

# **Re-MAP**

## Revitalization Ministry Assessment Profile





# Revitalization Ministry Assessment Profile

## Mapping Your Journey to Becoming a Healthy, Growing Church

Studies show that as high as 70% of Southern Baptist Convention churches are plateaued or declining. There are many prayers to be prayed and much work to be done if we are to see churches experience God-ordained revitalization. As part of our effort, the team I lead at the Kentucky Baptist Convention has written several resources that can be accessed at [www.kybaptist.org/resources](http://www.kybaptist.org/resources). These resources include a book entitled, *Lead to Revitalize: 15 Practices of a Revitalization Leader*.

This *Re-MAP: Revitalization Ministry Assessment* tool is an additional resource that will help churches determine if they need levels of revitalization, identify specific areas to address, and detail steps that lead to improvement in those areas. We're prayerful that this tool will be used of the Lord to help churches in Kentucky and across the entire Southern Baptist Convention.

If you have questions about revitalization, contact your state convention leader and they will be happy to assist you in this important ministry area. Feel free to contact me directly at [steve.rice@kybaptist.org](mailto:steve.rice@kybaptist.org) if you have any questions and/or suggestions.



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# 1

## Church Revitalization Assessment

# CHURCH REVITALIZATION DEFINED

*A common thread for nearly every Kentucky Baptist church is the need for some level of church revitalization. There are many good and helpful definitions for “revitalization.” Here’s one developed by the Southern Baptist Convention Revitalization Network:*

“Church revitalization is the supernatural work of God that restores health in a church, evidenced by submission to God’s Word, right relationships among members, and a renewed commitment to Great Commission ministry.”

SBC Revitalization Network



# How To Use This Profile?

Restoring health to your church for the purpose of greater gospel impact in your community and beyond.



## Re-MAP is a ...

1

### Diagnostic Tool:

Re-MAP is an assessment tool designed to help you diagnose current reality in terms of your church's overall health. Using the Revitalization Ministry Assessment Profile, churches can discover areas of strength and vitality and areas where more focused attention is needed. Nearly every church needs some level of revitalization, finding out where your church is doing well and where it is struggling is a first step toward experiencing revitalization.

2

### Leadership Assessment:

Re-MAP is best used in a group setting. We suggest pulling together church leaders in a retreat setting or a workshop format. During the retreat or workshop, leaders take the assessment, celebrate areas where the church is excelling, identify areas of weakness, and begin plotting a new course towards greater health where members are more fully disciplined, and the church has greater Gospel impact in the community and beyond.

*"The best revitalization strategy in the world won't produce a revitalized church if there's no dependance on Christ as reflected in desperate cries for His help in prayer."*

*Lead to Revitalize, pg. 12*

## How to use Re-MAP ...

1

### Take the Revitalization Ministry Assessment Profile:

Go to the Revitalization Ministry Assessment Profile sheet. Begin by noting the 14 Revitalization Practice phrases across the top of the chart and 6 descriptor words in the left-hand column. Reading from top to bottom put a check mark in each descriptor box that is true of your church for that Revitalization Practice. When you come to a box that is not currently true of your church, stop and move on to the next Revitalization Practice. Repeat this process for all 14 Revitalization Practices.

2

### Record Your Answers on the Re-MAP Scoring Grid:

When using the profile in a group setting, tally each person's response for all 14 Revitalization Practice phrases across the top and the 6 Descriptor words in the left-hand column. Lead the group to a consensus about the descriptor word that best fits your church's current reality for each Revitalization Practice. Record that word on the Revitalization Practice Current Reality Sheet for each practice. Next, rank the Revitalization Practices from Possibility to Passion on the Ranking Revitalization Practices Sheet.

3

### Setting Goals and Action Steps

Using the questions on the Revitalization Ministry Action Plan Worksheet, lead a discussion where the group begins to consider some next steps. Finally, develop a church revitalization plan using the Re-MAP – Goals and Actions Steps Worksheet.

# Revitalization Ministry Assessment Profile

## CHURCH REVITALIZATION PRACTICE

At our church revitalization is a ...

### Deepening Prayer

### Prioritizing Worship

### Vision for Revitalization

### Reaching the Lost

### Making Disciples

### Community Engagement

#### Possibility

We want to experience revitalization.  
**Our church COULD ...**

Our church views prayer as important to growth and health.

Our church gathers for worship weekly.

Our church understands that following a God-given vision for our church will lead us to experience greater health and growth.

Our church is open to being equipped to share their faith and to invest in resources for reaching the lost.

Our church would like to be more effective in making disciples who make disciples.

Our church recognizes we have a responsibility to minister in our community.

#### Project

We are trying to experience revitalization.  
**Our church OCCASIONALLY ...**

Our church leaders occasionally emphasize prayer initiatives.

At our church, worship follows a predictable plan, and the Bible is preached with clear application steps.

Our church has attempted to prayerfully consider God's vision for our church, understanding it will require changes to what we do and how we do it.

Our church occasionally offers a class on how to share our faith.

Our church encourages everyone to participate in Sunday School/ Small Groups and provides groups for all ages.

Our church has identified some community needs and has occasionally sought to meet those needs.

#### Program

We have recently made some changes to spur growth. **Our church REGULARLY ...**

Our church regularly prays for growth and the spiritual health of our leaders and ministries.

At our church, there is regularly a sense of anticipation, excitement, and expectancy in worship.

Our church has a vision for the future, and it impacts what we do and how we do it. Because of God's vision for our church, we have made changes to a few of our programs.

Our church provides one or two opportunities each year for people to learn how to share their faith. We also send people out to practice evangelism alongside others who are more experienced at faith sharing.

Our church occasionally provides discipleship groups beyond Sunday School.

Our church has at least one specific, ongoing ministry designed to meet a community need.

#### Priority

Healthy growth is important to our church. **Our church gives PRIORITY to ...**

In our church, prayer is considered a priority from the pulpit, in small groups, and in meetings.

