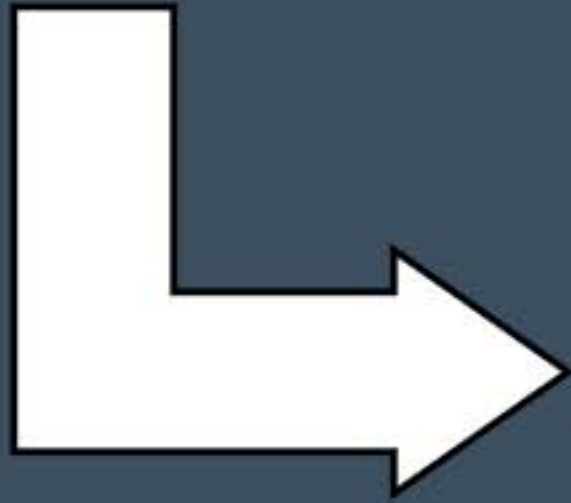


Exploration Process

- Survey
- Leadership Debrief
- Led by consultants

Phase 1



Listening and Discernment

- Two Workshops
- Focus Groups
- Story-Telling
- Community Interviews
- Led by Compass Team



Phase 2

Strategic Adaptive Initiative

- Experiments
- Organizational Realignment
- Led By Compass Team

Leadership
Group

Compass Team

Phase 1 -

A. Exploration Process (6 weeks)

- 1) Leadership Group formed
- 2) Reading assignment for Leadership Group
- ■ 3) Compass Team formed

B. Listening and Discernment (4 months)

- ■ 1) Onsite training workshop
- 2) Congregation-wide survey [Consultant team]
- 3) Learn how to discern actual core values and pain-points in community
 - Building on Strengths
- 4) Onsite workshop to report on findings from listening and discernment process





Phase 2 -

A. Strategic Adaptive Initiative (9-12 months)

- 1) Reach agreement on Strategic Adaptive Initiatives
- ■ 2) Develop small task force for each initiative
- 3) Onsite workshop [Consultant team]
 - i. Develop Vision of Success
 - ii. Establish Objectives and Key Results
 - iii. Identify learning needs
- 4) Training on capturing learning and alignment to strategic initiatives
- 5) Recommendations to Session for long-term organizational alignment [Consultant team]

