



Center for Healthy Churches
PneuMatrix

**We put the
Church First.**



Consulting and Coaching
for the 21st Century Church



*We work
with you
to develop
a forward-
thinking
strategy,
drawing on
the wisdom
of God's
Spirit and
our collective
experience.*



Center for Healthy Churches
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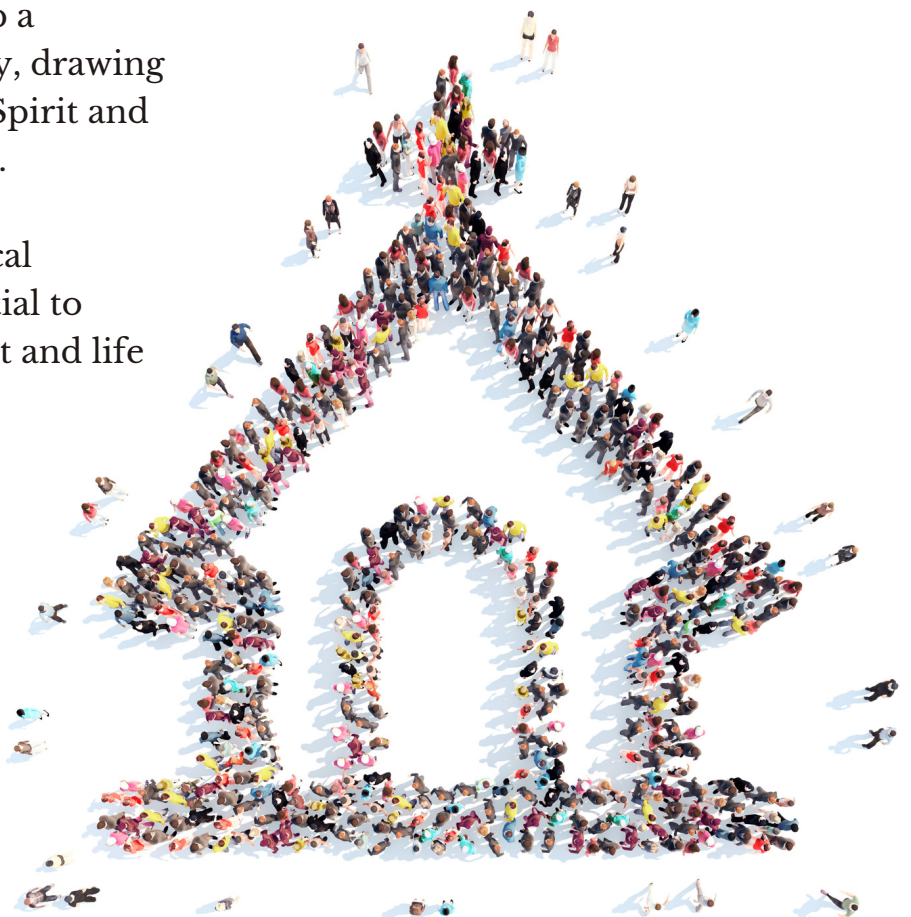
Welcome

We specialize in consulting congregations and coaching ministers and leaders in navigating growth, transitions, and challenges.

Through collaborative efforts, we work with you to develop a forward-thinking strategy, drawing on the wisdom of God's Spirit and our extensive experience.

Our conviction is that local churches have the potential to radiate as beacons of light and life in their communities.

PneuMatrix (PMX) and the Center for Healthy Churches (CHC) have partnered to address challenges facing American Christian congregations in today's rapidly changing era.





CHC | PMX

CHURCH FIRST
HOPEFUL SPIRIT
HUMBLE EXPERTISE
AFFORDABLE FEES
INNOVATIVE MINDSET

WE ARE HERE TO HELP

Our consultants collaborate with you to foster honest and enduring learning and insights necessary to plan for your congregation's future.

With proven success in congregational ministry, our consultants are trained facilitators who understand how to guide your congregation in discerning and implementing the essential steps for new church opportunities.

