



**USING NCD TO DEVELOP HEALTH  
IN AN ORGANIZATION**

*Ron Hamilton, Conference Minister  
Conservative Congregational  
Christian Conference*

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**Personal Introduction**



Ron Hamilton

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**Personal Introduction**

- Third generation pastor who loves the church
- Served 3 churches
  - Holdingford, MN (rural)
  - New Haven, MI (near urban)
  - Woodbury, MN (suburban church plant)

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**Personal Introduction**

- B. A. – Houghton College (Mathematics)
- M.Div. – Bethel Theological Seminary (Biblical theology)
- D.Min. – Fuller Theological Seminary (Church Growth and Renewal)

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**Personal Introduction**

- Took a course in NCD at Fuller Seminary from Bob Logan in 2001
- Implemented NCD survey cycle at Woodbury Community Church (3 surveys in 5 years)
- Served as an NCD coach to churches and cohorts of churches in Minnesota, Wisconsin, and Iowa

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**Development of the CCCC Way of Life**

- Looking for help at a time of transition in 2007. We consulted with the Praxis Center for Church Development
  - Helped us think about organic ministry
  - Learned to think of the church as an organism and not an organization
  - Adopted NCD as our assessment tool

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**The CCCC Way of Life**

**Our Passion**

To live in obedience to Jesus as we love God,  
love others and as we go, make disciples.

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**The CCCC Way of Life**

**Our Pathway – Seven Guiding Values**

1. A Culture of Believing Prayer and Intercession
2. Healthy Pastors
3. Healthy Disciple-making Churches
4. Healthy Church Multiplication
5. A Community That Lives Out Shared Life and Shared Mission
6. A Culture of Peacemaking and Reconciliation
7. A Membership Reflective of the Harvest Field's Diversity

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**The CCCC Way of Life**

**Our Priorities**

1. Church Development
2. Church Multiplication
3. Conference Care

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The CCCC Way of Life

NCD is imbedded in all of this

- We use NCD as our tool for evaluation
- We use the quality characteristics as the evaluative tool for church health

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The CCCC Way of Life

NCD is imbedded in all of this

**Empowering leadership**

- The define the effectiveness of our ministry by healthy ministry at the local level
- We prioritized healthy pastors who would lead their churches.

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The CCCC Way of Life

NCD is imbedded in all of this

**Gift-based ministry**

- Teach gift-based ministry in our Church Development and Church Multiplication processes
- Regional and national meetings include training for our pastors and church leaders

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The CCCC Way of Life  
NCD is imbedded in all of this

**Passionate Spirituality**

- Our passion is driven by love for God
- We prioritize prayer and intercession as a leading value of our ministry
- Teach passionate spirituality in our Church Development and Church Multiplication processes

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The CCCC Way of Life  
NCD is imbedded in all of this

**Effective structures**

- We have simplified our ministry around our ministry priorities of church development, church multiplication and conference care
- Teach effective structures in our Church Development and Church Multiplication processes

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The CCCC Way of Life  
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**Inspiring worship**

- Teach inspiring worship in our Church Development and Church Multiplication processes
- Inspiring worship is vital to our regional and national meetings

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The CCCC Way of Life  
NCD is imbedded in all of this

**Holistic small groups**

- Teach holistic small groups in our Church Development and Church Multiplication processes
- We are developing community pastor groups in develop healthy pastors

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The CCCC Way of Life  
NCD is imbedded in all of this

**Need-oriented evangelism**

- Teach need-oriented evangelism in our Church Development and Church Multiplication processes
- Value of membership reflective of the harvest field's diversity

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The CCCC Way of Life  
NCD is imbedded in all of this

**Loving relationships**

- Teach loving relationships in our Church Development and Church Multiplication processes
- Value of culture of peacemaking and reconciliation

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The CCCC Way of Life

NCD is imbedded in all of this

**Growth forces - interdependence**

- Making disciples is the priority of each of ministry priorities
- The directors and ministry teams of Church development, Church multiplication, and Conference care work closely together to develop our ministry

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The CCCC Way of Life

NCD is imbedded in all of this

**Growth forces - multiplication**

- Multiplication is an expected outcome of healthy churches
- We have developed the Nineveh Network to develop our work of Church multiplication
- Our ministry directors and leaders attend our church multiplication conferences

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The CCCC Way of Life

NCD is imbedded in all of this

**Growth forces – transformation**

- We channeled the energy to keep our ministry alive ten years ago to develop our current ministry
- We challenge a “maintenance mentality” is our traditional church ministries

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The CCCC Way of Life

NCD is imbedded in all of this

**Growth forces – sustainability**

- We develop long-term plans to maintain our current energy for ministry
- We have a five-year transition team to work on key elements of change in leadership in the future

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The CCCC Way of Life

NCD is imbedded in all of this

**Growth forces – symbiosis**

- Our ministry priorities of church development, church multiplication and conference care have joined in a work assist struggling and dying churches
- Our governing Board works to encourage our ministry priorities

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The CCCC Way of Life

NCD is imbedded in all of this

**Growth forces – fruitfulness**

- We measure our success by the health of our churches and pastors rather than any statistical growth

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### The CCCC Way of Life

#### NCD and a healthy culture in an organization

- Think and plan organically
- Pay attention to the growth forces
- Evaluate quality on a regular basis using the eight quality characteristics of NCD

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### The CCCC Way of Life



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