

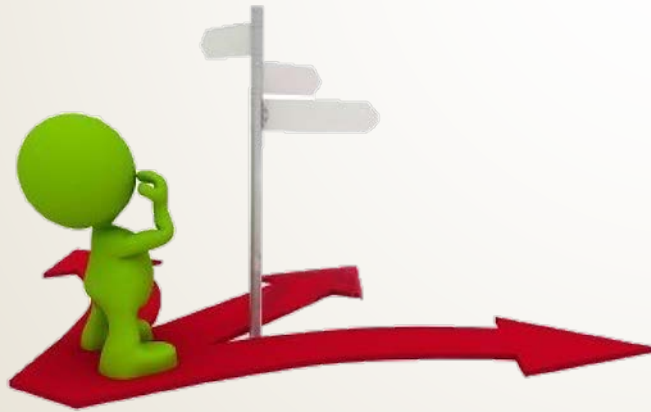
Moving Through Growth Barriers



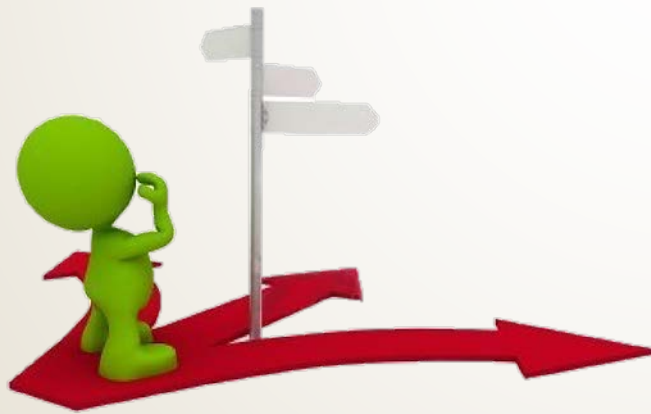
Riverbank Christian Church - 24 November 2016

Choice Points

- “Choose for yourselves this day whom you will serve, whether the gods your ancestors served beyond the Euphrates, of the gods of the Amorites, in whose land you are now living” or “serve the Lord” (Joshua 24:15,14)



Choice Points



AWAY

Acting ineffectively, becoming unlike the church God wants you to be

TOWARDS

Acting effectively, becoming like the church God wants you to be

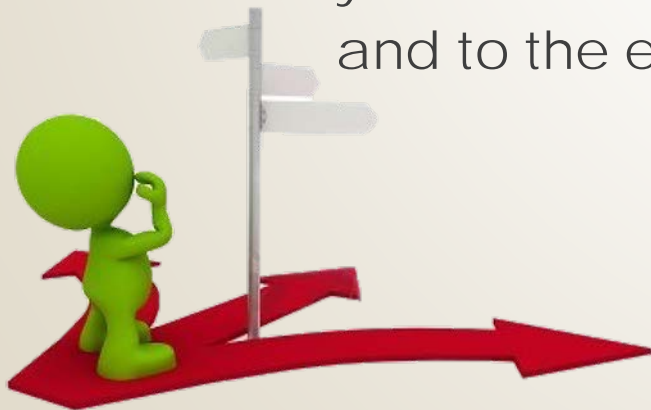
Choice Point

Current Situation



CHOICE POINT: Action vs. Inertia

- 18 Then Jesus came to them and said, "All authority in heaven and on earth has been given to me. 19 Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, 20 and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age." Matthew 28:18-20 (NIV)
- But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth." Acts 1:8 (NIV)