- Healthy Pastor Transitions
- Vision and Mission Development
- Pastor Search Assistance
- Conflict Transformation
- Clergy Coaching (including the first 100 days for a new pastor)
- Church Identity
- Staff Reorganization
- Team Building
- Trained Interim Ministers
- Outreach Growth Strategy
- Designing for the New Norm
- Closures, Mergers and Legacies
- Small Church Solutions



TABLE OF CONTENTS



WELCOME

3-4

Who are We
We are here to Help



HEALTHY TRANSITIONS

6-9

Plan a Healthy Transition	Pastor Search Assistance
Hire an Interim Pastor	Mission Study
Healthy Transitions Group	Average Transitions Timeline



ORGANIZATIONAL DEVELOPMENT

10-11

Vision, Mission & Values	Church Identity
Strategic Planning	Effective Communication
Leadership Development	Governance and Structures



OUTREACH STRATEGY

12

Ingrained: Developing an Outreach Culture



COACHING AND TRAINING

13

First 100 Days of a New Pastor
Leadership and Pastor Coaching
Team Development



CONFLICT TRANSFORMATION

14-15

R12: A Churches Answer to Political Polarization
Denominational Discernment



DESIGNING FOR THE NEW NORM

16

Small Church Solutions
Closures and Mergers



ABOUT US

17-20

Our Approach
Kinds Words

HEALTHY TRANSITIONS

CULTIVATING HEALTHY PASTOR TRANSITIONS



Our skilled consultants are experts in congregational ministry, collaborating with your church to weather and thrive amidst pastoral transitions. Whether facing expected or unforeseen changes, we offer strategic guidance and invaluable wisdom to foster growth and resilience within your congregation.

By working closely with you, our consultants craft a robust and sustainable approach to managing pastor transitions, encompassing interim pastor recruitment, search assistance, and cultivating a positive culture of change.

PLAN A HEALTHY TRANSITION

Your pastor is leaving; as a leader in the congregation, you will be tasked with making numerous decisions moving forward.

HIRE AN INTERIM PASTOR

Maintaining day-to-day operations or seeking guidance and healing for your congregation, we provide trained interim pastors to lead during this time.

PASTOR SEARCH ASSISTANCE

We offer a distinctive approach to guide congregations through the pastor search process, grounded in a mindset of spiritual discernment.

"The process CHC led us through helped us think beyond just reviewing resumes and finding a good candidate but rather opened up the process to include the congregation. We could dive deep into what God was calling our church to be, had from all members, and come to an agreement on what was next."

**-Wake Forest Baptist Church
Search Committee, Wake Forest, NC**



MISSION STUDY

PneuMatrix provides in-person and virtual consultation to lead the congregation through their Mission Study, developing a pertinent and forward-thinking report. The focal point of this process is not about determining “What kind of pastor do we want?” but rather asking, “What are the needs of our community and congregation, and what qualities are essential in our next pastor to help us collectively address those needs?”

In the PC(USA) system, when a pastoral vacancy occurs and a congregation embarks on the journey to find new leadership, the initial step involves conducting a Mission Study.

The presbytery requires a mission study before the church is permitted to form a search committee and hire a new pastor.



PneuMatrix is the recognized and trusted resource for numerous Presbyteries and Committee on Ministry guiding churches in pastoral searches.

Our proven track record yields more and superior candidates, reduces the amount of time that the mission study takes, and benefits the entire congregation by fostering unity in purpose during their transitional season.

Our presbytery began a relationship with PneuMatrix, asking them to lead mission study discernment processes for five of our congregations. We've been very pleased with the congregation's ownership of the process and resulting mission study. In addition, PneuMatrix is providing support for mission and ministry discernment conversations between congregations that may lead to mergers. We feel all of the consultants we've worked with are professional and pastoral and do a good job of keeping the presbytery in the loop. I would highly recommend their services.

Debby Brincivalli, Executive Presbyter, Presbytery For Southern New Jersey

**How your congregation travels into, through, and out of a transition
is often a key predictor of future health.**

CONTACT US: INFO@CHCHURCHES.ORG



HEALTHY TRANSITIONS GROUP

Our interim ministers form an ecumenical group comprising experienced pastors who are well-trained and equipped with extensive knowledge and a demonstrated history of success.

This team of interim pastors is prepared to address your congregation's distinctive needs. Our mission is to aid churches in surviving and flourishing during transition periods.

