ACTS 1:8
Church Growth Workshop
2014 – 2015 Leadership Edition

Associational/SAC Outreach Ministries
Church Outreach Team

This ministry is made possible by Oklahoma Baptists
gifts through the Cooperative Program
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WHERE DOES GOD WANT US TO GO?

(Nehemiah 1-6)

“Therefore I run in such a way, as not without aim; I box in such a way, as not beating the air.”

(I Corinthians 9:26 NASB)

I. Barriers to Moving to the Next Level

A. Spiritual Issues

1. Unconfessed sin __________________ the Spirit’s work. (Ps 66:18)
2. Unconfessed sin __________________ growth energy.
3. Unconfessed sin __________________ body life.
5. Ignoring the reality of ________________ warfare.
6. Failure to put on the whole ________________ of God.

Question: How are we going to deal with this issue in the life of this church?

B. Leaders tied to __________________________

1. Church members’ time is ________________, (Eph 5:16)
2. Church members’ time and energy are often ________________.
3. Church members’ use of time should be analyzed and appropriately ________________.

C. __________________________ mentality

1. Don’t ________________ church to grow.
2. Don’t ________________ church to grow.

D. Leadership __________________________

1. Class I, volunteers turned ________________.
2. Class II, volunteers turned ________________.
In *How to Grow a Church* the authors suggest a 50/50 ratio of Class I to Class II leaders. (Win Arn and Donald McGavran pp. 89-97)

In *Effective Church Leadership*, Kennon Callahan says that churches with a ratio of 70% Inward focused (Class I) to 30% Outward Focused (Class II) leaders are in a ____________________ mode.

To be in a ____________________ mode, the ratio needs to be 30/70.

Two critical questions for future consideration:

1. How many Class I and Class II leaders do we have? ______

   What is the ratio? ______

2. How many Class I & Class II leaders do we need to enlist & train?
E. No ________________ for growth. Churches tend to fall into three groups

1. Churches with no ________________
2. Churches with ________________ plans
3. Churches with ________________ plans

II. Organizational Issues and Normal Patterns and Plateaus of Growth

A. Organization and program __________________________

1. Organization fixed
2. Resistant to new units
3. Unrelated to vision, values, mission
4. Doors closed to outsiders

B. Members not ______________________ or ______________________ to be on mission

1. Mentality that sees ministry is for ______________________
2. ______________________ of members ignored
3. Members seen as ______________________ and ______________________

C. Organizational Issues (See Appendix A)
   1. Cell(s)
   2. Congregation(s)
   3. Church

Appendix A

Single Cell, Single Congregation Church

Multicell, Single Congregation Church

Multicell, Multi-congregation Church
### Churches in transition

**McIntosh’s Typology of Church Size**

<table>
<thead>
<tr>
<th>Factors</th>
<th>Small Church</th>
<th>Medium Church</th>
<th>Large Church</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Size</strong></td>
<td>15-200</td>
<td>75-400</td>
<td>100 +Worshippers</td>
</tr>
<tr>
<td><strong>Orientation</strong></td>
<td>Relational</td>
<td>Programmatical</td>
<td>Organizational</td>
</tr>
<tr>
<td><strong>Structure</strong></td>
<td>Single cell</td>
<td>Stretched cell</td>
<td>Multiple cell</td>
</tr>
<tr>
<td><strong>Leadership</strong></td>
<td>Resides in key families</td>
<td>Resides in committees</td>
<td>Resides in select leaders</td>
</tr>
<tr>
<td><strong>Pastor</strong></td>
<td>Lover</td>
<td>Administrator made by committees</td>
<td>Leader</td>
</tr>
<tr>
<td><strong>Decisions</strong></td>
<td>Made by congregation</td>
<td>Made by committees</td>
<td>made by staff and leaders</td>
</tr>
<tr>
<td></td>
<td>Driven by history</td>
<td>Driven by changing needs</td>
<td>Driven by vision</td>
</tr>
</tbody>
</table>
### Decision Making Climate

<table>
<thead>
<tr>
<th>Small Church</th>
<th>Medium Church</th>
<th>Larger Church</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emotional</td>
<td>(a mixture)</td>
<td>Rational</td>
</tr>
<tr>
<td>Subjective</td>
<td></td>
<td>Objective</td>
</tr>
<tr>
<td>Popular</td>
<td></td>
<td>Merit</td>
</tr>
<tr>
<td>Informal</td>
<td></td>
<td>Formal</td>
</tr>
<tr>
<td>Family</td>
<td></td>
<td>Leaders</td>
</tr>
</tbody>
</table>

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</thead>
<tbody>
<tr>
<td>Size</td>
<td>15-200</td>
<td>75-400</td>
<td>100 + Worshippers</td>
</tr>
<tr>
<td>Staff</td>
<td>Bivo or single pastor and small staff</td>
<td>Multiple staff</td>
<td></td>
</tr>
<tr>
<td>Change</td>
<td>Bottom up through key people to change</td>
<td>Middle out through key committees to change</td>
<td>Top down through key leaders to change</td>
</tr>
<tr>
<td>Growth</td>
<td>Attraction model to growth</td>
<td>Program model to growth</td>
<td>Proclamation model to growth</td>
</tr>
<tr>
<td>Patterns</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>through word of mouth</td>
<td>through key ministry</td>
<td></td>
</tr>
</tbody>
</table>

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<tbody>
<tr>
<td>Size</td>
<td>15-200</td>
<td>75-400</td>
<td>100 + Worshippers</td>
</tr>
<tr>
<td>Growth</td>
<td>Small Church image</td>
<td>Inadequate facilities</td>
<td>Poor assimilation</td>
</tr>
<tr>
<td>Obstacles</td>
<td>Ineffective evangelism</td>
<td>Inadequate staff</td>
<td>Increased bureaucracy</td>
</tr>
<tr>
<td></td>
<td>Inadequate programming</td>
<td>Inadequate finances</td>
<td>Poor communication</td>
</tr>
<tr>
<td></td>
<td>Downward momentum</td>
<td>Poor admin-istration</td>
<td>Loss of vision</td>
</tr>
<tr>
<td></td>
<td>Ingrown fellowship</td>
<td>Increasing complexity</td>
<td>Lack of member care</td>
</tr>
</tbody>
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### Important questions:

- 1. Are we willing to keep groups growing?
- 2. Do we see need to begin new cells?
- 3. Are we willing to begin new groups--formal and informal?
## Plateaus of Growth and Decline