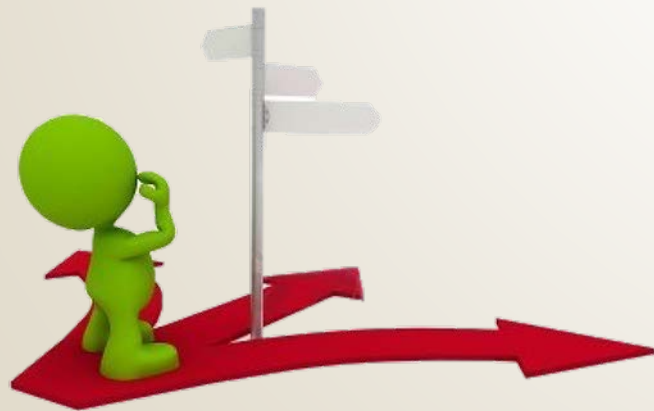
CHOICE POINT: Action vs. Inertia

- The implications of the Great Commission and similar passages.
- Sermons that challenge Christians to be active in ministry and mission in the world.
- Opportunities to reach people experiencing real need.
- The call to actively support the effort to grow and plant churches.



CHOICE POINT: Comfort vs. Discomfort

- We have comfort zones: places and practices
- Choosing comfort is a misplaced value.
- To move through growth barriers requires moving out of our comfort zones.



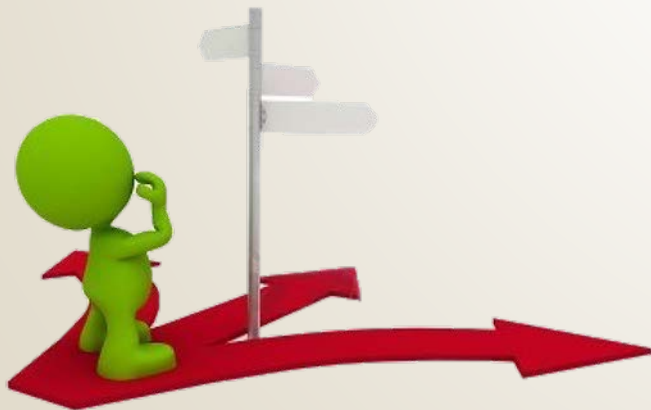
CHOICE POINT: Control vs. Release

- Control has a huge effect on what the church is and does
- To move through a growth barrier will require releasing control.



CHOICE POINT: Conservative vs. Progressive

- The progressive position wants the church to grow in quantity and quality.
- The conservative position doesn't want to do anything that hasn't been fully considered.
- Progress through the growth barriers will not happen without taking risks!

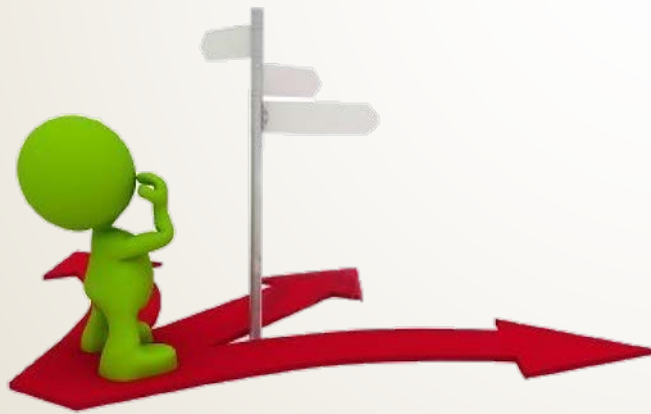


CHOICE POINT: Participant vs. Spectator

- Church participation points to the growth potential of the church.
- Ministry is the responsibility of everybody.
- And God gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ ... Ephesians 4:11-12 (ESV)



