

This is a sample of an actual debriefing which will be similar but different to yours. Similar on the basics but different on the elements that are particular for your church's health.

Sample Debriefing Report

Rev. Jeff Scalf – CJS Collective





SAMPLE OF YOUR Church Consultation Debriefing

We've combed through Church Health Assessment, the Demographic – Psychographic report. We've gone over the Social Media Checklist (Website – social media, video media, audio media, printed media) Church Facility Checklist, Church Guest Checklist, Church Evangelism & Outreach Checklist and Community Involvement Checklist.

Your Church Health Assessment from 39 participants showed the perception of church health to be 195. (175-199)

“A church at this level **needs significant** work to move into the healthy category. So many deficiencies exist that multiple remedies are needed. Though the church should seek to move all statements to a score of 5, it particularly needs to give attention to those statements that were scored 3.7 or less.”

Although you are at the higher end of this category you still have some weaknesses that **MUST** be addressed or else your score will continue to go down. This church has been in existence since 1935. Throughout its robust history it has had ups and downs. In its 87+ year history society has changed from being a society primarily governed under Judean Christian values to a post Christian Society. Thus, reaching, (meaning the methods we employ) our society (meaning the unchurched) have changed drastically in the past few decades.

The reality we must ask ourselves is, are you (as a church) reaching unchurched people more than having people transfer from an existing church to yours? Is the baptismal tank dry more often than wet? Are you genuinely fulfilling Christ great commission and great command, “Preach the gospel to all and make disciples of all nations” and “Love one another as I have loved you”?



With all the turmoil in our society, all the angst, all the infighting, the racism, and such, it has unfortunately made its way into many churches. Many churches have adapted the “Hold the fort down” mentality. Thus, we are becoming more and more inward focused rather than outward focused. When this happens a church, perhaps unknowingly, begins to drift from their Biblical missional purpose. This is called “Missional Drift”.

If not addressed and changed that church begins to slowly die.



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Look around your church on any given Sunday. Look in the kids worship center and the kids' rooms, are they all being used, are they full, is there room for more kids?

Now lest we think it is solely the Lead Pastor and the Pastoral Staff's responsibility to turn it around, it takes many people's involvement to turn things around. You are an important key leader receiving and reviewing this report. If you do not take it to heart and act upon it to be a part of the turnaround, then who will?

This report is by no means to point or assign blame, it is simply showing where you are and the areas you need to focus on. I believe the first focus is prayer. But IF you have faith in the One you are praying to, then from prayer will come action, which is called faith. This inspiration from prayer to faith will spur others to join in on turning the church around towards an outward focused, spiritually health-conscious church.



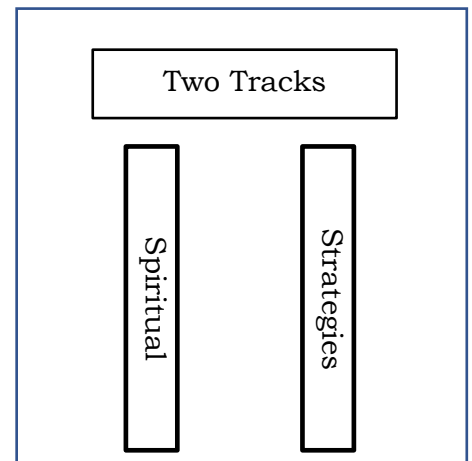
It is not the consultant/coach's responsibility to come up with the strategies, that's something that the leadership team (Pastoral staff, deacons and other lay leaders and congregants) will have to come up with. As a consultant/coach I can guide/coach these processes and give input to how other churches have addressed it but it will have to be something that the team comes up with or adapts for this church because the team will have to implement it.

Where to go from here? Run on two tracks.

So, here's two tracks that the church will run upon, like train rails. You must have both or the train cannot move forward. Spiritual and Strategies.

1. Spiritual - Spiritual would include strong and growing:

- A. Prayer ministry.
- B. Discipleship ministry.
- C. Healthy, growing fellowship ministry.





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D. Growing more members to serve with their gifts in the church.



