



# CHURCH TRANSFORMATION COHORT INFORMATION

There are 3 core elements in the Church Transformation Cohort process:

- 1** Pastor Learning Community - Pastors meet over a 2-year period to engage in book studies around topics such as evangelism, church and staff leadership, connecting visitors, time management, worship, etc. Pastors also spend time praying for and encouraging one another. Over the 2-year period there are a total of 6 face-to-face retreats over 2 days each (3 per year).
- 2** Weekend Consultation – The church consultant(s) come on site for 4 days and conducts interviews with staff, select lay leaders, and a focus group. The congregation submits self-study materials in preparation for this consultation process. At the end of the weekend, the consultant(s) give a report to the congregation. The report lists strengths of the church, as well as several prescriptions to bring about revitalization. The session ultimately determines if they will adopt the prescriptions after receiving input from their congregation.
- 3** Ongoing Coaching – If the session agrees to the prescriptions, a congregational coach is assigned. This coach works with the pastor, and if needed, other lay leadership, through at least 20 coaching sessions for a period of 12 months.

## **COST of Cohort:**

Ordinarily the cost of the cohort would be \$10,000, plus expenses. However, ECO is able to subsidize the cost.

- \$4,500 for churches with a budget over \$150,000
- \$3,000 for churches with a budget under \$150,000

## **Financial Responsibilities:**

- Books for the pastoral learning community – There are approximately 15 books the pastor needs to read throughout his/her time in the learning community.
- Travel expenses for the consultation weekend – Expenses will include flight(s) or mileage, meals, and hotel room(s) for 1 or 2 consultants.
- Travel expenses for the 6 face-to-face meetings with the Pastoral Learning Community. The congregation will pay for the pastor to travel to and from the face-to-face meetings (3 meetings each year).



For more information about this process, please email Kim Davis at [kim@eco-pres.org](mailto:kim@eco-pres.org)



# Church Transformation Cohort Application

Please fill out the following application and have it approved by your Session. Applications can be submitted to Kim Davis (kim@eco-pres.org). Once applications are submitted and reviewed, we will conduct a follow up phone interview with the pastor.

**Church Information (name, address, phone, website):**

**Pastor Information (name, email, and best phone number):**

**Narrative Questions (please attach your answers as a PDF):**

1. What interests you about being a part of the next Church Transformation Cohort (CTC)? How do you think your involvement will help your congregation more fully embrace its mission and ministry? Please explain in two to three paragraphs.
2. What concerns or questions do you have about the church transformation process?
3. See the Session and Pastor Agreements below. How will your church ensure that the responsibilities of the cohort will be fulfilled?

**Session agrees to:**

1. Allow the pastor to attend the Pastor Learning Groups (approximately six meetings face-to-face over the course of two years). Allow the pastor to be a part of two to three virtual calls each year and allow the pastor the time to engage in the process as well as do the necessary preparation work associated with the church transformation process.
2. Be actively engaged and supportive in the church transformation process.
3. Have lay leadership watch or read appropriate materials to enhance understanding of CTC and consultation weekend process.
4. Complete the consultation weekend in which one or two consultants will come to the church for a long weekend (Thursday-Sunday) to do a church consultation. The Session must be open to the findings and the consultants' report. The cost of the consultation fee is included in the total fee. However, the church will need to pay the travel expenses for the consultants.
5. Fees for the CTC are as follows: (to be paid out over the course of 2 years)
  - a. \$4,500 for churches with a budget over \$150,000
  - b. \$3,000 for churches with a budget under \$150,000

**Pastor agrees to:**

1. Make attending the Learning Groups a priority. Pastors should not allow any pastoral duties to interfere with Learning Groups, including the scheduling of memorial services. Pastors should only miss these groups if he or she is sick or has a family emergency.
2. Have an open attitude and posture toward the report of the consultants.
3. Ensure lay leadership watches and reads appropriate materials.
4. Work with his or her assigned coach by keeping appointments and following through with commitments.

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**Pastor's Electronic Signature/Hand Sign**

**Date**

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**Clerk of Session's Electronic Signature/Hand Sign**

**Date**