

# CAFETERIA PLAN –CONGREGATIONAL DEVELOPMENT PACKAGES FOR JUDICATORIES

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The Epicenter Group

In the wake of the Covid19 Pandemic and other financial challenges in American Protestant denominations, funds are at a premium for church development. Judicatory staff downsizing is happening in many places, with the remaining staff stretched thin, trying to cover so many responsibilities. As these positions dwindle, we risk two things: (1) A serious brain drain of expertise around trends and best practices in church development and (2) a diminishing amount of staff capacity to tend to all the systems necessary for a robust congregational development ministry. The Epicenter Group would like to partner with you in a customized manner – defined by your local needs and budget – to keep you as smart and effective as possible as equippers of great leaders and nimble churches. While we cannot match the value of having resident expertise on your judicatory team 24/7, we can offer many of the services that they oversaw – and more – at a reasonable cost for your judicatory budget!

The Epicenter Group has been around for years – we have worked with hundreds of churches and new church starts in multiple denominations, including some of the most creative and big-splash ministry plants in the western world across two decades. If we didn't coach them, we may have collaborated with them. Most of our coaches have planted churches and/or served on new ministry teams. Paul Nixon has started and grown ministry at multiple altitudes in denominational leadership from national to conference to local church. We understand the many dynamics that are in play. Paul brings experience from being on the ground with pastors and churches in 47 U.S. states plus in Canada, the United Kingdom, Germany, the Philippines and China.

In 2019, we began a partnership with The Methodist Church in Great Britain for a far-reaching project of leader development for pioneering ministry and church renewal. In the UK, we have scaled up what we have done for years to engage an entire denomination – and we are now bringing our learning home to help denominational regions in the United States.

We have worked extensively with *Mission Insite* and *Readiness 360* for years, and we recommend judicatory blanket contracts with both – in order to keep current in your understanding of your communities and of your congregations' internal capacities.<sup>1</sup>

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<sup>1</sup> During his doctoral work at SMU in the early 1990s, Paul Nixon partnered with Church Information and Development Services for research around the use of community demographics and big data for church ministry planning. This was the predecessor company to Percept, which preceded Mission Insite, with the same creative leadership running from one to the next. Paul has been a leader in the

The following services can be bundled for conferences, synods, associations and districts starting Fall 2020. We typically work in 24-month engagement around the various components, with pre-negotiated deliverables in line with your team's priorities:

- **Strategic planning with your judicatory leaders** to recommend and help create the systems needed to grow ministry in your region.
- **1:1 coaching** with pastors and new ministry start-up leaders
- **Cohort coaching of pastors and leaders**, mixing 1:1 coaching with group work, further stretching funds. A particular cohort can specialize in a common theme: revitalization, innovation, multi-site ministry, multi-ethnic ministry, or whatever you wish.
- **On-going engagement with your cabinet or lead team** around strategic thinking and leading.
- **Learning events**, including varied versions of basic training for new ministry start-up leaders (ranging from a conventional church planting boot camp to customized training focused on innovation in challenging contexts for church development)
- **Development of ministry hubs** – where human talent and other kinds of capital converge with strategic cities and regions. With a ministry hub, we coach the leader(s) as they create a regional network of ministry for impact far beyond the development of a single congregation.
- **Key church consultations and coaching** for re-visioning and/or re-tooling for a changed ministry landscape so that great churches can make the critical transitions needed to adapt and survive in the 21<sup>st</sup> century. As leading churches adapt, they can become equipping centers with far-reaching impact denominationally.
- **Development of coaching capacity and systems within your judicatory.** Beth Estock of Epicenter Group is not only one of the most highly trained coaches within American Protestantism, she knows how to build a coaching system that is guaranteed to deliver high-performance coaching within your judicatory. It is easy for large-scale training to cut corners and short-change the leaders we are seeking to support. At Epicenter, we will not cut corners as we help you to develop a coaching system that is solid at every level.<sup>2</sup>

Let's explore possibilities! There is never a cost in exploring with Epicenter. We can set up a conversation to listen to you – to hear what you are looking for, what big questions are driving you as you seek to resource local ministry in your region. We

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utilization of big data in church planting for thirty years. In addition, Paul is co-creator of the Readiness 360 church assessment (with Christie Latona).

<sup>2</sup> Beth is a certified master coach with experience in training and mentoring coaches. She can customize a program to fit your needs and work with you to set up a robust system to deploy and support your newly trained coaches.

will take what you tell us into a huddle on our end, and come back with a proposal, that can be scaled up or down to fit your budget.

Reach out to us today! Email us at **[epicentergroup.dc@gmail.com](mailto:epicentergroup.dc@gmail.com)**