At our church, most people spend time in personal worship throughout the week and actively participate in our worship gatherings.

Our church leaders have prayerfully sought the Lord for His vision for the church. As a result, our church has a clear and compelling mission statement that guides all we do. Our mission statement has led us to make changes to several ministries.

Our church gives priority to equipping every member for personal evangelism. We provide resources for congregational evangelism (i.e. Gospel booklets, a Gospel presentation on our website ... ). Many members regularly share their faith.

Our church has a clear strategy for assimilating new members, and a clear pathway for every person to take the next step toward maturity in Christ.

Our church encourages members to serve in a community ministry and has provided several ways for our members to do just that. Members are encouraged to share their faith as part of our service.

#### Purpose

Being a healthy, vibrant church is core to who we are. **Our church FOCUSES on ...**

Our church focuses on prayer for Gospel impact in the community, in every worship service, and across all ministries.

At our church, the worship is powerful and inspiring. We see clear evidence of life change in our people as result of our worship services.

Our church has a God-sized vision for making disciples. Because of our vision for the future, we have developed a mission statement that drives all we do. Every active member can recite the mission statement. As a result, our church has eliminated several ministries and made significant changes to others.

Our church provides a clear strategy for how every member can regularly do faith sharing within their circles of influence and connect new believers to church. Our members have been trained in a specific faith sharing resource. Members regularly share their faith with family, friends, co-workers and neighbors.

Our church has people who are equipped to immediately disciple willing believers and new believers. We offer a new members course where disciple makers and new disciples are connected.

At our church, community ministry efforts are regularly celebrated. All our leaders serve in one of many community ministries offered by our church. Our church has both regularly occurring community ministry opportunities and special opportunities tied into community events where the Gospel is always shared.

#### Passion

Healthy growth leading to Gospel impact drives the vision in our church. **At our church, this is MOST IMPORTANT ...**

Our church is characterized by prayer. It drives who we are and what we do. At every gathering, ministry, and meeting, as well as in the hallways, every member is specifically praying for the Gospel's impact in the community and around the world.

At our church, people invite others to be their guest and we regularly see believers making decisions to obey God and the lost being saved and following Christ in baptism.

Our church has a written vision statement that envisions our community completely transformed by the power of the Gospel, multiplying the Kingdom of God here on earth. Combined with a clear and compelling mission statement, we have started several community-based ministries that meet people's actual needs and has opened the door for significant Gospel impact in the lives of our neighbors.

Our church is passionate about members regularly sharing their faith. We provide multiple evangelism training opportunities each year as well as multiple community opportunities where members go out and evangelize the lost. Our church has knocked on most of the doors in a one-mile radius of the church facility and shared the Gospel with those people. The priority we give to faith sharing is reflected in our church budget, our church calendar, by our leaders who regularly share their faith, and in how we regularly celebrate faith sharing in our gatherings.

At our church, members are disciplined towards maturity as evidenced by second-generation disciplemakers now discipling others. New small groups are regularly being formed, and a growing number of members are serving not just in the church but in the community and beyond.

Our church has a reputation in the community for serving and meeting needs. Our church has developed strong relationships with several community ministry partners. Our church supports these partners financially and with members who volunteer. A majority of our members serve in the community, and we have set a goal that each would be trained in sharing their faith. Members understand that serving is a means to sharing the Gospel with those they serve.

