

**Introducing the need for
A Vision, the Small and Intermediate Church Initiatives
The major points you will have in this lesson:**

1. Explanation of the need for Vision, The Small and Intermediate Church Initiatives
2. Definition of Vision
3. Why does a church need a vision?
4. How do you pass on a vision?
5. What are the limits of a vision?

SMALL AND INTERMEDIATE CHURCH INITIATIVES

“VISION”

“Vision is what you see with the eyes of your heart”

1. What is the Small and Intermediate Church Initiatives?

- There are several important parts of Church Size Strategies.
 - One key concept is delivery.
- A second component in Church Size Strategies is the commitment to process.
- A third aspect of Church Size Strategies is what is called Co Company or networking.

2. Definition of Vision

- **Vision is what I see with the eyes of my heart.**
 - It is my understanding of what God wants done in place where He has placed me.
 - The vision of the pastor needs the confirming response from the people of the congregation.
- **Other aspects of a definition for vision are:**
 - Seeing into tomorrow.
 - God-Given, somewhat mystical.
 - Beyond human reach, requiring God’s resources, wisdom, and guidance.
 - It is always dynamic and growing.
 - It is the burden of the heart given by the Holy Spirit until we are consumed with the purpose to which God had called us.
 - Vision causes one to feel driven, until it happens.

3. Why does a church need a vision of what God wants to do for them?

- A church has to have a vision of their future to inspire them.
- Secondly, a church must have a vision to sustain it.

4. Can a vision help a church know what it is not called to do?

5. How can vision be passed on?

- First, it must be communicated
- Secondly, vision also has to be demonstrated.

6. What are the limits of a vision?

STRATEGIES

The major points you will have in this lesson:

1. **VISION** – a more specific picture of what our church must be to accomplish its purpose.
2. **GOALS** – detailed targets that will accomplish the vision and purpose of the church.
3. **STRATEGIES** – a detail plan of action that helps a church achieve its goals, thus fulfilling its vision.

Small and Intermediate Church Initiatives

“STRATEGY: A Plan of Action”

**“If our church, or any church, is going to experience growth,
it will be intentional.**

1. You’ve got to have a Plan

2. It All Starts With a Vision

3. Goals Are the Next Step

- A goal in a growing church is a detailed target that will help us accomplish our vision and purpose.
 - A goal should be worthy.
 - The goal should be attainable
 - Goals should be measurable.
- Many times, if the vision is only seen by the pastor and not owned by the people and you can’t see what I see, we aren’t going to go very far. But when we all see the same thing, what God wants for our church that preferred future condition, (goal) there’s no limit to where we can go.

“ Developing strategies for church growth involves the process of seeing the VISION God has for your church, setting GOALS derived from the vision, and creating practical STRATEGIES to reach the goals, thus fulfilling God’s vision and plan for your church.”

CHANGE

The major points you will have in this lesson:

1. A church must have a strategy to implement change.
2. Change in the local church must relate to the audience the church is trying to reach.
3. The local church must determined who their number on client is.
4. Discontent with the status quo will lead to change. This discontent must come from the vision of what God wants your church to become.

SMALL AND INTERMEDIATE CHURCH INITIATIVES

“What today’s Members should be oriented toward is not what makes me happy, but what reaches more people for Jesus Christ. And that should be a theme that just runs through the whole value system.

--Dr. Lyle E. Schaller.

“CHANGE”

1. DEVELOP STRATEGIES INVOLVING CHANGE TO PRODUCE GROWTH.

- Without any kind of plan for the future, or strategy, churches are simply drifting from crisis to crisis to issue to question. Their strategy is to react... what is needed is a strategy that involves change that will produce growth, and growth becomes a by-product of a larger strategy.
- How do we select change that will produce growth?
- Who is the “client of the local church?”

2. WHY IS CHANGE NECESSARY IN ANY CHURCH?

- Because of new conditions, new generations of people, new expectations.
- You either change, or you grow older in the age of the people and smaller in numbers.
- There are three lines that are facing each one of us.
 - Death
 - Retirement
 - Obsolescence
- Growth always means change. Growth doesn’t happen without change. And change is always in one way or another disruptive.

