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## **WHAT IS CHURCH MIRRORING?**

Mirroring is an assessment process that helps determine if the church's ministry is on track. Through data collection and surveys mirroring helps answer the question is the congregation pursuing the purpose and design mandated by God? Is the church making disciples? Does the church share the gospel regularly? Is the priority conversions? If not what areas need to change?

This process helps congregations reflect inwardly. It offers an understanding of internal culture—is there an expectation that the pastor will do all or most of the work—are all members afforded the opportunity to identify and use their spiritual gifts—how do clergy and laity work together? These insights afford opportunities for the church to determine what promotes or prevents growth—how new members are received—how the church is perceived by its community—if their evangelistic focus follows Christ's mandate given in Matthew 28:19-20.

## **WHY PARTICIPATE IN THE MIRRORING/ASSESSMENT PROCESS?**

### **Scriptural requirement/sage wisdom:**

<sup>4</sup> But each one must carefully scrutinize his own work [examining his actions, attitudes, and behavior], and then he can have the personal satisfaction and inner joy of doing something commendable without comparing himself to another. Galatians 6:4 Amplified Bible (AMP)

<sup>3</sup> Through [skillful and godly] wisdom a house [a life, a home, a family] is built, and by understanding it is established [on a sound and good foundation],<sup>4</sup> And by knowledge its rooms are filled with all precious and pleasant riches. Proverbs 24:3-4 Amplified Bible (AMP)

Churches who engage in assessment will discover many benefits:

- First, all members may provide insight and have input. Listening is crucial to the process. All voices are equally relevant.
- Second, members gain understanding and clarity about the current health and vitality of the church.
- Third, offers hope giving future direction and plans based upon objective evidence
- Fourth, identifies existing strengths, weaknesses, effective/best practices
- Fifth, avoids pit falls and missteps as it unveils potential issues
- Sixth, provides accurate assessment rather than antidotal information
- Seventh, members notice-document-celebrate successes

Just as we get annual physicals and engage in preventive measures to promote maximal physical health—we should do the same with our spiritual institution so that they too will flourish.



## **IMPLEMENTATION MIRRORING PROCESS**

### **WHEN SHOULD CHURCHES UNDERGO MIRRORING?**

Now is the time. Many churches developed strategic plans. Plan implementation or evaluation of their effectiveness requires objective measurements. Mirroring should take place to establish where the church is so it will know which steps come next. Some examples of opportune moments include:

- Periods of transition in leadership,
- Changing community demographics
- Anticipated moves/relocation
- Reorganization in ministry emphasis
- Prior to capital campaigns
- Budget and organization modifications

### **HOW DOES THE MIRRORING PROCESS WORK?**

There are a few basic steps in the process:

- Leadership team selection
- Data collection including surveys, demographics, focus groups, interviews, gather statistic
- Evaluation of data
- Preparation and compiling report
- Dissemination of report
- 

### **WHO IS INVOLVED IN THE MIRRORING PROCESS?**

All members of the Second District will be invited/encouraged to participate in the process. This will help ensure that assessment findings reflect divergent views and voices. Dependent upon church size, the entire congregation could be involved or in larger churches it may prove more feasible for a cross-section of individuals to participate.

**Let's plan together. Let's advance Bishop Richard Allen's vision in the 21<sup>st</sup> Century. Now is the time—And who knows whether you have not come to the kingdom for such a time as this? Esther 4:14b**



## **INITIAL DATA COLLECTION**

Each Presiding Elder District will appoint a committee to collect the initial information for each county/city. This information will include:

- demographic
- master plan
- human service agencies
- population trends
- job market
- economic environment
  - businesses
  - industry
- average incomes
- schools
- neighboring churches
- type of community
  - suburban, urban, rural,

These websites are useful in accessing requisite data:

<https://www.census.gov/en.html>

<http://www.city-data.com>

Local churches will gather and provide the following information:

