

REFOCUS Quick Overview

Since each congregation starts from its own unique current culture and has different gifts and talents, you are in the best position to decide the best way to proceed for your church. Feel free to tune and adjust this guide as needed. The *REFOCUS Deep Dive* will help you consider some of the options and tradeoffs available to you.

Here then is a checklist for the REFOCUS step of your culture journey.:

- Examine your congregation against the Church Life Cycle.
Where do you see your congregation? If it is in *Preservation* or *Life Support*, then the REFOCUS step isn't option. You are in a cultural rebuild situation and you need to start with your purpose.
- Investigate: Do you have alignment on purpose & how congregation fulfills it?
Don't assume that clarity and alignment are present — rather assume they are NOT present and see if you can uncover overwhelming evidence to the contrary. If either is missing or weak, then the REFOCUS step isn't optional for you either.
- Bible Study
Go through the *Fulfilling Our Purpose* Bible study. Depending on the situation you may do this with multiple groups concurrently, consecutively, or a combination of both.
- Voice a Sticky Purpose (Optional, but actually the more productive path)
Consolidate your purpose down to just 3 words (OK - maybe up to 5, but fewer is generally better) that describes what discipleship looks like in your congregation. Alliteration is approved. It is OK to have one (or more) of the words be aspirational; just make sure everyone knows and agrees that is the case.
NOTE: If you're in the *Life Support* or *Preservation* stage of the Church Life Cycle, then you should have one (or more!) of the words that are aspirational.
- REFOCUS Summary Presentation)
This presentation should literally be telling everyone what they now already know: we started here, we did this, we decided to state our purpose in this fashion, here it is, thanks for helping develop this. (A presentation template is available to help with this.) The *Living Our Purpose* Bible study is a way to reflect and wrap up the REFOCUS step. The summary presentation can also be a place to discuss some initial thoughts on how improving our culture could help fulfill this purpose and what immediate steps are forthcoming.
- Reality Check
If you've done the work above, then everyone should give the same answer to "Why does this church exist; what do we do to fulfill the purpose for which God has gathered us together?". If it isn't the same answer by all active members, then you still have more refocusing work to do.