3. DISCONTENT WITH THE STATUS QUO: A CATALYST FOR CHANGE.

4. COUNSEL

- To Pastors
 - Understand that numerical growth will come at the cost of change.
 - Initiate changes to which you are best gifted and would be appropriate for your church.
 - Don’t let size be a limitation for innovative change.
 - Challenge your allies and the congregation to develop new strategies that will produce growth.
- To Laymen
 - Visit other churches that can be a model of what your church can become.
 - Cooperate with your pastor to try new strategies that can produce growth.
 - Help build a “future” orientation throughout the congregation....what has the Lord called this church to be 10 years from now, and how can we be faithful in fulfilling that vision.
 - Build the future rather than trying to replicate the past.

Change and Transition

The major points you will have in this lesson:

1. Change in the church is necessary.
2. “Essence” must never change “Form” must often change.
3. There are six forces in the church.
 - Generational
 - Cultural
 - Economic
 - Geographical
 - Spiritual
 - Missional
4. How to initiate change:
 - Get a vision of God and share it with others.
 - Create a sense of urgency for change
 - Understand that “it’s not the change, that gets you...it’s the transition that gets you.
 - Share your heart with others concerning your vision of the future
 - Follow these steps to effect positive change:
 - Reflection
 - Communication
 - Assurance
 - Participation
 - Celebration

Cautions for Effecting Positive Change

**“It’s not the change that gets you. It’s the transition that gets you”
If you don’t learn how to make decisions, time will make them for you.”**

1. Change in the church is necessary.

- God wants the church to change
- In Revelations 21:5 God says, “I am making everything new. Write this down for these words are trustworthy and true”. Change is necessary because the terms and conditions under which the church developed over the last 50 years to a large extent no longer exist.
- But the first rule of change is knowing what not to change.
- Change has always been with us- but change is different now...

2. “ESSENCE” must never change. “FORM” must often change.

- Essence is the mission and message of the church
- Form is the structure of the church (or the set of practices employed to realize the mission). While the mission and the message must not change, form must change to make the mission and message effective in a changing society.

3. There are six forces of change in the church.

- Generational
 - More and more there is a gap between generations in understanding values.
- Cultural
 - The evangelical church is a high commitment church existing in a low commitment society.
- Economic
 - Real cost to support the ministry of the church continues to escalate.
 - More and more pastors are graduating from training deeply in debt.
 - It cost more to provide our consumer minded society what they expect in church.
- Geographical
 - Older churches built on strategic real estate have found their property no longer strategic with changing demographics.
- Spiritual
 - With a more sophisticated world view, the church of today has become more dependent on its own ability you solve problems less on God’s
- Missional
 - It appears from a declining rate of growth, the church is in danger of missional drift (moving away from the original vision of the church)

4. There are four classes of change in the church.

- Tuning change is simply a tinkering, and improvement of the smaller things that we do.

- Adapting Change
 - An adapting change is usually the result of something that first occurs outside the church. In society, culture, or the community, the church consequently changes to accommodate.
- Reorienting Change
 - A reorienting change is one that is initiated in response to something we anticipate happening in the future.
- Recreating Change
 - A recreating change is a major systemic or strategic change. It is necessary when the church is in crisis due to the lack of any adapting or reorienting changes having preceded it.

5. How to initiate change

- Get a vision of God and share it with others. “Without a Vision of God the people with perish” Proverbs 29:18
- Create a sense of urgency for change.
- Understand that “it’s not the change that gets you, it’s the transition that gets you’
 - Change is a shift in external conditions
 - Transition is a psychological reorientation to something that’s changed.
 - Transition is what goes on inside us as change happens.
 - Transition is loss-based. When change occurs, transition centers more on what people are losing rather than on what they are gaining.
 - Consequently a clear vision of the future is preferred condition needs to be continuously presented in order to help people through transition.
- Share your heart with others concerning your vision of the future.
- To effect positive change these steps should be taken:
 - Reflection
 - Affirm the value of where the church has been, always respect the past.
 - Communication
 - Continuously communicate with people what is taking place.
 - Assurance
 - Let people know that changes are in the best interest of the church,
 - Participation
 - Get as many people from the congregation involved in the change process as possible.
 - Celebration
 - As each step in the planned change is reached celebrate the achievement.

