> <li>• Get Better</li> <li>• Confront Reality</li> <li>• Clarify Expectations</li> <li>• Practice Accountability</li> <li>• Listen First</li> </ul> |
| Built on Trust Assessment            | One of the most important signs of a healthy church climate is TRUST. When congregants trust you, they dig deeper, listen better, and forgive more readily. When trust is low, there is more resistance, more fear, and communication doesn’t work as well. Trust is the key to a healthy ministry team and is foundational for a healthy church. |   |
| Covid-19’s Impact on My Life         | The Covid-19 pandemic has had a devastation hold on the entire county and earth. Many congregants suffered in silence because the church doors were closed. Congregant still want the church to know what they went through. This assessment gives congregants an opportunity to talk about the pain.   | <ul style="list-style-type: none"> <li>• Economics &amp; Finance</li> <li>• Faith &amp; Fear</li> <li>• Stress &amp; Emotions</li> </ul> <ul style="list-style-type: none"> <li>• Food</li> <li>• Church Attendance</li> <li>• Pastor’s Choice</li> </ul>   |

Note 1. On Friday night and Saturday, an additional assessment may be added to that day if the church chooses **Not** to include the assessment results overview from the previous day’s assessment.

Note 2. [Recommended Assessments](#)

Note 3. Meeting and interviewing time is approximately eight to ten hours spread over four days