

# MINISTRY RESOURCES FOR ECO CONGREGATIONS

One of the functions of a denomination is to make resources available for its congregations and leaders. We have not only been developing our own internal resources within ECO and Flourish (the educational and ministry resource arm of ECO), but we continue to partner with outside individuals and organizations to equip our churches and pastors to take their Flourishing Next Steps. The following is a list of resources that have been created and developed within ECO and Flourish.

## CONGREGATIONAL & PASTORAL MINISTRY RESOURCES

### Congregational:

- **Becoming a Flourishing Church**
- **Church Transformation Cohort**
- **Flourishing Disciples**
- **Flourishing Leaders**
- **Ministry Team Consultation (TeamScan)**
- **Church in Transitional Agreement (CITA)**
- **Church Planting**
- **Missional/Global Engagement Course**
- **Pastoral Search Assistance**
- **Succession Planning**

### Pastoral & Lay Leader:

- **360 Discipleship Assessment**
- **Coaching**
- **Coach Training**
- **Leadership Training Series:**
  - **Intro to Core Competencies**
  - **CLP1 (Certified Lay Pastors)**
  - **CLP2 (Certified Lay Pastors)**
- **Online Webinars & Training Videos**
- **ProScan Assessment**

- **Pastoral Consultation**
- **Certified Transitional Pastor (CTP)**
- **Considering the Confessions**

### **Employment Resources**

- **Certified Transitional Pastor (CTP)**
- **Church in Transitional Agreement (CITA)**
- **Job Board**
- **Pastoral Search Assistance**

### **Outside Partnerships**

- **Auxano**
- **Envoy**
- **NFP: ECO Healthcare • Peacemaking: ICC**

## **CONGREGATIONAL & PASTORAL MINISTRY RESOURCES**

### **ECO & Flourish Resources - Comprehensive View**

- **360 Discipleship Assessment**  
The 360 Assessment has been developed in conjunction with a variety of experts in the field of discipleship and statistical validation. This assessment measures discipleship health in 8 core qualities as well as 22 characteristics associated with the health of an individual follower of Jesus. The disciples answer questions for themselves and then ask others to answer questions on their behalf. A report is generated to help the disciple discover relative strengths and weaknesses. An individual discipleship assessment is available for \$15 each, however churches can purchase bulk assessments. See [www.flourishmovement.org](http://www.flourishmovement.org) for more information.
- **Becoming a Flourishing Church**  
We often find that churches have spent so much time and energy coming into ECO that they are at a bit of a loss as to what to do once they are actually in ECO! Becoming a Flourishing Church is meant to help your church refocus its energy, health, and vitality now that you are part of the growing movement of ECO churches. The premise of this resource is that flourishing churches are led by flourishing leaders who are themselves

flourishing disciples. It is our prayer that as you engage with the material personally, you will grow in your own discipleship and spiritual maturity, and that you will have a greater sense of your individual call and role as a leader. It is also our prayer that as you engage with this material collectively as a body of believers, that you will have a greater sense of how your church can grow and move forward so that it can flourish mightily, just as God designed it to do. Please go to <http://eco-pres.org/church-resources/BAFC/> to register for this free resource and meet your Becoming a Flourishing Church Liaison.

- **Certified Transitional Pastor (CTP) / Church in Transitional Agreement (CITA)**  
ECO now offers transitional pastor training and certification. It is our goal to equip pastoral leaders to help churches navigate change through a pastoral transition, so that a church is healthy and ready for its Flourishing Next Step. In addition, we have established a Certified Transitional Pastor Network website, where both ECO churches and pastors are able to create accounts, view profiles, and engage in conversation. Please visit [ecotransitionalpastors.org](http://ecotransitionalpastors.org) for more details, or email [ctpinfo@eco-pres.org](mailto:ctpinfo@eco-pres.org) if you have any questions.
- **Church Planting**  
For an overview of the new church planting protocols and procedures, please email Kim Davis, Ministry Resource Coordinator & Assistant to Dana Allin, at [kim@eco-pres.org](mailto:kim@eco-pres.org).
- **Church Transformation Cohort**  
Dr. Paul Borden has successfully led hundreds of churches, of various denominations, through a proven transformation and revitalization process. He is graciously leading cohorts around the country, teaching us how to multiply the transformation process across our own denomination using learning communities, a comprehensive church consultation process, and providing ongoing coaching. Though Paul has masterfully trained ECO leaders to facilitate future cohorts, we are grateful that he will continue to lead the cohorts and do the majority of consultations himself in the coming year, along with our Synod Executive, Dana Allin. Ordinarily the cost of the cohort would be \$10,000, plus expenses. However, ECO is able to subsidize the cost, so churches will pay, divided over two years: \$4,500 for churches with a budget over \$150,000, or \$3,000 for churches with a budget under \$150,000. For more information contact, Kim Davis Ministry Resource Coordinator & Assistant to Dana Allin, at [kim@eco-pres.org](mailto:kim@eco-pres.org).
- **Coaching**  
Coaching is one of the most powerful ways that pastors can be equipped and supported while they engage in difficult work of leading transformational change. Pastors in small churches often have the challenge of affording quality coaches. ECO will offset the cost of pastoral coaching for pastors of churches with less than 125 members. The cost of a yearlong coaching engagement of 10 sessions is only \$250. For more information contact Kim Davis, Ministry Resource Coordinator & Assistant to Dana Allin, at [kim@eco-pres.org](mailto:kim@eco-pres.org).