<table>
<thead>
<tr>
<th>Plateau Description</th>
<th>Congregation Size</th>
<th>Membership Range</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>The Small Church</strong></td>
<td><strong>The Middle Size Church</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Single Staff Church</strong></td>
<td><strong>Committee-led Church</strong></td>
<td>800</td>
</tr>
<tr>
<td>Bivocational Pastor</td>
<td>750-850</td>
<td>800</td>
</tr>
<tr>
<td><strong>Family Church</strong></td>
<td>400</td>
<td>750-850</td>
</tr>
<tr>
<td>Adult Fellowship Group (Pre-/Post-/or Part-Church)</td>
<td>6 or 7 cong.</td>
<td>6 or 7 cong.</td>
</tr>
<tr>
<td>Deacon (Elder)-led Church</td>
<td>350-400</td>
<td>6 or 7 cong.</td>
</tr>
<tr>
<td>Pastor-led Church</td>
<td>3 cong.</td>
<td>6 or 7 cong.</td>
</tr>
<tr>
<td><strong>Pastor-led Church</strong></td>
<td>450-700</td>
<td>6 or 7 cong.</td>
</tr>
<tr>
<td><strong>Pastor-led Church</strong></td>
<td>200</td>
<td>6 or 7 cong.</td>
</tr>
<tr>
<td><strong>Pastor-led Church</strong></td>
<td>175-225</td>
<td>6 or 7 cong.</td>
</tr>
<tr>
<td><strong>Pastor-led Church</strong></td>
<td>115</td>
<td>6 or 7 cong.</td>
</tr>
<tr>
<td><strong>Pastor-led Church</strong></td>
<td>90-150</td>
<td>6 or 7 cong.</td>
</tr>
<tr>
<td><strong>Pastor-led Church</strong></td>
<td>65</td>
<td>6 or 7 cong.</td>
</tr>
<tr>
<td><strong>Pastor-led Church</strong></td>
<td>45-86 range</td>
<td>6 or 7 cong.</td>
</tr>
<tr>
<td><strong>Pastor-led Church</strong></td>
<td>35</td>
<td>6 or 7 cong.</td>
</tr>
<tr>
<td><strong>Pastor-led Church</strong></td>
<td>15</td>
<td>6 or 7 cong.</td>
</tr>
</tbody>
</table>

**PLATEAUS OF GROWTH AND DECLINE**

- cong. = congregation/s
- mem. = membership

### 3-25 Range

37
Characteristics

- Born from a vision
- Everything is new
- Expectations are high
- Planter key to success
- Burnout is highly possible
- Minimal Trained leaders
- Financial dependency high
- Cell type (8-15 Members) closely connected

Strengths

- Remaining or tarrying
- Tithing
- Teaching
- Witnessing
- Training

Breaking the 15 Barriers

- Territorial possession: Closeness in group-My Group is never intentional.
- Huddle Syndrome: Only a few in the group know what is going on.

5 – 50 Range

(Over 100,000 Protestant congregations in US & Canada with less than 30. 25% of all groups)

Characteristics

- Single Cell: Embraces the entire congregation.
- Sense of family: Greatest fear is loss of family-feeling if growth happens.
- Informal structure: Business matters are decided by consensus.
- Caring Fellowship: Significantly more loving and caring.
- Quicker involvement: The feeling of being needed motivates members.
- Volunteerism: Volunteers will have to do everything.
- Misses/Absentees: Members report absence prior to their absence.
- Project related: Members often respond to a financial need if it is important and necessary.
- Participation Centered: Singing a solo is more important than singing on pitch.
- Limited entry points: Two entrance points – pastor and members.
- 1 event focus: Everyone’s participation is needed for a successful event.
- Strong Lay Leaders: Led by one or two strong lay leaders.
- Attraction of members: New work is exciting and rewarding; provide opportunity for involvement, and small group involvement.

Strengths

- Lay ownership: When the lay people buy into the project, it is more likely to succeed.
- Possessing a vision for reaching the community: A balanced focus of inward and outward.
• Hard working Pastor: Well loved and respected as spiritual leader
• Supportive Pastor’s Wife - Can become a liability
• Lay Leadership investment: Investment of time money and resources in church
• Facility for the present and near future: Need space for 5- 7% growth in next 2 years to have adequate room.
• Correct Methodology – Methods should be used that fit the focus group
• Strength of Fellowship: A good fellowship is a must for strong a sense of family.

Barriers (Note: greatest fear is loss of the sense of family)
• Limited Programming: Church cannot meet variety of needs. Limits entrance points
• Inadequate Evangelism: Most evangelistic activities done by pastor.
• Small Church Breeds smallness: Members convince themselves that there is nothing wrong with being small. Smallness almost worshipped. Limit vision and ministry
• Rapid and consistent Pastoral Turnover: Small salary and personality conflicts with lay persons affect longevity.
• Develops a tough crusted leadership team: The longer at this lever, the harder the lay leadership becomes. New members find it difficult to penetrate
• Survival Finances Tactics: Finances are available for survival goals such as building payment, pastor’s salary, literature, utilities, and rent.
• Inadequate Facilities: Churches that build too soon exhaust their space before retiring the building debt. Parking maybe a problem
• Small group becomes too intimate; know one another problems. Too much intimacy.

Breaking the 35 Barriers
• Changes in Pastoral Leadership Patterns: From doing to sharing responsibilities –From shepherd to Rancher leadership pattern
  1) Changes in organizational Structure: Starting second adult class (destroy closeness)
  2) Changes in how new members are assimilated: Pastor helps new members develop relationships with members. Must become my church by six months.
  3) Changes in the churches outreach strategies: Develop a 4:1 ratio. Every four hours inward-one hour outward.
  4) Changes in the budget and financial policies of the church: From a project budget to unified budget. Support missions, testimonies prove God blessed church’s mission support.
  5) Changes in the way the church functions in regard to business procedures: More adults involved in decision making. Leadership base expanded from 1-2 to 3-4. Training in Discipleship and leadership is helpful.

Note: The longer the attendance remains under thirty-five, the harder growth expansion becomes. Pastor must lead the fellowship past this barrier as quickly as possible.

48 – 86 Range

Characteristics
• Pastor is the center of everything: Expected to be a part of the community as well as part of the church family.
• One man operation
• Pastor is the assimilator and trainer
• Pastor’s wife & children usually neglected
Communication critical
Growth depends mostly on popularity of pastor
Church Plateaus on leaders competencies
Pastor must learn shared ministry

Strengths
- Visibility: Located in a highly visible corridor of the county, city or community. Going to stay.
- Facilities: Attractive facilities to be a part of the community.
- Lay Leadership: More people in which to spread the work load.
- Pastoral Leadership: A strength as the community identifies with who he is and what he does.
- Good Financial Base: Church can become relatively debt free at this level.
- Cooperative Spirit: Cooperation level increases for those who where at previous level.
- Adequate parking and space: Church usually has enough space and parking to grow.
- Displaying true love: Love and caring concern go hand-in-hand in the church
- Siblings joining church: Kids usually follow parents in joining the church.
- Median age: 40 -45 years old. Young enough to serve, but old enough to sense spiritual direction and leading.

