



Learn about Immanuel's new partnership with The Malphur's Group

1) WHO IS THE MALPHURS GROUP?

The organization was created by Dr. Aubrey Malphurs in the 1990s. Dr. Malphurs has written many books concerning church leadership and planning, selling hundreds of thousands of copies. The Malphur's Group holds a non-profit status, seeking to give the best quality assistance for churches while not seeking profit from their services. Thousands of churches have utilized their consulting services and other resources and have found great success and help from what they offer.

2) WHAT EXACTLY DO THEY DO?

The Malphur's Group specializes in empowering churches to make and mature more disciples. To quote from them directly,

"We think it's disheartening when churches are not realizing their God-given potential in reaching their community.

Imagine seeing your city transformed by the Gospel as more and more of your church members boldly share their faith. Imagine not having to chase down volunteers because members are leveraging their giftedness to build up the church. What would it look like if your staff wasn't burned out by an endless list of programs, but had the margin to innovate through a streamlined set of effective ministries?"

3) THE STRATEGIC ENVISIONING PROCESS

The Strategic Envisioning process from the Malphur's Group focuses on six pillars of church health:

- **Great Commission Mission**

Healthy churches understand how a clear and powerful mission, rooted in the call to make and mature disciples can enhance a church's day to day effectiveness.

- **Actionable Core Values**

The passionate, core beliefs that empower and guide your organization shape the discipleship culture of your church. Healthy, biblical churches have values that achieve disciple-making outcomes.

- **Discipleship Pathway**

Healthy churches execute best practices in evangelism and edification. Effective churches adapt their methods and streamline their programs to ensure consistency in making and maturing disciples.

- **Vision**

Churches with a clear and compelling picture of their desired future have a distinct advantage. The Malphurs Group's three-part vision process has been developed to ensure churches move from where they are to where they want to be.

- **Strategy**

Strategy is simply a commitment to executing the other elements of the framework so that the church strives for action and not just plans. Healthy churches make firm strategic commitments and actually follow through.

- **Leadership**

Ultimately, the success or failure of a church depends on the quality of its leadership. Healthy churches have clear systems for developing more and better leaders at every level.

4)WHAT WILL THE STRATEGIC ENVISIONING PROCESS LOOK LIKE?

Getting Started: Onboarding & Church Ministry Analysis

Scot Ball, Vice President and Lead Guide of the Malphur's Group, will help us select a Strategic Leadership Team, 12-15 known leaders within the church that will participate in the Strategic Envision process. This group, along with selected others, will participate in a Church Ministry Analysis survey to gauge Immanuel's current health. Scott Ball will also walk us through the process, ensuring that we feel confident each step of the way.

Step One: Remote Training

During a two-day retreat, our team and staff of lay leaders watch a series of pre-recorded videos that elevate everyone to the same level of competency so our team can make informed decisions and use shared language.

Step Two: On-Site Plan Development

Scott Ball comes on site to Immanuel, walking us through the pillars of church health, leveraging the results of our Church Ministry Analysis to guide and shape our planning.

A: On-Site Visit 1: Essentials

The first on-site visit includes the essentials of church health. Through a two-day worship, the church receives the following deliverables:

- *A new or revised Great Commission Mission Statement*
- *A new or revised Core Values Credo*
- *An effective Discipleship Pathway*
- *A clear Vision Statement*
- *Strategy Projects Outline*

B: On-Site Visit 2: Leadership Pipeline

The Second on-site visit focuses on Immanuel's leadership structure and leadership development processes. In a two-day worship, the church receives the following deliverables:

- *An updated organizational chart, including clear downlines to all volunteer positions*
- *A blueprint for future staffing needs*
- *A clear structure for developing more leaders*
- *A revised process for recruiting volunteers*

- *A revised process for assessing, training, and launching leaders at every level (staff & volunteer)*

Step Three: Implementation

Video training is provided for our team to learn how to build action plans and how to effectively walk through the year-long implementation process

Once we have completed our Action Plans during an Implementation Kickoff, we will begin monthly one-hour meetings via video conferencing with a dedicated implementation specialist. Our Implementation Specialist will walk alongside us for the next year helping us to stay on track, make tactical decisions along the way, avoid pitfalls and celebrate your successes.

5) HOW MUCH MONEY WILL IMMANUEL INVEST INTO THIS PROCESS?

FEES

Strategic Envisioning Process + 12 months of coaching: \$4500

Leadership Pipeline Design: \$3500

TOTAL: \$8,000

This fee involves everything, from the two weekend-long onsite visits and training sessions, the process of the church ministry analysis, as well as the virtual training and constant phone calls/communication that will take place.

6) HOW CAN I BE INVOLVED AS A MEMBER/ATTENDER OF IMMANUEL CHURCH?

PRAY: Please pray for this process. Pray weekly. Set up reminders on your refrigerator to pray throughout the day, alarms on your phone to remind you to pray. Schedule some time with fellow members of the church to gather and pray. We cannot bathe this process in prayer enough!

SERVE: Although the process cannot physically involve all of you, some of you will be asked to be a part of the Church Ministry Analysis or the Strategic Leadership Team. Please consider the commitment required of both, and pray about your response and if you are called to help lead Immanuel into its next chapter.

GIVE: Immanuel is asking that you consider financially giving towards this effort above and beyond your regular tithes and offerings. We know this is an expensive process and a significant investment of Immanuel Church. However, we truly believe that this is the best and most healthy step we can take as a church in moving forward into the next chapter of our historic church's history. Would you pray and in faith consider giving towards this very important step as a church?