


## Diocesan Convention Presentation





Equipping  
Parish Leaders  
With...



### Windows on your parish's life...




### Gauges of parish vitality...





### Conversation starters...





### Materials to use at home...

- Will be available on the diocesan website:
  - Articles to share and study
  - Assessment forms
  - Print copy of this presentation



## Four Kinds of Growth



Loren Mead,  
*More Than  
Numbers*

- Numerical
- Spiritual
- Incarnational
- Organizational



### Numerical Growth

- Number of people added by:
  - Birth
  - Transfer in
  - Outreach to those not currently involved
- Offset by number of people who:
  - Die
  - Move away
  - Cease to be involved



### Spiritual Growth

- The way we help people:
  - Deepen their trust in God
  - Grow in spiritual practices
  - Mature in faith community



### Incarnational Growth

- How we are “light, salt and leaven”
  - Family & friendship
  - Work & school
  - Civic & political life
- How parish relates to community
  - Neighbor
  - Civic influence
  - Steward



### Organizational Growth

- The way we:
  - Adjust structures to needs
  - Manage transitions
  - Support our leaders
  - Hold each other accountable




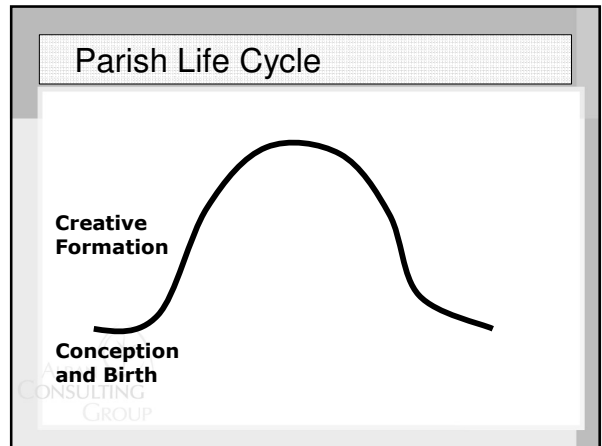
### Where are you strongest?


- Numerical growth
- Spiritual growth
- Incarnational growth
- Organizational growth

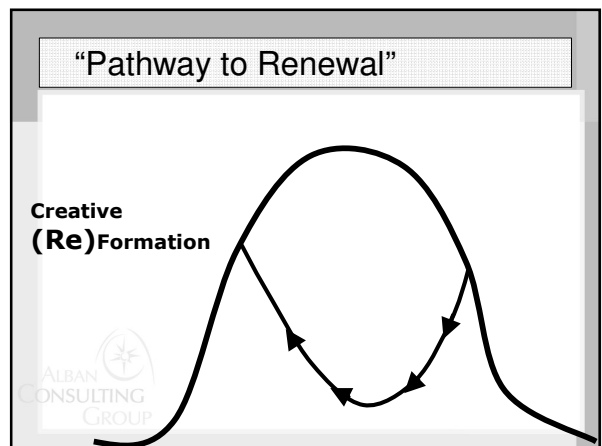
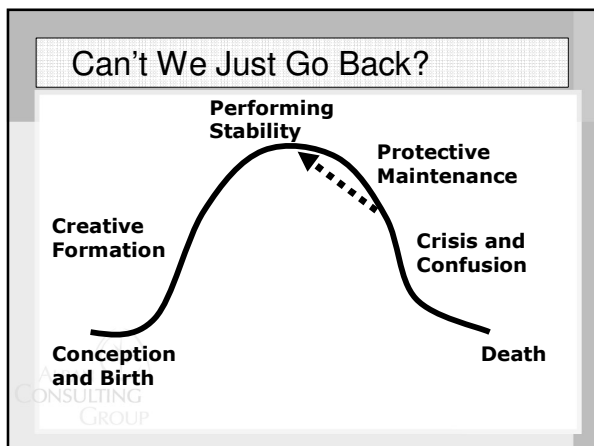
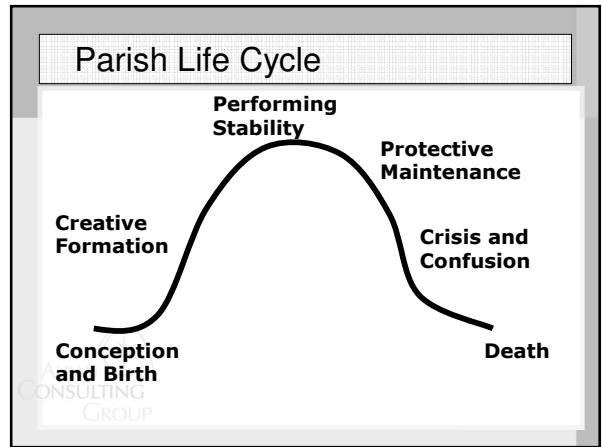
And where is your greatest challenge?