Barriers
- Achieving the original goals: The “we have arrived” syndrome sets in. Loss of vision
- Peaking Attendance and membership: People join but attendance does not go up.
- The ‘good ole Days”: Members spend most of their time looking back, no time for moving forward.
- Stagnant Population or community in transition: Both present a problem. Who shall we minister to? Losing or gaining
- Not making correct transitions: New residents can not identify with existing mindset of members.
- Senior influence: Willingness issue. Less comfortable with change
- Befuddled building complex: Members become blinded to the needs of the facilities.
- Not involving new members: Involve 60 percent of adult members in a task, role or leadership responsibility.
- Lack of Pastoral Discretionary Time: The pastor has very little time for prospect discovery and cultivation, because church demands the majority of his time.
- Declining Attendance: Usually the church is not aware of the decline.
- Comfort: Comfort zone becomes a barrier. Bills are paid, facilities are sufficient, etc.
- Turning inward: “Taking care of our own”. Everyone knows where the church is.

Breaking the 65 Barriers
- Change in Pastor’s leadership style: Cannot have close relationship with all members, “doing it all to delegating”, recognize the spiritual gifts of members, desire church growth, and beware of cultural differences.
- Change in Lay leadership: share pastor’s time with new members, allow new member on leadership team, expand fellowship circles to include new members, and be willing to allow others to fill the position you are in now.
- Change in organizational structure: starting one or more new adult units, and increasing the number of active committees, Achieving a 30:50 leadership role ratio which involves thirty of fifty members in leadership. And creating new groups to reach new people.
- Change in the number of entrance points: examples: choir, sports team, new Sunday School units, youth group activities, and singles groups.
- Change in mindset: Involve the church in setting specific goals, preach positive sermons, preach challenging sermons, lead the people to believe in themselves, and involve lay persons.
90 – 150 Range

Characteristics
- 65 Barrier broken finally!
- Pastor’s role shifts
- Nearing 150, pastor must begin delegating heavily
- Pastor now helps people arrive at consensus.
- Pastor is motivator and trust-builder.
- Multiple staff begins
- Deacons act as board of directors.
- Careful intentional care of visitors
- Keep track of members and prospects

Strengths
- A well respected pastor: Forget the name of church but knows pastor’s name.
- A well located facility: Usually positioned at a highly visible section of the community.
- Capable lay leadership: Pastor skilled and trained. Also a few members capable of directing the functions and ministries of the church.
- Campus with room to expand
- High visitor flow ratio: A high influx of visitors is needed for growth.
- Solid financial platform: Usually has a good financially base.
- Strong social mix: A good mixture of white collar and blue collar.
- Intact Sunday School organization: Requires a Sunday School structure that functioning effectively.
- Additional property for expansion: Land available for expansion.
- A mindset among laity for growth: Extremely important!

Barriers
- Age: Membership aging must be addressed: Church begins to lose its ability to attract young couples.
- Completely filled buildings: Once building fills, membership become preoccupied with maintenance of themselves.
- Non-functional children’s and youth programs: Church must offer quality youth and children’s ministry to attract new members.
- Two entrance points: Must have more than worship and preaching entrance points to attract new members.
- Organizational structure: Members’ energy is spent on meeting, no energy for outreach.

Breaking the 115 Barriers (Major adjustments required)
- At least four entrance points: Ask the Question: “What attracts first time visitors? Multiple entrance points are required for growth.
- Church Staff Development: Staff needs to be added. Pastor can only minister to 125 people.
- Church Fellowship: The church should have enough fellowship circles so that everyone is included.
- Pastoral Leadership style shift: Moves from deep one-on-one relationships to group relationship. From doing it all yourself to getting others involved.
- Congregation Goals: Intangible goals such as attitudes, progress, and effectiveness are more difficult to measure. Churches fifteen years and younger are occupied with tangible goals: paving the parking lot, raising money for missions, etc. Blue collar relates to tangible goals while white collar people think abstractly.
- Facilities and space: Enthusiasm and excitement leads the young church to build too soon. Some geographic areas equate a building with credibility; the need for a building is critical.
• New member assimilation: up to this level, new members join because of the pastor. Now lay people must build relationship with new members. First six months is crucial for new members to make new friends.
• Structure: Three functional group sizes are required: small group of 12-15 people. Mid-size group of 35-75 people and large group of all members.
• Lay Leadership: Long term members seem to develop an ownership of the church that causes newcomers to feel un-welcomed.
• Ministry Focus: A balance between maintenance and growth activities.

175 - 225 Range
(only 15% break the 200 barrier)

Characteristics
• Difficult to move from pervious range without crisis.
• Quality worship expected.
• Youth program a must.
• Music has high profile.
• Church has high profile secretary.
• Senior pastor is unity stabilizer. Symbol.
• Pastor spends quality time on sermons now.
• Leader generates momentum.
• Church council tends to be more active in direction

Strengths (Carl George’s effective methodologies)
• Preaching and Revivals: Enthusiastic, firebrand preaching or has experience a genuine revival from an out pouring of the Holy Spirit.
• Sunday School: Growth fueled by Sunday School momentum.
• Bus Ministry: Reaches new families
• Feeder and receptor patterns Intentional positioning: Recycles Christians from other churches.
• Music center: Uses performances, choirs, and ensembles.
• Pulpit teaching and oratory skills: People notebooks may be bigger than their Bibles.
• Capture-by-committee involvement: Puts new people on a committee as soon as possible.
• High-visibility and High-profile guests: Uses a steady stream of media personalities.
• Appealing, mixed-media seeker services: Combines preaching, artistic ensembles, and multimedia to target the unchurched.
• Multiple staff: Comprised of gifted evangelists who pour the bulk of their energies into visitation and outreach.
• Subcongregations of Adults: Collection of large Sunday Schools, women’s ministries, or other sizable groups.

Breaking the 200 Barriers
• Pastor and Church must exude a contagious desire to grow. Easy to become satisfied (complacency). Pastor and church must work hard in keeping growth alive.
• Articulate clearly why your church is growing and what ingredients need to be continued and staked: A careful look at your churches historic past and current present will enable you to diagnose why your church is growing.
• Pastor must deal with factors in the church organization that keeps it under 200: If members become convinced that growth will upset the family feeling in their church, they will build barricades to protect their turf.
• Pastor must constantly guard against a small-church philosophy and mentality creeping back into your congregation: One of the sources is the expectations of your church members towards new members.

• Pastor needs to establish, train, and continually develop a network of laymen led small groups. The rule of 40 means forty people is the ideal size for everyone to maintain face-to-face relationship with everyone else. In a church setting the size may increase to 80, but it will strain the group to keep the face-to-face relationships.

**Note:** Some time after four years, a congregation begins to realize the minister’s agenda for the future may contradict that of the long-established member.

Once a church reaches or climbs over the 200 barrier, they will have more in common with other churches their own size than they do their own.

**ACTIVITY:** With your church leadership team, begin to discuss:

1. Which of these barriers and/or organizational issues, need to be addressed in our setting?

2. What issues are priority for our church’s health and growth?

3. How will we address these issues?
TWO IMPORTANT PRINCIPLES

“And of the sons of Issachar, men who understood the times, with knowledge of what Israel should do, their chiefs were two hundred; and all their kinsmen were at their command.” (1 Chronicles 12:32 NASB)

I. The Leadership Principle

Every church needs leadership. These are four issues that impact leadership.

