

LEADERSHIP DISCERNMENT

PHASE 1
3-6 MONTHS

1. **Info Gathering Consult** - Gather background information on challenges and opportunities.
2. **Leadership Surveys** - Administer leadership surveys to define leadership goals and identify areas of discomfort, concern, or lack of consensus.
3. **Community Surveys** - Administer staff and congregation surveys to inform leadership in decision making processes.
4. **Leadership Training** - Provide training for all decision-makers and key staff, volunteers, and influencers (1.5 days at LOVEboldly).
5. **Logistics Planning** - Appoint church point-person to handle congregational questions/ concerns and serve as key communicator with LOVEboldly.
6. **Next Steps Consult** - LOVEboldly reports on results from Leadership and Community Surveys and proposes next steps.

CONGREGATIONAL CONVERSATION

PHASE 2
3-6 MONTHS

1. **Intro Consultation** - Lay necessary groundwork for congregational conversation.
2. **Set Culture** - Host small groups, dialogue event, sermon series, or other initiatives to grow empathy, understanding, and compassion.
3. **Community Care** - host coffee conversations with congregation members, distribute resources, assist those who decide to leave to connect to other resources/churches.
4. **Decision-Making Consult** - Sample statements and resources provided to assist in decision and roll-out phase.

DECISION & ROLL-OUT

PHASE 3
3-6 MONTHS

1. **Staff/Volunteer Training** - On-site training(s) for all staff and volunteer leaders.
2. **Decision/Announcement** - Announce any policy changes or new initiatives the leadership team has agreed upon.
3. **Community Care** - Continue culture-setting initiatives, host more coffee conversations with congregation members, distribute resources, assist those who decide to leave to connect to other resources/churches.

CHALLENGES & BARRIERS

PHASE 4
6-24 MONTHS

- Follow-Up Consults** - Schedule 1-2 check-ins and provide other consults as needed to discuss progress, challenges, and provide support and resources.