**Field Development Update**

Management Training Day

**ISI National Conference 2022**

**The Goal**

My goal as ISI Director of Field Development, with the help of many (especially our ISI PD coaches), is to shepherd our new team members through the Partnership Development (or PD) process so that they reach 100% support as soon as possible, having grown spiritually in the process. For our veteran staff, right now, just under 70% enjoy 100% support (based upon average fiscal year to date monthly income plus carryover from previous years).

Our goal is 100% of our team at 100%. So what are we doing to help bring that about? With the help of many, especially Gordy Decker, Rebekah Miller and videographer, Austin McDowell, we have published fifteen PD training videos that are now being used by new staff during New Staff Orientation and by veteran staff using the new TalentLMS training site. Additionally, with the help of Jennifer Meuli, we are publishing multiple editions of *The Partnership Connection* annually to offer fresh insights and helps for our staff who are always in PD!

Looking to the future, yours truly is planning to step into SS2 in just 27 months. So we are in the process of asking God to show us how this whole area of Field Development should be envisioned under new leadership. Prayer very much appreciated for this process as well as your ideas on how better to encourage our staff in support development.

Before I open it up for your questions, just a brief word about how NSO is currently operating:

1. **Before** New Staff Orientation we provide a syllabus that leads incoming staff through reading *The God Ask* by Steve Shadrach and viewing of the 15 ISI PD training videos (also available on TLMS).
2. **During** New Staff Orientation we meet on Zoom to go over the syllabus, practice PD presentations multiple times, and receive practical input from our home office staff. So far in 2022, we have held two NSOs (Feb and May), both with eight in attendance. We have two more planned (Aug and Nov).
3. **After** New Staff Orientation we introduce our new staff to their PD coach who will walk with them through the up to 18 months of their initial support development. Others on each new staff’s PD team help as well, including local supervisors, the RFD, local accountability partners, and myself.

**A special word of thanks here to all of our PD coaches. Your sacrifice, commitment and skill in helping our new staff in PD is SO appreciated!!!**

1. **Release!** Once new staff are at 100% support and released, I am available to them and to veteran staff at any time. I’m planning to again initiate monthly PD Check-up Zoom calls each last Monday evening of the month, beginning in September. Look for details in the *Weekly Message*.

**Q & A**