A. Wayne Gretzky said: It’s not as important to know where the puck is now as it is to know ______________ it ______________ be.

B. A church's leaders must have a ______________ focus.
   1. They must be constantly studying the ______________ __________ _______________ the demographic, technological, social, and economic trends of the community.
   2. They must also be constantly reading what is happening in the ______________ of the ______________.
      The church’s pastoral leadership must be continually able to look down the road ______ to ______ months and anticipate needs, challenges, and changes in the organization and structure of the church.

C. Peter Drucker warns, “Fortunately or unfortunately, the one predictable thing in any organization is the crises…One has to make the organization capable of anticipating the storm, weathering it and in fact, being ahead of it.”

D. There is much to learn about and prepare for when it comes to storms
   1. You cannot escape storms
   2. Storms are ______________
   3. There are seasons in which storms are worse
   4. You either prepare or ______
   5. Standing in the storm means a willingness to confront your fears
      a. You can respond by dropping anchor
      b. You can respond by returning to the harbor
      c. You can row on
   6. Standing in the storm means enduring ______________ circumstances
      a. The storm reveals where you are spiritually
      b. Struggling is part of the plan
      c. While you fear the storm, don't fear the Savior
   7. Don’t let the storms ______________ your heart
      a. The circumstances of life distract us from God’s presence
      b. The circumstances of life also distract us from God’s plan and purpose
E. Often, church leaders become caught up in the messy details of the here and now of today and are not looking ahead.

F. A church’s leaders must exercise the ___________________ and skills to lead.

These leaders are in touch with such issues as:

1. Are we willing to do the hard work of leading this congregation?
2. Do we have the skills, gifts, and courage to lead?
3. When do we need to add new growth unit(s) (adult cell, Sunday School class, etc.) or plant our first new church?
4. How many new leaders and workers do we need to staff the new unit(s) or new church?
5. What additional resources do we need for the new unit(s) or new church?
6. Based on current growth patterns, when will this current worship facility reach saturation? (70% to 80% of capacity)?
7. How will we deal with facility saturation? New facilities? Additional worship services? A new congregation?
8. Who are the new people God is bringing into the church? What is their giftedness?
9. Do these new people and their gifts give any clues about future ministry doors (or people groups) that God may be preparing to open?

II. Strategic Planning Principle

Paul wrote to the Corinthian church, recognizing the strengths of that church, saying, “I thank my God always concerning you, for the grace of God which was given you in Christ Jesus. . . .so that you are not lacking in any gift.” (1 Corinthians 1:4,7a NASB)

A. The first strategic decision in successful long-range planning is to help a congregation find and claim its present ___________________.

B. Traditional wisdom has encouraged a major expenditure of time, energy, and dollars on correcting ___________________.

Current strategic consultants say, “Build on and expand from strengths.”

The normal rule of thumb is to put at least two-thirds of the resources into building on or expanding strengths and use no more than one-third of the resources in correcting the weaknesses.

Warning: Normally this principle is valid, but there are a number of excellent examples today that warn that in times of significant change dependence on yesterday’s strengths can make us ineffective in the new environment. Churches do not simply keep doing the same things year after year, but they build on their strengths. They lead in change from their strengths.

Risk Takers Grow a Church!
Risk Takers in the Bible

- Abraham – Left home not know where
- Moses – Risk of being killed
- David – Risk of challenging greater men
- Prophets – Risk of death (Jonah)
- Jesus – To love us
- Paul – True to his calling
- A lot of these leaders ran from God at first

ACTIVITY

Step 1: As a church leadership team, complete a Strengths, Weaknesses, Opportunities, Threats (SWOT) analysis for your church. Do this as a brainstorming activity. When brainstorming, you want to generate as many ideas as possible; seek a free flow of ideas. During this time, there is no evaluation or criticism of ideas. The object is to generate a large number of ideas. The following questions and the SWOT Analysis Form will help begin this analysis.

Strengths: (of your church)
- What are our strengths as a church?
- What do we do well?
- What are our distinct, unique competencies?
- Why do people attend our church?
- What is our church known and respected for in the community?
- What qualities of the ministry set our church off from other ministries in the area?
- What services do we provide that other ministries do not?

Weaknesses: (of your church)
- What are our weaknesses as a ministry?
- What are we doing poorly or what should we be doing that we are not?
- Why do people leave our church?
- What reasons or excuses do visitors give for not coming back?
- What are people saying about the church behind our backs?
- What are the weaknesses of our staff or leadership team?
- What are the weaknesses or voids in our volunteer ministers?
- What ministries are we attempting without a qualified leader or without gifted volunteers?
- How much difference (or distance) is there between the people inside our church and those in the community at large?
Opportunities: (in your community)
- What social, economic, or educational changes are occurring in the area or community that are resulting in open doors?
- What population trends are projected that will provide opportunities for new ministries or new groups?
- What housing developments, institutions, or businesses will be opening or changing to provide new opportunities in the area?

Threats: (in your community)
- What changes or trends (economic, population, crime, etc.) in the community are perceived as threats to our church?
- Who are our primary competitors in this area? How are they impacting our attempts to minister in this place/with this people group?
- In general, do the people in our church feel discouraged, drained, and/or threatened by the events going on in their home or community?

Step 2: After a significant number of ideas have been shared on the strengths, weaknesses, opportunities, and threats, evaluate and prioritize them. Some questions that might help evaluate the ideas are:

- Is it really a strength or something we like to do?
- Is there another side to this threat?
- What resources are needed to take advantage of the opportunity?

Strengths
1. ________________________________
2. ________________________________

Weakness
1. ________________________________

Opportunities
1. ________________________________
2. ________________________________

Threat
1. ________________________________
## SWOT Analysis

<table>
<thead>
<tr>
<th>Strengths</th>
<th>Weaknesses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opportunities</td>
<td>Threats</td>
</tr>
</tbody>
</table>

### Understanding the SWOT

The SWOT analysis is far more than four regions of information. The SWOT creates and defines regions of organizational and environmental understanding.

The left region defines the HELPFUL elements of both the organization and the environment for the furtherance of the vision (matching).

The right region defines the HARMFUL elements of both the organization and the environment which we must watch, mitigate, or convert to being helpful.
The top region is to include the organization’s INTERNAL factors. What are the strengths and weaknesses of the organization?

<table>
<thead>
<tr>
<th>INTERNAL</th>
<th>Strengths</th>
<th>Weaknesses</th>
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</tbody>
</table>

The bottom region is to include the EXTERNAL factors (outside of the organization). What are the opportunities and threats in the environment?

CONVERTING is the development of internal strategies to build upon weaknesses and convert them to strengths. Convert weaknesses to strengths and threats to opportunities.