Choice Points



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Choice Point

Current Situation

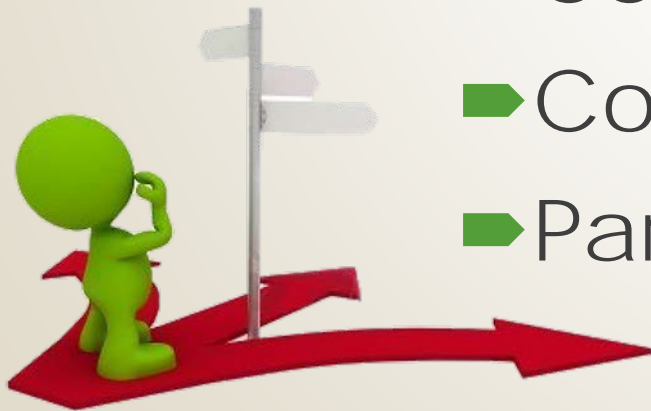


Interact: CHOICE POINTS



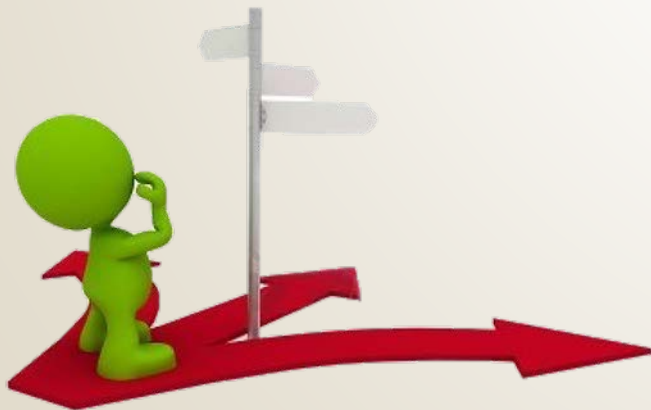
Which one of these choice points will cause you/Riverbank the greatest challenge?

- Action vs. Inertia
- Comfort vs. Discomfort
- Control vs. Release
- Conservation vs. Progressive
- Participant vs. Spectator



A Choice Point Growth Strategy

- The congregation needs to acknowledge, confront, and make new decisions regarding these choice point issues.
- Move the church to a growth-encouraging congregational culture.
- The strategy should include **modelling** and **mentoring**.



A Choice Point Growth Strategy

- Provide training to move people out of their comfort zones.
- Train leaders to delegate – release control of whatever you might be responsible for and multiply leaders.
- Take note of every step of progress – encourage people's faith to take risks for God and the church.
- Encourage participation by helping people discover, develop, and be deployed in spiritual gifting(s).



A Choice Point Growth Strategy

- Prioritize evangelism, the gospel, and outreach.





Six Steps

Moving Through Growth Barriers





Examine Your Motives

- Leadership and church members must see they have a call to go and make disciples.
- “For the Son of Man came to seek and to save the lost.”
Luke 19:10 (ESV)
- We need to ask the question: If our church were to disappear tomorrow would anyone in the community notice or miss us?
- Focus shift: take what is inward and make it outward.



Examine Your Motives

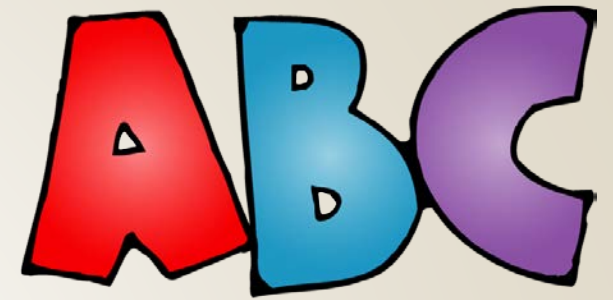
- People must be willing to make a mindset shift to make the changes needed to grow – a new scorecard.
- New scorecard: making and growing disciples of Christ
- As a church there must be **a cathartic moment** when people realize the pain of staying the same is worse than the pain of changing.

A Cathartic Moment?





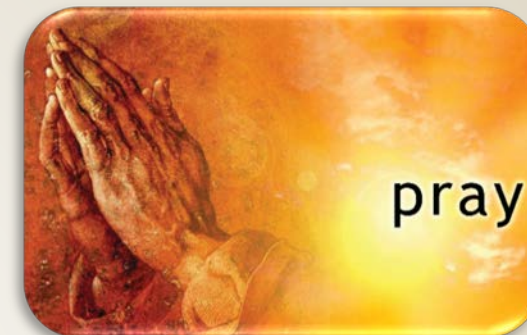
A Cathartic Moment



- You must have an **(A)** awareness that something needs to change in your church.
- You must have a **(B)** belief that God will transform your church.
- You must be willing to deal with the **(C)** crisis that comes from that change.



