in **Sight**

i n **Sight** is a system of information that empowers Regional Associations to serve a transformational role in their congregations. It is designed especially for those organizations whose primary goal is to develop healthy, vital congregations.

The information platform is developed during *naturally occurring* events in the pastoral lifecycle of a congregation, specifically, pastoral transitions, ministry evaluation, and stay-or-go pastoral discernment.

In pastoral transitions, the tools used in *i n* **Sight** can
- Help leaders manage transitions, search and start-up
- Produce search documents in less time
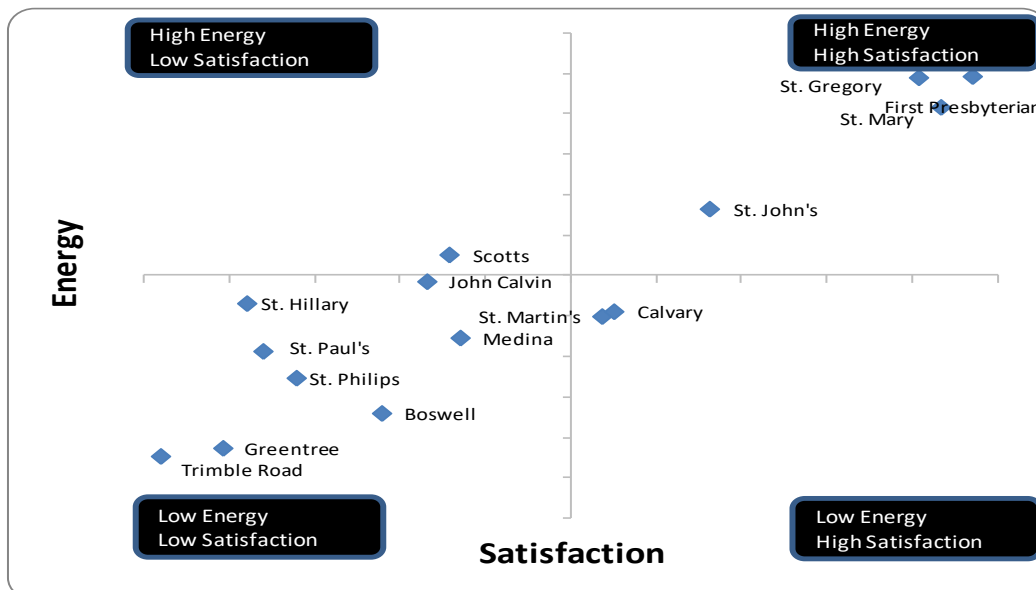- Complete a search process in an effective and meaningful way in less time

In ministry evaluations, the tools used in *i n* **Sight** can
- Chart progress toward goals
- Make triennial conversations meaningful
- Provide an early warning system

In stay-or-go discernment, the tools used in *i n* **Sight** can
- Clarify fit between pastor and congregation
- Help pastor and congregation grow in self-awareness
- Set the stage for next steps

We combine all the information collected in these naturally occurring events to provide a *Dashboard* for your Regional Association.

HolyCow! consulting
Organizational Intelligence You Can Use

The Dashboard
A Recommended Sequence

In order to have the organizational intelligence available that is required to lead your Regional Association, you will need to collect information in a systematic and consistent manner. In the table below you will find a suggested sequence for collecting information that will simultaneously increase the level of self-awareness of your congregations and provide you with the intelligence to better serve them.

Instrument	Purpose	Frequency
Church Assessment Tool (CAT) or Conversations	Strategic planning, succession planning, benchmarking	Every 3 years or at a pastoral transition
Landscape	Strategic planning, succession planning, benchmarking	Every 3 years or at a transition in the Executive
Pulse	Staff development, benchmarking	Annually
Focal Points	Board development, benchmarking	Annually