



Guide
To
Healthy Churches Thrive!
A Spiritual Pilgrimage
for Your Church

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This *Guide to Healthy Churches Thrive! – A Spiritual Pilgrimage for Your Church* is a tool to seek God’s direction for your church’s involvement. It is your “owner’s manual.” It is also your handbook throughout the 18-month Pilgrimage. This *Guide* is offered in single hard copies or can be downloaded at <http://www.churchdoctor.org/resources/healthy-churches-thrive/guide-to-healthy-churches-thrive>. There is no cost for this document. For use in your church, you may duplicate and distribute as many copies as you wish. There is an index on pages 20-23, so you can use this *Guide* as a reference tool.

Church Doctor® Ministries (CDM) is a non-profit ministry, which, for more than three decades, has worked to help churches on six continents become more effective in making disciples. CDM is a network of highly skilled and committed Christians who have a calling to help churches become healthy and thrive. We are eager students of missiology – the study of missions. Our approach is to observe what God is doing, where God is moving, what God is blessing – and join God there. We have traveled throughout the globe to study major moves of God – sometimes called revivals. We have personally learned from Christian leaders, church members, and new Christians experiencing revival in India, Nigeria, Kenya, Botswana, South Africa, the former Soviet Union, England, Australia, the Philippines, Thailand, South Korea, Cambodia, Japan, China, Brazil, Canada, and the United States.

We are students of theology, with a focus on ecclesiology – the area of biblical study that answers the question, “What is God’s plan for the church?” These studies have led to the practical implementation issues of strategies and tactics, which focus on the question, “What delivery methods is God using today for a church to effectively impact its target culture?” For example, what is the best tactical approach to reach the majority of those in our culture who have little or no church background? In this area, we have learned much from the movements in Thailand, England, and Europe. The traditional approach, in many churches, isn’t the biblical model. The New Testament approach is to help people feel like they belong, to the extent they come to faith, recognizing that their faith will change the way they behave. This is just one example of tactics or strategy. The *Healthy Churches Thrive!* Pilgrimage applies this and many other strategic approaches that restore a New Testament approach to “doing church.” Collectively, these lead to a healthier church, by God’s grace. Our bias: you can’t

INTRODUCING THE PILGRIMAGE

CHURCH DOCTOR MINISTRIES

WHAT’S GOD’S PLAN FOR THE CHURCH?



improve on God's approach. The *Healthy Churches Thrive!* Pilgrimage will help your church get there.

Along the way, we have learned the importance of leadership. In recent decades, the study of leadership has been increasingly recognized as a key ingredient. We have developed skilled approaches to support church leaders as they travel through the process of guiding a church to greater impact for the cause of Christ.

We have grown in our understanding of how people change. These insights, experienced through the *Healthy Churches Thrive!* Pilgrimage, reflect the way Jesus operated among people. For example, most of us have trained in a system that implies "if you can change someone's thinking, then their behavior will change." So, as pastors, many of us were trained to teach and preach. God's Word is powerful and always has impact, but this systemic approach, as the *only* way change occurs, is not the total biblical approach. This exclusive approach to change reflects Greek thinking, particularly the writings of Plato. It is not New Testament thinking. Jesus demonstrated the Hebrew worldview: changed behavior leads to changed thinking. Jesus said to His disciples: 1) "Come follow me," and 2) "I will teach you to be fishers of men." He first asked them to do something, and then challenged them to learn something. Dan and Chip Heath, in their excellent book *Switch: How to Change Things When Change Is Hard* (Crown Business, 2010), explain this on the basis of their extensive research. Most people have traditionally approached change as: analyze ➤ think ➤ change. Dan and Chip Heath have discovered that change more likely occurs when the change agent (church leader) follows this pattern: see ➤ feel ➤ change. If you read the New Testament about the Christian Church from this angle, you begin to see this pattern. The *Healthy Churches Thrive!* Pilgrimage has used this approach for years. The work by the Heath brothers affirms this approach.

HOW DO PEOPLE CHANGE?