DESCRIPTOR WORDS

# To REMAP your church's journey back to health and Gospel impact, begin here.

<i>Leadership Development</i>	<i>Expanding Missions</i>	<i>Congregational Connection</i>	<i>Growing in Generosity</i>	<i>Generational Representation</i>	<i>Addressing Conflict</i>	<i>Facility Improvement</i>	<i>Change Readiness</i>
Our church sees the need to develop new leaders.	Our church gets involved when and where opportunities come along.	Our church is open to deepening relationships with one another.	Our church has a budget and we usually meet our budget needs.	Our church has a desire to reach more generations than we currently have.	To preserve unity, our church is open to addressing conflict in healthy ways.	Our church has adequate facilities, but we know they need updating.	Our church understands that to grow we must make changes.
Our church has clearly identified leaders who guide the church's current ministries.	Our church looks for more mission projects or goals to adopt and complete each year.	At our church, Sunday School classes/small groups are the primary option for deepening relationships with one another.	Our church has a clear and secure system in place to receive offerings and other gifts. Money is handled with integrity and transparency.	Our church has three or more generations actively involved in our congregation.	Our church has occasionally addressed conflict in healthy ways.	Our church facilities have had a few updates in the last several years, but still appears outdated.	Our church leaders have proposed some minor changes to a few existing ministries. We have followed through on some of these changes.
Our church has clearly identified leaders who help the church maintain our current ministry programs with excellence.	Our church supports mission efforts with prayer and financial giving. We are involved in a few community mission activities, serving people who will probably not attend to our church.	Our church values connecting new people to small groups, and it is constantly encouraged by leadership.	Our members understand the Biblical mandate for tithing and sacrificial giving and most members regularly strive to give of their financial resources.	Our church regularly has special events that bring all generations together for fellowship and fun. Multi-generational men's and women's groups meet regularly.	Our church leaders stress the importance of members going to one another if they have an issue with each other.	Our church understands the importance of having clean, neat, and welcoming facilities. Every effort is being made to make our current facilities as attractive as possible.	Our church leaders have identified some barriers to growth and proposed several changes to existing ministries. We have followed through with each of their recommended changes.
Our church regularly seeks to develop new ministries and provide opportunities for new people to step into leadership roles, helping them develop their leadership skills.	At our church, the needs of the community inform our local mission strategy. We have a growing number of community partners we serve alongside.	Our church demonstrates hospitality to guests by a robust First Impressions ministry and by members who seek to welcome guests.	In addition to tithing, our church members often give above and beyond tithing, especially to help meet specific needs in the church and in the community.	Our church believes that gathering multiple generations for worship is a Biblical value. During our worship service, one will see the young and old represented on the platform and serving in various ways surrounding our worship gathering.	To preserve unity, our church has a clear process in place to handle conflict in a healthy way when it arises.	Our leaders have presented a plan to update/renovate one or more of the following areas in the last year: parking, guest entrance, nursery, children's area, worship, or other property and grounds.	Our church leaders have developed a process of regularly evaluating the effectiveness of all our ministries. As a result, in the last year, we have made significant changes in several ministries, including the addition of new ministries and elimination of others.
Our church has a clear strategy for identifying potential leaders, mentoring these men and women, and deploying them to serve in our church in clearly defined roles.	Our church has clear priorities that are reflected by goals and plans for Acts 1:8 ministries (local, state, national, and international). We have taken teams on some mission trips.	Our church highly values relationship building. We have many people actively serving in our First Impression ministry, and most members see themselves as responsible for making guests feel welcome. Members look to connect guests with other members and to a small group.	Our church is marked by generosity. Our staff is well cared for, church ministries are well funded, and most members give beyond the tithe. We regularly take up special offerings for ministry and missions beyond our church ministries.	Our church has a clear plan to help members grow spiritually through inter-generational mentoring relationships. Older married couples mentor younger couples. Teens and older children are valued and given real responsibility to serve.	Our church leaders have preached and taught about Biblical unity and offered a course on settling conflict in God-honoring ways.	Our church has updated and/or remodeled our facilities in the last year, especially spaces where guests are most likely to be (i.e. parking lot, main entrance, restrooms, worship space, nursery, and children's area).	Our church leaders have led us to expect and to embrace change. Most members have learned to welcome change and see it as part of what it means to have a healthy, growing church. We regularly evaluate our facilities, all church ministries, and church structures. As result of recent changes, our church is reaching new people.
Our church leaders are consistently inviting people to explore a potential call to vocational ministry. We have a clear strategy for identifying and developing those called to ministry including financial help for theological training.	The majority of our congregation is fully committed and engaged in pursuing specific, strategic long-term mission goals on the field locally, nationally, and internationally and we have partners in each of these settings. Our church sends teams out every year to serve with these partners.	Our church is marked by love for one another and for the outsider. Most members are committed to being active participants in a Sunday School/ small group and worship gatherings. Members regularly open their homes to their neighbors, intentionally seeking to build relationships, leading to many Gospel conversation opportunities.	At our church, members have received Biblical instruction on stewardship leading to generosity. At least 10% of our church's annual budget goes towards funding missionary endeavors with local partners, and state, national, and international mission causes. We regularly send out mission teams who are fully or partially funded by the church.	Our church regularly sends multi-generational mission teams into the community to serve our neighbors. We also send mission teams comprised of multiple generations to serve in national and international settings with missionary partners.	Instead of avoiding conflict, our leaders have helped us by example and with training to lean into conflict. Our church has a trained conflict resolution team.	At our church, we have considered what will make our facilities the most warm, friendly, and welcoming atmosphere for first-time guests and members alike. We have updated/ renovated, or built new facilities to replace all outdated, unsafe, or inaccessible areas. Our facilities reflect our desire to reach new people for Christ.	At our church, we have embraced a culture of change. We have come to expect and celebrate when changes are needed. Our leaders have developed a strategy for making significant changes over the next 5 years. As a result, we have/ will make significant changes to improve our facilities, enhance the quality of our worship service, and expand our disciple making ministries. This includes adding new small groups, expanding our staff, and give significantly more to church planting and global missions.



# Re-MAP Scoring Grid

As a group, record your assessment numbers using the Scoring Grid.  
For example, next to "Deepening Prayer," record how many choose Possibility, how many chose Project ... Tally participants answers for each Revitalization Practice.

At our church, revitalization is a ...		Possibility	Project	Program	Priority	Purpose	Passion
CHURCH REVITALIZATION PRACTICE	Deepening Prayer						
	Prioritizing Worship						
	Vision for Revitalization						
	Reaching the Lost						
	Making Disciples						
	Community Engagement						
	Leadership Development						
	Expanding Missions						
	Congregational Connection						
	Growing in Generosity						
	Generational Representation						
	Addressing Conflict						
	Facility Improvement						
	Change Readiness						

# Revitalization Current Reality Sheet

Now determine the descriptor word for each Revitalization Practice. Example:

## Revitalization Practice

Deepening Prayer

Prioritizing Worship

## Descriptor Word

Program

Passion

Record the group consensus answer for each revitalization practice here.

Church Revitalization Practice	Based upon the group consensus, our current reality for each Revitalization Practice descriptor word is:
Deepening Prayer	
Prioritizing Worship	
Vision for Revitalization	
Reaching the Lost	
Making Disciples	
Community Engagement	
Leadership Development	
Expanding Missions	
Congregational Connection	
Growing in Generosity	
Generational Representation	
Addressing Conflict	
Facility Improvement	
Change Readiness	

# RANKING REVITALIZATION PRACTICES SHEET

Using the list, rank each Revitalization Practice on the list below. Start by listing all Revitalization Practices identified with the descriptor word Passion, then list those that are Purpose ... continue until all 14 practices are listed below.

(NOTE: some practices will have the same descriptor word. In that case, just decide which one needs more focused attention and list it first.)

1	
2	
3	
4	
5	
6	
7	
8	
9	
10	
11	
12	
13	
14	



# REVITALIZATION MINISTRY ACTION PLAN WORKSHEET

Mapping your church's plan to greater health and Gospel impact.

**Based on the above ranking, what Revitalization Practices can we celebrate?**

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**What Revitalization Practices need more focused attention?**

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**Considering the Revitalization Practices that need more focused attention, what steps could your church take to move from your current reality to the next level?**

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**What are some possible obstacles to growth in each Revitalization Practice identified for focused attention?**

---

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**To move a Revitalization Practice in need of focused attention towards Passion, what people and resources need to be a part of the effort?**

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# Re-MAP – GOALS & ACTION STEPS WORKSHEET

Mapping your church's plan to greater health and Gospel impact.