# The Work of Parish Renewal

- Who are we?
  - Who is our neighbour?
  - What is our purpose?
  - What shall we do?
- 



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- Who are we **now**?
- Who is our neighbour **now**?
- What is our purpose **now**?
- What shall we do **now**?

Outer Work of Renewal

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- When was the last time your parish tried to plan for a new future?
- How did it go?

Inner Work of Renewal

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Naming Current Reality

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- Three marks of parish health
- Five marks of decline

Marks of parish health

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- Spiritual growth
- Loving relationships
- Outward focus

## Marks of decline

More emphasis on...

- Growing the church than witnessing to faith
- Running the church than forming disciples
- Being people-led than Spirit-led
- Doing mission projects than *having* a clear mission
- Fixing things than creating things.

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## Church Sizes

Apply to Each  
Worship Centre

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## What Size Are You?

- Average Sunday attendance per worship centre, all ages

|                  |                     |
|------------------|---------------------|
| <b>(5-50)</b>    | <b>Family</b>       |
| <b>(51-150)</b>  | <b>Pastoral</b>     |
| <b>(151-250)</b> | <b>Transitional</b> |
| <b>(251-400)</b> | <b>Programme</b>    |
| <b>(401-800)</b> | <b>Corporate</b>    |

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## Family (5-50)

- Operates like extended family
- Unofficial leaders—matriarchs and patriarchs—have great authority
- Real decisions often made at kitchen table
- Often have part-time stipendiary clergy—chaplain role
- Tend to be durable

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## Pastoral (51-150)

- For many, the image of a “real church”
  - “Our own priest” (stipendiary) who knows us by name
  - Choir
  - Sunday School
- Many can’t afford stipendiary clergy
- Big challenge with children and youth
- Can be over-dependent on clergy

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## Programme (251-400)

- Have reached critical mass to sustain several quality programmes
- Resources to employ a staff team
- Structured ministries for children and youth
- No longer expect that “we all know each other”
- People connect in smaller groups

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## Corporate (401-800)

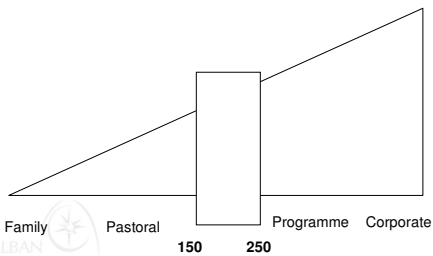
- “Large church” feel
- Many programmes
- Excellence in liturgy, preaching, music
- Large institutional footprint
  - parish school
  - counseling centre
  - feeding programme
  - endowments

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- Much easier to grow *within* a particular size category than to *change* size categories

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## Toughest “In-Between” Zone



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## What Size Are You?

- Average Sunday attendance—per worship centre—all ages

|           |              |
|-----------|--------------|
| (1-50)    | Family       |
| (51-150)  | Pastoral     |
| (151-250) | Transitional |
| (251-400) | Programme    |
| (401-800) | Corporate    |

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## Process of Incorporation

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- Invite
- Greet
- Orient
- Incorporate
- Send

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## Invite

- Draw attention
  - God
  - The spiritual journey
  - The faith community
- Motivate people to explore
- Invite people into this parish



## Greet

- Recognize who is a visitor
- Provide appropriate welcome
- Facilitate participation
- Record name and address
- Encourage newcomer to return
- Alert leaders to the presence of the newcomer



## Orient

- Explain “how and why”
- Help newcomers identify “where they are” re: membership, faith journey
- Enable beginning relationships



## Incorporate

- Encourage steps of commitment
- Provide a “map” for going deeper
- Help person identify next steps
- Encourage experimentation
- Facilitate key relationships



## Send

- Encourage transition to “owned” faith
- Support ministry in everyday life
- Invite people to serve others in and through the congregation
- Continue to define membership in faith terms

