



PROPOSAL FOR PROFESSIONAL CONSULTATION FOR FIRST BAPTIST CHURCH, RADFORD

The Center for Healthy Churches is directed by Rev. Bill Wilson. Bill preached a revival series for our church around the year 2000. After preliminary consultation with church leadership, he proposes a two-stage consultation process. Each stage requires a high level of congregational participation. Because of his prior connection with our congregation, Bill has offered himself to be our consultant.

Winter and Spring 2017 Conflict Intervention/Transformation

The consultant will help the congregation identify roadblocks to healthy congregational life and develop strategies to address them in constructive ways.

Process: 3 months

1. An ad-hoc leadership team from the congregation is formed to guide the process, and trained by the consultant to assist in events and guide implementation of recommended actions.
2. Dialogue is facilitated among Deacons and other church leaders to identify key issues and to determine steps toward reconciliation and effective congregational leadership.
3. Interviews with each church staff member are held to gather information and identify problems to be solved.
4. Congregational listening group sessions are held to gather information and identify problems to be solved. Open to all church participants, groups of 10 or less will meet with the consultant to share perceptions about congregational life. The consultant will ask open-ended questions and participants will share their thoughts, without comment from other participants. Information shared in the group will be reported back to the congregation anonymously.
5. A report is presented to congregation and staff regarding the issues and recommended actions.

Costs

\$4,000 plus travel expenses.

A grant from the Cooperative Baptist Fellowship may be available to assist with this specific expense.

Fall and Winter, 2017-2018 Discernment Process

The consultant will help the congregation develop a visioning plan for the congregation's growth and future ministry.

Process: 6 months Implementation: 3-5 years

1. A lay-led Facilitation Team of church members will be formed, and then trained during a team retreat. The emphasis will especially be upon spiritual preparedness to discern God's vision for First Baptist Church. Senior ministerial staff normally serve as ex-officio members of the Facilitation Team.
2. Four congregational meetings will be held, each with a specific focus: Past, Present, Future, and Discernment.
3. Two forums with community leaders will be held to learn of needs the church might address. One would be with government leaders, while the other would be with non-profit leaders.
4. A retreat for the Facilitation Team will be held to prepare a draft report to the congregation describing key mission and ministry initiatives identified in the discernment process.
5. Congregational meeting will be held to hear the report and recommendations for the re-visioning process.

Costs

\$12,000 plus travel expenses.

This includes up to 9 onsite consulting days, up to 10 hours of additional consulting by telephone, and up to 8 hours for developing tools and writing reports.