*As you consider each Revitalization Practice your group identified as needing more focused attention, use the following form to set goals and establish action steps to achieve those goals.*

## Example

## Revitalization Practice: DEEPENING PRAYER

**Goal:** Lead the church in a 40 Days of Prayer Church Revitalization campaign.

**Action Steps:**

1. Write or secure a prayer resource to use during the campaign.
2. Promote the 40 Day campaign to the church.
3. Launch the 40 Day campaign with the church.
4. During the campaign, celebrate what God is doing with stories and testimonies.

**Start Date:** October 1

**Completion Date:** November 9

**Revitalization Practice:** \_\_\_\_\_

**Goal:** \_\_\_\_\_

**Action Steps:**

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

**Start Date:** \_\_\_\_\_

**Completion Date:** \_\_\_\_\_

**Revitalization Practice:** \_\_\_\_\_

**Goal:** \_\_\_\_\_

**Action Steps:**

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

**Start Date:** \_\_\_\_\_

**Completion Date:** \_\_\_\_\_

**Revitalization Practice:** \_\_\_\_\_

**Goal:** \_\_\_\_\_

**Action Steps:**

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

**Start Date:** \_\_\_\_\_

**Completion Date:** \_\_\_\_\_

**Revitalization Practice:** \_\_\_\_\_

**Goal:** \_\_\_\_\_

**Action Steps:**

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

**Start Date:** \_\_\_\_\_

**Completion Date:** \_\_\_\_\_

## Notes

[illegible]





# 2

## Using Re-MAP in a Retreat Setting

# PLANNING A REVITALIZATION LEADERSHIP RETREAT

*Re-MAP works best when leaders from your church come together, take the assessment profile, and work through the task of setting goals and establishing action steps. Planning a revitalization leadership retreat may be an effective and inspiring way to do this.*

## Before the Retreat:

- Identify and recruit leaders who need to be in the room. This could be a larger group of church leaders (10-30).
- Decide in advance if retreat participants will be the group who carries out the action steps or if a smaller taskforce will be formed and assigned this responsibility (**see Forming a Revitalization Taskforce**).
- Develop goals for the retreat that are clear and compelling: "When the retreat is over we hope to accomplish..."
- Secure a location, equipment, meals/refreshments, and other resources for the retreat.
- Develop a retreat schedule that respects people's time but also allows for the completion of all retreat activities and goals.
- Invite others to help you lead the retreat. Consider enlisting people to lead a devotion, share a testimony, pray, or lead in worship.
- Plan for follow up. Make sure someone is responsible for completing each goal set.

## During the Retreat

- Plan for a meaningful, extended time of prayer.
- If a church has unaddressed past conflict, moral failure, negative community reputation... (see **How Did We Get Here? pages 26-27**), conduct a Defining Moments exercise.
- You may also consider taking time to look at the **Church Lifecycle Chart (pages 24-25)** and, as a group, seek to identify where on the lifecycle continuum the church is currently located.
- Take the **REVITALIZATION MINISTRY ASSESSMENT PROFILE** and complete all the subsequent forms.
  - Re-MAP SCORING GRID
  - REVITALIZATION CURRENT REALITY SHEET
  - RANKING REVITALIZATION PRACTICES SHEET
  - REVITALIZATION MINISTRY ACTION PLAN WORKSHEET
  - Re-MAP – GOALS & ACTION STEPS WORKSHEET
- Having set goals and established action steps, set up a group schedule for follow up meetings to carry out the work.
- Take sufficient time to pray for the group as they begin their work.





## Retreat Format Suggestion

### *Friday Night*

6:00 PM	Meal
6:30 PM	Explanation of the reason for the retreat and what you hope to accomplish.
6:45 PM	Enter into a season of prayer for church revitalization.
7:00 PM	Break
7:10 PM	Defining Moments Activity (see Appendix A)
8:30 PM	Closing Prayer

### *Saturday Morning*

9:00 AM	Meal
9:20 AM	Prayer for Revitalization
9:30 AM	Lead the group through each of the Re-MAP tools beginning the Revitalization Ministry Assessment Profile
10:30 AM	Break
10:45 AM	Set revitalization goals, establish action steps, and make assignments
11:50 AM	Establish a schedule for the next meeting and subsequent meeting to follow
12:00 PM	Closing prayer

# Forming a Revitalization Taskforce

*Consider establishing a Revitalization Taskforce, a smaller group of 7 to 10, who will be responsible for leading the church through the entire revitalization process. This group will be a part of the Revitalization Leadership Retreat and will be tasked with carrying out what is decided from the retreat.*

## Why Form a Taskforce?

- A taskforce enables a pastor to gather a few key leaders together who will be laser focused on the task of church revitalization.
- A taskforce is smaller which allows for quicker decision making and streamlined implementation of goals and action steps.

## Who Should Be on the Taskforce?

- Pastor, Staff, Elders, representatives from Deacons, Sunday School/Small Group leaders, Children's/Youth ministries, Trustees, Buildings & Grounds...

## How Many Should Be on the Taskforce?

- To streamline the process this group should be no more than 10 church leaders.

## Preparing the Taskforce for Their Work

- Identify those who need to be on the Taskforce.
- Establish the scope of the Taskforce's work. When will they begin and end? How often will they meet? What will they be asked to produce at the end of their work? Will they lead the church to make these changes?
- Decide who will lead the Taskforce. The most natural person to lead this work is the pastor but he may decide that a key leader is best suited for the work.