- **Coach Training**

Flourish provides a 6-month coach training process, which includes several individual or group mentoring sessions as well as a 2-day face-to-face training. Those who complete the process can be considered to provide some of the coaching that is available in ECO. Those who complete the coach training process through Flourish will also have completed approximately half of the work necessary to obtain an ACC certification through the International Coach Federation. Email [info@flourishment.org](mailto:info@flourishment.org) for more information (The additional training required for ACC certification can be taken through CoachNet International Ministries at [www.coachnet.org](http://www.coachnet.org)).

- **Considering the Confessions**

This booklet can be found at [www.theology-eco.org/new-page](http://www.theology-eco.org/new-page).

- **Envoy**

ECO offers retirement planning for all ECO Churches through Envoy Financial. Visit <https://www.eco-retirement.com/plan-administrators> for more information.

- **Flourishing Disciples**

This is a ministry that has been primarily funded through generous grants and is meant for congregations who want to invest and spend significant effort over a two-year period to change the way they make disciples. Flourishing Disciples involves an on-site retreat for key leaders in the church to work on enhancing their own discipleship and ability to disciple others. The primary key leader for the congregation then receives a year of coaching in order to embed the making of disciples more deeply into the DNA of the church. For more information, contact Kim Davis, Ministry Resource Coordinator & Assistant to Dana Allin, at [kim@eco-pres.org](mailto:kim@eco-pres.org).

- **Flourishing Leaders**

Many churches know that in order for their congregations to transform, the elders and other lay leaders need to experience both personal and group transformation. Flourishing Leaders is an 18-month process where the elders engage in experiential learning activities and pastors engage in coaching to help their elders become more spiritually effective. For more information, contact Kim Davis, Ministry Resource Coordinator & Assistant to Dana Allin, at [kim@eco-pres.org](mailto:kim@eco-pres.org).

- **Job Board**

In an effort to help our churches find qualified candidates, we have developed a space for our churches to list their employment opportunities. If you are posting a Pastor or Associate Pastor position, your job description must be approved by the MPT of your presbytery. Visit [jobs@eco-pres.org](mailto:jobs@eco-pres.org) to submit your listings. The ECO Job Board is updated on a weekly basis.

- **Leadership Training Series:**
  - **Introduction to Leadership Core Competencies**
  - **CLP1 (Certified Lay Pastor Training)**
  - **CLP2 (Certified Lay Pastor Training)**

### **Introduction to Core Competencies**

ECO exists in order to build flourishing churches who make disciples of Jesus Christ. In order to fulfill our vision, we must develop lay leaders within our churches who are skilled in our 10 Core Competencies. This officer/leader training offers 10 video-taught classes by experts in each of the competencies with opportunities for discussions, discernment, and action after each lecture. This course is designed for leaders in the church to learn how to be more effective in their roles or trained for a role they have yet to step into. This training can be done by an individual at home, can be used to prepare people for leadership, and can be discussed as a whole session or done in small groups. Visit [www.flourishmovement.org](http://www.flourishmovement.org) for more information.