Healthy Churches Thrive! is the work of the Holy Spirit. Our team at CDM understands our role only as facilitators, guides, encouragers, teachers, diagnosticians, coaches, and partners. We believe the *Healthy Churches Thrive!* Pilgrimage is God's gift to the local church. We are blessed to have watched what God is doing, how God is moving, in our world today. We are convinced that Phyllis Tickle, the Episcopalian historian, may be correct: we are experiencing a 500-year



hinge point in church history. The church is offloading the baggage of methods and approaches that worked in the world of the Protestant Reformation. However, new methods are needed for our postmodern world. (Phyllis Tickle, *The Great Emergence: How Christianity is Changing and Why*. Baker Books, 2008.)

As you explore this *Guide to Healthy Churches Thrive!*, focus on whether your church is ready. We at CDM believe every church can benefit from this Pilgrimage, because we believe it is a spiritual adventure where God is at work. But we also realize not every church is ready – at this time. This is your key approach: “Is your church ready?”

Healthy Churches Thrive! has come to your church because your leaders:

- Want effective impact among 21st century Postmoderns.
- Feel the passion for mission to your community.
- Want that passion to permeate the majority of those in your church.
- Have a desire for Great Commission ministry through your church.
- Are evangelical.
- Are Bible-believing.
- Are open to learning and direction by outside intervention (CDM).
- Find that, among a core group of those active in your church, there is a growing restlessness that your church could be better, do better.

We at CDM are observing a growing trend of this restlessness among pastors, leaders, and most active Christians. This is occurring in an increasing number of churches throughout North America. It is our perception this can only be the work of God, a birthing process of spiritual renewal. We call it a stirring in the church.

Is there a growing restlessness in your church? This stirring is a phenomenon we are seeing in many churches. It may be frustrating, challenging, upsetting, and uncomfortable. It may be a “holy restlessness.” It usually begins with pastors and/or leaders. Without human involvement, it often begins to spontaneously surface among other active members of the church.

**CHURCH
“READINESS”**

**STIRRING IN
THE CHURCH**

If you look at the church as a movement, this stirring is the “gestation period” of a coming potential birth. Spiritually speaking, it is a rebirth. As Daniel Jenkins (*The Strangeness of the Church*) says, “The strange thing about the church is not that it grows old, but that it seems to have discovered the secret of being born again.” The stirring is the early sign that a rebirth process has begun — but not yet happened. If there are some active leaders and members experiencing this, your church is likely ready for *Healthy Churches Thrive!* If you are not experiencing this, your church may not be ready, and we, at CDM, would not want to help you at this time, in this way. Why? Because a move of God is just that — a move of God. God cannot be manipulated. To try to force your church to health could ruin the atmosphere — poison the well — for a time when your church would be ready. For those who do not sense a holy restlessness among a growing number of leaders, we would respond: 1) pray for it to come; 2) watch for it; 3) contact CDM when you see it. Among those who are unsure whether the timing is right, it is best to schedule a phone call with our team leaders at CDM. We will help you explore this (at no cost, no obligation — we pay for the call: 800-626-8515).

**HOLY
RESTLESSNESS**

If some in your church have been experiencing this restlessness, you are not alone! This is a sign that God is beginning to answer the prayers of many in North America, asking God to bring “revival,” “a renewal of the church,” “a return to New Testament Christianity” — or whatever you want to call it. This is already occurring in several locations throughout the world — even among many churches in Europe. Europe has been identified as a “post-Christian” area of the world for decades. There are numerous signs this is already starting in North America, reported by various sources. Many of these sources are unconnected. This is not a human-orchestrated phenomenon. We believe it is from God.

The holy restlessness in your church — this stirring — is from God also. We call those who are experiencing this holy restlessness “spiritual entrepreneurs.” They are pioneers. They long for more, for something new. Some would call it the “refreshing wind of the Holy Spirit.” The *Healthy Churches Thrive!* Pilgrimage is a support mechanism to facilitate in your church what God is doing. *Healthy Churches Thrive!* also helps you translate what God is doing, specifically, in your church. As you will read below, it is not a one-size-fits-all “program” for every church. The Pilgrimage uses biblical, universal principles that do fit all

**SPIRITUAL
ENTREPRENEURS**



churches. However, this Pilgrimage honors the unique personality, strengths, and challenges of each individual church. The Pilgrimage begins with a thorough diagnostic analysis (described below). Recommendations and plans of action are specific for your church.

