

Congregations

Moving

Forward

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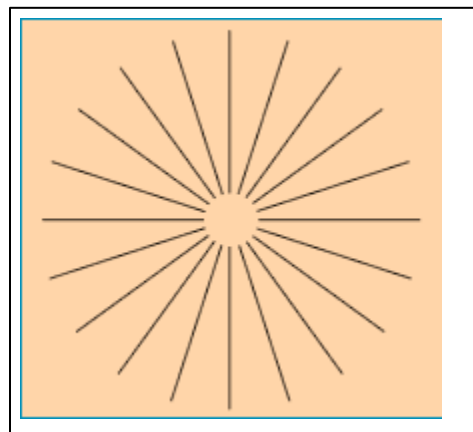
Growth, Transition and Change

There are very different dynamics for different sized congregations. The vast majority of churches are below 150 in average worship attendance. Churches are either:

- 1) Family sized churches—A single-cell church that will “adopt” new members one at a

time. Pastors often come and go quickly from Family churches.

- 2) Pastoral sized church—In this congregation



In a pastoral-sized church the pastor is the “hub” of the wheel and most everyone has a relationship with the pastor. This church is at great risk when a pastor leaves.

Reasons why it is hard for churches under 150 to survive:

- 1) _____
- 2) _____
- 3) _____
- 4) _____
- 5) _____

Discussion Step: If your congregation is under 150, are you experiencing the strain of trying to maintain your church.

The Transition-Sized

If you are growing and getting close to 150 in worship and want to make this transition there are two questions to ask:

- _____
- _____

Churches that are in the 150–225 average worship attendance are in _____ and they are _____ church systems.

Stress Points

Congruent growth _____

Transformational growth _____

Number of pastoral relationships _____

Rule of 150 _____

Role of the Board _____

Resistance Points

(1) _____

(2) _____

(3) _____

(4) _____

To grow beyond the pastoral size means a _____.

The pastor has to be _____.

Action Step



What strengths does your church have to make this transition?

What challenges does your church face?

Key Dynamics in the Transition Congregation

A) Start with the _____.

How large should our church be?

“A church should be large enough to have the people and resources necessary to carry out the mission that God has given it” Kevin

B) 3 Part Vision

C) Act like at _____

D) A _____ leader

Characteristics: _____

E) Let people _____

F) Grow _____

Action Step:



Discuss what size congregation you can be in the next 3–5 years? What are the first steps it will take to move into that transition?

