



WALKALONG consulting

evidence-based leadership for effective and meaningful change

VITALWALK

Applying Evidence-Based Learning

VITALWALK



VitalWALK Consultation is an optional service provided to congregations and their leaders who desire assistance in understanding and applying lessons learned from evidence-based assessment tools developed by Holy Cow! Consulting.

A VitalWALK Consultation looks at the information from the reports generated by the *Church Assessment Tool™*: Pulse, Focal Points, Fresh Look or Family Tree and helps leaders generate implementation plans to incorporate findings into the culture and contexts

of the congregation. The consultation is designed to be an intentional, structured, cost-effective way to produce successful and satisfying change in accordance with directions identified in the assessment tools.

In a basic VitalWALK process, a facilitator will:

- Prepare by reviewing the relevant information prior to a one-hour video call or on-site meeting with congregation leaders to probe questions of interest to the client.
- Conduct a one-day VitalWALK Consultation on site, which includes interviews and presentations with individuals or groups selected in advance by the client with advice from the facilitator.
- Prepare, within two days of the Consultation, a written report to serve as an implementation plan that provides guidance on ways to integrate the findings of assessment into the congregation.
- Conduct a one-hour video call or meeting with congregation or agency leaders to respond to questions about the recommendations.



James Pence

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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, financial and stewardship planning, and creating accountability systems.
- Jim formed Walkalong Consulting in 2013 to broaden his work in the area of evidence-based leadership. His consulting practice focuses on pastoral succession planning and evidence-based approaches to organizational change. He trained under and worked with Russ Crabtree in the interpretation and application of assessment tools in on-site settings.
- In addition to his professional work, Jim has volunteered steadily in his own congregations, serving in a variety of leadership positions, singing in choirs, and teaching classes for adults and high-school students.