These “spiritual entrepreneurs” who are experiencing a “holy restlessness” are a symbol that this movement, in a subtle way, has already begun in your church. This should turn your restlessness and discomfort into joy and anticipation. However, these “spiritual entrepreneurs” need to be guided and directed in a tangible way. That will help your church the most. If they are not guided to translate their stirring into some positive action, many of them will begin to look for another church. These are not spiritually shallow “church hoppers” with a consumer mentality looking for a church that “meets their needs.” These are people with a holy discontent. They want to be part of a church that is effective. They are those who volunteer, work hard, give generously, witness their faith, care deeply for the poor, want to impact the community, and change their culture for Christ. This stirring does not go away. If there is no leadership to bring a plan of action, they will find another church. They will find it difficult to leave their church, but will not tolerate missing out on what they sense God is doing.

Healthy Churches Thrive! taps the energy and God-given passion of your church’s “spiritual entrepreneurs.” They become the “cheerleaders” for the church staff. They have no authority in the church. They are not a “church board.” They do not replace your present church government. In the *Healthy Churches Thrive!* Pilgrimage, these “spiritual entrepreneurs” become the “Vision Team.” The Vision Team is not elected, but chosen. They are invited to an exploratory gathering led by the pastor(s), staff, and key leaders. Most pastors already know who these people are. They are the encouragers, the workers; they are the positive, enthusiastic, mission-minded people in your church.

VISION TEAM

Those on the Vision Team are asked to invest in this Pilgrimage, financially, with their time and their talents. They become a learning community. CDM provides ten teachings by DVD. Those on the Vision Team will be encouraged to invite their friends from the church to join the learning community. The learning community grows as they practice, through their network of relationships, New Testament multiplication. If your church is ready – if God is moving – these people



of “holy restlessness” already exist. Your task is to challenge those in whom God is already working!

On September 11, 2001, terrorists attacked the World Trade Center in New York City. Many in the U.S. called this a wake-up call. In 2008, the American stock market crashed. The recession that followed challenged the core belief system of materialistic non-Christians. Some called that experience a wake-up call. Perhaps you have even heard someone in the church say, “What we need in this church is a wake-up call.” Maybe you have said it yourself.

A “wake-up call” is a contemporary phrase that, when applied to the church, is closer to God’s design than many realize. A revival is when many who are not Christians become believers in Jesus Christ, in great numbers, very quickly. Most Christians in North America have never experienced a revival. I have witnessed revival numerous times: in Seoul, Korea – as masses of unbelievers moved to that city from the south, to seek jobs; in Moscow during the unraveling of communism; in Nigeria during the disruptive years that country was trying to readjust from colonialism; and in Bangkok and Manila, as those cities became open to influences from the western world. Revival doesn’t take place in the church, but in the world: in the cities, regions, countries, or continents – among unbelievers who become faithful disciples of Jesus Christ.

An awakening takes place in the church. It is a wake-up call among Christians. It reflects God’s work in Christians toward a deeper relationship with God and a missional posture (the attitude of a missionary) toward others who are not yet believers. An awakening precedes a revival. Healthy Churches Thrive! is a spiritual pilgrimage God uses for an awakening in your church. The Holy Spirit works through Healthy Churches Thrive! to help your church become revival-ready.

There are three basic approaches toward developing a missional posture. They are different strategies.

1. The Transition Model. This approach appears to be faster, easier, and less expensive. Consequently, it is the most popular approach

WAKE-UP CALL

REVIVAL

AWAKENING

MISSIONAL STRATEGIES



in North America. The Apostle Paul used this approach in the early days of his ministry. He would travel from place to place, visit the synagogue, and preach the Good News of the New Covenant in Jesus Christ the Messiah. This approach would “blow up” the synagogue – divide the group. Some would receive what Paul had to say. Others would conspire against him, try to run him out of town, threaten his life, and beat him.

