


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

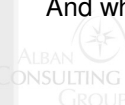
- The way we:
 - Adjust structures to needs
 - Manage transitions
 - Support our leaders
 - Hold each other accountable




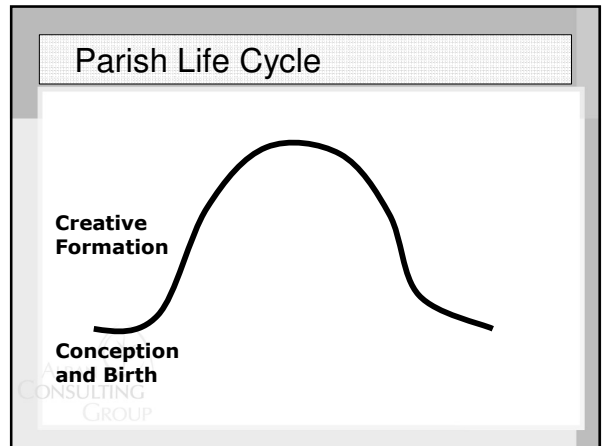
Where are you strongest?


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

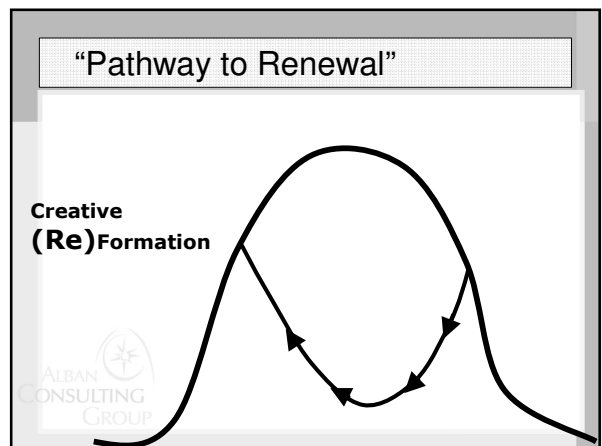
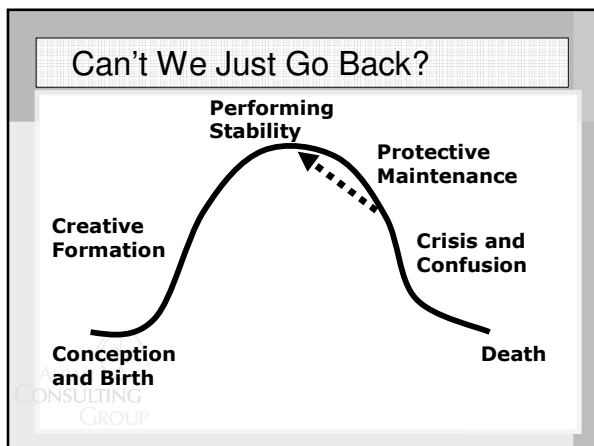
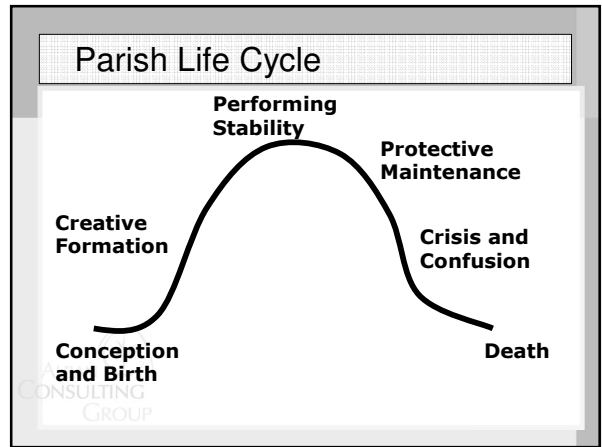
And where is your greatest challenge?



The Work of Parish Renewal

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




■ Who are we **now**?

■ Who is our neighbour **now**?

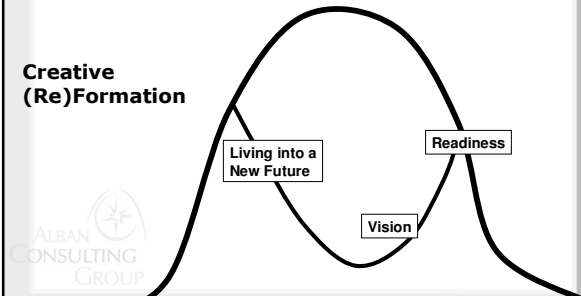
■ What is our purpose **now**?

■ What shall we do **now**?



Outer Work of Renewal


Creative (Re)Formation



Living into a New Future


Vision

Readiness



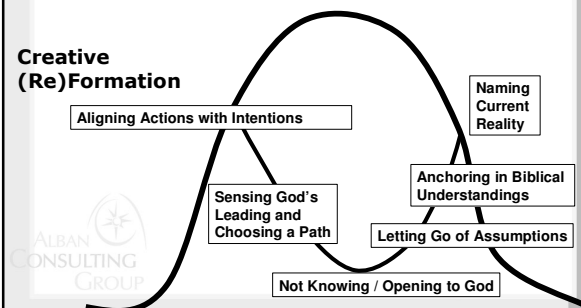
■ When was the last time your parish tried to plan for a new future?

■ How did it go?



Inner Work of Renewal

Creative (Re)Formation



Aligning Actions with Intentions


Sensing God's Leading and Choosing a Path

Letting Go of Assumptions

Anchoring in Biblical Understandings

Not Knowing / Opening to God


Naming Current Reality



Naming Current Reality

■ Three marks of parish health

■ Five marks of decline




Marks of parish health

■ 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

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

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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)

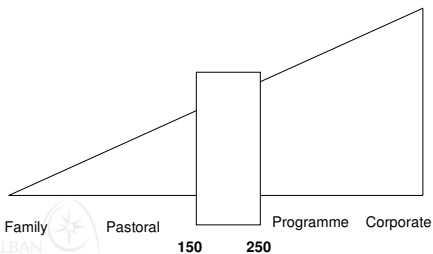
- “Large church” feel
- Many programmes
- Excellence in liturgy, preaching, music
- Large institutional footprint
 - parish school
 - counseling centre
 - feeding programme
 - endowments

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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

