RESTORATIVE CONGREGATIONS

A guided partnership to strengthen congregational culture, relational trust, healthy leadership, and mission-centered discipleship.

FROM PROGRAM MAINTENANCE TO CULTURE FORMATION

For churches navigating leadership fatigue, disconnection, unresolved tension, or stalled engagement, CARES develops the people and shared practices needed to build a healthier, more accountable congregation.

THREE LENSES. ONE INTEGRATED PARTNERSHIP.

INDIVIDUAL

Dr. H. Jean Wright II

Behavioral wellness, congregational care, and healthy relationships.

LEADER

Cliff M. Wright Jr.

Restorative leadership, Consideration, listening, and relational responsibility.

ORGANIZATION

Darryl Allen

Congregational systems, strategic alignment, and sustainable implementation.

THE 12-ENGAGEMENT JOURNEY

Each perspective contributes four engagements, woven into four phases. The process combines learning with application between sessions.

01 UNDERSTAND CULTURE

Listen, establish a baseline, and identify relational priorities.

02 BUILD SHARED CAPACITY

Strengthen well-being, listening, leadership, and relational practices.

03 ALIGN CULTURE

Apply shared values to ministry, decisions, leadership, and accountability.

04 TRANSFER & SUSTAIN

Revisit progress, clarify ownership, and finalize a forward plan.

DELIVERY & EXPECTED VALUE

Delivery: 2 in-person engagements (opening and close) + 10 on Zoom, paced over **6, 9, or 12 months** (9 months recommended). **Intended outcomes:** stronger relational trust, clearer leadership practices, shared accountability, and a practical congregational culture plan.

A partnership the board can evaluate

A defined church team carries the work between sessions; CARES provides the structure, expertise, feedback, and implementation support.

CHURCH-ACCESSIBLE INVESTMENT

CORE
$6,750
Structured implementation

GUIDED
$8,750
Added coaching + review

PARTNERSHIP
$9,750
Deeper CARES involvement

Included with all three tiers: 12 engagements (2 onsite + 10 virtual), all three CARES perspectives, a Restorative Leadership Committee (RLC) learning pathway through Skool, baseline and closing Culture Pulse, Standard Plan Builder, and milestone reporting.

WHAT CHANGES BY TIER

SUPPORT	CORE	GUIDED	PARTNERSHIP
RLC coaching	Core sessions	4 × 30 min	4 × 45 min
Pastor check-ins	In training	2 × 30 min	3 × 30 min
Plan feedback	Milestone reports	2 written reviews	4 written reviews
Closing support	Standard close	Structured review	Detailed action memo
After-program	Core materials	30-day check-in	90-day review
Skool follow-up	Course pathway	60 days after	90 days after

WHAT THE CHURCH COMMITS TO

Before launch: a separate introductory workshop, formal board authorization, and an RLC of **3–6** for churches with fewer than 20 average weekly attendees or **6–10** for churches with 20 or more. Include leadership and non-leadership voices; invite a regular nonmember attendee when appropriate. The pastor attends training and may receive tier-specific check-ins, but does **not** serve on the RLC.

FUNDING & NEXT STEP

Program fees exclude travel and related on-site costs. Funding may draw on church budgets, donor support, or conference/district partners. Fully customized consulting begins at **$15,000+** and is scoped separately.

Discuss fit and request a proposal: careslp.org/contact/