This model is a top-down approach requiring strong leadership. For many churches it can become disruptive. The *Healthy Churches Thrive!* Pilgrimage is not for churches that choose this model.

2. The Extension Model. As the mission of the New Testament Church matured, the emphasis shifted to a different approach. Paul began to preach in the marketplace, on the streets, and on Mars Hill. In this model, the church is asked to give tacit approval for a new ministry to start, to reach new people, without disrupting the previous approaches of doing ministry. The most common example of this in recent years has been expressed by those churches that wanted to reach people whose heart language was more contemporary music used for worship. Churches that followed this Extension Model asked the whole congregation if they would support a new, contemporary service, at a different time, on a different day, or in a different place – without disrupting the “way we’ve always done it.” Our research shows that for most churches, where the Extension Model was led well, there was much less disruption.

In other churches, leaders followed the Transition Model and announced, “We are changing our present worship from traditional to contemporary” (giving the feeling, “If you don’t like it, leave”). Many of those churches experienced disruption at a level counter-productive to their main objectives. Often it was the pastor or leaders who were told by the rest, “We don’t like that, you leave!” Many pastors were looking for another church. Also, those churches did not add alternative worship styles that could reach new people.

Healthy Churches Thrive! follows the Extension Model. It is designed as a gentle, movement-oriented, bottom-up, spiritual pilgrimage toward a missional culture in your church. It has been field-tested, and it works. As a movement, it takes time, more effort, costs more

money. But it brings people along. It motivates in a way that “feels” (remember what was said about change on page 4?) more like grace and less like law. At the heart of New Testament Church culture, grace motivates, not law. This is why Jesus called it a “New” Covenant. In the end, while this model takes longer, it achieves the objective.

3. The Organic Model. This approach operates from similar dynamics as the Extension Model. The motivation is grace and there is minimal disruption. This model involves starting something new, outside the present group. The most common expression of the Organic Model is planting a new church. A few Christians, with the blessing (and, often, financial and prayer support) of the church, are sent out to start a new ministry among unbelievers. In the New Testament Church, this approach is reflective of ministry conducted by Timothy and Titus, as well as others, who formed “missionary bands” and planted Christianity in new places. The *Healthy Churches Thrive! Pilgrimage* also embraces this approach. The design of *Healthy Churches Thrive!* and the models that are used are a reflection of the culture of the matured New Testament Church. This is a key dynamic, we believe, as to why it works — by God’s grace.

The centerpiece behind the development of the *Healthy Churches Thrive! Pilgrimage* is biblical culture. Few efforts to help the church are built on this platform. At CDM, we believe this is non-negotiable.

Modern, North American culture is based on the “quick fix.” My football coach’s favorite phrase was “no pain, no gain.” However, our culture reflects an entitlement mentality: achievement without cost. You’ve seen the commercials: “Lose weight in 12 days, without breaking a sweat.” In God’s approach, Jesus had to die on a cross to win our salvation.

If you are considering the *Healthy Churches Thrive! Pilgrimage* for your church, it is very likely you have often, painfully, thought about the popular “consumer” attitude some bring to church. Or, perhaps you have agonized over the “spectator” mindset of those who come to church like attending a movie — and give an offering like buying a ticket (which means they don’t contribute when they are out of town). What is

**THE KEY
INGREDIENT**





this all about?

These issues reflect the heart and core of congregational health: church culture. The *Healthy Churches Thrive!* Pilgrimage is focused on this causative level. Many are looking for the bandage approach. But that approach only treats the symptom, not the cause. A revival-ready church is one where God has healed the culture. The New Testament biblical culture reflects spiritual health.

CHURCH CULTURE

Culture consists of several components. Your church will be guided in these areas through the Pilgrimage: 1) attitude – your posture toward reality; 2) values – what you think is important; 3) priorities – what you demonstrate comes first; 4) beliefs – what your actions say about what you really think is truth; and 5) worldviews – the way you understand the world (of the church) and the way that world works.