Cost: Free

### **CLP1: Commissioned Lay Pastors Serving in Churches & Micro-Expressions of Church**

Our ECO polity (2.0502) provides for lay leaders who feel called and gifted to administer the sacraments and step into the role of a lay pastor serving under the pastor of their church. ECO deeply desires to unleash the laity to do God's kingdom work in the places where they are. CLP1s are lay leaders who are serving their church by leading micro-expressions of church (small groups, youth groups, missional communities, etc.) and who wish to have a deeper level of training in the 10 Core Competencies. This certification is a 10-month process undertaken with a non-geographical cohort, a facilitator, homework assignments, and a mentor from their local church. The course structure is 2 virtual meetings a month (community learning) with reading, writing, and reflecting in between (personal learning). The final project necessary for certification is a paper (to be evaluated by your facilitator) on what the student has learned and how they have grown in each of the 10 competencies. The content of the CLP1 course includes all of the officer training content, plus 10 extra sessions, and assessment in the 10 competencies.

Cost: \$1000 per student

### **CLP2: Commissioned Lay Pastors serving as Pastors**

Our ECO polity (2.0503) and missional ecclesiology also allows for lay leaders who are properly gifted and trained to serve as pastors of a local church without getting a traditional seminary degree and being ordained. This makes pastoring a church more accessible to a wider array of people and allows God to use gifted and trained leaders in His mission. This course is a 2-3 year process which involves all of the training described for officers and CLP1s plus additional classes. These include but are not

limited to: New Testament, Old Testament, Theology, Preaching, Basic Exegesis, Leading Change, Church Management, and additional spiritual formation opportunities. Cost: \$1000 per student plus the cost of seminary level courses

- **Ministry Team Consultation (TeamScan)**

It can be helpful for all or some selected ministry staff members to engage in a process to enhance their effectiveness and cohesion as a team. Through the use of TeamScan™, a qualified coach can help a ministry team know more about themselves and how to best function together as a team. Each individual on the team receives an individual ProScan™ and consultation prior to an on-site event. At the on-site event, the ministry team is able to understand each other better and learn how best to function as a team. For more information, contact Kim Davis, Ministry Resource Coordinator & Assistant to Dana Allin, at [kim@eco-pres.org](mailto:kim@eco-pres.org).

- **NFP**

We believe that healthy ministry grows from healthy leaders. When our individual lives are healthy and balanced and our churches are positioned for the future, we are best equipped to advance the mission of making disciples of Jesus Christ. ECO's representatives at NFP would like to assist you. Please contact NFP representative Mayra Cano at (719)314-3516 or [mayra.cano@nfp.com](mailto:mayra.cano@nfp.com), or Erin Kautzner at (719)314-3506 or [erin.kautzner@nfp.com](mailto:erin.kautzner@nfp.com). Mayra and Erin will be available to assist with questions specific to the Health & Welfare program and your specific needs.

- **Online Webinars and Training Videos**

Those who obtain a free account with Flourish have access to a variety and ever increasing number of training videos and archived webinars. To sign up for an account, visit our website at [www.flourishmovement.org](http://www.flourishmovement.org). Several online courses are already available on the Flourish website. These online courses are ordinarily 8-12 sessions and approximately 1 hour per session. Each class has an online forum for interaction. While some of these courses are specific to ECO (such as a course on ECO Polity), many of the courses are broadly applicable (such as Evangelism in a Postmodern Culture). Some courses are self-directed and cost \$25 or less. Instructor-directed courses cost more because of the direct involvement between the instructor and student.

- **Global Engagement: Best Practices for Mission Teams**

Local churches are the primary agents of God's mission in the world. Equipping mission leaders in your church catalyzes growing mission engagement in your community and the global community. This video-based small group study is designed to help your church's mission team/committee explore best practices for leading your church in mission. Visit [www.flourishmovement.org](http://www.flourishmovement.org) for more information.

- **Pastoral Search Assistance**

Many churches are considering using an outside search firm to aid in the process of calling a senior or associate pastor. We believe this is a fantastic option, however, sometimes congregations feel that the price is too high or they want to be more involved in the process. ECO has trained consultants that utilize both the JobScan™ and ProScan™ tool to assist congregations in the search for pastoral or other key staff positions. The cost is \$3500 to develop the JobScan™ profile and support the calling committee or individual in the process. For more information, contact Kim Davis, Ministry Resource Coordinator & Assistant to Dana Allin, at [kim@eco-pres.org](mailto:kim@eco-pres.org).

- **ProScan Assessment/Pastoral Consultation**

There are times when a pastor or ministry staff person needs to reflect on the fit of his or her current call. Using the ProScan assessment tool, we can administer a ProScan to a pastor or staff member and provide a 1-hour consultation regarding the report. This helps pastors and staff members determine current areas of stress and satisfaction in their lives and ministries as well as take proactive steps to find greater satisfaction in their call. The cost is \$125 per person. For more information, contact Kim Davis, Ministry Resource Coordinator & Assistant to Dana Allin, at [kim@eco-pres.org](mailto:kim@eco-pres.org).

