



NCD-UK News

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Transforming Churches Process: Seminar Two

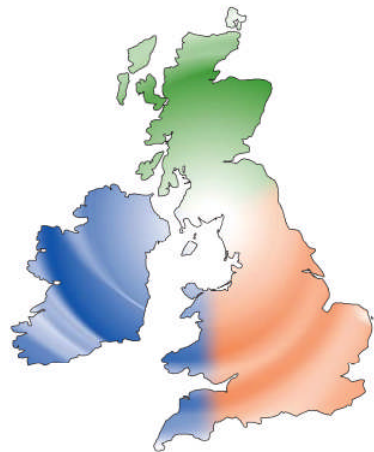
We are now rapidly approaching the second NCD-UK Transforming Churches Process Seminar, which will be held on Friday 13th and Saturday 14th May at the Leicester South Salvation Army Conference Centre. We are at an exciting stage in the TCP journey and this will be a really significant seminar. We have designed it in the light of the feedback we received last October as well as what has emerged from church teams and in coaching during the last few months.

A number of new churches have recently joined the process and it will also be a good time to bring additional church members to this seminar.



Christian Schwarz at Seminar 1

We have asked Christian to begin by presenting an overview of NCD — a good place to start for those new to the process, and a useful refresher for the rest of us! Christian's main focus for teaching this time will be around Holistic Small Groups and Empowering Leadership. Christoph will guide us in Leading a Church by the Growth Forces. Applying the Growth Forces is key to unlocking the potential of NCD, but many of us find this so tricky!



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Christoph's sessions will also include coaching and team exercises, with a particular emphasis in session 5 on interpreting the Profile Plus report — so please remember to bring your church's latest Profile Plus report with you.



A Friendly Buzz at Seminar 1

A few teams will have the opportunity to share their experiences of NCD with the wider group, and there will again be a Q&A time with Christian and Christoph. The NCD-UK Team will present something of its vision for NCD in the UK, and how we can ensure the support and encouragement of churches engaging with NCD on an ongoing basis.

On the Friday evening we have arranged a meal together (for a small cost), and this will be a wonderful opportunity to enlarge our fellowship and make new friends. Please book for this beforehand — Sarah will be very pleased to help — as there will be very limited time to travel away to eat elsewhere.

We look forward to giving you a warm welcome!

NCD and The Salvation Army – Noel Wright is our guide...

Currently 99 UK corps (churches) within The Salvation Army are actively engaging with NCD. 54 of these are part of the 'Transforming Churches Process' and many of them are slowly discovering that God is working through this new approach to ministry. What follows is a selection of comments from 8 of these corps, and all are being both challenged and inspired by NCD.

"The corps is now a different place after our 3 years of focusing on NCD. It's working for us." This corps has had to work hard on improving the quality of their relationships and their small groups. The groups are now "so much nicer, they are more loving, they all have a sense of belonging".

Another corps spoke of how the results of their survey were "confirmation of what is happening, including our growth rate. NCD is good for us and it is proving to be very good for non-Salvationists. NCD is non-threatening and has given permission for our people to ask questions and to participate." The leader of this corps went on to say that NCD is, for him, one of the best processes he has come across over the past 25 years in ministry. They are now beginning to look at the 3 colours dimension to spirituality. They have an "on-going commitment to NCD".

The leader from another corps told a story about their fellowship "moving forward with a greater focus" as a result of NCD. Their initial experience of NCD "is very positive with no negativity towards it". As a result of their

'minimum factor' response, "people are feeling more valued, they are taking ownership and they want to be involved".

"A very good process. Momentum is building. Benefits are being seen." These were the opening comments made by another leader who went on to say that people were coming up with new ideas because NCD was allowing time to focus on the real issues. NCD has also given "the whole corps a focus" which is being developed into "a lot more strategic thinking". For them a constant challenge is one of keeping the wider fellowship informed; "communication is vital with the whole corps". This person at times felt that they were "on our own" which highlights the need for effective coaching structures to be put in place.



In speaking to someone else from a different centre I was told "things are going well". "NCD hasn't drastically changed things" but the corps is "thinking about things in a different way". To date, NCD "is a positive experience" and they are "impressed with the resources" available. This corps has also begun to make use of the *3 Colors of Spirituality* material and, as a result, local leaders have begun to appreciate the differences that exist between them.

A corps leader who serves in the Midlands, spoke about NCD "going well, it has brought the

whole corps together." They now have a sense of purpose, they "are seeing results and people are being encouraged more and more". NCD principles are becoming more and more evident within the life of the corps, their small groups "have become more holistic". The leadership team have been invited to visit a local Anglican church to tell their NCD story.

Thanks to NCD another of our corps "has a focus, a purpose and a framework to keep working". In responding to their minimum factor "people are coming out of the woodwork" to get involved, they are "really excited". One of their ladies discovered that her gifting lay in administration and she now offers her help to people in their community who struggle with the many forms concerning social security. This corps is planning to hold "a workshop Sunday" which will give people time and space to ask and answer "where is God leading me?".

