

TCN-District Partnership

Tenets of the Partnership
Position Descriptions for Personnel

Districts partnering with TCN

- ⊕ Provide a Staff Person to act as a facilitator for the Congregational Transformation Process in their district.
- ⊕ Staff Person is trained by TCN
- ⊕ Staff Person is Responsible for the transformation process moving forward in the district.

Districts partnering with TCN

- ⊕ Determine a strategy to identify and involve congregations of the district in the transformational process.
- ⊕ Identify potential consultants and coaches.
- ⊕ Provide for training and certification of all transformational leaders through TCN.

Districts partnering with TCN

- ⊕ Provide financial resources for training and materials.
 - ⊕ Training of Facilitator, Consultants & Coaches
 - ⊕ Training manuals & resources
 - ⊕ Provide books for Learning Communities
- ⊕ Provide a system of financial support for the district process and for the leadership of TCN.

Districts partnering with TCN

- ⊕ Provide TCN with regular reports, metrics and feedback
 - ⊕ To interpret the results at the local level
 - ⊕ For further evaluation of the process in light of results.

TCN will provide Districts:

⊕ Process materials

- ⊕ Consultation manual
- ⊕ Learning Community manual
- ⊕ Coaching materials

⊕ Ancillary materials

- ⊕ Groups Ablaze!
- ⊕ Lists of evangelism resources
- ⊕ Operational templates for many steps in the process.

TCN will provide Districts:

- ⊕ Multiple training experiences at every level of the process:
 - ⊕ Monthly coaching of District Staff Facilitator
 - ⊕ Tri-annual training conferences for consultants
 - ⊕ Certification of Consultants
 - ⊕ On-line coach training

TCN will provide Districts:

- ⊕ Access to Web-site resources
 - ⊕ Distance training classrooms
 - ⊕ Blogs of best practices
 - ⊕ Interactive threaded discussions
 - ⊕ On-line data base for reporting metrics
 - ⊕ Downloadable resources

Position: District Staff Facilitator

- ⊕ Assumes responsibility for the Congregational Transformation Process in the district.
- ⊕ Is accountable to the District BOD and TCN
- ⊕ Trained/coached by TCN
 - ⊕ Annual Immersion Events for District Facilitators
 - ⊕ Monthly coaching calls with TCN

Duties: District Staff Facilitator

- ⊕ Select/recruit/screen congregations for the process
 - ⊕ Exposure events introduce process to pastors
 - ⊕ Informational meeting introduces process to individual congregations
- ⊕ Arrange for congregational consultations
 - ⊕ Secure a consultant and coaches
 - ⊕ Set dates for the process

Duties: District Staff Facilitator

- ⊕ Identify/equip/train consultants
 - ⊕ TCN Training at National Immersion Events
 - ⊕ Monitor consultants-in-training through certification process
 - ⊕ Maintain accountability system for consultants
- ⊕ Provide Learning Communities for Pastors
 - ⊕ Identify/Equip Learning Community Facilitators
 - ⊕ Gather participating pastors into regional LC's
- ⊕ Maintain written covenants for participants at each level of the process.

Duties: District Staff Facilitator

- ⊕ Identify/Equip Coaches
 - ⊕ Hold coaches accountable for on-line training from TCN
- ⊕ Assure quality coaching as follow-up to congregational consultations.
 - ⊕ Hold Consultants accountable for coaching
- ⊕ Arranges remuneration where appropriate for consultants and coaches

Duties: District Staff Facilitator

- ⊕ See that results/metrics are reported
 - ⊕ Each congregation appoints a responsible person for reporting metrics to TCN on-line database
 - ⊕ Keeps district informed of results
- ⊕ Provides consultation dates to TCN (each consultation is a potential training opportunity for others in the network)
- ⊕ Acts as liaison between District and TCN

Position: Consultant

- ⊕ Responsible for the entire transformational process in specific congregations
- ⊕ Accountable to the District Staff Facilitator
- ⊕ Assembles and Leads a team comprised of network consultants-in-training, the designated coach and other district staff.
- ⊕ May be remunerated as district staff or by the congregation

Duties: Consultant

- ⊕ Receives approved training/certification
 - ⊕ Attends a national immersion event
 - ⊕ Participates in a consultation
 - ⊕ Leads a consultation in the presence of a certified consultant
 - ⊕ Leads two consultations under supervision of a certified consultant (who need not be present)
 - ⊕ Participates in Annual TCN events to maintain certification.