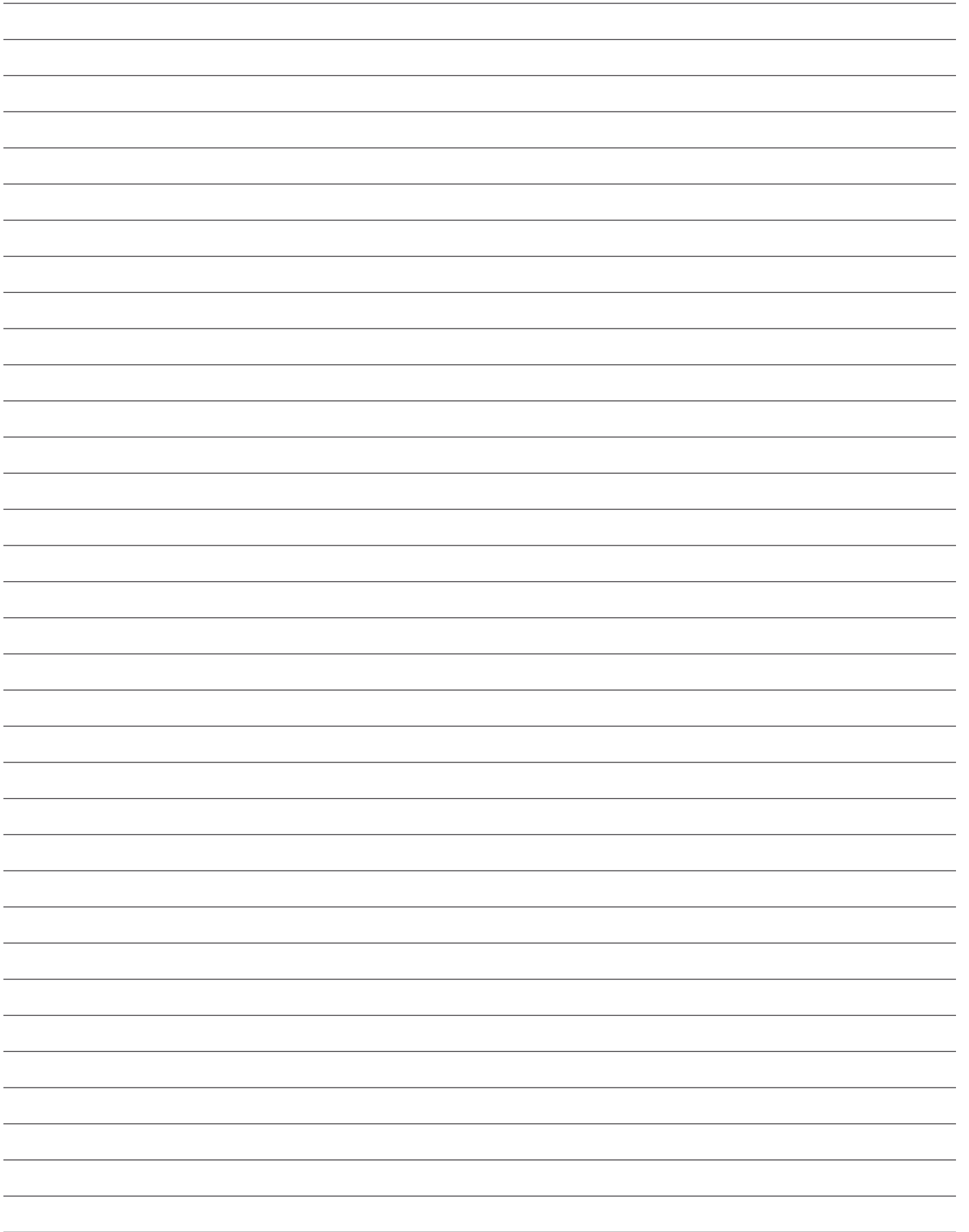
## The Work of the Taskforce

- Based on the goals and action steps established at the retreat, the Taskforce will begin to meet and formulate a plan of action to bring each goal to fruition.
- The Taskforce will need to prioritize retreat goals and establish a timeline for completing each goal. This may be a several year process.
- As the Taskforce does its work, the group may decide that some goals need to be eliminated or adjusted. They may also feel the need to establish additional goals.
- The Taskforce should consider ways to enlist the prayer support of the congregation, as well as providing regular updates to the church. The Taskforce will need to establish budget resource requirements, identify additional people who will help carry out the action steps for each goal, and prepare a church revitalization vision report that describes the goals and the timelines for completing each goal.