MATCHING is pairing of the organization’s strengths with the external opportunities. Matching includes the development of strategies and/or tactical responses to mobilize or capitalize on those opportunities.
SIX CRITICAL ISSUES

I. Leadership Development

“This is why it says: ‘When he ascended on high, he led captives in his train and gave gifts to men. . . .’ It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God’s people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ. Then we will no longer be infants, tossed back and forth by the waves, and blown here and there by every wind of teaching and by the cunning and craftiness of men in their deceitful scheming. Instead, speaking the truth in love, we will in all things grow up into him who is the Head, that is, Christ. From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work” (Eph. 4:8; 11-16, NIV)

A. Why did Christ give these gifted ones to the church? A common reading of these verses from the King James Version would outline the responsibility of these gifted servants as the ones who do each of the following ministries:
   - Perfecting of the saints
   - Work of the ministry
   - Edifying of the body of Christ

B. In the New International Version, it states it this way:
   - The work of the gifted ones is “to prepare __________ ________________.”
   - The result of their work is that God’s people might do “works of ________________.”
   - As God’s people do works of service, the result is “that the body of Christ may be __________ _________.”
   - The building up of the body is twofold:
     1. Those within the body, the saints are continuing to become more mature and more stable in their faith—thus more Christlike.
     2. Because of their maturing character, the saints will do the works of service through ministry and witness to those outside the church.

C. Many church leaders lament the shortage of workers but at the same time __________ to __________ new workers.

D. Charles Brock encourages church leaders to think “reproducible” from day one. The leader needs to ask,
   - Is my strategy reproducible?
   - Is my leadership style ____________________________ ?

E. “Leaders of growing churches concentrate on ________________other Christians for ministry.” These leaders seek to __________ church members to attain the spiritual potential God has for them. They ________________ a majority of time not in doing the work of ministry but equipping, supporting, motivating, delegating, and ________________ workers.
Critical Questions:
1. Is the pastor seen as _______ minister or _______ minister in the church?
2. How can we work effectively to mobilize and equip God’s people for the works of service?
3. Are we expanding the core leadership?
4. What kind of leaders are we developing?
5. Are we keeping a balance of CI and CII leaders?
6. Are we preparing leaders only for this church or preparing some leaders for the next church plant?
7. What is our specific strategy for leadership development?
8. Are we. . . ?

II. Worship

"Jesus answered, The foremost is, ‘Hear, O Israel! The Lord our God is one Lord; and you shall love the Lord your God with all your heart, and with all your soul, and with all your mind, and with all your strength.’”
(Mark 12:29-30, NASB)

“But an hour is coming, and now is, when the true worshipers shall worship the Father in spirit and truth; for such people the Father seeks to be His worshipers. ‘God is spirit, and those who worship Him must worship in spirit and truth.’”
(John 4:23-24, NASB)

A. What is worship? In Basic Training, worship is simply defined as____________________________________________________.

B. In today’s culture, the church’s worship service is often the _______________ _______________ of contact for the majority of new people.

A prophecy: The word of the Lord to Israel through Malachi. “I have loved you,” says the Lord. “But you ask, ‘How have you loved us?’ “Was not Esau Jacob’s brother?” declares the Lord. “Yet I have loved Jacob, but Esau I have hated, and I have turned his hill country into a wasteland and left his inheritance to the desert jackals.” Edom may say, “Though we have been crushed, we will rebuild the ruins.” But this is what the Lord Almighty says: “They may build, but I will demolish. They will be called the Wicked Land, a people always under the wrath of the Lord.”
Malachi 1:1-4

C. True worship is a ____________________.

D. We worship God when we lead our ________________ well.

E. True worship recognizes the principles of ________________.

F. True worship ________________ the worshiper.

Critical Questions:
1. The evaluation question is, “Did people meet God today?”
2. What are we doing to strengthen people’s understanding of worship?
3. Whose issues and preferences are impacting our current worship style?
4. Are we regularly evaluating worship services?
5. Are we. . . ?

III. Evangelism

“But you shall receive power when the Holy Spirit has come upon you; and you shall be My witnesses both in Jerusalem, and in all Judea and Samaria, and even to the remotest part of the earth.”
(Acts 1:8, NASB)
“And on that day a great persecution arose against the church in Jerusalem; and they were all scattered throughout the regions of Judea and Samaria, except the apostles…Therefore, those who had been scattered went about preaching the word. And Philip went down to the city of Samaria and began proclaiming Christ to them.”
(Acts 8:1, 4-5 NASB)

“So then those who were scattered because of the persecution that arose in connection with Stephen made their way to Phoenicia and Cyprus and Antioch, speaking the word to no one except to Jews alone. But there were some of them, men of Cyprus and Cyrene, who came to Antioch and began speaking to the Greeks also, preaching the Lord Jesus. And the hand of the Lord was with them, and a large number who believed turned to the Lord.”
(Acts 11:19-21, NASB)

There are seven elements in a balanced church strategy for evangelism:

A. The first element is _______________.
B. Church leaders must _____________ evangelism.
C. The church needs a process to identify, cultivate, and track _________________.
D. The church must have a plan to _______________ members for the task of evangelism.
E. An ongoing plan to ____________ members in evangelism is critical.
F. Any effective evangelism strategy has a plan to deploy the trained members into the _____________.
G. The church needs an effective plan to _________________ and _________________ those who accept Jesus as Savior and Lord.

Critical Questions:
1. Are we evangelizing the community?
2. What is our prayer strategy?
3. Does the congregation see evangelism as important for them personally?
4. Are we training the members for evangelism? How?
5. Are we constantly identifying and cultivating prospects?
6. What are the specific hurts and hopes in this community to which we can minister?
7. Are there pockets of people or people groups that are not being reached among whom a new church needs to be planted?
8. Are we...?

IV. Relationships

“And he answered and said, ‘You shall love the Lord your God with all your heart, and with all your soul, and with all your strength, and with all your mind; and your neighbor as yourself.’”
(Luke 10:27, NASB)

“A new commandment I give to you, that you love one another, even as I have loved you, that you also love one another. By this all men will know that you are My disciples, if you have love for one another.”
(John 13:34,35, NASB)
A. The church is a __________________________ organism. Sometimes pastors emphasize, “The church is a spiritual organization” to the exclusion of other aspects.

B. Every church needs to focus on some structure(s) to assist people in __________________________ and __________________________ relationships.

C. The recurrent theme throughout the history of the church is that of creating a loving, caring __________________________.

D. Those churches that fail to start new groups are churches that have __________________________ to __________________________. New people tend to join new groups.

E. The by-product of the __________________________ __________________________ __________________________ is the multiplication of leadership.

Critical Questions:
1. How open are the circles of relationships?
2. What structures do we have in place to assist people to develop and strengthen relationships?
3. What new groups did we create last year? What do we plan to create this year?
4. When asked to define “fellowship” in this church, how would people define it and where would they say it occurs?
5. Do all members see our church as a loving, caring community? How does community reveal itself in the church?
6. Do we work at assimilation of new members?
7. Is the process effective?
8. Are we . . . ?