Most often, these five components are hidden in the subconscious. Yet, more than anything else, they drive behavior. These are causative issues. They are spiritual issues. That is why *Healthy Churches Thrive!* is a spiritual pilgrimage. In that sense, it is, by God's power, liberating to church members. It results in health for your church. That health provides the platform for God's revival. That platform is a God-given awakening. Churches that are not healthy will not necessarily die or "go out of (God's) business." They are just going to miss the center of God's will and the joy of what God is doing. They will likely provide good maintenance for Christians, but will have little impact on their communities.

Here is what you can expect God to accomplish through the *Healthy Churches Thrive!* Pilgrimage:

RESULTS

- Members experience spiritual growth.
- More people in Bible study.
- Increased biblical stewardship.
- Growth in financial giving.
- More involvement in service to your church and community.
- Increased outreach to the unchurched.
- Measurable plans to increase congregational effectiveness.
- Expanded joy and enthusiasm for the ministry of the church.



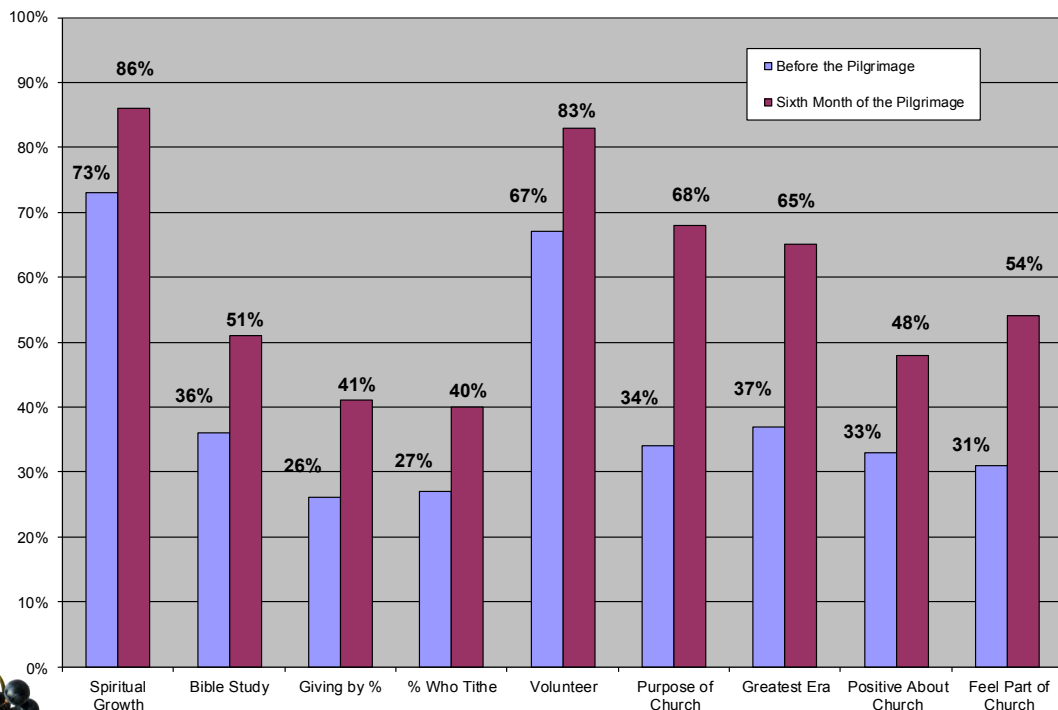
- Increased sense of connectedness, fellowship, ownership, and membership retention.

During 2008-2009, Church Doctor Ministries field-tested the *Healthy Churches Thrive! Pilgrimage* with churches from various traditions, styles, sizes, and variety of settings throughout North America. Metrics – spiritual measurements – were taken before the Pilgrimage and six months later. Research was conducted using an anonymous questionnaire completed by everyone in worship.