Finally, "NCD is working well, it's enabling change to happen" was the opening comment from someone else. Their fellowship remains "quite excited" about NCD which is an on-going "positive" experience. They are working on making their structures more effective and the response to date is encouraging with people "learning to let others do things". Each of the different groups who make up the fellowship are being given the opportunity in Sunday worship to say who they are and what they do. This wouldn't have happened without the insights gained from the Profile Plus report.

This is but a small portion of all that could be reported but it is sufficient to sense how God is working and sufficient for all of us to be encouraged to stay focused on all things NCD.

Major Noel Wright is Assistant Territorial Evangelism Secretary, based at Territorial Headquarters.

Radical Therapy or Church Cosmetics ?

When NCD was being set up in the USA, 15 years ago, I was involved in training the first generation of NCD coaches. I remember that we had dinner with Dave Wetzler, our NCD Partner, and I asked him if he had received any feedback from the first churches using NCD. He answered, "Not much, but there was one negative comment." "What did they say?" I asked. Dave responded, "The church complained about the twenty-page minimum factor manual because they expected a quick fix – and not a whole *book* to read..."

During the NCD Summit in South Africa in October 2004, I had the chance to talk with many of our national NCD partners. And I heard similar statements from some of them, like "there are churches that say that NCD does not work because they see no results after 4 months..."

People like Cosmetic Approaches – Why?

Yes, there is a problem with the instant mentality of our society. Some people call it the McDonaldization of civilization – and this is often also true of churches. People prefer TV and magazines with the latest quick tips and trends to books and deep analyses.

One of the reasons is that people are desperate; they need help, support, and solutions – but instantly! They need it now! Everyday life is so busy; there is no time to think long-term. (By the way, my most common coaching topic is: Surviving in Busy Everyday Life. I'm talking about NCD Coaching here, not just general life coaching!)

A second reason is that people are looking for external motivation (from conferences, models, etc.) because they have lost the power of internal motivation (that's my second most common coaching topic: Self-motivation).

Where do we see Church Cosmetics?

Everywhere. This is not the place to agitate against other movements or models – because we do find church cosmetics in NCD as well. (Actually, not in NCD itself, but in how people wrongly try to apply it.) I see this very often when churches try to use NCD. What does this look like? Let me give you a few examples:

- Actionism: doing things without deeper analysis (e.g. no focus groups after the survey to explore the reasons for the minimum factor, but immediate 'action planning')
- Acting without "interdependence" in mind (e.g. using *The 3 Colors of Ministry* without follow-up and gift counselling. This initially creates motivation, but soon a lot of frustration because people don't find places to use their gifts)
- No time line for a whole NCD cycle
- No coaching
- No repeated NCD Surveys

What do we mean by "Radical"?

Is it radical if you work on NCD in your church with 10 full time staff members, making great progress, and still thinking that it is too slow? Is speed an indicator for being radical? No! Radical therapy in NCD means first of all a radical change of our paradigms and our thinking of what church is.

NCD is not always a fast process, sometimes it is even slow – but it is always long-term. NCD is not a quick fix, it is not crisis

management, but it is church *development*. "Radical" does not mean changing everything immediately, turning the church upside down. It does mean turning your thinking about what church is upside down.

We need a "Forestry Paradigm"

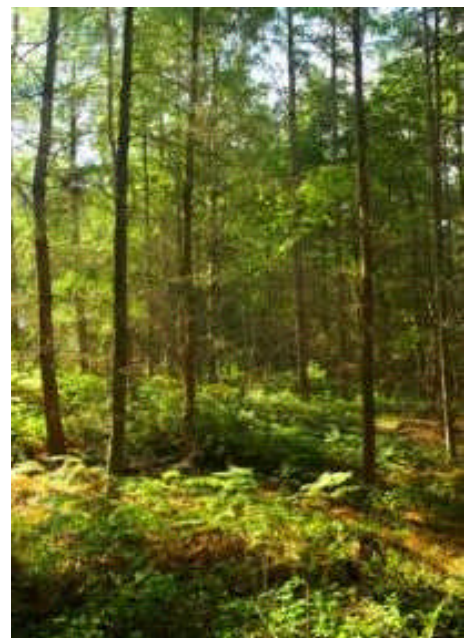
Jesus uses a lot of pictures and parables from nature to describe the Kingdom of God. I believe we need the same kind of thinking. It takes time for a plant to grow before you see the fruit. The paradigm of farming is needed, or even more a "Forestry Paradigm" – instead of quick fixes.

The church as a living organism, and everything is *long-term, ongoing, and biotic*.

1. Long-term: You will see fruit after 1-3 years, not after 1-3 weeks. Research shows that there is, on average, a 51% higher growth rate after 31 months of implementing NCD (in other words, if your church grew by 10 people per year in the past, it is now 15 people).

2. Ongoing: Don't see NCD as a onetime event, but complete one cycle after another with a survey each time.

3. Biotic thinking is needed: Applying the Growth Forces is *the* challenge when applying NCD.



What are the Consequences?

1. Biotic Thinking: Start with Interdependence

While the Growth Forces are the core of NCD, many churches and leaders find it hard to get familiar with “these abstract principles”. From my experience, it helps to use the principle of interdependence as a starting point to understand the other principles more and more. Actually, the other five Growth Forces do have aspects of interdependence.

