

North Alabama Presbytery
3330 L&N Dr., SW Suite D
Huntsville, Alabama 35801
Tel. (256) 883 - 0855 Fax (256) 883 - 8707
E-mail nap@napresbytery.org Web www.napresbytery.org
Office Monday thru Thursday 8:30 - 4:00

Congregational Development Ministry Team (CDMT)
Ms. Anita Raby, Moderator
E-Mail araby123@bellsouth.net

CONGREGATIONAL TRANSFORMATION GRANT APPLICATION NORTH ALABAMA PRESBYTERY

Date Prepared _____

Project Name _____

Church _____

Address/City/State/Zip _____

E-mail Address _____ Phone _____

Pastor / Project Shepherd _____

DEFINITION: Transformation of an existing congregation is the redirection of its ministry in light of significant changes among its membership, the community to be served, or both. Transformation includes a planned effort and intent to refocus the congregation's ministry, in partnership with the presbytery. Transformation is about disrupting the current cycle of a congregation's life in order to intentionally bring about change and accomplish a ministry beyond the congregation's present ability.

GRANT PERIOD: Realizing that some projects desire a shorter or longer funding period, funding may be spread over a period of 1-3 years.

GRANT PREFERENCE: Preference may be given to those proposals whose impact(s) touches the greater number of God's Children.

GRANT DEADLINES: COMPLETED applications are to be received in the Presbytery office before December 15 and June 15 of each year in order to receive NAP Church Redevelopment/Transformation assistance.
[For your information: General Assembly's grant application deadlines are Mar.1, Sep. 1]

GRANT AMOUNTS: A project may receive a cumulative grant amount of no more than \$ 30,000 in three years from C.D.M.T., thereafter-additional funding avenues must be secured as partners of the project.

INSTRUCTIONS: After reviewing the attached resources and completing the Grant Application please, send the original signed document and a completed electronic copy to the North Alabama Presbytery's CDMT Moderator. This form is available in Microsoft Word format and may be obtained by downloading from the North Alabama Presbytery's web page, www.napresbytery.org or as requested by e-mail from the Presbytery office.

Expectations: Churches requesting consideration for Church Transformation assistance must give evidence of:

(1) involvement and appreciable investment in a recognized church transformation program or process such as Natural Church Growth, The Magnetic Church, The Missional Church, the Acts 16:5 Initiative, or other

(2) commitment to the success of the Church Development Foundation Fund of NAP by either making a pledge or financial contribution(s). A Church's contribution toward the CDF Fund will be included in any matching church funding requirements.

(3) allowing a Congregational Development Ministry Team liaison participation on the local church's transformation team when established.

In narrative form, please respond to the following steps of planning your project.

1. **Vision:** Describe the vision for the project and its desired result(s).
2. **Staffing Rationale:** Describe the number of staff and qualities sought for each staff member to be funded by this grant and include a position description for each.
3. **Demographic Study:** Include a summary of a demographic study, of your area, which provides relevant findings, mission opportunities, racial ethnic population, age distribution, and economic strength that supports your plan. CDMT will assist / or provide opportunity for such a demographic study for your plans development.
4. **Ministry Plan:** Describe the ministry plan for the project, and explain how each of the five dynamics are / will be at work within your congregation as described on page 3 and further explained by the enclosed attachment.
5. **Goals & Objectives:** List measurable goals and objectives for each year funding is sought.
6. **Income and Expense Budget:** Please provide itemized *operating* income and *expense* budgets for each year of the grant. Please include last year's financial statement, showing budgeted and actual income / expenditures.
7. **Contingencies:** How would receipt of 50% or 75% of requested presbytery funding affect your proposal? Please outline any resulting adjustments for each funding level and any adjustments to items 1-5 above.
8. **Additional Assistance:** If only partial funding were available from North Alabama Presbytery, would you be open to working with CDMT in pursuing additional avenues of funding?

SCHEDULE OF PROPOSED MISSION PROGRAM GRANT FUNDING

- A. Anticipated date initial funding is hoped. _____
- B. Anticipated final year of funding transformation program. _____

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>TOTAL</u>
PROJECT TOTAL	_____	_____	_____	_____
CHURCH FUNDS	_____	_____	_____	_____
PRESBYTERY FUNDS	_____	_____	_____	_____
OTHER FUNDS	_____	_____	_____	_____
SYNOD/GA FUNDS	_____	_____	_____	_____
TOTAL FUNDING	_____	_____	_____	_____

Session Moderator (Signature)

Clerk of Session (Signature)

Date

Session Moderator (Print)

Clerk of Session (Print)

CONGREGATIONAL TRANSFORMATION

A transformation is not a natural cycle or stage of congregational life. It is a planned intervention in a congregation to stimulate the dynamics needed to enable the congregation to reorient its ministry.

THE MINISTRY PLAN OF A TRANSFORMING CONGREGATION SHOULD INCLUDE:

1. **CREATING SPIRITUAL ENERGY.** Many potential transformation congregations have encountered periods of decline and no longer possess the vision and vitality for an effective ministry. Attention must be given to building the spiritual strength and energy of the congregation. How can sufficient spiritual energy be stimulated within the congregation so that the corporate strength needed to carry out the ministry starts to build? How can despair be replaced with hope?
2. **CONGREGATIONAL IDENTITY: COMING TO TERMS WITH THE PAST, PRESENT AND FUTURE.** Some transformation congregations are locked into the past. Members remember fondly the time when more people were in church and the congregation was vital. If things could only be the way they used to be, everything would be okay. Processes must be provided that enable the congregation to confront the nature and degree of change that has occurred within the church and the community. Opportunity must be given for people to recall how things used to be, in contrast to how they are presently. Coming to terms with the past and present means allowing time for corporate grief. Until members of the congregation can openly affirm that the past is gone forever, movement toward a new future is unlikely.
3. **CONGREGATIONAL LEADERSHIP: BUILDING A MINISTRY TEAM.** Congregational transformation requires that the pastor and laity work together as a team to redirect the ministry of the church. This begins by recognizing and honoring the variety of gifts of people within the congregation. It requires blending the talents of those who have been part of the congregation for years, with the ideas and abilities of new persons who are just venturing into the congregation. It necessitates creating an atmosphere in which conflict is recognized, confronted and dealt with openly.
4. **RE-ENTERING THE COMMUNITY.** Many congregations that exist in areas of dramatic community change withdraw from direct contact and ministry with the people in the community around the church. The people in the church have little knowledge of, or relationship with, the people who live in the same block as the church. The laity must be trained to visit, listen, talk to and build relationships with the people of the community around the church. As relationships develop, the church laity begins to understand the hopes, desires and dreams of the people with whom they need to be in ministry.
5. **BUILDING A FINANCIAL BASE FOR MINISTRY.** Transformation congregations must build the necessary financial base to create a new future. Increased stewardship commitment of members is essential. A capital campaign for building improvements is often necessary. Increasing the financial base will ensure that the congregation's ministry will extend into the future.

DEVELOPING A MINISTRY PLAN. If you do not know where you are going, chances are you won't get there. Planning is essential in transformation congregations. As the interplay among the previously mentioned five forces builds, a series of ministry plans can begin to unfold. Components of the plans might include changes in worship and education programs, and the development of new ministries directed toward meeting specific needs of people in the community. As these program changes are woven into an overall ministry plan, the congregation may begin to move toward transformation.

OBJECTIVES

Objectives are descriptions of specific strategies describing measurable ways that the goals of a project will be fulfilled during a specified period. Objectives should be realistic, measurable, and challenging with a stated deadline for achievement.