This graph (below) represents a small portion of the results from the anonymous questionnaires. The nine categories on the graph represent key areas of spiritual health. (If you want to read the commentary on these nine categories, obtain a copy of the report *Healthy Churches Thrive!: Measurable Results for the Local Church*. This booklet is available from Church Doctor Ministries: www.churchdoctor.org; info@churchdoctor.org; 800-626-8515).

As increases occur in these nine spiritual dimensions and practices (spiritual growth, Bible study, giving by percentage, percentage of those who tithe, volunteer, purpose of church, greatest era, positive about church, feel part of church), they collectively represent a “tipping point” of momentum in a church. For example, the questionnaire asks those in worship to choose one answer that best describes the primary purpose of the church. This item measures whether a person sees the

NINE HEALTH DIMENSIONS



church as primarily for “me and my friends at church” or for “others.” Our research shows that this worldview has a dramatic impact on friendliness to first-time visitors, willingness to share faith, financial support of outreach and mission activities, etc. Prior to the *Healthy Churches Thrive!* Pilgrimage, approximately one-third of the respondents correctly identified the primary purpose of the church as “making disciples.” (This terminology is most often used in the mission statements of churches and denominations.) After six months, this worldview represented the views of two-thirds of those in worship who identify this as the primary purpose of the church. This growth in critical mass provides a biblical, cultural climate that will continue to grow. This will gently impact the rest of those who don’t yet “get it.” This does not happen, typically, by top-down force or simply teaching missional thinking. It happens, most dramatically, through a cultural process of influence through relationships. This is also a part of the *Healthy Churches Thrive!* Pilgrimage. In small groups, church members participate in the study of biblical worldviews. The approach is inductive and exploratory. As a result of more people who “get it,” new people are attracted to Christianity because members are living their faith missionally. This provides a new, cultural “feeling” in the church. As mentioned above, feeling is an important ingredient to change a behavior.

This is a movement approach. It is not a program. It is “bottom-up” not “top-down.” This *Healthy Churches Thrive!* Pilgrimage focuses on mission, not as something you do, but something you become – something you are. This is a marker of a healthy, authentic, New Testament Christian Church. It reflects the New Testament DNA of mission. It is caught as much as taught. The worldview of the purpose of the church is only one example of many paradigm shifts that occur in the *Healthy Churches Thrive!* Pilgrimage.

This Pilgrimage includes:

- Formation of a healthy church prayer team.
- The development of a Vision Team that becomes a learning community
- The learning community focuses on ten video lessons for effective 21st century ministry, over the period of 18 months.

MOVEMENT!

**WHAT IS
INVOLVED?**

**LEARNING
COMMUNITY**

- Those in the learning community are trained to attract, through their relational networks, others in the church who are not yet part of the learning community.
- Every member is nurtured through the bi-monthly e-newsletter *The Church Doctor Report*, which provides provocative and practical, cutting-edge insights to how God is moving in churches, as well as identifying key resources to grow deeper.
- Monthly ministry coaching is provided for the church leader(s), by phone, conducted by a professional, certified ministry coach.
- Anonymous questionnaires and surveys gather specific information about your church at the beginning of the Pilgrimage, so unique ministry can be provided for your specific church.
- A review of your church's bulletins, newsletters, Web site, Constitution, and brochures so your Church Doctor can learn more about the ethos and culture of your church.
- Through the use of surveys, an analysis of each person on staff in the areas of their personality traits and spiritual gifts.
- An onsite visit by your Church Doctor to conduct interviews with staff, leaders, and a cross-section of the membership; conduct a "windshield tour" of your community to grasp your church's context and participate in an analysis of your church facilities.
- A written report is provided with results of the diagnostic analysis of your church, including specific recommendations for you to consider putting into action.
- An Oral Report is given to the entire congregation by your Church Doctor, providing an opportunity for questions or comments.
- Action Plans are developed by church leaders for each recommendation you accept as God's will for your church; these Action Plans will be thoroughly reviewed and input will be given by your Church Doctor.
- As Action Plans are placed together, your church will develop a three-to-five-year master plan for transformation, under God's blessing. The master plan is updated annually.
- A 10-week *70 Days of Vision Campaign* will focus on biblical worldviews.
- A one-day Outreach Clinic will equip all members as 21st century missionaries to their social networks. This will be

COACHING

HANDS-ON DIAGNOSIS

ACTION PLANS

WORLDVIEW CAMPAIGN

OUTREACH CLINIC



scheduled on a Saturday or Sunday afternoon and evening.