V. Relevant/Dynamic Structure

“For even as the body is one and yet has many members, and all the members of the body, though they are many, are one body, so also is Christ. . . . For the body is not one member, but many. If the foot should say, ‘Because I am not a hand, I am not a part of the body,’ it is not for this reason any the less a part of the body. And if the ear should say, ‘Because I am not an eye, I am not a part of the body,’ it is not for this reason any the less a part of the body. If the whole body were an eye, where would the hearing be? If the whole were hearing, where would the sense of smell be? But now God has placed the members, each one of them, in the body, just as He desired. And if they were all one member, where would the body be? But now there are many members, but one body.” (1 Corinthians 12:12, 14-20 NASB)

A. The Bible does not give a __________________________ __________________________ for the church but uses many pictures to describe the church—the body, the army, a community, a tree, a building. Often in design the statement is made, form follows function. Often in a church, form is dictated by denominational tradition and culture.

B. Structures exist to __________________________ not to __________________________ ministry.

C. The effective congregation conserves its members’ time by developing the most __________________________ and __________________________ organizational structure possible.

Critical Questions:
1. Did our structure develop by design or by default?
2. Does the structure serve our vision, values?
3. Does the structure fit our people and culture?
4. Are there some changes that need to be made in the “system design?”
5. Are we. . . ?

VI. Sound Stewardship and Financial Practices

“A wise man thinks ahead; a fool doesn’t and he even brags about it.” (Proverbs 13:16, TLB)

“Any enterprise is built by wise planning, becomes strong through common sense, and profits wonderfully by keeping abreast of the facts.” (Proverbs 24:3-4 TLB)

“. . . watch your business interests closely. Know the state of your flocks and herds” (Proverbs 27:23 TLB)

“For it is just like a man about to go on a journey, who called his own slaves, and entrusted his possessions to them. . . . Now after a long time the master of those slaves came and settled accounts with them.” (Matthew 25:14,19 NASB)

A. Normally two mistakes are made in relation to stewardship: it is ________________ or dealt with only in terms of ________________ (tithing) related to the church’s budget.

B. The principle, “Whatever you want at the end, build in at the beginning” applies to stewardship and financial responsibility.

Stewardship needs to be defined in terms of managing all the _________________ that have been entrusted to us by God.

C. The church needs a form of budgeting and accounting that inspires _________________ in the church’s financial dealings.

D. As Southern Baptists, the way we give to missions is through the _________________ Program.

Our church impacts lostness through the Cooperative Program

and Associational Giving.

Critical Questions:
1. What is our plan in developing strong stewards in this church?
2. Does our budget reflect our church’s vision and values?
3. Are our financial policies reflective of our faith? Are they sound? Are they understandable?
4. Do members have an accurate understanding of the church’s financial condition?
5. Are we. . . ?
## Comparison of Critical Issues from Various Contemporary Authors

<table>
<thead>
<tr>
<th>Barna: Habits of the Effective Church</th>
<th>Callahan: Keys of the Effective Church</th>
<th>Macchia: Becoming a Healthy Church</th>
<th>Schwarz: Natural Church Development</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strategic Leadership</td>
<td>Strong Leadership</td>
<td>Servant Leadership + Wise Administration and Accountability</td>
<td>Empowered Leadership</td>
</tr>
<tr>
<td>Organized for Ministry</td>
<td>Streamlined Structure + Competent Programs</td>
<td></td>
<td>Functional Structures</td>
</tr>
<tr>
<td>Developing Relationships</td>
<td>Relational Groups</td>
<td>Loving and Caring Relationships</td>
<td>Holistic Small Groups + Loving Relationships</td>
</tr>
<tr>
<td>Genuine Worship</td>
<td>Dynamic Worship</td>
<td>God-Exalting Worship</td>
<td>Inspiring Worship</td>
</tr>
<tr>
<td>Strategic Evangelism</td>
<td>Pastor/Lay Visitation and Specific Missional Object</td>
<td>Outward Focus</td>
<td>Need-Oriented Evangelism</td>
</tr>
<tr>
<td>Systematic Theological Growth</td>
<td></td>
<td>Learning and Growing Community</td>
<td></td>
</tr>
<tr>
<td>Holistic Stewardship</td>
<td>Solid Financial Resources</td>
<td>Stewardship &amp; Community</td>
<td></td>
</tr>
</tbody>
</table>

- *Serve the Needy*  
- *Equip Families to Minister to Themselves*  
  - Adequate Parking  
  - Adequate Space  
  - Open Accessibility  
  - High Visibility  
  - God’s Empowering Presence  
  - Networking the Body of Christ  
  - Gift-Oriented Ministry  
  - Spiritual Disciplines  
  - Passionate Spirituality
A STRATEGIC PLAN

The Process of Planning

Out of God’s Great commission (BIBLE) comes the Church’s Purpose

Out of the church’s Purpose comes our dream

Out of our dream come our goals (expected results, FAITH)

Out of goals come Action Plans

Out of Action Plans comes a need for a

Calendar of Activities, People to work and a Budget

Out of Work come God’s given results

– James “Faith without works is dead.”

Am I willing to _____________ to get it?
How much will it ____________ to reach it?
What are the __________ ? Pray about them!
What are the __________ ? Grab them!
What are the __________ ? Work on them!
What are the __________ ? Build on them!
What is your road map to getting there?
WHAT ARE YOUR GOALS?

- Baptisms
- Sunday School Enrollment
- Classes started
- Ministries started
- Teachers trained, Leaders developed
- Fellowship
- Structure
- Cooperative Program/Associational giving

Changing the Status Quo

**Jer. 3:15**

<table>
<thead>
<tr>
<th>Difficulty</th>
<th>Change in Knowledge</th>
<th>Change in Attitude</th>
<th>Change in Individual Behavior</th>
<th>Change in Group Behavior</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. (\Rightarrow)</td>
<td>Change is done by personal Influence.</td>
<td>Using Your Influence and not Position</td>
<td>As you move up the ladder the degree of difficulty increases. The congregation MUST have the same information &amp; understanding of the situation as you do.</td>
<td>The ultimate goal is to lead the entire group to accept the information, develop positive attitudes, and implement the appropriate changes.</td>
</tr>
<tr>
<td>2. (\Rightarrow)</td>
<td>You seek to help the people understand the NEED for change &amp; develop positive feeling about it.</td>
<td>approach to change is slower and depends on evolutionary change rather than Revolutionary development in events. Others will feel a commitment to it It is not just your idea. It belongs to all, who have a part in causing it to happen.</td>
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<td>3. (\Rightarrow)</td>
<td>Help the church to becoming willing to experiment with the new way until they become thoroughly familiar</td>
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<td>4. (\Rightarrow)</td>
<td>This will be a permanent change and not only temporary.</td>
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</table>

Amount of TIME Required for Change \(\Rightarrow\Rightarrow\Rightarrow\)
Our Goal is to ____________________________________________ by __________________________

<table>
<thead>
<tr>
<th>Action Plan</th>
<th>Persons to do the Action</th>
<th>Date to Begin</th>
<th>Date to Complete</th>
<th>Resources Needed</th>
</tr>
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<tbody>
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</table>
Our Goal is to ________________________________ by __________________________