REALISTIC EXPECTATIONS

Before setting expectations for your Interim Pastor, it's essential to identify the type needed in your church context.

Transitional/Intentional Interim Pastor takes a hands-on approach to strategic leadership. Beyond pulpit consistency and general duties, they revitalize the congregation, addressing issues leading to plateau or decline. They introduce changes for the next pastor, which may be met with varying reactions.

Traditional Interim Pastor focuses on a smooth transition, ensuring consistency in the pulpit and performing general pastoral duties. They occasionally consult the Pastor Search Committee, but their authority is limited.

Understanding these distinctions is crucial, as each type of Interim Pastor comes with different expectations, shaping the church's journey during the transition.

**EXPLORE OUR
ROSTER OF
TRAINED AND
EXPERIENCED
INTERIM PASTORS**

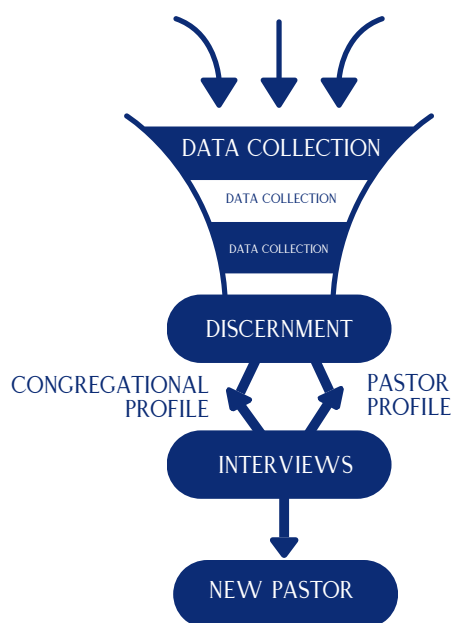
HEALTHYTRANSITIONSGROUP.ORG



PASTOR SEARCH ASSISTANCE

Our consultants will help you explore your congregational DNA and evaluate where the most fertile soil is for your future ministry. Own your strengths and your weaknesses. Healthy ministry is contextual, and a good church profile describes the congregational and community context in which the next chapter of ministry will be written.

PAST 30-45 DAYS PRESENT 30-45 DAYS FUTURE



Being guided through the transition process gave us great insight into who we are and who we want to be as we serve our God in the years ahead. The Congregational Profile and Pastor Profile served as a constant reminder of the traits our church deemed most important in our next pastor. The guidance and encouragement provided to our Pastor Search Team by CHC helped us stay the course through a 10-month search that ultimately led us to a pastor who matched our profile perfectly.

**-Pastor Search Committee
South Main Baptist Church
Pasadena, Texas**

PneuMatix excellently supported Pinnacle Presbyterian Church's PNC in its search for two associate pastors. They expedited the search timeline while correctly discerning the needs of the congregation. Early returns suggest rave reviews across the board! The Senior Pastor search resulted in an excellent slate of candidates and was brought to closure in a timeframe that eliminated the need to hire an interim pastor.

**-Pastor Nominating Committee
Pinnacle Presbyterian Church
Scottsdale, Arizona**

9 MONTHS AVERAGE TRANSITION TIMELINE

Our approach has proven to be a more efficient and impactful option for congregations seeking new leadership. **It averages 9 months, compared to the conventional self-navigating model, which typically takes 18 months.**

We have a demonstrated track record of guiding congregations through their transition periods with efficiency, relying on spiritual guidance, and adopting a timely approach.

How your congregation travels into, through, and out of a transition is often a key predictor of future health. www.chchurches.org

ORGANIZATIONAL DEVELOPMENT

INTENTIONAL PROCESS OF ENHANCING AND IMPROVING THE STRUCTURE, SYSTEMS, AND FUNCTIONING OF A CHURCH

A church's ministry vision serves as its guiding star, a beacon ahead that continually reinforces the vision of the church that God is calling them to embody. Occasionally, a church may lose sight of its vision or recognize the need to formulate a new one, particularly during pastoral transitions.

Our visioning process guides the entire congregation in revisiting the church's deep-rooted essence, reflecting on its current state, and dreaming of its future.