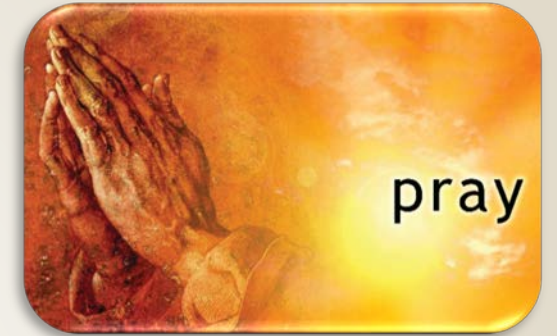
Increase Your Praying



- A burden for the lost comes out of prayer.
- "The Lord is not slow to fulfill his promise as some count slowness, but is patient toward you, not wishing that any should perish, but that all should reach repentance."
2 Peter 3:9 (ESV)
- Any hope to build Christ's church without Christ himself will be completely in vain.
- There must be a concerted group effort in prayer.



Increase Your Praying



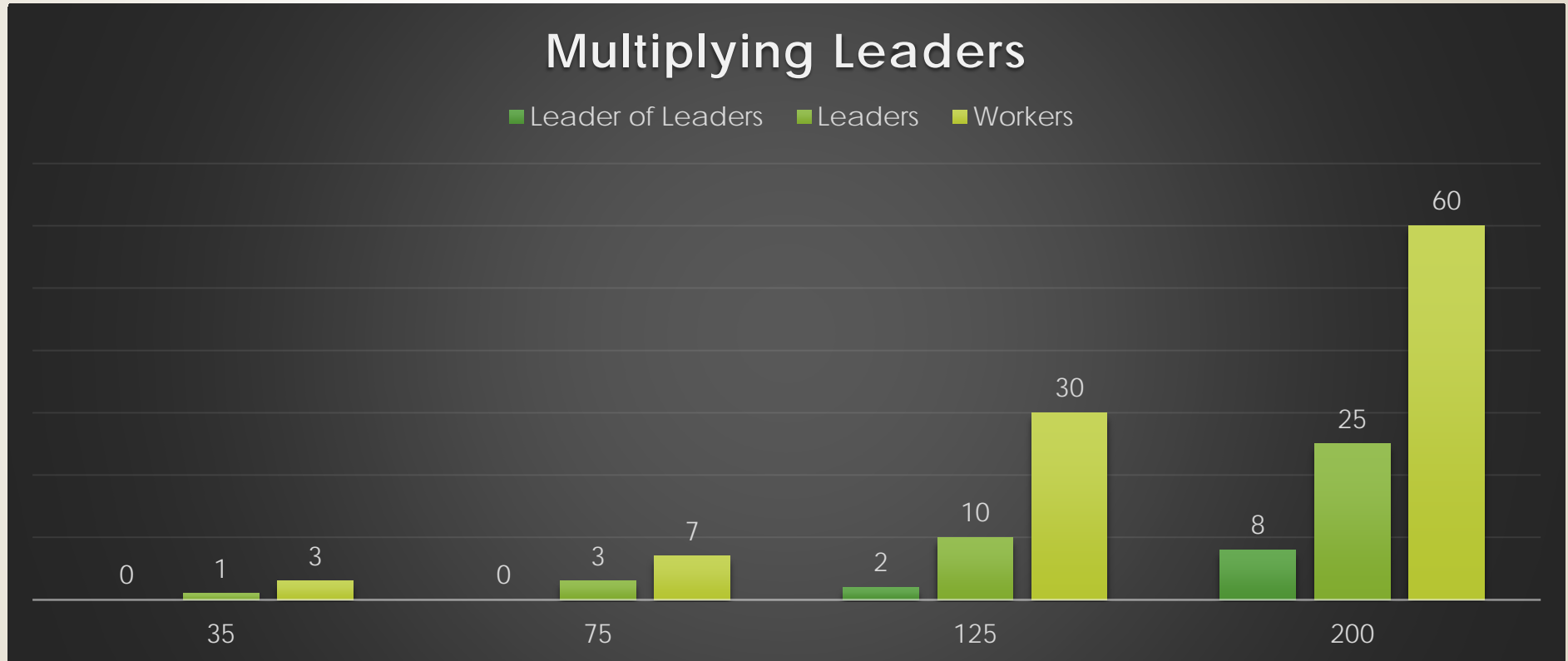
- This corporate prayer must be:
 - Consistent
 - Intense
 - Patient
- Prayer is not the substitute for work – it is the foundation for work.