- **Succession Planning**

In an effort to prepare and equip our churches for the denominational leadership transitions, we have partnered with Will Heath and Auxano to work with our churches to prepare for these inevitable transitions. In seasons of transition, most churches simply ask who the next pastor will be, and seek to pass the baton from one leader to another. However, Will has discovered that in order for transition to be successful, a church must consider the overall health of the ecosystem and several transitional principles. This process includes an on-site retreat with the session and up to 13 succession planning workbooks, a 3-hour virtual follow-up meeting, and 3 months of meeting with coaches for implementation and e-mail support. The congregation pays \$4,000, plus travel expenses for the consultant and additional workbooks. For more information, contact Kim Davis, Ministry Resource Coordinator & Assistant to Dana Allin, at [kim@eco-pres.org](mailto:kim@eco-pres.org).

## **Outside Partnerships**

ECO has relationships with several outside organizations to provide training and support. Please see below for the organizations that we are currently partnering with to support our churches.

### **Church Health Assessment & Vision Discernment**

Many congregations are looking for outside groups to do church health assessments, provide coaching on change, and/or help them discern vision. The 3 groups that are most popularly used are:

- **Auxano**  
The foundation of Auxano is a vision framing process based on the principles outlined in the celebrated book, *Church Unique*, by our founder, Will Mancini. Through this process, church teams from every major faith tribe have discovered unprecedented clarity around the unique identity of their church. For more information about the partnership that ECO has developed with Auxano, contact Kim Davis, Ministry Resource Coordinator & Assistant to Dana Allin, at [kim@eco-pres.org](mailto:kim@eco-pres.org). For more information about their services, visit <http://auxano.com>.
- **TAG Consulting**  
TAG was established in 1998 by a group of accredited individuals who believed they could help improve organizational health, productivity, and effectiveness. We believe this is possible when individuals and organizations are intentional about it. Visit <https://www.tagconsulting.org> for more information.
- **Church Health Initiative**  
Church Health Initiative is a leading organization that guides congregations and denominations in implementing transformative systems that effectively produce health and growth. For more information, visit <http://churchhealthinitiative.com>.

## Missional Engagement

- **Saturate**  
Jeff Vanderstelt's organization offers an opportunity for monthly cohort coaching on the development of missional communities. Visit <https://saturatetheworld.com> for more information.
- **Dandelion**  
Alex Absalom's organization has offered ECO-specific cohorts to learn and be coached in missional engagement. Alex can also be hired as an independent consultant for your congregation. Visit <http://dandelionresourcing.com> for more information.
- **Forge**  
Alan Hirsch's organization offers a broad-based range of training and coaching related to missional engagement. Visit <http://www.forgeamerica.com> for more information.

## Disaster Assistance

- **World Renew**  
World Renew provides disaster assistance through the Christian Reformed Church. It is not only a wonderful organization to which an individual or church can donate to aid in a natural disaster, but individuals or groups can also serve through World Renew in short and long-term disaster assistance. Visit <http://worldrenew.net> for more information.



- **PeaceMaking: ICC**

The ICC has a broad, global outreach in the following ways: to promote Biblical conflict resolution principles, training, and certification, to mediate relational conflict with the discipleship of God's Word, to provide civil dispute resolution using godly principles in a court-approved ADR process, to follow the mandate of 1 Corinthians 6 within the church community, to provide a financially-preferable option of faith-based mediation, not litigation, and to encourage a stronger commitment to Christian Conciliation in the heart of each church, business, and organization. For more information, contact [info@iccpeace.com](mailto:info@iccpeace.com).

## **World Mission**

In lieu of creating an internal world mission department, ECO has partnered with the 3 organizations that have historically served evangelically minded presbyterian churches. These organizations are listed below. Our Director of Global Engagement, Jen Haddox, helps ECO work out its value of the local church as the primary agent for discerning and carrying out God's passion for the nations. Jen can be reached at [jen@eco-pres.org](mailto:jen@eco-pres.org).

- **Frontier Fellowship**

Frontier Fellowship works with congregations to help establish indigenous churches among unreached people groups, and to find new places to be involved in frontier mission. Frontier Fellowship exists as a resource to help churches create or enhance their vision for taking the gospel to all people groups in the world. They are driven by a 2-fold vision — For Every People: An Indigenous Church; and For Every Church: A Mission Vision. Visit [www.frontierfellowship.com](http://www.frontierfellowship.com) for more information.