## Notes







# 3

## Revitalization Helps

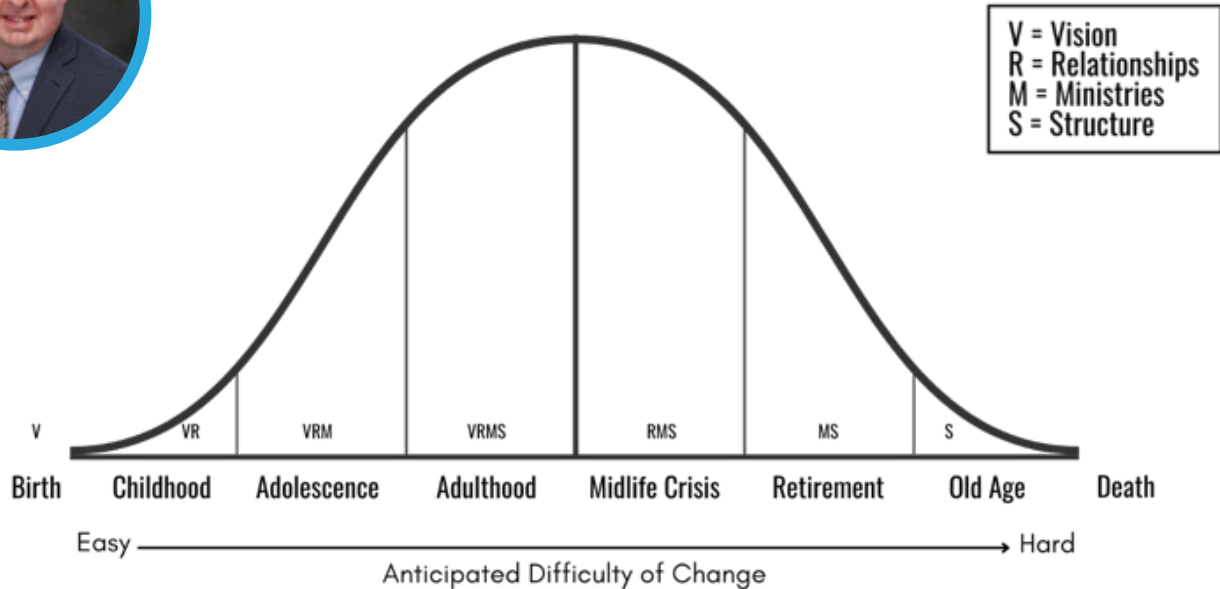
### RESOURCES FOR REVITALIZATION

*The following section contains articles written by ministry leaders and revitalization resource suggestions. Each article is designed to provide helpful insights and practical advice for moving any church forward in a revitalization effort.*

# Church Life Cycle



by Jason Lowe



Life Stage	Church Resources	Spiritual Vitality	Plan of Action	Degree of Difficulty
<b>Adulthood</b>	Capable church membership Maintained facilities Stable finances Multitude of vibrant ministries	Spiritual metrics (baptisms, attendance, discipleship, etc.) are relatively healthy  In danger of losing sight of the mission and vision because of so many activities	Refocus on the mission	4-5
<b>Midlife Crisis</b>	Reduced church membership Deferred facility maintenance Strained finances Several ministries are difficult to staff and maintain	Spiritual metrics are in decline  Church has lost its evangelistic passion and intentionality  Church operates with a maintenance mentality	Refocus on the mission  Reconnect with each other and the community	6-7
<b>Retirement</b>	Small church membership Church facilities need major repairs Inadequate finances Once-thriving ministries are now mostly inactive	Members look back fondly to the church's history, but leave little hope for the church's future  The church is focused on survival	Refocus on the mission  Reconnect with each other and community  Reduce the number of ministries and focus on making them excellent	8-9
<b>Old Age</b>	Small, aging church membership Church building is often in disrepair Difficult to pay the church's bills No or few ministries beyond scheduled worship services	Imminent death is threatened due to a lack of attendees, finances, and ministries	Restart a new work  Options: 1. Adoption 2. Merger 3. Replant	9-10



## Question?

**Based on the  
Church Life Cycle  
chart and table,  
where do you assess  
your church to be?**

*Action Step:*

*What one step from  
the corresponding  
Plan of Action column  
will you take?*

# How Did We Get Here?

*by Andy McDonald*



***"Be on guard for yourselves and for all the flock of which the Holy Spirit has appointed you as overseers, to shepherd the church of God, which he purchased with his own blood."***

*Acts 20:28*

## Is your Church Plateaued or in Decline?

A church may end up on the negative side of the church lifecycle for many reasons. The following lists reflects some of the ways churches stop growing:

***The church drifted away from sound doctrine.***

This reflects wrong beliefs.

***The church stopped caring for the community around them.***

This reflects a wrong focus.

***The church no longer has a passion to carry out the Great Commission.***

This reflects a wrong purpose.

***Church members' personal preferences and traditions drive the church.***

This reflects wrong motives.

***The church tolerates open and blatant sin.***

This reflects a wrong peace.

***Programs and structures no longer work or make sense for the church's current context.***

This reflects wrong practices.

***Church leaders have not led the church with a clear vision.***

This reflects a wrong direction.

***Church members see the church as belonging to them, resulting in resistance to God-given leaders.***

This reflects wrong ownership.

***Most church resources go to maintain buildings and member focused activities.***

This reflects wrong priorities.

***The church has abandoned its first love, Jesus.***

This reflects wrong affections.

If your church is stuck or going backwards, diagnosing the root cause(s) may be one of the keys to help get the church growing again.

*Question:*

**Is your church's current reality a result of one or more of the above statements? If yes, which ones? How has this negatively impacted your church?**

*Action Step:*

**One thing our church will do to address and reverse the negative impact of the statement(s) we identified is ...**

*Resource:*

*Lead to Revitalize: 15 Practices of a Church Revitalization Leader*

*Revitalize: Biblical Keys to Helping Your Church Come Alive Again*



# What Does Revitalization Have to Do with Worship?

by Jason Stewart



*"Missions is not the ultimate goal of the church. Worship is. Missions exists because worship doesn't."*<sup>1</sup>