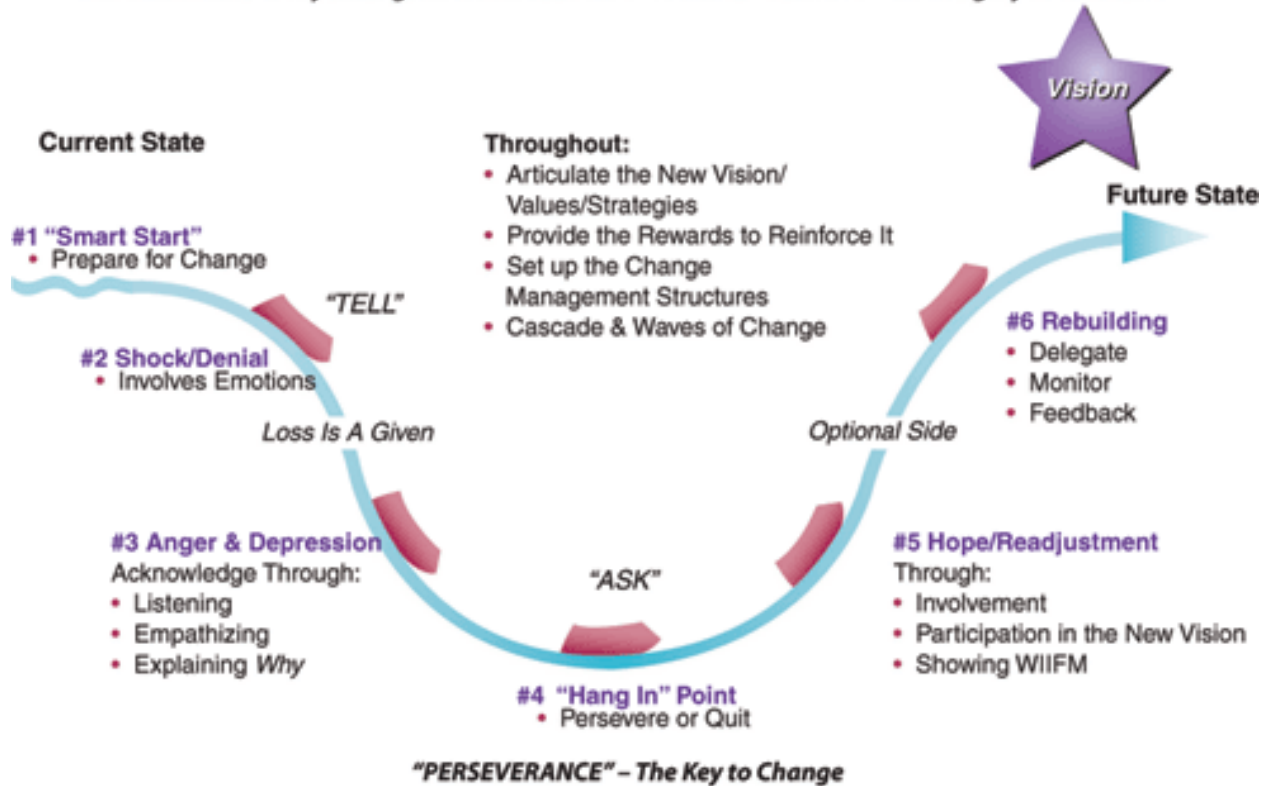
What Large Churches Know

- a) Not _____ has to do _____.
- b) Different _____ system.
- c) Staff for _____
- d) Touch a _____
- e) In all things, _____
- f) Board does _____
- g) Sensitivity to the _____

Board keeps big picture and sets policy
Pastor leads
Paid and lay staff: manage ministries
Congregation does ministries

THE ROLLERCOASTER OF CHANGE™

This Individual & Psychological Rollercoaster is "Natural – Normal – and Highly Predictable"



Overcoming the "Cult of Harmony"

Action Step:



As leaders where are you in the "roller coaster?" Where is most of the congregation? Is anyone holding you "hostage?"

Resources

The Myth of the 200 Barrier, by Kevin Martin

Leading Congregations Through Change, Gil Rendle

The In-Between Church, Alice Mann

Direct Hit, Paul Borden

Antagonists in the Church, Kenneth Haugk

Staff Growth Goals Worksheet

Date _____ Church _____

Sr. Pastors

Current number of active people in congregation

Number of networking contacts in the next year _____

12 month goal for number of active people in congregation _____

Music Director

Current size of Sr. Choir _____

Current size of Jr. Choir _____

Current size of other choir(s) _____

12 month goals for number of members in each choir: _____

C.E. Director

Current Size of Church School _____ 12 month goal: _____

Current Size of Youth Group _____ 12 month goal: _____

Current Size of Nursery _____ 12 month goal: _____

Missions

Current number of members involved in hands-on mission work:

12 month goal for number of members: _____

Number of new people to the church involved in mission: _____

Stewardship

Current number of pledge units: _____ Current \$ pledged:

12 month goals: Pledge units: _____ \$ Pledged: _____

Number of new pledge units in next 12 months: _____

Growth/Vitality

Number of small invitational events in next 12 months: _____

Number of members who invite someone new: _____

Number of new people invited: _____

Overall Congregational Goals

Current worship attendance: adults: _____ Children: _____

12 month goals: adults: _____ Children: _____