CLEARLY DEFINE THE CHURCH'S VISION FOR THE FUTURE, ITS MISSION STATEMENT, AND THE CORE VALUES THAT GUIDE ITS ACTIONS AND DECISIONS.

Apart from local churches, our consultants collaborate with denominational, judicatory, and institutional entities nationwide to identify vision, alignment, and growth opportunities. Our services encompass:

- Clarifying mission and vision
- Strengthening church culture
- Implementation planning
- Opportunity management

HEALTHY VISIONING FRAMEWORK

Every church is unique, and the process may be adapted to fit each congregation's specific needs.

PHASE 1

Orientation



PHASE 2

Congregational Self-Study



PHASE 3

Vision Development



PHASE 4

Implementation



CULTIVATING HEALTHY ORGANIZATIONS



STRATEGIC PLANNING

Engage in strategic planning processes to set goals, prioritize initiatives, and allocate resources effectively.

LEADERSHIP TRAINING

We provide training and support for pastors, staff, and volunteers to develop their leadership skills and spiritual growth. We guide you to implement mentorship programs to nurture emerging leaders within the congregation.



EFFECTIVE COMMUNICATION

Foster open and effective communication channels within the church community, including regular updates, newsletters, and forums for feedback.

STAFF ORGANIZATION

By organizing church staff thoughtfully and strategically, churches can maximize their ministry effectiveness, support their members' spiritual growth, and advance their mission in the community.



GOVERNANCE & STRUCTURE

Establish clear governance structures that define the church leaders' roles, responsibilities, and decision-making processes.

CHURCH IDENTITY

Articulating a clear mission and vision statement helps to shape the identity of the church. This involves identifying the purpose of the church, its goals for ministry, and the impact it seeks to have in the community and beyond.



OUTREACH STRATEGY

DEVELOPING AN OUTREACH CULTURE



INGRAINED is a specialized consultation and coaching process designed to help embed an outreach culture into the life of your church. What if you could learn a new way of thinking?

We evaluate your current practices and hindrances to engaging guests. We also help you develop an ingrained outreach culture. We train staff and lay leaders to identify prospects, community needs, and potential sticky opportunities. We effectively show you how to create open doors through online worship.

A NEW WAY OF THINKING

Ditch the latest new program and develop a lasting outreach culture that fits your church and community context.

Learn best practices for engaging people from the website and parking lot to the sanctuary and beyond.

INGRAINED consultations include a written summary of the consultant's on-site observations, a leadership workshop, and five follow-up coaching phone calls or Zoom events to guide and troubleshoot as you begin your journey.

Contact Us info@chchurches.org

COACHING & TRAINING

ESSENTIAL COMPONENTS FOR THE GROWTH AND EFFECTIVENESS

As a spiritual leader, it's easy to fall into the habit of giving and ministering to your flock without pouring into your cup. But even the strongest need support or we will eventually falter.

We provide coaching for pastors and other clergy members who need guidance or who desire to enhance their leadership skills. Whether you're a new pastor, you're joining a new church family, or need a little extra support to meet the needs of your community, CHC-PMX Coaches are here to help.

FIRST 100 DAYS COACHING

For pastors entering a new place of service, we offer the "First 100 Days" coaching. This service includes preparation, counseling, individualized goal-setting, and performance reviews.

The structure we provide during your first 100 days with a new congregation is designed to help you create a positive first impression and start building strong connections within your new church. We'll discuss and facilitate staff introductions, direction, congregational meetings, and programs.

LEADERSHIP COACHING

Leadership coaching covers a range of issues depending on your personal needs and your vision for your church. We customize each coaching plan to the individual client. Like in sports, a coach guides you to perform at your highest level and leads you to victory.

**PASTORS BENEFIT IMMENSELY FROM COACHING
AS IT PROVIDES PERSONALIZED GUIDANCE,
ACCOUNTABILITY, AND PRAYERFUL SUPPORT TO
NAVIGATE CHALLENGES, DEVELOP LEADERSHIP
SKILLS, AND FLOURISH IN THEIR MINISTRY.**



CONFLICT TRANSFORMATION

THE ISSUE IS NOT WHETHER YOU WILL HAVE CONFLICT
BUT WHAT YOU WILL DO WITH IT

Conflict is a natural and inevitable part of any organization, and some disagreement can benefit a church. However, when left unresolved, divisive conflict can hinder your church's mission and ministry.