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</table>

GOAL AND ACTION PLAN WORK SHEET
Our Goal is to __________________________________________ by ____________________________ (date)

<table>
<thead>
<tr>
<th>Action Plan</th>
<th>Persons to do the Action</th>
<th>Date to Begin</th>
<th>Date to Complete</th>
<th>Resources Needed</th>
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<tbody>
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<td>1.</td>
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Purpose: (Matt. 28:18-20 written in your own words)

Church Matrix

List of Programs, ministries, calendar of events, meetings

<table>
<thead>
<tr>
<th></th>
<th>Worship</th>
<th>Ministry</th>
<th>Evangelism</th>
<th>Discipleship</th>
<th>Fellowship</th>
<th>Missions</th>
<th>Other</th>
</tr>
</thead>
</table>

Put the % of effectiveness - All done in a spirit of Fellowship
<table>
<thead>
<tr>
<th>Acts 1:8</th>
<th>Jerusalem City &amp; Association</th>
<th>Judea Oklahoma</th>
<th>Samaria North America</th>
<th>Ends of the Earth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Where? (Geographical Location)</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Who? (Cultural Identity of the Unreached – Who are they as defined by language, class, culture, etc.)</td>
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<tr>
<td>How? (Holy Spirit creates witnesses – How are you laying a spiritual foundation to develop disciples?)</td>
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<tr>
<td>What? (What are you doing to reach your community and the world beyond? Where are you connected/disconnected from your community and beyond?)</td>
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<tr>
<td>With Whom? (Who are your Cooperative Partners in evangelism and missions)</td>
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</tbody>
</table>
**Issues in Developing Worship**

As you go through these continuums put an * on the dotted line identifying my personal preference. Put an “O” where our church is now and put an “X” on the dotted line identifying where our church needs to be to appeal to our ministry focus group.

<table>
<thead>
<tr>
<th>Mood</th>
<th>Celebrative - Somber</th>
</tr>
</thead>
<tbody>
<tr>
<td>Planning</td>
<td>None - Detail</td>
</tr>
<tr>
<td>Emotion</td>
<td>Emotional - Quiet</td>
</tr>
<tr>
<td>Variety</td>
<td>Little - Much</td>
</tr>
<tr>
<td>Participation</td>
<td>Low - High</td>
</tr>
<tr>
<td>Technology</td>
<td>Low - High</td>
</tr>
<tr>
<td>Focus</td>
<td>Unchurched - Churched</td>
</tr>
<tr>
<td>Music</td>
<td>Traditional - Contemporary</td>
</tr>
<tr>
<td>Preaching Style</td>
<td>Revelation - Relevance</td>
</tr>
<tr>
<td>Response</td>
<td>Public - Private</td>
</tr>
<tr>
<td>Openness</td>
<td>Open - Closed</td>
</tr>
<tr>
<td>Leadership</td>
<td>Individual - Team</td>
</tr>
<tr>
<td>Formality</td>
<td>Liturgical - Informal</td>
</tr>
</tbody>
</table>

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*Chart originally developed by Kenny Moore and Gerald Colbert For a Church Planter Network in Denver Colorado, 1996.*
BOOK LIST

Simple Church by Thom S. Rainer & Eric Geiger
Available from Broadman & Holman Publishers
www.BroadmanHolman.com

Smaller Churches, Healthy & Growing by Barry Campbell
Available from LifeWay
www.lifewaystores.com

101 Ways to Reach Your Community by Steve Sjogren
Available from NAVPRESS
www.navpress.com

Kingdom Principles for Church Growth by Gene Mims
Available from LifeWay
www.lifewaystores.com

Available from www.NCD-International.org

Leading from Your Strengths by John Trent
Available from Broadman & Holman Publishers
www.BroadmanHolman.com

The Priority of Kingdom-Focused Prayer by Rick Astle
Available from TMD, The Master Design
www.masterdesign.org

Breakout Churches by Thom S. Rainer
Available from Zondervan
www.zondervan.com

The Kingdom Focused Church by Gene Mims
Available from Broadman & Holman Publishers
www.BroadmanHolman.com

Comeback Churches by Ed Stetzer and Mike Dodson
Available from B & H Publishing Group
www.BHPublishingGroup.com

Mapping Your Church Strategy by Mark Marshall
Available from LifeWay
www.lifewaystores.com

Available from Convention Press, Nashville Tennessee
SPIRITUAL GIFT INVENTORIES

Control + click to follow link


http://www.elmertowns.com/spiritual_gifts_test/

http://www.churchgrowth.org/cgi-cgi/gifts.cgi?intro=1

http://mintools.com/spiritual-gifts-test.htm
Helps for SAC Churches

The Baptist General Convention of Oklahoma is here to help and serve you. Call 405-942-3000, then enter the extension. There are also a lot of resources available on the web at www.bgco.org for each ministry. Here is some information in alphabetical order that may be helpful for you to know:

If you need help updating your Annual Church Profile (ACP), contact ext. 4641.

If you need envelopes or promotional materials for any of the annual missions offerings (Annie Armstrong Easter Offering, Edna McMillan Oklahoma State Missions Offering, Lottie Moon Christmas Offering), contact ext. 4318 or order the free materials online on the women’s page of the BGCO website.

Background checks are available. The cost is approximately $10 to $20 depending on the level of background check requested. You can view the options and make your selection at bgco.org/resources. If you have questions, contact ext. 4507 for assistance.

Oklahoma Baptist Builders provide labor for church building and remodeling projects. To become a volunteer or to request a team for your church, contact ext. 4336.

Is there something happening at your church or in the life of a member that would make a great article for the Baptist Messenger? If so, contact ext. 4359.

Bible software is available to first time pastors. Contact ext. 4401 for details.

For children’s ministry resources such as Bible skills games, policies and procedure guides, and safety and security guides, contact ext. 4648 for details.

Does your church leadership need something to bring them together? The Pastoral Leadership office offers workshops to assist such as Building Powerful Ministry Teams and Lead Like Jesus leadership training. Other workshops offered are on the topics of communication, conflict, meetings, and decision making. For information or to schedule a workshop, contact ext. 4401.

If you need assistance with church insurance, retirement planning, tax issues, or compensation information, contact the Church and Employee Benefit Services office at ext. 4555.

Used computers and computer equipment are available to small churches at a reasonable cost. Go to http://it.bgco.org for a list of current equipment available. Also, if you order Microsoft Office and Microsoft Operating Systems as well as most Adobe products (i.e. Photoshop, Illustrator, Premiere, etc.) through our IT department, they will be able to get charity pricing. Contact ext. 4316 for assistance.

There is a computer lab available at the BGCO if you need it to train a group from your church. Contact ext. 4401 for scheduling.

If you have questions on Cooperative Program (CP) giving and stewardship materials or you would like to promote giving to CP and need resources for that, contact ext. 4641.

Demographic studies for the area surrounding your church are available. Contact ext. 4325 for assistance.

Church members can get involved in Disaster Relief through their local Baptist Association. If the association does not have a team, they are welcome to join in at any of the training sessions. A list of training dates and locations are listed on the Disaster Relief page of the BGCO website under “training.” Contact ext. 4336 for assistance.

