



RETOOL KIT PATHWAY©

Tips for Regional Directors and Coaches

Retreats 3 & 6

YEAR ONE COACHES - Retreat 3 - Renewing Vision

Renewing Urgency video This is probably the most powerful of the videos in the series; we never fail to be moved by it, no matter how many times we watch it! Be praying for the Team as you go into this retreat that it would speak powerfully to their hearts. Be aware of what God may be doing as He touches people during the prayer that follows it. Be prepared with your own "garden to tend" stories. Remember, one of the best ways to teach something is to model it!

Readiness for change Unlike the NCD survey, this is subjective, but can give great insight into some areas needing attention. Make sure you have the "Strong/Weak" areas recorded for later use, and listen for trends. Often, communications is a topic that many churches identify as a weak area, which will have an impact on the ultimate implementation of the vision. Give them some time to brainstorm solutions, especially if they can leverage one of their areas of strengths to help. The results of this exercise is fuel for the leadership team/staff to work on between retreats.

NCD Survey Many coaches feel ill at ease debriefing the NCD results. Two observations: First, get help! Talk to your regions NCD consultant to gain insights into what to share. If you don't have one, give us a Pinnacle a call. Second, maintain perspective - you don't have to fix the issues, or identify all the problems here. Remember too, there are additional tools to help with the survey. Ordering the NCD Insights, which breaks each characteristic into its constituent parts, can be a big help in understanding what the survey means.

Prepare for Assessment Be sure you have talked to the pastor well in advance of the retreat about choosing the church assessment team and the community assessment team leaders and getting their agreement to lead before the retreat. Also: discuss how the "community" will be measured for the Percept study to get some discussion going ahead of time.

YEAR TWO COACHES - Retreat 6 - Implementing Vision

Preparation by the Teams Be sure the teams are clear on their assignments and have prepared their reports for this retreat. Encourage them to be creative in their presentation to the group as a prelude to later presentations to others in the church. Some churches have held a "Reveal" (think HGTV!) to inform other ministry members of the plans, and seek their input, prior to the presentation to the church.

Communicate...Communicate...Communicate Remember that line from the last retreat? Help the communication team to understand that this needs to be an ongoing process, not just a one-time event. Check the Coaches' Corner on the website for ideas

from other churches.

Celebrate The biggest encouragement we can offer here is to end strong. How about a party? Have a celebration when the process is finished! One church wrapped it's entire Sunday service around the six retreats - with reports and impact being shared throughout the service. The church has done a LOT of work, and God is pleased with that investment, so find a way to end big!