Our objective is to assist you in transforming organizational conflicts before they hinder your mission. The mere mention of conflict often evokes a sinking feeling, and it appears to be pervasive in various aspects of our lives – from homes and churches to other ministry settings, as well as in national and global interactions. Our team is prepared to lead your congregation in the healing journey of conflict transformation.

ANALYSIS

We collaborate with church leadership and pivotal stakeholders in the conflict, ensuring an impartial gathering of information regarding the church's challenges. Utilizing in-person, video conferencing, or phone interactions, our consultants understand the issues and their ramifications on the congregation and community.

TRANSFORMATION

Your consultant will work with you to craft a sustainable action plan tailored to your situation. This solution is developed collaboratively with church leadership, staff, or members, ensuring its relevance and effectiveness. Additionally, we focus on creating a long-term strategy for future conflict resolution and fostering a culture of unity within your faith community.

DENOMINATIONAL DISCERNMENT

Frequently, we receive inquiries from clergy and laity alike seeking guidance amidst recent denominational actions. In response, we prayerfully offer coaching and guidelines to assist those navigating discernment. While some may align with denominational stances, others grapple with divisive dilemmas within their congregations. If you require support in your discernment process, please do not hesitate to reach out to our team.





Grounded in the wisdom of Paul's letter to the Roman church, R12 is designed to help congregations and individuals respond to cultural and political polarization in ways that mirror the heart and mind of Jesus.

A RENEWED MINDSET

The Church has a powerful alternative to political and cultural division if we avoid the temptations of fight or flight.

Loving each other despite differences requires practices and habits for individuals and congregational structures that reinforce those practices and habits. R12 is designed with that goal in mind.

**ASSESS AND RESPOND
TO POLARIZATION**

**CREATE ROOM FOR
DIFFERENCES**

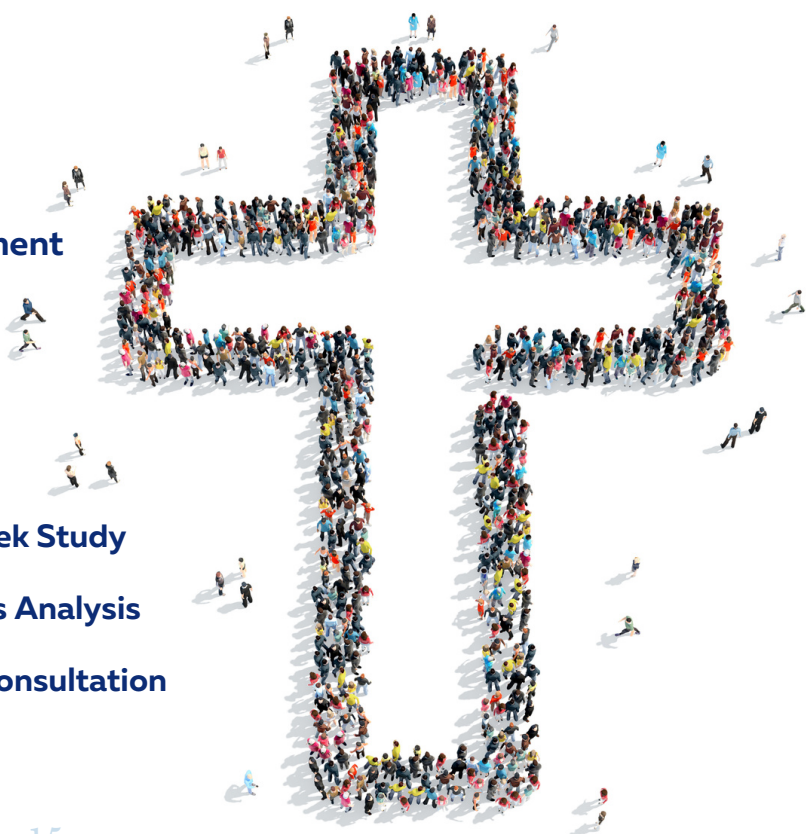
**STRENGTHEN
LEADERSHIP**

R12 will help congregations and individuals develop the tools they need to respond to cultural and political polarization in ways that mirror the heart and mind of Jesus.