**Well ... I would argue that worship has EVERYTHING to do with revitalization.**

- Revitalized worship is the **ultimate priority** for the church, the reason man was created, the reason regenerate man was redeemed, and the culmination of history (Exodus 20:2-5; Isaiah 43:21; Mark 12:29-30; John 4:23; 1 Peter 2:9; Revelation 5:13-14).
- Biblical worship is **offered** in fear, awe, and devotion (bowing down) (2 Kings 17:36; 1 Chronicles 16:25; Job 1:20; Psalm 5:7; 96:4, 9; Matthew 8:2; 9:18; 14:32-33; 28:8-9).
- Biblical worship **includes** adoration and thanksgiving (Genesis 24:48; Exodus 12:27; Judges 7:15; 1 Chronicles 29:13-14; Psalm 89:1, 92:14, 95:6-7, 138:2; Matthew 14:33, 28:9, 17; Ephesians 5:19-20; Philippians 3:3; 2 Timothy 1:3; Hebrews 12:28; Revelation 4:9-11, 7:11-12).
- Biblical worship **includes** obedience and service (Joshua 5:14; 1 Samuel 1:27-28; 15:22; Romans 12:1, 9-11; 14:15,18; 15:15-16; Hebrews 12:28-29).
- Biblical worship **includes** confession that God is right and my sin is wrong (Joshua 7:19; 1 Samuel 15:30-31; 2 Samuel 12:19-20; Psalm 51:15-17; Luke 5:8; Acts 19:18-20; Romans 15:8-12; 1 Corinthians 14:24-25; 1 Peter 2:9; Revelation 5:9-10; 15:4).
- Biblical worship **includes** sacrificial acts (Deuteronomy 26:10; 2 Kings 17:36; 1 Chronicles 16:29; 2 Chronicles 29:28; Acts 4:36-37; Romans 12:1; 15:15-16; Philippians 2:17; 4:15-18; Hebrews 12:28; 13:15-16).
- Biblical worship **includes** praise (1 Chronicles 16:9,23-28; 2 Chronicles 29:30; Psalm 29:2; 66:3-6; 71:22-23; 89:1; Psalm 108:1; Hebrews 13:15; Revelation 5:9-13; 15:3).
- Biblical worship **includes** public prayer (1 Chronicles 29:11-20; Acts 1:14, 24; 2:42; 4:24-31; 12:12; 16:25; 1 Corinthians 11:45; 14:13-15).
- Biblical worship **includes** the public reading of Scripture (Nehemiah 8:5-6; 1 Timothy 4:13).
- Biblical worship **includes** musical instruments—strings, winds, and percussion (2 Samuel 6:5; 1 Chronicles 15:16; 25:6; 2 Chronicles 5:12-14; 7:6; 29:25-28; Nehemiah 12:27; Revelation 5:8-10; 14:2-3).
- Biblical worship **includes** corporate and private singing (Exodus 15:1; 1 Chronicles 16:9,23; Psalm 66:1-2; 71:22-23; 81:1; 89:1; 92:1; 108:1; Mark 14:26; Ephesians 5:19-20; Colossians 3:16).
- The following passages are also thought to have been songs sung by the early church (Philippians 2:6-11; Colossians 1:15-20; 1 Timothy 3:16; 2 Timothy 2:11-13).

<sup>1</sup> John Piper, *Let the Nations Be Glad* © 1993 Baker Book House, p.11

- Revitalized worship is a **celebration** of God, His **works**, and His character (2 Samuel 6:5; 1 Chronicles 15:16; 2 Chronicles 29:30; Psalm 81:1; 92:4).
- God is always to be the only **object of worship**, and because He is jealous to receive the sole worship of His creation (Exodus 20:4-5; Leviticus 10:1-2; 2 Chronicles 5:13; Psalm 50:22-23; Mark 7:7-9; Romans 1:25-26).
- Revitalized corporate worship in Scripture involves **training** and requirements for singers and musicians ...
  - Training and **musical** skill (1 Chronicles 15:22; 23:3-5; 25:6-8; 2 Chronicles 34:12b)
  - Set aside for **music** (dedication and financial support) (Numbers 8:24-26; Deuteronomy 14:27-29; 1 Chronicles 9:33; Ezra 7:24; Nehemiah 10:39; 12:27; 12:47)
- Biblical worship shows **organization** and **excellence** in its production. Up front vocalists and instrumentalists leading in music (2 Chronicles 29:28)
  - Organized and **choreographed** services (2 Chronicles 5:12-13; 7:6; Ezra 3:10)
  - Acceptable **worship** should be conducted "decently and in order" (1 Corinthians 14:23, 26, 40)
  - **Excellence** and **order** are especially for the sake of love to our neighbors and to unbelievers (1 Corinthians 14:1-33)
- God does not accept worship when sin is **unconfessed** (Joshua 7:19-20; 1 Samuel 15:22; Psalm 51:15-17; Isaiah 1:11-15; Hosea 6:4-6; Amos 5:21-24; Matthew 5:23-24).
- We worship God in **spirit** (not in a temple) (John 4:21-24; 1 Corinthians 3:16; Philippians 3:3; Hebrews 9:24; 10:19-20; 1 Peter 2:5).
- We worship God in **truth** (Psalm 145:18; Proverbs 9:10; Hosea 6:6; John 4:21-24; 1 Corinthians 2:14).
- Revitalized corporate worship should be **conducted** without offense to weaker brothers (Romans 14:13-15, 18; 1 Corinthians 8:11-13; Gal 5:13-14).
- Revitalized worship shows Christ became **relevant** to man through His incarnation, and because **Paul** tells us to be all things to all men (John 1:14; 1 Corinthians 9:19-22).

### *Question:*

**Looking at the list, which area of worship do you believe your church struggles with the most?**

### *Action Step:*

**What one step will you take to strengthen that area of worship?**

### *Resource:*

*For help with worship planning resources, visit:*  
**[www.kybaptist.org/helpful-resources-for-planning-worship/](http://www.kybaptist.org/helpful-resources-for-planning-worship/)**



# The Priority Of Prayer

by Andy McDonald



*"The harvest is abundant, but the workers are few. Therefore, pray to the Lord of the harvest to send out workers into His harvest."*  
*Luke 10:2*

## Only God can revitalize a church.

That makes prayer essential in restoring a church health and Gospel impact. What are some simple steps your church can take to make prayer a priority?

*\*Tips for leading church members to pray for revitalization:*

- Explain to church members why revitalization is necessary, and the vital role prayer plays.
- Share with the church about your prayer life and teach your people how to pray.
- Revitalization prayer points with corresponding Scriptures:

