



Greater Sydney SDA Conference

Hope for Your Church

First Steps to Restoring Health and Growth

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See the Potential

- Pastors are worn down by resistance, barriers and circumstances.
- God wants your church to be fruitful and multiply
- God revitalises and restores
- Do you think there is hope for your church? Why do you think this?

Commit to Lead

- Need to be careful of simply being a people pleaser or desiring affirmation
- Is church the client?
- Committed to stay at their church for an extended period of time (5-7 years in the city, 10-15 years in the country – or longer).
 - 1-2 years = positional authority
 - 2-4 years = leading by permission – likeable
 - 4-7 years = leading by production
- Ministries planted in the first few years begin to bear fruit. Good ideas planted in the first few years sprout results if the 4-7 years leading to a new level of leadership.
- People trust and follow.
- Evolves into leading by Personal Development.
- Proactive rather than reactive

Assess the Situation

- What is our purpose?
- How are we doing?
- Be willing to acknowledge problems.
- Assess how quickly you need to act and what capacity you have to act.

Learn the Principles

- Revitalization is a Spiritual Issue
- Revitalization is a product of prayer initiatives
- Requires high morals, ethics and credibility.
- Celebrate small victories along the way.
- Emphasis must shift from members to people in the community.
- Revitalization happens as deeply ingrained patterns of dysfunctional behaviour are diagnosed, admitted and cured.

Discern God's Vision

"In evaluating churches that are growing and healthy as well as those that are stagnant or in decline, one of the key distinctions that emerge between these categories is the existence of true vision for ministry." George Barna

- Engage in personal Bible reading and prayer
- Analyse the church and its community
- Share the vision
- Host a vision retreat
- Imagine the future and what it would take to create it

Build a Coalition

- What is the current dominant coalition?
- Developing your coalition – either invite new people into the current dominant coalition or create a new dominant coalition.
- Provide the right training

Lift the Morale

- Ask questions
- Listen
- Take complaints seriously – they carry tones of morale.
- Catalogue what leaders say to the congregation (positive or negative).
- Non-verbals – do they care for the building? Are they on time?
- Build a sense of esteem.
- Be positive,
- Employ hopeful language
- Help people shape solutions
- Highlight your heroes
- Find out what sparked earlier passion and build on that again.
- Stay close to people

Make Hard Decisions

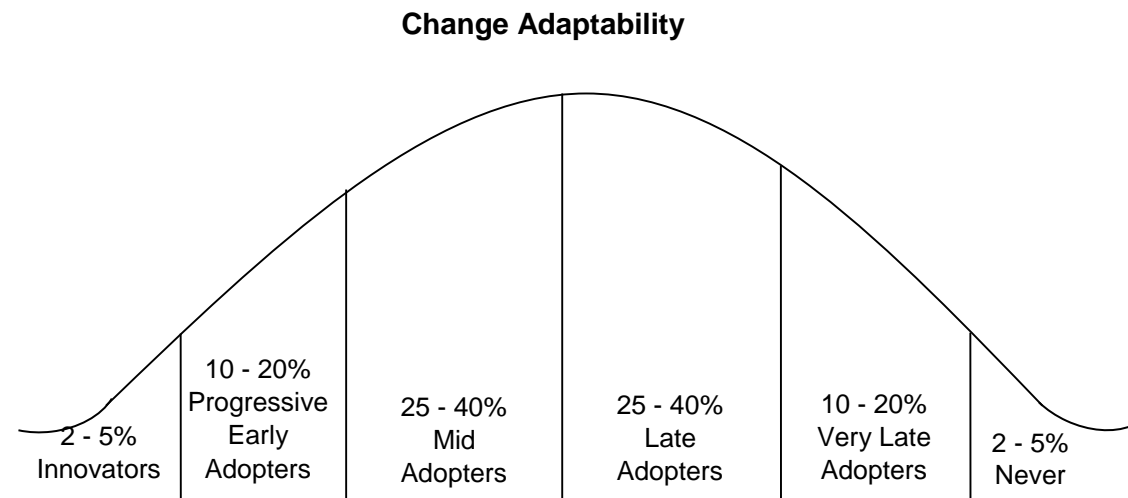
- Confront problem people (people who destroy community - belittle, threaten, undermine).
- Make change early in the direction of vision.

Refocus the Ministry

- Build a church that has the capacity to outlive one idea.
- Refocus core ministry
- Refocus on outreach and evangelism

Equip for Change

- Know the 5 types of adopters



Crisis Zone

Change Response Analysis - Generation of Church, Proponents and Opponents.

1st Generation

Radical 40% Progressives 50% Conservatives 5% Traditionalists 5%

2nd Generation

Radical 5% Progressives 40% Conservatives 40% Traditionalists 15%

3rd Generation

Radical % Progressives 10% Conservatives 45% Traditionalists 45%

Deal with Resistance

- Loss of identity
- Loss of control
- Loss or meaning
- Loss of belonging
- Loss of a future
- Anticipate obstacles
 - Unwritten cows
 - Written cows
 - Turf cows
 - Denominational cows
 - Personal cows
- Deal with conflict

Stay the Course

Fox v Hedgehog

Breaking Through