

Congregations

Moving

Forward

A Periodic Newsletter from Nickerson Coaching

Turnaround Congregations



Many congregations in this country talk about revitalizing, or redeveloping or doing a “turnaround”. What are the key factors that actually help a church grow after a period of decline?

- **Stabilization**—A congregation has to first “stop the bleeding” of decline before it can grow.
- **A “New” Pastor**—Bill Easum in Second Resurrection, talks of the need for a pastor to be excited about the faith if a turnaround is to occur.
- **Lay leaders who are willing to change**—“Business as usual” will not get it done.
- **No financial secrets**—The pastor and a few key leaders need to know the giving patterns of the church. Financial secrets kill.
- **Nominations**—As Jim Collins says in, Good to Great, you have to “get the right people on the bus”.
- **Mission Field**—Turnaround churches prayerfully discern who they can reach in the mission field and then free their pastor to spend 20% of his/ her time networking in that field.
- **Preaching and Programs**—Based on the mission field, preaching, programming, mission efforts, etc. need to be on target to the “needs” of those we are trying to reach.
- **A Culture of Invitation**—87% of all people who come to a church and stay, do so because someone invites them. Growing churches invite, invite and invite.

- **Balancing Act**–Turnarounds are challenging because there is a delicate work of balancing the needs of the current congregation with those you are attempting to reach.
- **Prayer**–All of the above should be surrounded by prayer. If God doesn't show up, why are we doing all this?

Turnaround work is not easy, but congregations all over the country are learning how to turn and move in a new direction. I hope your congregation will be such a place.

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