- A two-day follow-up visit by your Church Doctor will provide ongoing help, guidance, and personal contact with staff leaders and members.
- Your Church Doctor will lead your church in a *Healthy Churches Thrive!* Pilgrimage event for other churches in your community so you experience the multiplication dimension of New Testament Christianity.
- Metrics and benchmarks for spiritual health will be measured through surveys used prior to the Pilgrimage, at six months, twelve months, and three years.
You will be able to track progress and compare your progress to our database benchmarks for other churches.
- Throughout the 18 months, your Church Doctor will be available, at no cost, for guidance, direction, and encouragement by e-mail and phone.

METRICS

It is the design of the *Healthy Churches Thrive!* Pilgrimage to minimize the burden on your church's budget. A church that becomes healthier will find creative, mission-oriented ways to invest financial resources. Your church will need those financial resources. This Pilgrimage is designed so church resources are not depleted. There are several elements of this Pilgrimage that relate to finances:

1. Your Pilgrimage is subsidized by 30% of actual cost. These resources are given by the growing number of Christians and churches who have been impacted by CDM, who voluntarily contribute to the ministry. These are mission-minded stewards who sacrificially give above and beyond the support of their local churches. They practice the New Testament model of the Macedonian Christians (2 Corinthians 8:1-5) who joyfully gave more than they could afford to help other Christians. We at CDM believe we should practice what we teach in the spirit of the New Testament culture. We believe this is the way a movement operates. This makes the overall price 30% less than the actual cost.
2. Within six months, the benchmark of average response for the *Healthy Churches Thrive!* Pilgrimage shows a 15% growth among those who change from the worldly approach to financial giving, to the biblical model of proportionate giving ("give as the Lord has given

HOW IS THE PILGRIMAGE FUNDED?

to you” — Deuteronomy 16:17). This change in the giving approach will increase financial support in your church, regardless of economic factors. This approach, over time, has exponential financial impact on your church.

3. Within six months, the rise in those who give a tithe (10%) or more increases by 13% of those who attend worship. You can expect this result (or better) in your church. You can expect even more growth in this area at 12 months, with increased giving at 18 months.
4. You will carefully and prayerfully select a Vision Team among your “spiritual entrepreneurs.” They will not only lead this Pilgrimage in your church — they will finance it.

**FINANCING
OUTSIDE THE
CHURCH BUDGET**

Those who comprise the Vision Team pledge at least \$25 a month for 18 months (per person, couple, or family — a giving unit). This is not a requirement to be part of the Vision Team, as there may be some who should be on the team, but are unable to provide financial support. Some may be able to invest only \$5 or \$10 per month for 18 months. There may be others who will pledge \$50, \$100, or more a month, recognizing that not everyone will be able to afford the \$25-a-month target. (The total cost, at \$25 per month, for 18 months, is \$450 per person, couple, or family.) There are probably those financially blessed within the congregation, who have the gift of generosity, who may give a one-time gift of several thousand dollars. (Note: it is very important, for the sake of ownership and the dynamics of change, that you do not let one person, or even a small group of people, finance the entire project, resulting in many of the Vision Team members without a financial investment at all. These dynamics are very important for the results of health and vitality you want to achieve in your congregation.)

The number of giving units (\$25 per month for 18 months) varies based on the size of your average worship attendance (the size of worship attendance changes the scope and cost to CDM of providing the Pilgrimage ministry). Here are two examples.