6. Cautions for effecting positive change.

- Laypeople
 - When ideas for change emerge share them with the pastor.
- Pastors
 - Expect resistance but try to understand why it’s there
 - Demonstrate stability through the chaos of change

- Understand that change is a process rather than an event.
- Always start where the people are in their understanding of change, not where the pastor is.
- Perhaps most important is the need to develop trust in people suggested change is embraced.

WORSHIP

The major points you will have in this lesson:

1. Worship must be genuine.
2. Laity must be involved.
3. The value of using themes in worship
4. Musical style determines your audience

Small and Intermediate Church Initiatives

“We can compare worship to a stage play in which God is the audience, the congregation becomes the actors, and the worship leaders become the prompters for us to worship God.”

“WORSHIP”

1. WORSHIP MUST BE GENUINE, AUTHENTIC

- God-centered worship is when God is the audience, the congregation becomes the actors, and the worship leaders become the prompter for us to worship God.
- Man-centered worship is the reversal of this, when the worship leaders are viewed as actors, the congregation is the audience, and God is kind of left out the picture.
- The congregation takes their cues from the worship leader, but they also take their cues from the pastor.
- The pastor plays a very important role in worship, He is sending out signals all during service.

2. LAITY MUST BE INVOLVED IN WWORSHIP

- Our cultural obsession with entrainment has sadly affected the way we worship and has led to much man-centered worship.
- The best way to move from man-centered worship to God-centered worship is to have people participating more in the worship service from start to finish.

3. MUSICAL STYLES AND THE AUDIENCE

PERSONAL MASTERY

The major points you will have in this lesson:

1. Personal Mastery requires an understanding of people skills.
2. Personal Mastery requires an understanding of how to develop ministry in others.

UNDERSTAND PEOPLE SKILLS

- We need to know how to love people and relate to them effectively
 - The old saying is true” people don’t care how much know until they know how much you care.
 - We al need to find effective ways of caring for and loving others: personal visits, phone calls, notes on encouragement, entraining, responding to personal needs, shared experiences.
- These are steps to influence with others. If you want more leadership influence with a friend, family, or board, etc. Climb these steps in order.
 - **STEP ONE: POSITION**
 - People follow you because they are supposed to
 - **STEP TWO: PERMISIION**
 - People follow you because they want to
 - **STEP THREE: PRODUCTION**
 - People follow you because of what you have done
 - **STEP FOUR: PERSONNEL**
 - People follow you because of what you have done for them
 - **STEP FIVE: PERSON**
 - People follow you because of who you are.

UNDERSTAND HOW TO DEVELOP MINISTRY SKILLS IN OTHERS

1. There are steps to developing ministry skills in others:

- **UNDERSTAND VISION**
 - People need to understand and identify with the vision of the pastor and the church before effective ministry.
- **DISCOVER SPIRITUAL GIFTS**
 - People need to understand the concept of spiritual gifts. They then to discover their gifts.
- **TRAINING**
 - After people discover their gifts, opportunity should be given for formal training in how to use those gifts.
 - Part of that training should include on-the-job training, watching others model ministry.
- **DEVELOPMENT**
 - When possible, people should be appointed as “assistants” to others more seasoned in ministry. Then, after a time of growth, they should be given opportunity to do ministry on their own.
- **QUALIFY AND TRAIN LEADERS**
 - Out of the pool of workers involved in ministry, those doing the best work should be given opportunity to be trained in leadership. Then, after training in leadership skills, opportunity should be given to lead ministries.

2. The “Lay Ministry” Principle help us understand how best deploy people in ministry.

“A growing church needs to mobilize its members to active service for Christ in accordance with their gifts.”