If you have church members that would like to become a chaplain and minister to people in times of crisis and need, Disaster Relief Chaplaincy Training is offered through the BGCO. Contact ext. 4326 for information.

Disaster relief financial aid is available for Southern Baptist church members who sustain damage to their homes due to natural disaster. The pastor may request funds through the disaster relief office. Call ext. 4336 for the request form.
If your students need something to do during fall break, Falls Creek hosts a conference during that time that will be challenging and inspiring. Contact ext. 3333 for information.

If you have questions relating to Falls Creek and student education (Sunday school, leadership, discipleship), contact ext. 4645.

If your church would like information on human trafficking, how to pray for it, or how to get involved in taking a stand against it, contact ext. 4318.

If you want to take your kids to camp at CrossTimbers, contact ext. 4662 for information.

Are there individuals or a group in your church that would like to help with lake resort ministry? Help with service projects at lake campgrounds are an ongoing need. During the summer your group can also lead VBS for campers at various lake resorts across the state. Call ext. 4326 for information.

If you have a training or meeting you are hosting for your church, meeting rooms are available for your use at the BGCO. Reservations must be made in advance for room use by calling ext. 4441.

Ministerial crisis assistance/counseling services are offered through the Pastoral Leadership office. Contact ext. 4401.

If your church is looking for a way to minister to oilfield crews in your area, you can provide a meal for oil workers and minister to them through our Oilfield Ministry. Contact ext. 4326 for information.

Is there someone in your church with a heart to minister to those in prison or jail? Volunteers are needed to lead Bible studies at prisons and jails statewide. Contact ext. 4326 for details.

Need a missionary speaker? If you would like an IMB missionary to come speak at your church for holidays, VBS, or any other occasion, contact ext. 4318.

Are any motorcycle enthusiasts members of your church? Their motorcycle passion can become an opportunity to share their faith as a part of Faith Riders. Contact ext. 4634 for information.

Need to get away? Tulakogee Conference Center in eastern Oklahoma allows ministers the opportunity to stay for a free weekend. Call ext. 4326 for contact information.

Personal evangelism training tools and MY316 materials for all ages are available through the Evangelism office. These materials are free to churches who give to the Cooperative Program. Contact ext. 4313 for details or view the options on the evangelism resource page of the BGCO website.

If you have someone in your church that God is leading to plant a church or if your church would like to sponsor a church plant, contact ext. 4310.

A portable baptistry is available from the Tulsa area should your church need to borrow one. Contact ext. 4385 for information.

If you have a prayer request you would like to be shared with all BGCO employees and DOMs, contact the Prayer and Spiritual Awakening office at ext. 4517.

Print services for your church are available at a reasonable charge if you have some material you would like to have printed. Contact ext. 4120 for assistance.

Pulpit supply, interims, and trained transitional pastor referrals are available from the Pastoral Leadership office. Contact ext. 4401.

Your church can rent-a-tent through the Evangelism office for revivals and church services at a much more reasonable rate than you could through a party store. Three different tent sizes are available. Contact ext. 4313 for more details or visit the Evangelism resource page on the BGCO website for additional information.
Resume sharing service is available through the Pastoral Leadership office. Through this service you can post a resume or view others for church staff positions. Contact ext. 4401.

If your church group would like to participate in team building through a ropes course at Falls Creek (not available during summer due to camps), contact ext. 3333 for scheduling.

A small church emergency fund is available on a limited basis. Pastors of SAC churches may apply for these funds through their DOM, who will in turn make the request to the BGCO. Contact your associational office or ext. 4507 with any questions.

If you have a student that feels called to ministry, The Call Conference would assist them with some direction. Contact ext. 4688 for details.

If you have questions on student events (YEC, See You at the Pole, Go Students), contact ext. 4688.

Each fall there is an opportunity to volunteer at the State Fair in the Chaplains Corner, filling bags with items to be given to carnival workers and handing out water and snacks to police officers. Contact ext. 4326 to sign up.

The Women’s office has a library full of women’s Bible studies and resources available for checkout. Contact ext. 4318.
How To Contact BGCO

On the Phone...
If you need resources or have questions relating to any ministry, below are the phone extensions of the ministry assistants for each area. Call 942-3000 and then enter the extension, or dial 800-480-3644.

X4507  Associate Executive Office
X4325  Associational/Small Church Outreach
X4352  Baptist Messenger
x4326  Chaplaincy
x4648  Childhood Ministries
X4555  Church & Employee Benefit Services
x4668  Church & Family Equipping Team
x4322  Church Outreach Team
X4310  Church Planting
x4383  Collegiate Ministries
X4361  Communications
X4641  CP & Associational Relations
X4325  Emerging Generations
x4311  Ethnic Evangelism
X4313  Evangelism
X4528  Executive Office
x3221  Falls Creek
x4634  Men’s Ministries
x4336  Partnership & Volunteer Missions
X4401  Pastoral Leadership
X4517  Prayer & Spiritual Awakening
X4120  Print Operations
x4390  Robert Haskins School of Leadership
x4645  Student Ministries
x4656  Sunday School/Adult Discipleship
X4318  Women’s Ministry
X4644  Worship/Music Ministries

On the Web...
The majority of these areas have a webpage on the BGCO website. Go to bgco.org, then “ministries” and choose which one you want for more information.

By E-mail...
E-mail addresses for all BGCO personnel is first initial with last name followed by @bgco.org. The only exception is Wynn Anne Hook which is wahook@bgco.org

In the Mail...
Baptist General Convention of Oklahoma
3800 North May Avenue
Oklahoma City, OK  73112-6506

Your Associational Office...
If you are unsure of how to contact your Associational Office, you can either call Wynn Anne Hook at ext. 4641 or go to http://www.bgco.org/links/oklahoma-baptist-associations.

Our next meeting will be ____________________________________________

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      2. Want
   D. Leadership Imbalance
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   1. Plans
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   B. Members not Mobilized and Equipped to be on Mission
      1. Clergy
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   B. dual
      1. world out there
      2. life of the church
         4 to 6
C. Peter Drucker
D. There is much to learn about and prepare for when it comes to storms
   1. You cannot escape storms
   2. Storms are temporary
   3. There are seasons in which storms are worse
   4. You either prepare or die
   5. Standing in the storm means a willingness to confront your fears
      a. You can respond by dropping anchor
      b. You can respond by returning to the harbor
      c. You can row on
   6. Standing in the storm means enduring contrary circumstances
      a. The storm reveals where you are spiritually
      b. Struggling is part of the plan
      c. While you fear the storm, don’t fear the Savior
   7. Don’t let the storm harden your heart
      a. The circumstances of life distract us from God’s presence
      b. The circumstances of life also distract us from God’s plan and purpose

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E. Often, church leaders become caught up in the messy details of the here and now of today and not looking ahead
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GOAL WHERE YOU ARE NOW
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Threats
Opportunities
Weakness
Strengths