- Example A: A church with an average worship attendance of 1 to 349*
 - requires 40 giving units at \$25 per month for 18 months
 - this is a cost of \$1,000 per month for 18 months
 - this is a total cost of \$18,000



- Example B: A church with an average worship attendance of 600 to 999*
 - requires 48 giving units at \$25 per month for 18 months
 - this is a cost of \$1,200 per month for 18 months
 - this is a total cost of \$21,600
- * Each of these examples are churches that do not have an added ministry. If your church has a Christian school, or a large day care ministry, the number of giving units is slightly more.
 - For a firm quote for your church, contact CDM at 800-626-8515. One of our team assistants will ask you a few questions about your church and provide you a firm quote as well as answer any of your questions. You're under no obligation and the call is free.

The other costs to your church include expenses that are different in each church and cannot be standardized. They include the travel expenses for your Church Doctor. This varies based on your church's location in proximity to one of our Church Doctors. Your Church Doctor will visit your church three times during the 18 months: 1) at the beginning, for the diagnostic analysis phase, conducting interviews with staff, leaders, and a cross-section of the members; 2) a return visit to report to your whole congregation the results and recommendations from the analysis and to provide a multiplication event for the community; and 3) a combined visit for a two-day, follow up, face-to-face meeting with the staff, leaders, and an open forum for everyone in the congregation, followed by (on a weekend day) the Outreach Clinic event, along with a multiplication event for the community.

Another additional expense is connected to the anonymous questionnaires provided at the beginning of the diagnostic phase of the Pilgrimage. The questionnaire is given to each person in church on that particular day. The tabulation and analysis cost \$1.25 per questionnaire.

Travel and questionnaire expenses do not have to be included in the church budget. These can be estimated by talking with the team assistant at CDM and may require only one or two additional Vision Team members who commit to \$25 a month.



OWNERSHIP

Individual expenses for church members as they participate in the Pilgrimage: there are two areas where small costs are included for the sake of ownership. It is extremely important, as a dynamic of change, that those who participate in two of the efforts included in the Pilgrimage have an investment in their own materials (scholarships can be provided for those who cannot afford these materials). They include: 1) those who are involved in the *70 Days of Vision Campaign* will purchase a book to study in a small-group setting. It is important they have their own book, and, in the discussion, make notes in their book, respond to study questions, and note insights in the discussions. The estimated price (subject to change) is \$18 + shipping (we offer a discount of 20% on quantities of five or more). 2) Those who register for the one-day Outreach Clinic pay a registration cost of \$12, which includes the cost of their participant booklet. This booklet includes an outline of the presentation, with opportunity for taking notes. It also includes relevant resources that relate to the teaching of the Outreach Clinic as well as personal action assignments for follow through.

Programs come and go, and church people are known to say, “Been there, done that.” The *Healthy Churches Thrive!* Pilgrimage is the beginning of a movement – a move of God. Our prayer and objective at CDM is that you – at 18 months – will reflect about your church and where your church is, in mission perspective, and say (with great joy): “We are a different church!” By that, we mean – and believe – many of the people in your church are different people. Spiritually different people. Mission-minded people. Our prayer is your church will be so blessed by God that you will see this as your congregation’s own hinge point in history. This is the beginning of a new chapter in history for your church.

A NEW CHAPTER IN HISTORY

BECOMING A DIFFERENT CHURCH

There are signs of revival in North America on the horizon. Increasingly, there are those who believe the answers to our future are fundamentally spiritual, much more than political, social, or economic. Economic challenges have created a new receptivity among those who worship at the altar of materialism. In Jesus’ words, “The fields are ripe for harvest” (John 4:35). It’s harvest time! This movement is already present in various parts of the world. It is becoming evident in “hot spots” around North America. It is not yet visible on most church leaders’ “radar screens.” But it will be!





Churches now have a window of opportunity: to hear the wake-up call — to make themselves available for a spiritual awakening; to become revival-ready. There are many challenges in our culture right now. This would not be the first time God demonstrated power through Christians, though weak, yet strong — through Christ. When things are at their worst, Christians are at their best! God has our attention. This is God’s harvest time...and it is our time for a wake-up call. It is our time for an awakening. “Lord, help us to be revival-ready. Amen.”

HARVEST TIME

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