- Name of Congregation:
- Age of congregation (based on year established or received as a CEC congregation):
- Physical address where the congregation worships on Sunday (include zip code):
- Average Sunday Attendance:
- Number of adult members:
- Number of members under age 18:
- Number of members who are retired/disabled/unemployed or otherwise on limited/restricted incomes:
- Annual tithe income:
- Median age of membership:



## **RULES OF DISCOURSE**

This assessment affords the opportunity to undertake a total church examination. Through a feedback loop your congregation will discover areas of strength and areas that need improvement. Like the Thessalonian church you are encouraged to “pray without ceasing.” (1 Thessalonians 5:17) as your church family undergoes mirroring.

During the process, you are also urged to follow the direction given by Paul in Ephesians 4:15a (NIV)— “speak the truth in love. So that through mirroring “we will grow to become in every respect the mature body of him who is the head, that is, Christ.” (Ephesians 4:15b NIV) Therefore survey responses and communication should be:

- Helpful - not divisive or accusatory
- Based on objective observations – not innuendo or personal inferences
- Designed to promote church growth – not used as a sounding board to effectuate pastoral or officer change
- Open – not secretive
- Gracious and candid so that on-going dialogue can occur

## **THE PROCESS**

### **PHASE 1: IDENTIFYING COORDINATORS AND TEAM MEMBERS**

Each Presiding Elder District will select team members. All team members will receive training to ensure consistency. This training includes:

1. Understanding the purpose of assessment
2. A detailed description of mirroring process
3. Strategies to maximize participation
4. Using the assessment tool
5. Scoring/rating the assessment instrument
6. Reporting results
7. Adhering to timeframes

### **PHASE 2: BUILDING CONNECTION THROUGH MIRRORING (ASSESSMENT DATA COLLECTION)**

Every church can observe itself as members mutually collaborate in completing the assessment. Members will be offered a variety of response methods. On-line surveys, questionnaires distributed during worship services, Bible studies, or ministry meetings, email links, or video conference interviews.



### **PHASE 3: DOCUMENTING, SCORING, ORGANIZING CHURCH REFLECTION**

Once mirroring data collection is completed. The teams will:

1. Gather documentation
2. Scoring the assessments
3. Categorize data
4. Write report

### **PHASE 4: EVALUATING, PROCESSING, PRIORITIZING**

Data collections will be analyzed to identify strengths and areas for growth. The following areas will be analyzed:

1. **Implementing plans** – Includes strengths and/or weaknesses in achieving church objectives. For example, which areas or changes offer the greatest promise/challenge for improving giving or weekly Bible study attendance.
2. **Sphere of influence** – Includes strengths and/or areas of growth impacted by multiple expectations. For example, church growth is enhanced/limited by location, population trends, in-reach versus out-reach emphasis, and/or reluctance to welcome prospective new members warmly.
3. **Cross-congregation teamwork**– Includes strengths and/or areas of growth across all ministries that cluster around a central theme. For example, there is/is not a central focus for evangelism in which every ministry provides its resources.

### **PHASE 5: SHARING, CELEBRATING, GROWING**

The mirroring report will be designed to paint a picture – to illustrate the status of churches in the Second District. To maximize dissemination results will be shared in various formats and settings. Results will be presented at District meetings. Hard copies will include:

- Written full report
- Sub-reports (local church, geographic area, or Presiding Elder District)
- Posters
- Newsletter
- Website download
- Marketing materials

### **PHASE 6: IMPLEMENTING, MOVING FORWARD TOGETHER**

Together we will identify the best ways to implement mirroring recommendations. We will focus on what is most important to us. We will change those things that we have the power to transform. We will move forward. Together we will see Acts 16:5 become a reality in the Second District: “So the churches were strengthened in the faith and grew daily in numbers.”



**MOVING FORWARD**

The mirroring process starts **January 2018** and ends **June 30, 2018**

**Appendix A**

# Mirroring Timeline