Don't get the cart before the horse. You must reach people and there should be a steady stream of sinners coming to Christ. But if you ignore the need to strengthen the prayer, discipleship, fellowship and more members serving, the load of new believers will crush the church growth process. I've seen that happen more than once. You are strengthening the core to be able to handle the new growth of converts.

E. Attracting and reaching the unchurched.

- In this process as you are addressing some of these lower scores it will cause you to look outward to reach the unchurched. This starts with creating an “outward” focus. This is where your evangelism, outreach and community involvement checklist will come in handy.

2. Strategies



- A. **Social Media** – The team should look at all its social media stuff and address what needs to be addressed. Invite and include those responsible for implementing it to the brain storming session on what needs to be addressed in social media.
- B. **Facilities** – Look at the facility audit. You take a tour as a leadership team through the facility. **Kids facilities should be at the top of your priorities. If you are going to reach young families your kids' facilities better have a fairly high standard.**



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C. **Health Assessment** – Review the health assessment for all the scores that **scored lower than 3.7**. As a team, compile all the questions (3.7 or lower) with its score. Start with lowest score and compile from there to the higher scores until you've compiled all questions lower than and including 3.7.

D. Missional Purpose

- One of the things this church has going for it that many do not and that is that a group of people took the time and effort to develop this church's mission statement. This statement is based upon the Biblical missional purpose of the church. They have identified this congregation's core values and they have identified God's dreams for this church. This is huge!
- Dare I say that if this church, from its leadership on all levels down, had been living out these things the health of this church would be at a higher level? Missional drift has happened, which is one of the common things among declining churches.



Moving Forward Brainstorming

Lightening contains an enormous amount of power. So, brainstorming can release a lot of creative power. Now some of the issues at hand you may not need a lot of input from others for the solution will be fairly obvious. Yet there will be many issues that you as a team will need to brainstorm about.

You need to get more people involved but not too many. Too many voices in the process and it can get muddy real fast. In each area that you address you need to include people that are already involved in that area or have experience in that area. Also be sure to include the ones that are going to implement the solution(s). They need to have input because their input brings buy in for them.



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Brainstorming is like a funnel. You are taking a lot of ideas and funneling them down to a workable solution. So, every idea on how to bring a solution will not be used. However, an idea may spark other ideas that work better.



Closing Comments:

I know that perhaps there's a bit of shock and/or resistance to accept the reality that this church is not as healthy as you perceive. In this Consultant's 38+ years of ministry experience, this church's health is sliding into a very dangerous place. If not addressed and turned around its health will continue to decline to the point that it will die. Again, you need to understand, this church is not too far from critical. As a consultant I'm not trying to bleak, I'm being forthright.

This consult is to serve like a doctor and their patient. The doctor has been telling his patient for a while to diet and exercise or their health will suffer but, in the meantime, he gives them pills to help them cope with the effects of their unhealthy lifestyle.

Then there comes a point when the doctor sees the patient's health is getting worse and runs some tests to see just how unhealthy they are. Sure enough the test shows there are serious underlying health issues. The doctor has a serious talk with his patient and tells them that if they do not change their diet and lifestyle they are, not maybe but are, going to have a serious life altering or life-threatening health event. There are no magic pills to make the patient better. The patient has to make the changes necessary to bring themselves back to health.

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Let's focus on where all this must start, prayer.

Prayer:

- Asking God for forgiveness for not seeing or praying more earnestly sooner for the slide this church is taking.
- Asking God to guide the team to knowing what to and how to address the critical issues.
- Asking God for the power of the Holy Spirit to do what needs to be done.
- Asking God for a fresh outpouring of the Holy Spirit on this congregation.
- Ask that God will break up any fallow ground of your heart and the hearts of those who call this their church, so that you all may feel with God feels for this church and your community.

Can this church be turned around and how long should it take to turn this church's health around?

First of all, YES, this church can be turned around. But the turnaround depends upon you. Yes, it depends on you, a leader in this church. Are you seriously going to take to heart that this church is in dire need because its health is such that left unchanged, it will die? Are you going to be moved to prayer and action? The sooner you do, the sooner the other team of leaders will also, and the sooner the congregation will. You can be the catalyst that sparks a revival in this church! You can be the catalyst that brings about the change this church needs to bring about a revival of missional purpose.

It's your move.