So you may want to ask yourself in everything you do in your church: How is this connected with other areas, programmes, measures in our church? How will it influence other areas? How will it be influenced by other areas? What will the long-term effects be? Is there a danger of negative side-effects that will only be seen in the long run? Are we aiming too much for short-term success, ignoring long-term side-effects that we do not want to see?

NCD is not a programme, but a way to lead a church, and a way to live as a church. That’s why these questions are key questions – regardless of how many “NCD related activities” you have.

2. Stay in the NCD Cycle

NCD is not a quick fix, it is not crisis management, it is not a one-time event, it is not a (time limited) project. NCD is, as said above, a way to live as a church. It makes no sense to go through the NCD Cycle once, and then say “we did NCD” – and quit. NCD is a never-ending process of leading your church and developing the church on a healthy basis.

3. Use Profile Plus to detect root causes, not to work on symptoms

The NCD Survey tells you what your minimum factor is, but not what the reasons for it are. Use Profile Plus, a detailed analysis, to

discover what’s behind the scenes.

4. Take advantage of coaching

Did you know that the word “coach” did not originally come from the English language? It comes from the Hungarian “kocsi”, which means coach or bus. In 1556, it was used for the first time in England. So, what is a coach? It is a vehicle that brings you to your goal. It brings you from A to B.

A coach – and now I do not mean the bus! – is a person who helps you get from A to B. He or she helps you reach your goals.

NCD Coaches help churches to reach their goals: improving their quality by repeatedly going through the NCD Cycle.

Worldwide, we see a huge difference between churches having a coach (or a network that supports them in a similar way) – and churches without coaches. While the first group succeeds in 90% of all cases, the second group only improves their quality in 40-50% of all cases.

5. Let NCD be rooted in your denomination

More and more, NCD is becoming a movement adopted by whole denominations. In many countries denominations become sub-partners to the National NCD Partner, train their own NCD Coaches and have their own NCD office where they administer the survey, etc. We see that this is a key to making NCD sustainable, and not just a “gimmick” in the local church. It becomes a strategic component of the denomination’s planning and evaluating.

Do you get the picture? Do you now understand why we designed the Transforming Churches Process the way we did?

Christoph Schalk is Vice President of NCD International, experienced coach and trainer, and Head Coach in the NCD -UK Transforming Churches Process.

The NCD-UK Contact Directory

GENERAL NCD-UK CONTACTS:

Blog: www.ncd-uk.blogspot.com

Web: www.ncd-uk.com
(being updated)

Email: info@ncd-uk.com

BOOKS AND RESOURCES:

www.ncdresources.co.uk

NCD-INTERNATIONAL

www.ncd-international.org

www.ncd-research.org

www.ncdnet.org

To hear Christian A Schwarz talking about NCD in a series of mini-seminars, go to the www.ncd-international.org website and click on the link at the top left of screen. You may find this helpful before diving into the books!



NCD-UK TRANSFORMING CHURCHES PROCESS (TCP)

Information and Registration:

www.ncd-transformation.com

or for TCP admin queries contact Sarah Kay, TCP Administrator:

transformation@ncd-uk.com

Tel: **0845 302 6868**

For encouraging case studies of processes similar to TCP in other European countries, go to:

<http://ncdnet.blogs.com/encdine/2007/07/vineyard-church.html>

<http://ncdnet.blogs.com/encdine/2007/08/evangelical-fre.html>

<http://ncdnet.blogs.com/encdine/2007/09/and-now-even-36.html>

You will also find other articles of interest and use on **eNCDine**, the NCD Online Magazine:

<http://ncdnet.blogs.com/encdine/>

The NCD-UK Team: News & Information

Happy Birthday to NCD-UK! We have been the UK Partner with NCD for just a year, and slowly and surely things are beginning to take shape. You know what they say, if you want to get a job done you give it to a very busy person? – well that's about what it feels like being on the NCD-UK board!

You can read more about the board in previous newsletters online (www.ncd-uk.com), but at the moment the full NCD-UK Team consists of the five board directors and three others:

- Rev Kerry J Birch (Chairman)
- Canon Colin M Day (Secretary)
- Rev Dr Philip Walker
- Rev Lynn Chetcuti
- Major Henrik Andersen SA
- David Shemilt (Finance Manager)
- Pete Everitt (Video Resources)
- Sarah Kay (TCP Administrator)

We have recently restructured the board around main activity areas, for which named board members take key responsibility.



Registered Charity

NCD-UK is now a registered charitable company. We long to make NCD more widely known. To support us in this ministry, through education, publishing, or introducing NCD in situations where there are very limited financial resources, please download a form, including gift aid declaration, from the website.

NCD-UK News Archive

All previous issues of NCD-UK News are available online: www.ncd-uk.com

For an archive of articles you can also go to our new blog: www.ncd-uk.blogspot.com

You can use this blog to post stories, make comments or ask any questions to the team too.



"All by itself the soil produces corn—first the stalk, then the ear, then the full grain in the ear" Mk 4:28