



TRANSFORMING CHURCHES NETWORK (TCN)

Southern District - LCMS

TCN Process Overview

Congregations desiring to participate in the TCN process are asked to review the various TCN components as outlined in documents prepared by the Southern District. The congregation's decision to pursue enrollment and acceptance into the TCN process shall be made by the congregation's leadership including the pastor and/or couple of officers.

Step 1: Once the enabling decision has been made to pursue the merits of the TCN process, the congregation's leadership is encouraged to participate in a TCN overview presentation led by the District's TCN facilitator.

Step 2: With an affirmation to seek enrollment in the TCN process by the congregation, this decision is to be communicated to Gene Menzel. He will provide the congregation with the following:

- **TCN Pastor's Covenant** (signed by pastor)
- **Leader's Survey** (to be completed by Council/Board members within a two-week time frame). The surveys are to be shipped and returned to Gene Menzel.
- **Pastor's Survey** (completed by pastor). This survey may be included along with the Leader's Survey.
- **Congregational Exercise** – This exercise is to be completed by a leaders and a cross-section of the congregation who are involved in the congregation's ministry beyond attending church on Sunday morning. (This should be completed with a three-week time frame after being provided to your congregation.)

Once the above covenant and surveys have been completed and supplied to Gene Menzel, he will in a timely manner (usually within 7-10 days) respond about acceptance of the congregation into the TCN process.

Step 3: Once acceptance is realized, the TCN Congregational Covenant is to be signed by the congregational president and secretary. The pastor, if not already in a Learning Community, will be notified about the Learning Community opportunity and also provided a copy of the Congregational Self-Study. The congregation needs to clear a weekend on the congregation's calendar for the consultation team visit. The dates need to be shared with Gene Menzel to be certain that it is a workable weekend from the consultant's standpoint. The Self-Study is to be completed by a group of leaders and staff along with the pastor. It is recommended that the congregation have at least four or five from the leadership (staff and board) involved in the compiling and reviewing the information. The self-study document is to be completed at least one month in advance of the consultation weekend. The consultation fee is now due, payable to the Southern District on the basis of current average worship attendance as outlined in the District's TCN documents.

Note: The TCN consultation weekend begins on Friday and runs through Sunday noon. Please consult the TCN documents for an overview of the consultation weekend and its various components.

Step 4: The congregation receives the consultation report on the Sunday of the consultation weekend. The congregation has 4-6 weeks to pray about the prescriptions and to

have further discussions on the recommendations. The congregation may choose to have the consultant or district facilitator to come and to provide further input or clarification on the prescription(s) before taking a vote. The congregation votes on adopting the prescriptions as written. With an approval vote of at least 2/3 or higher, the congregation begins works on the prescriptions and the coach begins to work with the pastor and leaders. The coach will make monthly contacts with the pastor and also make quarterly visits to the congregation (pastor and leaders). Once the prescriptions are adopted, the coaching fee of \$1,000 is due to the Southern District Office.

Step 5: The pastor and leaders work aggressively to follow through on all of the prescriptions. It is anticipated that the prescriptions generally will require at least 12-18 months working through the various prescriptions.

Step 6: The congregation begins to track vital information to share with the District and Synod on the progress realized in attendance, membership, stewardship, servant events, fishing events, etc.

Contact Information:

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