

Introducing NexStep

Your partner is making
change your friend

NexStep Coaching and Consulting partners with today's leaders for tomorrow's success through coaching and consulting.

NexStep's coaches assist busy executives gain leadership effectiveness, solve leadership challenges and balance their personal and professional lives.

NexStep's consultants are specialists in organizational development. They utilize an array of skills, instruments and techniques in guiding organizations through challenges of change and growth.

"Nothing endures but change." The truth that change is constant is demonstrated by the fact that these words were uttered by Heraclitus who died in 480 BC. Constant change, while not new, is accelerated in our day. The pace of change has quickened often feeling like its approaching warp speed. Every leader and every organization experiences change, either resisting or embracing it. The forces of change will either propel you to greater effectiveness and impact or they will overwhelm and destroy you.

NexStep's team of consultants specializes in guiding organizations through the challenges that invariably accompany change.



Worthwhile achievement always costs something.

NexStep
Executive Coaching
Organizational Development

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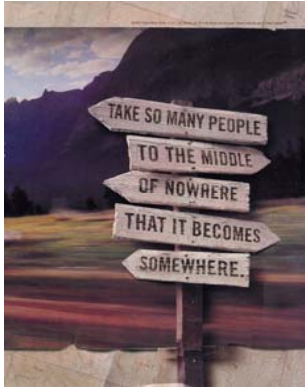
Executive Coaching
and
Organizational Development

Ministry Mapping for Denominations



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Maps tell us where we are, where we want to go and how to get there. Leadership is taking people to that new, preferred place.

The Product

NexStep Consulting will guide your Planning Team in a strategic ministry planning process resulting in the construction of a **Ministry Map** and **Annual Ministry Plan**.

The **Ministry Map** consists of your:

- Core beliefs and values
- Mission, Vision and Passion Statements
- Constituents, Objectives and Strategies

The **Annual Plan** is built upon your Ministry Map and consists of your:

- Tactic and Goal Statements
- System for Measuring, Monitoring and Modifying

The **Ministry Map** and **Annual Plan** are “informed” by the results of the Assessment Process described below. The Map serves as the foundation for ministry for a 3-5 year period. The Plan is reviewed and revised on an annual basis.

Ministry Mapping Outcomes

- Increased ministry focus and effectiveness
- Ministry clearly based on your core beliefs and values
- Greater unity through shared ownership of mission and vision
- Stronger accountability because of ability to measure progress and outcomes

Assessment Process

The Assessment Process typically includes:

- Gathering of historical, financial and demographic information
- Conducting of a pastor and lay leader survey (Described in detail below)
- Conducting of Focus Groups and Interviews
- Data entry and analysis
- Incorporation of significant findings in the planning process

Survey Process

The process will include the following.

- NexStep Consulting will provide the survey instrument to be administered to pastors and lay leaders
- Questionnaire will be reproduced and administered by the Denominational staff according to instructions provided by NexStep Consulting.
- NexStep Consulting will receive and enter survey results, analyze the output and lead the



Planning leads to wonderful destinations

Planning Team in applying the findings to the planning process

- If indicated, NexStep Consulting will conduct Focus Groups to confirm, clarify and/or amplify response patterns from the survey results
- If used, the Denomination will organize and coordinate these Focus Groups under the direction of NexStep Consulting
- Survey findings will inform both the Ministry Map and Annual Ministry Plan

Planning Process

The planning process includes but is not limited to the following:

- Description of ministry mapping process and definition of terms
- Clarification and articulation of Mission, Vision and Passion
- Clarification and articulation of Core Beliefs and Values
- Identification of ministry constituents
- Articulation of Objectives, Strategies, Tactics and Goals
- Creation or refinement of systems for monitoring, refining and revising ministry plans
- Evaluation of current ministry through surveying of pastors and lay leaders
- Incorporation of survey findings into Ministry Map and Annual Ministry Plan

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