

“Today was once again a most helpful time with you. Every coaching session, I come away with some concrete ideas to help us move forward and outward.”

– Steve Hasper, Pastor
First Baptist Church
Pasadena, CA

EXECUTIVE COACHING

Executive coaching is a one-on-one relationship through which you can benefit from the experience and expertise of a trained coach. NexStep's coaching clients include pastors, denominational leaders, ministry organization executives and CEOs of for-profit businesses.

DISCOVERY SERVICES

What you don't know can hurt you! NexStep provides a variety of on-line surveying services.

Visitor Surveys: Give your visitors a voice, allowing them to tell you about themselves, what they liked and did not like about your church.

Exit Interviews: Learn incredibly valuable information by giving people who are leaving your church and opportunity to tell you why.

Assessment Surveys: NexStep serves denominational leaders and consultants by administering customized assessment surveys.

NexStep
Executive Coaching
Organizational Development

GET STARTED TODAY!

Bill Hoyt
626.893.5083
bill@hoythome.net
www.nexstepcoaching.org

NexStep Services



A Menu of Services provided by
NexStep Coaching and Consulting

**PARTNERING WITH TODAY'S LEADERS
FOR TOMORROW'S SUCCESS**

ORGANIZATIONAL DEVELOPMENT

All churches, even highly effective churches have room for improvement. NexStep provides a cluster of services that help churches grow in health and ministry effectiveness.

- **Assessment:** Utilizing a thorough and sophisticated process, NexStep will identify your church's strengths and weaknesses, and make specific prescriptions that give you a ministry "track to run on" for the next two to three years.
- **Ministry Audit:** A mini-assessment that focuses on a particular ministry or system in order to help the church make the changes that improve that ministry's effectiveness.
- **Envisioning:** A focusing process that clarifies your values, mission and vision, and then assists you in creating a ministry plan that reflects your values, helps you accomplish your mission and fulfill your church's vision.
- **Alignment Review:** NexStep's staff helps you assess your ministries, programs and events and coaches you in making changes to insure that everything you do contributes to accomplishing your mission and fulfilling your vision.
- **Congregational Coaching:** A relationship in which a NexStep coach guides you and the church's leaders through the issues, challenges and opportunities currently facing your church.

LEADERSHIP COMMUNITY DEVELOPMENT

The "Leadership Community" consists of the Senior Pastor, Board and Staff. The best leaders are life-long learners who utilize resources that help them grow.

- **Governance Overhaul:** If your church has an outdated, cumbersome or top-heavy leadership structure, NexStep can help you implement a highly efficient, effective and proven governance model.
- **Leadership Team Coaching:** You can benefit from having an experienced coach help your leadership team process issues, overcome your current challenges, and take full advantage of opportunities.
- **Staff Audits:** In the language of Jim Collins in *Good to Great*, NexStep can help you be sure you have the "right seats on the bus" and the "right people in the right seats."
- **360° Performance Reviews:** Nothing provides a more comprehensive, accurate and balanced performance review than a 360°.

Without good direction,
people lose their way; the
more wise counsel you follow,
the better your chances.
– Proverbs 11:14 (The Message)

FINANCIAL SERVICES

Nearly every church can benefit from coaching in stewardship and revenue development. NexStep provides services designed to help your people grow in their understanding of biblical stewardship and generosity.

- **Project Financing:** If you have a new ministry initiative, remodeling project, major expense or purchase that cannot be funded by current giving, a NexStep coach can help you create and implement a strategy to meet the need.
- **Capital and Ministry Expansion Campaigns:** If your needs exceed those of a specific project, you may need to conduct a capital or ministry expansion fund drive. NexStep specializes in customizing the approach to fit your church's situation, history and culture.

Bill Hoyt and NexStep Consulting have had a significant impact on our ministry at WaterStone. The assessment was pivotal for us renewing our vision and gaining a clear picture of what God is calling us to as His people in this place. Then God was amazingly gracious to us as we raised 2.7 million to fund the vision and reduce our debt. Bill was helpful at every step, giving us wise counsel and expert input. We give him our highest recommendation.
– Nick Lillo, Pastor of WaterStone Community Church