

Lifecycle of a Church

What it takes to get healthy and grow

LIFECYCLE OF A CHURCH

VISION

Three Related Elements

- Mission
- Vision
- Values

Mission

- Mission answers the bottom line “WHY question.”
- The church is **OUTWARD-FOCUSED**.
- The unbeliever and unchurched are always the primary “customer.”

Vision

- Vision describes the results of the mission, successfully implemented.
- Vision is always bigger than the church.
It describes what the church will accomplish in its community.
- Vision is:
 - ✓ Large enough to stir the blood
 - ✓ Small enough to be accomplished in a generation
 - ✓ Short enough to fit on a bumper sticker

Values

- . . . are boundaries that guide the mission and form parameters for the vision.
- Values are reflected in a church's behaviors.
- The most basic core values are usually only reflected under stress.
- Core values inconsistent with a mission and vision will cause such missions and visions to go unfulfilled.

RELATIONSHIPS

Five Helpful Concepts

- "Legos"
- 3rd Places
- Group Dynamics
- Transitions
- Target Group

1. "LEGOS"

Churches who understand the difference between saturated and unsaturated relationships know which people to connect to whom.

2. "3rd PLACES"

Churches who understand the concept of 3rd place know why a wide variety of groups are important.

3. GROUP DYNAMICS

Different size groups accomplish different goals. Attempting to accomplish the goals of one size group with a group of a different size leads to poor relationships.

- Large-Size Group: Unity, Celebration
- Mid-Size Group: Fellowship, connecting
- Small-Size Group: Intimacy, Accountability

4. TRANSITIONS

People do not resist change. People resist the emotions and behaviors attached to LOSSES brought about by change. To lead transition:

- Identify discrepancies
- Create discontent with status quo
- Recruit an initiating group
- Build support
- Secure approval and implement action
- Stabilize at a new level

5. TARGET GROUP

The leaders understand so well the cultural niche the church is attempting to reach, they know how to connect new people to people in the church.

PROGRAMS

Three Big Questions

- Why?
- Which ones?
- How?

WHY? Programs enable a church to accomplish its overall strategy of converting consumers to committed disciples.

WHICH ONES?

Culturally determined expectations of churches:

- Worship & Music
- Relationships / Groups / Friends
- Care: Newcomer Care & Member Care
- Family Needs Met: Infants, Children, Youth, Adults
- Education: Training and Personal Development
- Preaching
- Well-Kept Facilities
- Financial Stability

HOW? These expectations . . .

- Must occur
- Must be done well
- Must be staff led (volunteer, part-time, full-time)

MANAGEMENT

The church develops a healthy **LEADERSHIP COMMUNITY**

REAL WORLD CHURCH GOVERNMENT

- Bureaucratic Model

Responsibility

Authority =

“Safe” but not Effective Structure

■ Authoritarian Model

Responsibility

+ Authority =

“Effective” but not Safe Structure

■ Staff-Led Model

Responsibility

+ Authority

+ Accountability =

Safe and Effective Structure

Control Paradigm vs. Trust Paradigm

The pastor controls the ministries

of the church to see that the people do things a certain way.

The people control the leadership

of the church to see that the pastor does things a certain way.

Pastor and people treat each other like children because doing things a certain way is more important than bearing much fruit.

Motto:

“If you want something done right, do it yourself.”

The pastor entrusts the ministries of the church to the people to see that the people bear much fruit.

The people entrusts the leadership of the church to the pastor to see that the pastor bears much fruit.

Pastor and people treat each other like adults because bearing much fruit is more important than doing things a certain way.

Motto:

“This is to my Father’s glory that you bear much fruit, showing yourselves to be my disciples.”

MANAGEMENT

**The church develops a healthy LEADERSHIP
COMMUNITY**