

Farming Church Report

Organization / Congregation: SAMPLE

The Farming Church Readiness Indicator

Over time, farmers learn to recognize the readiness indicators for each part of the growth cycle. Is it time to plant yet? Farmers watch the weather patterns, test the soil's nutrient mix, and gather quality seed. The Farmers' Almanac even suggests the cycles of the moon are indicators of when the timing is right for planting.

Adaptive leaders are committed to cultivating growing environments, knowing this is the primary work of leadership in a high change environment. When readiness cultivation is successful, the result is a congregation who is leaning forward, ready to engage change with great hope for forward movement.

The Readiness Indicator assesses your congregation's relationship to change. Seven Key Cultivations serve as the core of the Farming Church approach to readying a congregation for deep, adaptive change. The openness created through the interaction of these Seven Key Cultivations leads to congregational readiness.

Your congregation has chosen to participate in the online version of the Readiness Indicator. The results below score your overall congregational readiness for change as well as your readiness relative to each of the 7 key cultivations. In addition, the overall readiness factor is also segmented into three groups - clergy/ministers, lay leaders, and participants.

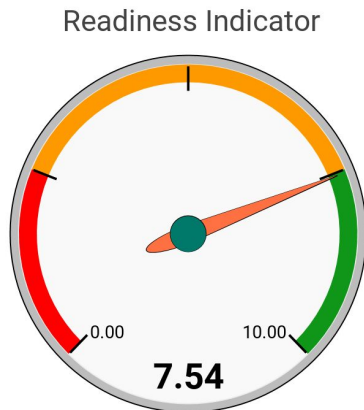
Also included in this report is a guide for a debriefing session, called "Harvesting the Learning," that can be used in a leadership group or a church-wide conversation.

Overall Congregational Readiness Factor

The overall readiness factor combines all responses from all participants in all cultivation categories to point toward the congregation's overall readiness to engage in adaptive change.

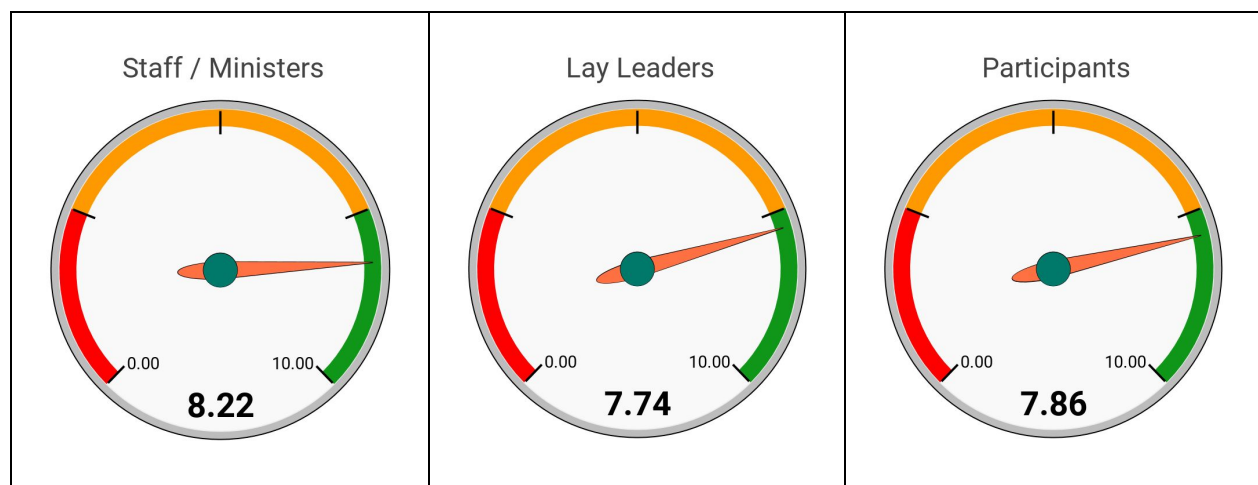
*** Explain the scale; red, yellow, and green zones***

Your congregation's Overall Readiness Factor (on a scale of 0 to 10) is:



The overall readiness factor can be segmented into three people groups within the congregation. Comparing the readiness of each group might provide insight into how best to structure change efforts within the congregational context.

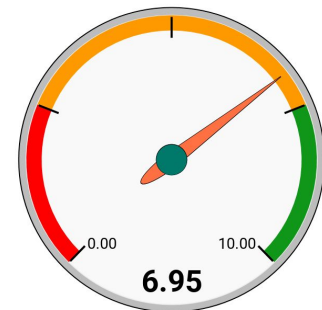
Your segmented Readiness Factors (on a scale of 0 to 10) are:



Cultivation One: Faith

One way to describe faith is the fuel we need to empower us to step beyond our limitations, trusting God to empower us to engage the challenge of our times. We believe God will equip us for what God calls us to do. Faith pushes and pulls us beyond our comfort zones, giving us the courage to risk ourselves for the sake of the gospel.

