

The Readiness Indicator: A Guide For Debriefing Your Report

NOTE: Some churches use their own leadership to guide their debriefing using this Guide. Others prefer an external facilitator to guide this experience. Contact Rev. Dr. David Brown at Pinnacle to explore our options for engagement with your church. davidb@pinnlead.com.

Thank you for using The Readiness Indicator to assess your church's readiness for adaptive change. Whether participants used the hard copy format found in *Farming Church: Cultivating Adaptive Change In Congregations* or the online version provided by Pinnacle Leadership Associates, they will be eager to receive and understand their feedback report. A poor use of the Readiness Indicator is to invite participation without an opportunity to receive feedback. To that end, this is a guide to constructing a brief report along with a feedback gathering design. Before describing the process, several questions are addressed for your consideration.

First, why would we do a feedback gathering rather than simply send the report to all participants? Over the years, we have used many methods for gathering input and delivering feedback. In-person gatherings always yield better results. The reason is that in person gatherings allow for definition and clarity, avoid anonymous comments, while also increasing the energy toward positive movement through dialogue. Participants learn from one another and about each other, increasing Christian community in the process. In addition, a common language regarding adaptive change can be cultivated through gathering together.

Second, who might you invite and include in a feedback gathering? The short answer is...everyone who completed an Indicator. Here are common groupings for feedback gatherings:

- Congregation
- Lay Leadership Team
- Church Staff
- Farming Church Initiative Coordination Team

Each of these groups may want the opportunity to process what is learned. Each of these groups may look at the feedback in different ways, given their differing roles.

Debriefing Gathering Design

A major consideration when it comes to sharing your congregational report and engaging this debriefing opportunity is whether to share the RI Report and this Feedback Handout before the gathering. Certainly it would allow participants to enter the debriefing event more prepared. Yet, we suggest not sharing these items before the gathering. Why? Three reasons. First, not

everyone will have opportunity to review the report nor construct answers to the questions. So, participants will arrive at varying levels of understanding, making some feel very unprepared. Second, the purpose of the gathering is to do collective debriefing. This is a faith community experience wherein the experience itself helps strengthen our connections. Sharing and preparing beforehand weakens this opportunity. Lastly, we want to capture the first reactions (thoughts and feelings) of participants. After the event, participants will be digesting the meaning and significance further. During this event, we want to capture first reactions which often contain much insight.

The following are step by step suggestions on implementing this gathering:

1. Prepare the two-sided handout beforehand, including filling in the blanks with your congregations information from your RI Report (front page)
2. Place the handout on each chair or table, one per participant
3. Prepare a power point presentation beforehand
4. Welcome participants and lay out the agenda
5. Introducing the Report
 - a. Describe why your church is engaging this information
 - b. Describe how the world around us is changing rapidly, requiring churches to adjust, along with every other organization in North America
 - c. Define Technical and Adaptive Change, pp.33-7 in Farming Church
6. Show front page of handout on slide, including your overall readiness factor and 7 key cultivations. Talk through the information and invite questions for understanding what's there – not the meaning, but the information itself. With each key cultivation, describe what it is, using the content from the report.
7. Invite people to turn the handout over to the back page where they can write in bulleted brief responses. Give participants 10 minutes of quiet time to complete this activity. Share with them that if they don't finish, they can share more input later. Inform them they need not fill in the last item (Next Steps) since you will share the next steps at the end of this event.
8. After 10 minutes, ask them to share around their tables one answer to each question. You may want to place a facilitator at each table, or simply trust them to spontaneously facilitate their discussion. If they each share only one answer to each question, they will select their most important answer and this will move the process along. Allow up to 20 minutes, depending on your time. We suggest you not make this shorter than 15 minutes.
9. Next Steps For Our Congregation

- a. Share with participants that this last item will be filled in at the end of this gathering by congregational leadership
 - b. Before the gathering, prepare your answers to this item
 - c. We hope it goes without saying that your congregation needs next steps toward using the insights from this experience. Your next steps may include working the Farming Church Initiative or another process. Your next steps may include identifying your progress plan regarding each of the 7 key cultivations. Your next steps are whatever you need them to be to move ahead.
10. Thank people for participating. Share that you are open to further dialogue and input regarding this report and your next steps. Ask participants to leave their handouts on the table. Have additional copies of the handout available for those who want to take a copy home and/or would like to provide more feedback after considering the report further.
11. Close the meeting with a forward-focused prayer.

The Readiness Indicator Report

Before the feedback gathering, construct your report as a front/back single sheet of paper.

Side One

Understanding Our Report

Key

Low Readiness, 0-3, Red

Medium Readiness, 4-6, Yellow

High Readiness, 7-10, Green

_____ - Overall Readiness Factor

_____ - Staff/Ministers

_____ - Lay Leaders

_____ - Participants

Our 7 Key Cultivations

(List in descending order from highest to lowest)

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

Side Two

Responding To Our Report

Your initial reactions to your Overall Readiness Factor:

-
-
-

Your initial reactions to the ranking of the seven key cultivations

-
-
-

What are we currently doing that's contributing to adaptive change readiness in this congregation?

-
-
-

What are we currently doing that may be constraining adaptive change readiness in this congregation?

-
-
-

Suggestions toward strengthening our adaptive change readiness:

-
-
-

Our next steps toward cultivating adaptive change are

End Handout

Summary

Thank you for using the Readiness Indicator to learn about your church's readiness for adaptive change. You can find much more material in *Farming Church: Cultivating Adaptive Change In Congregations*. Also, we are glad to share with you about the Farming Church Initiative, one of Pinnacle's Transforming Church Initiatives. Denominations are forming Communities of Practice in partnership with Pinnacle Leadership Associates to work this process. Thanks again and blessings on your progress in joining God's world reclamation project (kingdom of God).

Pinnacle Leadership Associates

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Learn more about Farming Church and other Pinnacle Transforming Church Initiatives at <https://www.pinnlead.com/initiatives/>