R12 RESOURCES

- **Congregational Polarization Assessment**
- **Individual Polarization Assessment**
- **Transforming Leaders Workshop**
- **Transforming Leaders: Coaching**
- **Transforming Congregations: Multi-Week Study**
- **Transforming Congregations: Structures Analysis**
- **Transforming Congregations: Conflict Consultation**

VISIT R12CHURCHES.ORG



DESIGNING FOR THE NEW NORM

ADAPATIVE SOLUTIONS FOR TODAYS CHANGING CHURCH

Some congregations struggle to sustain full-time pastoral leadership financially. In response, we've created a consultation model called "Designing for the New Norm" to assist these congregations and their pastors in discerning sustainable paths forward.

Customized especially for you if you are:

- Lay leaders of churches with fewer than 100 members.
- Pastors who are serving part-time pastoral calls.
- Presbytery executives and Committee on Ministry representatives seeking improved ways to support these congregations and pastors.



Empowering Churches to Think Adaptively

- Part-Time Pastors
- Creative Facilities Use
- Yoked Partnerships
- Church as Community Outposts
- Mergers & Closures
- Reimagining Financial Models

MERGERS

Mergers, after all, aren't only about extending the lifetime of a church community we have come to care for over time. At its best, the questions at the center of a merger conversation should be:

- Can we be better because of our merger?
- Can we have a more vital witness because we have joined our communities into one?
- Will the cause of Jesus Christ be better served because we have pooled our gifts, our resources, and our energy?
- Will the resulting church/judicatory be able to have a more vital, faithful, and sustainable ministry to the community around us because we have become one?

Our successful efforts to help other churches and judicatories discern their way through the merger process means you will have experienced partners who will help guide you through your own.

CUSTOMIZED FOR YOU

Our customized church consulting and coaching services are designed to meet you right where you are in your ministry journey.

Specific denominational needs, challenges, and goals: we understand that every church and ministry context is unique, so we take the time to listen, assess, and customize our services accordingly.

We have had the privilege of working with a diverse range of denominations, including but not limited to:

CBF-Cooperative Baptist Fellowship
PCUSA- Presbyterian Church (U.S.A.)
ELCA- Evangelical Lutheran Church in America
LCMC-Lutheran Church in Mission to Christ
NACL-Lutheran Church in Mission to Christ
ECO-Covenant Order of Evangelical Presbyterians
Episcopal Church
ABC-American Baptists Churches
SBC- Southern Baptist Convention
CumP-Cumberland Presbyterian Church
PCA- Presbyterian Church in America
EPC-Evangelical Presbyterian Church
FBNP- Faith-Based Non-Profit
UCC-United Church of Christ
DOC- Disciples of Christ
GMC-Global Methodist Church
UMC- United Methodist Church
NON-Denominational Churches

36

CHC-PMX

Consultants and Coaches
Serving Coast-to-Coast

29

Healthy Transitions Group
Trained Interim Pastors

**wisdom,
discoveries,
and
complementary
resources.**

CHCHURCHES.ORG



ABOUT US

We are dedicated to enhancing congregations' and ministers' spiritual, organizational, and emotional well-being. This commitment includes cultivating a clear vision and strategic focus for the congregation's future, addressing complex challenges, improving communication, identifying growth opportunities, and fostering a resilient community with a healthy culture. This forms the cornerstone of our consulting and coaching work.

Our unwavering belief in the church, its mission, and its untapped potential propels our commitment.



OUR MISSION

Enhancing the spiritual, organizational, financial, and emotional well-being of churches and ministers is our mission. We foster hope and well-being in the spirit of Christ.

OUR VISION

Through congregational coaching and consulting, we help churches and clergy encounter spiritual discernment and guidance as they seek to be faithful to their call.



CORE VALUES

WHAT SETS US APART



CHURCH FIRST

WE PUT THE CHURCH FIRST, HELPING IN EVERY POSSIBLE WAY WE CAN, INCLUDING OUR FINANCIAL MODEL.



