

Growing The Church.

That Whole Disciple-Making Thing.

Date

Shepherd vs. Sheep

One of the greatest challenges of the church today is leadership.

Will you be a shepherd or a sheep?

Approval seeking or Assured?

Reactionary or Visionary?

Leading from Front or Following Middle?

Aloof/ Alone or Connected/ Collaborative



Chaplain vs. Cultivator

Choosing what kind of pastor you will be.

What are the differences in approach?

What are the differences in activity?

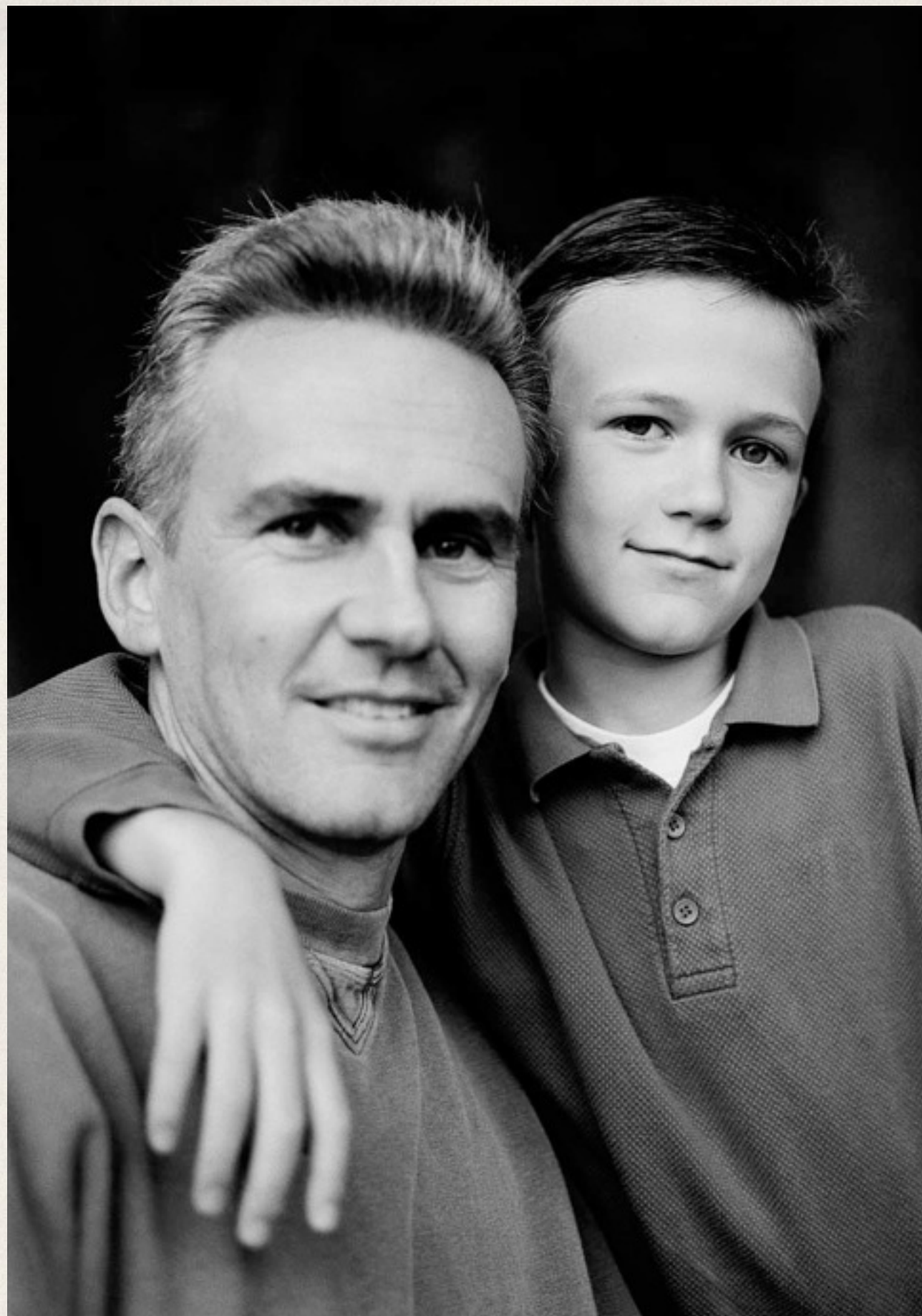
What are the differences in results?