- **The Outreach Foundation**

The mission of The Outreach Foundation is to engage presbyterians and global partners in proclaiming the good news of Jesus Christ. They seek to be a resource to congregations to help them catch a vision for the amazing things that God is doing around the world and to partner in it. Their priorities are to: build the capacity of global church partners, send and support missionaries, care for vulnerable children, expand support for mission, and transform lives through mission involvement. Visit <http://www.theoutreachfoundation.org> for more information.

- **Antioch Partners**

The Antioch Partners (TAP) is a missionary sending agency that partners with local presbyterian churches in the U.S. to send out followers of Jesus to participate in God's mission in the world. Those serving through TAP have been called by God to long-term, cross-cultural ministry, and are engaged in many aspects of kingdom work, including: evangelism, social justice, discipleship, supporting church-planting movements, leadership development, and business as mission. Visit <http://www.theantiochpartners.org> for more information.

## Student Ministry and Intergenerational Ministry

- **Fuller Youth Institute**

Many ECO congregations have taken advantage of the numerous offerings that have been created by FYI. Visit <http://www.fulleryouthinstitute.org> for more information.

## Multi-Cultural and Multi-Ethnic Ministries

- **Mosaix Global Network**

Mark DeYmaz leads this group, which seeks to plant and/or transform 1000 churches into multi-ethnic/multi-cultural congregations. Mosaix has many learning and coaching opportunities. Visit <http://www.mosaix.info> for more information.

## Pastoral Search Firms

While ECO has some resources to assist with the process of calling pastors or other ministry staff, some congregations have found it advantageous to have an outside search firm. The following are 4 firms that have been used by multiple ECO congregations.

- **AGORA Executive Search Firm**

AGORA is an executive search firm that specializes in recruiting high-level pastors, leaders, and executives for challenging positions in a variety of sectors. Visit [www.agorasearchgroup.com](http://www.agorasearchgroup.com) for more information.

- **SIMA**

SIMA International is a worldwide group of consultants who use our proprietary assessment technology, SIMA®, to help our clients make the best possible “people decisions.” Visit [www.simainternational.com](http://www.simainternational.com) for more information.

- **Slingshot**

We partner with the local church to find and build the best leaders possible.

We take the time to invest in relationships, we never give up, and we create innovative solutions that will take your church to the next level. Visit [www.slingshotgroup.org](http://www.slingshotgroup.org) for more information.

**ECO will continue to add resources that will aid in the health and vitality of your ministries! Please contact any of the above ministry resource for additional support or email Kim Davis, our Ministry Resource Coordinator & Assistant to Dana Allin, at [kim@eco-pres.org](mailto:kim@eco-pres.org) with questions.**

**NOT CURRENTLY LISTING**

**Mission Affinity Group Coaching**

Part of the covenanted life of ECO is to have each congregation involved in a Mission Affinity Group. These are session-to-session relationships where the current health of the congregation, as well as how God is leading the congregation into the future, is explored. In order to increase the effectiveness of these groups, ECO can help offset the cost of bringing in an outside coach. This coach will both facilitate the on-site MAG meeting as well as coach the primary leader of each congregation for 6 sessions following the MAG meeting. The cost for each church in the MAG is \$500, plus the cost of travel for the coach. For more information, contact Anna Kent, Director of Covenantal Relationships, at [anna@eco-pres.org](mailto:anna@eco-pres.org).

### **Church Planter Coaching**

Research indicates that planters who have a coach are 135% more likely to have a successful church plant. Therefore, for up to 2 years, ECO will pay up to \$750 for half of an annual coaching contract for a church planter. Plants must have been approved by the presbytery in order to qualify. For more information, contact Matt Lee, National Church Planting Catalyst, at [matt@eco-pres.org](mailto:matt@eco-pres.org).

**Church Health and Vision Consultation** It is helpful for congregations to discover the health and vibrancy of their ministries as well as discern how their congregation might move forward in the future. There can be several elements involved in this process, such as, an online congregational assessment, face-to-face interviews with key leaders and congregational members, congregational forums, etc.

**Congregational Assessment - online version of the blink test - NOT READY YET**

**“Church Unique” - Will Mancini online (NG) Who we are**

**“Vision Frame” - Where we are going**