Duties: Consultant

- ⊕ Leads a Consultation Weekend in specific congregations.
 - ⊕ Administers and analyzes the congregational self-study in advance of the weekend
 - ⊕ Conducts interviews with staff, focus groups and leadership
 - ⊕ Holds a training session for leadership
 - ⊕ Leads the consulting team in preparing and presenting the report to the congregation

Duties: Consultant

- ⊕ Provides a copy of the report to TCN office
- ⊕ Provides support for congregation during the decision-making period
- ⊕ Provides for at least one year of coaching after the congregation accepts the report
 - ⊕ Consultant may do the coaching himself, or:
 - ⊕ Consultant may work with a trained coach to achieve desired results

Duties: Consultant

- ⊕ Provides resources & facilitation of prescriptions. (Day of Repentance, Envisioning Day, etc.)
- ⊕ Sees that a responsible person in the congregation is designated to report metrics to the TCN web site.

Position: Coach

- ⊕ Walks along side of a specific congregation for at least one year to help
 - ⊕ In breaking old habits and creating new ones
 - ⊕ In helping the pastor cast vision
 - ⊕ In helping the pastor create urgency for the Great Commission in all aspects of the church
- ⊕ Remunerated as district staff or directly by congregation

Position: Coach

- ⊕ Assists the pastor and congregation in setting goals, measures and action plans consistent with the consultation report.
- ⊕ Holds the pastor and leadership accountable for the agreed-upon goals, measures and action plans.
- ⊕ Brokers training and other resources necessary to the process

Duties: Coach

- ⊕ Trained by TCN
 - ⊕ Annual training event live or on line
 - ⊕ Regular interaction with the network via distance meetings
- ⊕ Must be present at the consultation weekend as part of the team
- ⊕ Conducts monthly coaching sessions in person or via distance meeting with pastor

Duties: Coach

- ⊕ Makes quarterly on-site coaching visits
 - ⊕ Meets with leadership.
 - ⊕ Helps prepare, report and interpret metrics.
- ⊕ Reports progress to the Consultant
 - ⊕ Monitors metrics on the TCN web site
 - ⊕ Strategic meetings with consultant at least quarterly

Position: Transformational Pastor-Leader

- ⊕ Spiritual Leader of the Congregation
 - ⊕ Communicating the Word of God well
 - ⊕ Calling the congregation to spiritual disciplines, individually and collectively.
 - ⊕ Protecting God's reputation in the conduct of congregational ministry

Position: Transformational Pastor-Leader

- ⊕ Ministers cross-culturally as a missionary
 - ⊕ Focuses the congregation on Mission (outward focus, interaction with the community)
 - ⊕ Creates urgency in casting vision continually
 - ⊕ Understanding and leading change
 - ⊕ Sees that the mission is funded
 - ⊕ Recruits for the mission

Position: Transformational Pastor-Leader

- ⊕ Leadership Developer
 - ⊕ Identifies, trains, equips deploys staff
 - ⊕ Models leadership behaviors
- ⊕ Is accountable as he holds others accountable
- ⊕ Maintains the vision & leadership roles
 - ⊕ Board governs
 - ⊕ Staff manages
 - ⊕ Members do the ministry

Duties: Transformational Pastor-Leader

- ⊕ Hosts the consultation weekend
- ⊕ Manages the transition
 - ⊕ Acceptance of report
 - ⊕ Development of a new leadership team
 - ⊕ Identifies staff to manage
- ⊕ Is accountable to a coach at monthly sessions

Duties: Transformational Pastor-Leader

- ⊕ Participates in monthly pastors Learning Community; signs covenant
 - ⊕ Misses no more than 1 meeting per year
 - ⊕ Completes assignments
- ⊕ Forms and leads a learning community composed of lay leaders in his church
- ⊕ Participates in an evangelistic Triad

Duties: Transformational Pastor-Leader

- ⊕ Tracks metrics; reports on TCN web site
 - ⊕ He may do this himself or:
 - ⊕ Supervise a volunteer designated to report
- ⊕ Attends annual district networking events
- ⊕ Attends and recruits leaders to attend district lay leader training events

TCN: the organization

- ⊕ TCN is registered as an organization in the state of Tennessee. Status as a non-profit corporation is process.
- ⊕ TCN is in full partnership with LCMS World Mission as the entity through which the Ablaze! goal of revitalizing 2000 churches by 2017 will be accomplished.

TCN: the future

In order to achieve 2000 congregational transformations in the next decade,

- ⊕ TCN will have to expand its staff
- ⊕ TCN will be constantly upgrading its process and materials in response to feedback
- ⊕ TCN will be constantly challenged to provide new services and resources

Funding TCN

- ⊕ Currently, \$800,000 per year is needed to support the work of TCN.
- ⊕ About 1/3 of this will come from the mission revitalization budget of LCMS World Mission
- ⊕ TCN will need to raise the rest through other revenue sources:

TCN Revenue Sources

- ⊕ Purchase of Materials
- ⊕ Fee for Services
- ⊕ Donations from LCMS congregations, auxiliaries and individuals
 - ⊕ Fan Into Flame donations earmarked for TCN
 - ⊕ Direct Donations to TCN, currently handled through the Mid-South District
- ⊕ Marketing to other denominations

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