Organic vs. Systemic...

An argument in recent years has been that church growth is hard to plot because the church is an organism and organic growth is the most natural way for churches to grow.... but aren't there systems in organic growth? Seeds...water...growth...fruit...photosynthesis ...reproduction...





When you start...make sure you start by knowing your sheep.

Developing Your Playbook...

- ❖ Page One: Why We Exist (Vision) - 1 focused sentence
- ❖ Page Two: What We Do (Summary of Purpose) - 1 focused sentence
 - ❖ What one thing will you do better than any other church?
- ❖ Page Three: How We Behave - No more than 3 key values
 - ❖ What do you value above all else? What to live/die for?
- ❖ Page Four: How Will We Succeed? (Specific Metrics / Measuring)
- ❖ Page Five: What Are We Working on Together Right Now (3-6 mos)?
 - ❖ 1 Key goal
 - ❖ 3-4 key action steps / areas
- ❖ Page Six: Who Does What?
 - ❖ Specific Job Descriptions for team members

Developing Your Playbook...

- ❖ The playbook is the key driving document of the whole church.
- ❖ The playbook comes to every meeting.
- ❖ The playbook measures every activity and ministry of the church.
- ❖ The playbook is a living document but isn't changed without serious prayer, reflection, and collaboration.

Planning: The Yearly Plan.

Without vision, the people perish.

Proverbs 29:18

- * Growth Plan
- * Capacity Plan
- * Leadership Plan
- * Preaching Plan
- * Communication Plan
- * Implementation Plan



Time Management...

- ❖ 25% growing your community (inviting, marketing, evangelism, missions, etc)
- ❖ 40% preparing for Sunday (sermon preparation, curriculum, worship planning)
- ❖ 25% caring for congregation (missions, visitation, serving, counseling, hospital visits, etc)
- ❖ 10% connectional responsibilities



Stewardship

- ❖ If you don't properly steward your finances, you are not caring for your congregation.
- ❖ Quarterly financial statements + review of transactions.
- ❖ You should know what your people give individually and be mature enough to recognize people are at different places.
- ❖ Teach + ask about stewardship every 4-8 weeks and pay apportionments.



Conflict Resolution

- ✧ Analysis of the Conflict

- ✧ What / Who / Ancillary Issues
- ✧ Areas of Impassability?
- ✧ Is Mediation Necessary?

- ✧ Mediation

- ✧ Do you have to be mediator?
- ✧ Consider bias + win/losses
- ✧ Offer ground rules

- ✧ Solution Stage

- ✧ Present solutions collectively
- ✧ Evaluate for “greatest good”
- ✧ Determine whether or not solution is consistent w / values + vision
- ✧ Evaluate Solution
- ✧ Implement

Leadership Growth...

- ❖ Take the time to develop new leaders in your community.
- ❖ ID them. Know them.
Empower them.
- ❖ Some good tools:
Strengths Finder, Good to Great, Change by Design, Silos / Politics / Turf Wars, The Four Obsessions of Extraordinary Executives.



The Key Principle of Invitation.

- ❖ Not evangelism but invitation. Inviting someone to church is easy.
- ❖ Events + Worship + Groups - the Three Doors to a Church...
- ❖ Everyone makes 52 invites each year.
- ❖ Designing your worship gathering around guests
- ❖ Following up with GUESTS (not visitors)
- ❖ Connecting them and helping guests to STICK
The freshman orientation vs. junior year transfer dilemma