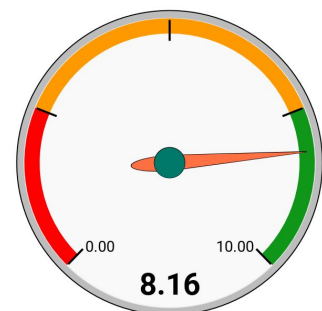
Cultivation One: Faith



Cultivation Two: Trust

Trust is the currency congregational leaders spend when calling people to rise up and move to a new place. When we trust congregational leaders, we are more willing to travel to a land which we “know not of.” When we trust our congregation’s leadership, our willingness to risk, let go, and adapt increases. When trust is low in congregations, our willingness to step outside our comfort zones, quickly declines.

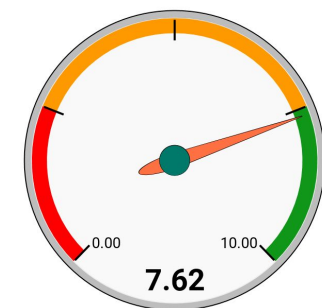
Cultivation Two: Trust



Cultivation Three: Vision

We need aspirational visions which describe how we will rise up and participate in God’s reclamation project in our world. When we identify Spirit-inspired aspirations, we find ourselves leaning forward, pushing ourselves to grow and develop into more robust Christ-following congregations. We are called to move into the gap between where we currently are and to where God is calling us.

Cultivation Three: Vision



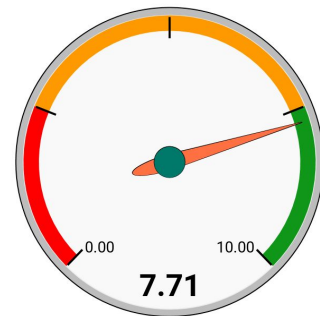
When we discover our vision, it serves to focus and guide our efforts. There are so many worthy moves any congregation could make. The vision narrows our focus, guiding our efforts toward making our best contribution to God’s reclamation project on planet earth.

Cultivation Four: Leadership

Adaptive change in congregations requires a leadership team, a cadre of leaders committed to cultivating deep change. The lone hero, strong man approach to leadership in congregations has largely gone the way of all things. Instead we are looking for leaders who can cultivate the leadership capacity of congregations, increasing the likelihood of adaptive change.

Congregational leadership teams, including the pastor and staff along with the lay leadership team ARE the stewards of the vision. This means that every meeting, the vision is part of the agenda. We need our congregational leaders to understand and accept their roles as stewards of this beautiful, aspirational vision.

Cultivation Four: Leadership

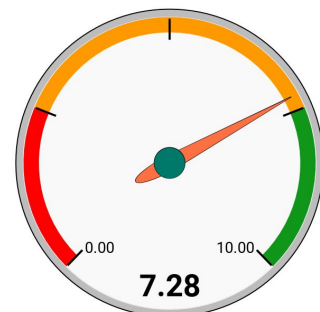


Cultivation Five: Urgency

The Christian Movement is more of a way of living than a religious system. When we experience the Way, we find ourselves caught up in this movement, joining Jesus Christ in the renewal and transformation of this world. It's hard to imagine anything better. This appears to be the world's best hope for a sustainable, peaceful, and just future. When we are caught up in the Way of Jesus, our urgency for involvement and engagement skyrockets.

Urgency can be defined as "heightened motivation leading to action." When sufficient and healthy urgency is in our congregation, we are motivated and moving. We are engaged with God's mission and movement, leaning forward into our callings.

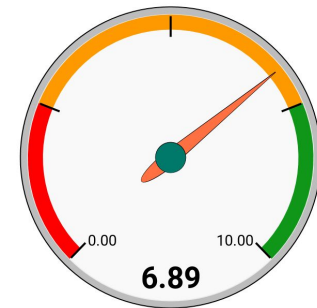
Cultivation Five: Urgency



Cultivation Six: Discovery

Congregations who are adaptive develop a keen curiosity for life, God, faith, and community. They are eager to engage where these intersect one another. Essentially, an adaptive congregation becomes a “Corps Of Discovery,” uncovering their next adaptive move as they join God’s movement in the world.

Cultivation Six: Discovery



Curiosity provides the motivation for exploring, questing, probing. The result is learning which we then use to adapt our approach to life. In particular, curiosity is part of the driving force within churches who effectively adapt to their contexts, growing relevant and engaging.

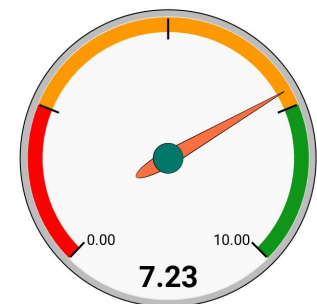
Churches who practice these postures and attitudes will learn, broadening their understandings of their world.

Cultivation Seven: Alignment

Alignment is far more than congregational structure. Rather alignment is more about congregational functioning. When everything’s aligned, then congregational flow is improved.

Alignment happens when we synchronize all our activities with the vision to which God is calling us. When the farmer discerns just the right timing for planting, aligning with just the right conditions, alignment happens. When the farmer aligns the field space allotted for growing corn with the accurate selling price of corn for this season, alignment happens. Obviously then, alignment functions in congregations more like a verb than a noun. Our aim is aligning our congregation with the vision more fully each day.

Cultivation Seven: Alignment



“Harvesting the Learning”

- A Guide for Congregational Debriefing

**** CONTENT TO BE DEVELOPED ****