Responsibility Areas for the Lay Ministry Principle:

**Breaking free from plateau growth involves:
The major points you will have in this lesson:**

1. Clearly understanding and applying a proper Pastor/Lay Philosophy of Ministry.
2. Clearly understanding and applying a Proper Allocation of Resources.
3. The necessity of Vision in ministry.
4. The necessity of Quality in ministry.
5. The necessity of Quantity in ministry
6. The necessity of Personal Leadership in Growth.

How to Get Off the Plateau

- 1. Clarify Your Pastor/Lay Philosophy of Ministry**
- 2. Allocate ministry resources effectively**
- 3. Visualize the church God wants you to have**
- 4. Improve the quality of what you do in ministry**
- 5. Introduce new ministries**
- 6. Make personal growth a priority**

The major points you will have in this lesson:

1. Attitudes toward facilities can directly affect the growth of a church.
2. Ways to maximize the use of your church facilities.
3. That multiple usage of church facilities will bring multiplied effectiveness.

BUILDINGS: BENEFIT OR BARRIER

1. BUILDINGS: Sacred traditions or tools for ministry
2. BUILDINGS: Does God dwell in them, or in people
3. BUILDINGS: Single usage and single effectiveness or multiple usages and multiple effectiveness
4. BUILDINGS: Monuments to the past or opportunities to serve present needs???

WAYS TO MAXIMIZE BUILDING USAGE

1. Tear our walls, build walls, move, remove and rebuild walls based on needs.
2. Move little classes into little rooms and big classes into big rooms.
3. Continuously evaluate space based on class size and need.
4. Help your building look loved.
5. Use your building multiple times each week.

CATCH THE VISION

1. Make a Choice
2. Adopt a carefully planned strategy
3. Find creative and innovative ways to use your buildings
4. Constantly evaluate your building use.
5. Facilities should never be a growth limiter.

The major points you will have in this lesson:

1. Assimilation provides a place to belong.
2. Assimilation provides a friend to whom to relate
3. Assimilation provides a job to do

INTERMEDIATE CHURCH INITIATIVE

Most churches simply see themselves in existence to serve the needs of those who are present, and that is why we unintentionally shut the doors on new people, because we don't plan to meet their needs.

ASSIMILATION

Introduction

A church's goal in assimilation should be to blend new contacts with current members so both groups function together as a unit, while still working to draw even more people into that unit.

- 1. ASSIMILATION PROVIDES A PLACE TO BELONG**
- 2. ASSIMILATION PROVIDES A FRIEND TO WHOM TO RELATE.**
- 3. ASSIMILATION PROVIDES A JOB TO DO**

PASTOR/BOARD RELATIONSHIPS INTIMIDATION OR INTIMACY???

1. INTIMIDATION BRINGS GRIDLOCK!!!
 - FEAR
 - SUSPICION
 - MANIPLUATION
 - LACK OF TRUST
2. INTIMACY BRINGS EFFECTIVENESS!!!
 - RECOGNIZING EVERY PERSON AS A MINISTER
 - EFFECTIVE MINISTRIES MUST BE OWNED BY THE PEOPLE
 - EFFECTIVE MINISTRIES EMPOWER PEOPLE.
 - EVERY BOARD OF MEMBER SHOULD BE DISCIPLED
 - EFFECTIVE MINISTRIES JUST PRODUCE HEALTYH RELATIONSHIPS, NOT JUST GOALS.

COMMITTEE STRUCTURES CAN HELP TO ORGANIZE THE WORK OF THE BOARD!!!

1. BUSINESS AND FINANCE COMMITTEE
2. PROGRAM AND PLANNING COMMITTEE
3. CHRISTIAN EDUCATION COMMITTEE
4. BUILDINGS AND GROUND COMMITTEE
5. PASTOR'S COMMITTEE
 - Ad hoc committees can effectively function to solve problems, complete projects, and help standing committees. Their efforts allow the standing committees to maintain their primary purposes of establishing vision, clarifying values, developing goals and strategies, and creating an atmosphere to fulfill the priorities and values of the church's ministries.

WHAT IS THE REAL BUSINESS OF THE BOARD?

1. BUSINESS???
2. PLANNING???
3. DREAMING?