pray



A Leadership Shift





A Leadership Shift



- The pastoral role must change from that of a “shepherd” to a “rancher” (see Exodus 18; Ephesians 4)

Behaviour of Shepherds	Behaviour of Ranchers
1. Personally provide all the caring	1. Make sure pastoral care is done
2. Attempt to meet all expectations	2. Set expectations
3. Work to the limit of abilities	3. See the church organisationally
4. Keep work close to them	4. Delegate and involve others
5. Responds to present demands	5. Develop management skills

- The task of the pastor is not merely to inform but to inspire and equip people for ministry



A Leadership Shift

1. Lay Mobilisation

“... to equip the saints for the work of ministry, for building up the body of Christ....” Ephesians 4:12 (ESV)

2. Organisational Shift

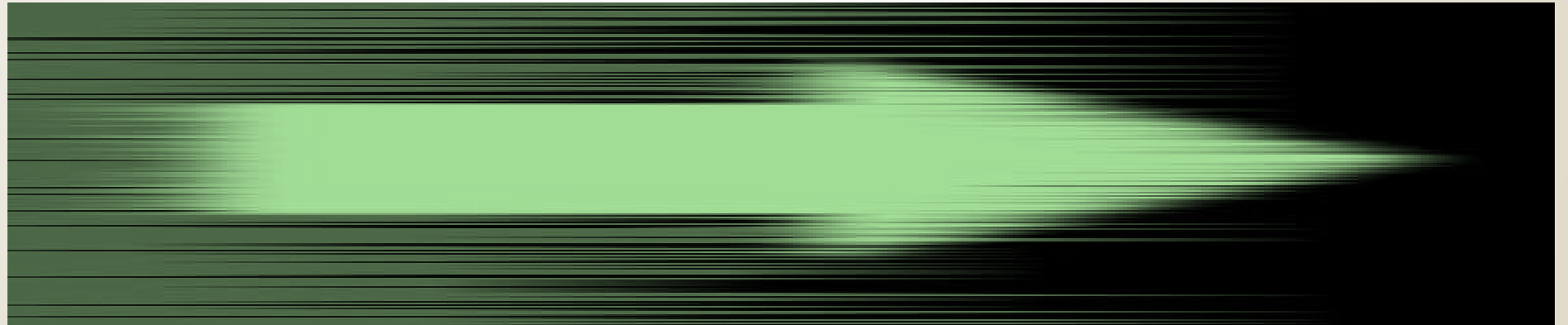
- From single-cell to multiple groups
- From shepherd to rancher
- From one pastor to multiple staff
- From board-led to staff-led



4

A Strategic Assimilation Process

- The assimilation process is a map of how to take a **visitor** from their first experience to becoming a **leader** in the church.
- The key is **movement**.



The Discipleship Matrix

The Discipleship Matrix

The purpose of the Discipleship Matrix is to encourage you to grow, to consider what steps God might want you to take to move ahead as you follow him.



Exploring

I am a person who is exploring the facts about Jesus and is interested in finding out more.

Yes I Am Exploring



Believing

I am a Christian, newly committed and keen to grow. I am in the early stages of my faith.

Yes I Am Believing



Developing

I have been a follower of Jesus for a while, and I'm keen to take the next positive steps toward growth.

Yes I Am Developing



Multiplying

I am a maturing follower of Jesus who is giving leadership to others or I'm involved in significant ministries that support good ministry and mission.

Yes I Am Multiplying

Where Are You? Next Steps?



