



**WALKALONG**  
consulting

evidence-based leadership for  
effective and meaningful change

**future**  
WALK ▶▶▶

Shaping Your *Future*



**future**  
WALK ▶▶▶



is an integrative five-phase process that engages congregational leaders in developing a comprehensive Mission Portfolio (a multi-faceted operational plan that includes a clear statement of mission, a vision for ministry, a statement of core values, a focused set of short-term ministry initiatives, and prioritized implementation tactics based on the initiatives).

The purpose of a Mission Portfolio is to guide congregational decision making in order to achieve effective and meaningful change that people will embrace and support. FutureWalk is fundamentally a leadership development experience that is designed to engage leaders in creating a collaborative environment so that the congregation participates in shaping the future. It makes use of the principles of evidence-based discernment set forth in *Owl Sight* by Russ Crabtree.

## Typical FutureWalk Components:

- Expert assessment of congregational health and vitality. Employing the assessment tools of HolyCow! Consulting, especially the *Leadership Clarity Check* and the *Church Assessment Tool*. This phase collects the evidence on which the entire process builds.
- An Interpretations Workshop for leaders where the data from the assessments are reported and analyzed and leaders are trained in the uses and details of a Mission Portfolio. The outcome of this retreat is the creation of a planning calendar and agenda for action. Typically, this workshop takes place over a 5-7 hour period (in one or two days).
- A Mission Portfolio Design Workshop for the same leaders, but this time including a diverse segment of the congregation. Typically this activity occurs in another 5-7 hour session. More time may be needed if the evidence so suggests. Advance preparation for this workshop includes remote meetings with a planning steering committee and other leaders.
- A series of events and activities for leaders to facilitate the review and revision of a Mission Portfolio. This phase includes practical tools for engaging the congregation in small and large group forums.
- A final report with a final draft of the Mission Portfolio and process recommendations for implementation.

## About Your Consultant:

- Dr. James Pence has worked with congregations and faith-based agencies in fifteen states as a full-time consultant since 2007. Previously, he served for twenty years in executive leadership positions in colleges and universities, both public and private. With a doctorate in English and experience as a college professor, Jim brings both administrative and teaching skills to his work with clients. His special areas of interest and expertise include organizational governance, leadership development, personnel management, strategic visioning and creating accountability systems.
- Jim formed Walkalong Consulting in 2013 to broaden his work in the area of evidence-based leadership. The mission of Walkalong is to encourage evidence-based leadership for effective and meaningful change. The core value of Walkalong is to “strive side by side” with clients toward successful outcomes.
- Jim trained under and worked with Russ Crabtree in the interpretation and application of assessment tools in on-site settings.
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