

The Work of a D2

June 2014

Churches have a responsibility to faithfully engage in the process of missionary sending and partnership in ways that ensure that their people are strong and effective.

North Park Community Church has established a process that we call simply D2 to represent the work of Discernment and Development necessary to walk with our missionaries in times of transition and challenge. We use it as well to qualify missionaries for sending purposes.

The steps in the process include generally:

1. Completing a **BIO** so that the individual can reflect upon their life journey and so that the D2 members are aware of the individual's story and can place their mission in the context of their history.
2. Completing a **Self Reflection** designed to call the individual into sharing their heart and wisdom about their current involvements and as well their sense of calling. This provides the individual with the opportunity to reflect upon their own calling and as well the D2 member's insight into how the person deliberates as well as how they process their journey from a spiritual perspective.
3. Completing **Testing Assessments** such as Myers Briggs, DISC and Kolbe. These allow both the individual and the D2 member's greater insight into how the person lives and serves as well as giving them wisdom as to where they might do well and do poorly in the future.
4. Completing **Referencing** helps the D2 confirm strengths and opportunities for growth in the individual's life and service.
5. Conversations with the individual emerge an understanding of how God has equipped and prepared them as **Added Value** to the global Church. Time spent helping people focus on exploring and articulating their own **Vocation** increases people's clarity and their potential for effectiveness.
6. Conversations with the individual develop a sense of the adequacy of their **Preparation and Qualifications** for effective service in the context they are looking to engage in. Often times **Retraining** is needed for the person to make a greater difference in the world.
7. Completing a list of **Ministry Options /Organizations** allows the individual the opportunity to see themselves in specific roles and in specific work. It also provides the D2 (and the Church) with the opportunity to speak into the selection of agencies. North Park would suggest that the selection of agency is an important part of the discernment of sending.
8. Engaging a **Local Coach** where possible can be a wise step and will generally add to the strength of the work of the D2.
9. Observing an individual over time through this process allows others to participate wisely and yet humbly in discerning what God has for them. Offering that discernment through well thought through **Discernment Statements** in the context of **Progress Reports** gives the individual the best opportunity to receive the counsel of the Church.