HOPEFUL SPIRIT

WE ARE HOPEFUL ABOUT THE CHURCH AND WHAT IT CAN BE AND DO DESPITE THE CHALLENGES WE FACE.



HUMBLE EXPERTISE

CHANGE IS PART OF WHAT IT TAKES TO THRIVE. OUR TEAM IS GOOD AT HELPING CHURCHES INNOVATE.



AFFORDABLE FEES

OUR FINANCIAL MODEL IS AFFORDABLE AND AVAILABLE TO ALL CONGREGATIONS AND CLERGY. WE CREATE A PLAN THAT IS COST-EFFECTIVE AND ACHIEVES YOUR GOALS.

PNEUMATRIX (PMX) AND THE CENTER FOR HEALTHY CHURCHES (CHC) HAVE PARTNERED TO ADDRESS CHALLENGES FACING AMERICAN CHRISTIAN CONGREGATIONS IN TODAY'S RAPIDLY CHANGING ERA.

THIS COLLABORATION OFFERS INNOVATIVE SOLUTIONS FOR CHURCHES ADAPTING TO EVOLVING DYNAMICS. LEARN MORE AT [CHCHURCHES.ORG](https://chchurches.org). SOLUTIONS FOR CHURCHES ADAPTING TO EVOLVING DYNAMICS.



WEBSITE: [CHCHURCHES.ORG](https://chchurches.org)
EMAIL: [INFO@CHCHURCHES.ORG](mailto:info@chchurches.org)
PHONE: (877) 242-0769

WE ARE THANKFUL FOR THE THOUGHTFUL
FEEDBACK PROVIDED BY THE LEADERS WITH WHOM
WE HAVE THE PRIVILEGE OF COLLABORATING.

We were very blessed to have chosen the Center for Healthy Churches to lead our congregation in a visioning process. Our consultant led the congregation in several engaging conversations and guided them as they began to dream new dreams and see visions for the future. We clearly ended up with the congregation's vision – not CHC's, not just the staff's – and continue to be energized by where it has taken us.

**WESTMINSTER PRESBYTERIAN
CHURCH, WEST CHESTER, PA**

The coaching our search team received was invaluable. Much has changed since our last transition period, so understanding the current trends and methods was critical to our success. As chairman, I learned the perspective and expectations of candidates, how best to approach prospective pastors, and ways to communicate our vision effectively. CHC guided the entire search process, from our initial research phase to "call weekend" and beyond.

**FIRST BAPTIST CHURCH
HUNTSVILLE, AL**

The challenge of being the pastor of a local church or the leader of a church-focused ministry is that you have to be a jack of all trades. The problem is that no one person can be an expert in all these trades. That's why I look to the Center for Healthy Churches. If they don't know the answer, they know someone who does. We are fortunate to have a multi-disciplinary, deeply experienced and committed organization such as the Center for Healthy Churches to support and encourage during these challenging times."

**BRENTWOOD BAPTIST CHURCH,
BRENTWOOD, TN**

The process energized and focused our search, and it gave our pastoral nominating committee and our congregation confidence that we would identify and interact with a strong, diverse, nationwide pool of candidates. In addition to that exceptional candidate pool, our PneuMatrix consultant walked our committee through a process designed to identify the key qualities and characteristics we sought in our new pastor. Our church is thrilled with the outcome of that search, and we think that the focus, guidance, and ongoing consultations provided by our PneuMatrix consultant played a critical role in that successful outcome!

**FIRST PRESBYTERIAN CHURCH,
LAKE FOREST, IL**

I want to thank PneuMatix for excellently supporting the Pinnacle Presbyterian Church's PNC in their search for two associate pastors. They expedited the search timeline while correctly discerning the needs of the congregation. Early returns suggest rave reviews across the board!

**PINNACLE PRESBYTERIAN CHURCH
SCOTTSDALE, AZ**

The process helped our church determine what kind of leader we needed to be, the church we aspired to be in the decades ahead. Our church's discussions helped us identify key elements of our history, mission, and vision that continue to shape who we are becoming and the courageous leaders we need. It wasn't an easy process - but growth often emerges from a willingness to be vulnerable, embrace dialogue, and honor our past while embracing a new future.

**GREYSTONE BAPTIST CHURCH,
RALEIGH NC**