Exploring



Believing



Developing

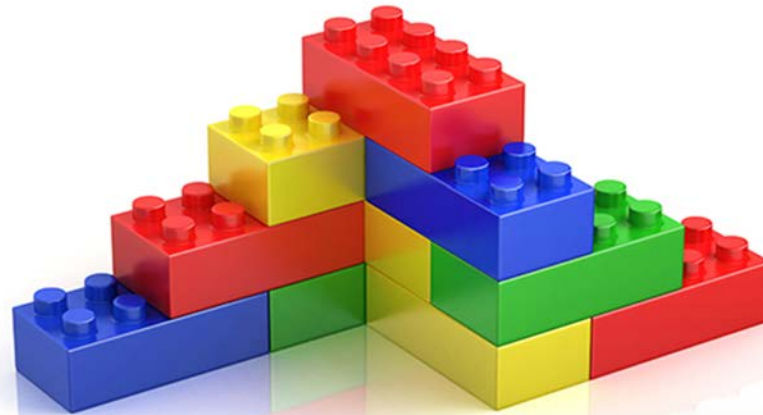


Multiplying



A Strategic Assimilation Process

- Creating comfortable, safe, relational **environments** is key to making space for new people.





A Strategic Assimilation Process

- Creating comfortable, safe, relational **environments** is key to making space for new people.
- Churches that move through growth barriers have an **intentional** and **tactful** process to connect people to small groups and ministries so people feel comfortable right from the beginning.



A Strong Community

- To move through growth barriers a **strong community** within the church must be developed.





5

Acts 2:42-45 (ESV)

- “And they devoted themselves to the **apostles’ teaching** and the **fellowship**, to the **breaking of bread** and the **prayers**. 43 And awe came upon every soul, and many wonders and signs were being done through the apostles. And all who believed were together and had all things in common. And they were selling their possessions and belongings and **distributing** the proceeds to all, **as any had need**.”



5

Acts 2:46-47 (ESV)

- "And day by day, ... praising God and **having favour with all the people**. And the Lord **added to their number** day by day those who were being saved."

"..AND THE LORD
ADDED TO THEIR
NUMBER DAILY
THOSE WHO WERE
BEING SAVED!"
ACTS 2:47



A Strong Community

- **Small groups** are the cornerstone to developing strong community.
- Small groups are a place where people can be **ministered** to and **cared** for.
- There is the expectation that **everyone** must be in a small group and ministry staff lead by example.
- A small group **strategy** and **structure** must be in place.
- Strategy must lead to **mission** engagement.



➤ A church with small groups?



➤ A church of small groups?



A Missional Mentality

- Each member is called to be a missionary in their own **place** and **time**.



- **Inward** or **outward** focus

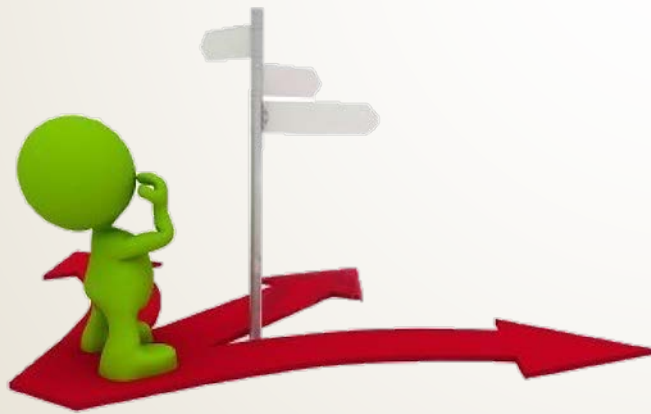


A Missional Mentality

- Each member is called to be a missionary in their own **place** and **time**.
- The church is for **God's glory** and his **mission**.
- **Training, tools,** and **experiences** need to be provided to help people become confident in sharing their faith.



Choice Points



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TOWARDS

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Choice Point

Current Situation





Lead the Change!

- **Communication** is crucial!
- The goal is to develop a **growth-encouraging** congregational culture.
- “Do not merely listen to the word, and so deceive yourselves. Do what it says.” James 1:22 (NIV)



Next Steps?



ministry formation



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