*Pray to hunger and thirst for righteousness.*

Matthew 5:6

*Pray for a greater desire to read, study, memorize and obey God's word.*

Psalm 119:140

*Pray for repentance of sin and revival among the people of God.*

2 Chronicles 7:14

*Pray for a desire to see the Great Commission fulfilled in our day.*

Matthew 28:19

*Pray for the lost by name.*

Acts 26:18

*Pray for young families to come into the life of the church.*

Acts 2:47

*Pray for leaders to be Spirit-filled and for new leaders to emerge.*

Eph 5:18; 2 Tim 2:2

*Pray for effective outreach efforts in the community.*

Colossians 4:5

*Pray for strong marriages and families.*

Hebrews 13:4a

*Pray for life and vitality in the church's on-going ministries.*

1 Corinthians 16:9

- Saturate every worship service and Bible study with prayer.
- Meet with your men at non-traditional times for prayer.
- Recruit and train prayer leaders for every small group/Sunday School class.
- In addition to having scheduled prayer time, encourage members to pray spontaneously throughout the day.
- Encourage prayer partnerships or networks where members regularly pray together for the work of revitalization.
- Plan prayer emphases throughout the Year. *40 Days of Prayer* [www.kybaptist.org/40days/](http://www.kybaptist.org/40days/)
- Once or twice a year, preach a sermon series on prayer.
- Plan a prayer retreat.
- Invite a prayer leader to come and do a special training.
- Lead your church through a season of focused prayer for revitalization.
- Encourage members to use online prayer tools like [www.blesseveryhome.com](http://www.blesseveryhome.com).
- As part of a front door evangelism effort, ask your neighbors how you can pray for them.
- Encourage members to set a phone alarm for 10:02 AM or PM.
- *"The harvest is abundant, but the workers are few. Therefore, pray to the Lord of the harvest to send out workers into His harvest."* Luke 10:2

### Question:

**Led by the Holy Spirit,  
what one prayer tip  
will you use with your  
church?**

**Write your answer here.**

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### Resource:

***40 Days of Prayer:  
Devotional Guide for  
Church Revitalization***  
Kentucky Baptist  
Convention



# Generosity is Essential to Revitalization

by Alan Witham



*"You will be enriched in every way to be generous in every way, which through us will produce thanksgiving to God. For the ministry of this service is not only supplying the needs of the saints but is also overflowing in many thanksgivings to God."*

*2 Corinthians 9:11-12*

## Intentional steps to develop generous givers.

A church that desires to be on a journey toward greater health and revitalization is one that is discipling people in the area of their finances. What is your intentional plan to help new and longtime Christians understand what Scripture says about managing personal finances and giving generously to the Lord through His church? Here are some suggestions:

### ***As a church leader, "lead out" in teaching and preaching on stewardship.***

Conduct a church-wide preaching/Bible study series on the Stewardship of Giving. Possible resource: [kybaptist.org/treasureresources](http://kybaptist.org/treasureresources)

### ***Help people see that generous giving is our appropriate response to Jesus who gave his life for us.***

"For you know the grace of our Lord Jesus Christ, that though He was rich, yet for your sake He became poor, so that you by His poverty might become rich." 2 Corinthians 8:9

### ***Challenge people to take a next step of growth in this area of their walk with Christ.***

All people are at one of these five stages of growth in giving:  
1) Have not given anything at all 2) Giving for the first time to the Lord through His church 3) Giving regularly but not tithing 4) Tithing 5) Giving over and above a tithe. Challenge people to take a "next step."

### ***Help people grow toward wise money management.***

Offer a class to assist them in getting out of debt by establishing a family budget and living within their means.

### ***Regularly help people see the connection between their giving and the fulfillment of the church's mission.***

Share: "This week your giving enabled our church to..."  
Complete the sentence with an example of how their giving funded the mission of God through the church this week.

### ***Communicate high expectations for giving.***

Include it in a 101 Introduction Class curriculum. Include it in a membership covenant.

### ***Utilize all possible avenues to encourage regular giving.***

Offer an online giving option or mail monthly offering envelope packets to members.

### ***Practice generous giving as a church.***

Give generously to kingdom causes outside your church, including supporting missions through your local association, the Cooperative Program and strategic missions partnerships. Give to help people in need.

*Question:*

**From the list of possible steps to grow in Biblical generosity, which one is your greatest priority?**

*Action Step:*

**What one step will you begin to take to strengthen that area of Biblical stewardship?**

*Resource:*

*Additional Generosity Resources:*  
**[www.kybaptist.org/treasureresources](http://www.kybaptist.org/treasureresources)**

# Evangelism and Church Revitalization

by Ian Carrico



*It is crucial that the church be a “going” church and this will require great intention.”*

## Church Revitalization will Require Intentional Evangelization

The Great Commission is not a suggestion. The Lord Jesus Christ has commissioned His disciples to “go...and make disciples” Matt. 28:19 (emphasis mine). It is crucial that the church be a “going” church and this will require great intention. A church can blink and soon discover that neglect to the Great Commission has led to a great erosion in multiple aspects of church health. Consequently, if the church fails to share the gospel, they should anticipate their numbers to dwindle over time hence finding themselves at a point for revitalization. If a church is going to be revitalized, it must evangelize and seek to win the lost to Christ.

***Here are some ways to incorporate evangelism in the work of church revitalization:***

### Calendar Your Evangelism

- Gather key leaders (i.e. Church Council, Staff, Deacons, Elders, etc.) to intentionally and strategically place evangelistic events on the calendar within the year. This is typically best at the beginning of a new year, but the key is to begin ASAP.
- Include various forms of evangelism on the calendar. Plan a revival. Plan for Gospel Conversation Goal emphasis. Plan door-to-door visitation. Plan special “Big Day” outreach services. Plan evangelism training. Securing preachers and resources requires some time. Give people the chance to put in their schedule.
- It holds you accountable. It has been said, “failing to plan is planning to fail.” What gets planned has a much higher success of getting done.

### Celebrate Evangelism

- Allow time in services for church members to share evangelism testimonies. Make a big deal about it!
- Celebrate your own personal evangelism encounters from the pulpit.
- Make baptism one of the biggest celebrations you do in the life of the church. Take pictures, post on social media, have all who participated in someone coming to know Christ stand and be recognized (past Sunday school teachers, parents, prayer warriors, etc.)

### Pray for Lostness

- Encourage a “Who’s Your One” campaign. With resources provided by NAMB, this initiative challenges members and provides practical resources that facilitate a culture of praying for the lost.
- Encourage Sunday School, small groups to focus on praying for their lost friends, family, and neighbors.
- Model evangelistic prayer by praying for the lost during a Wednesday evening prayer service or during the Sunday morning services.



## Equip the Saints for Sharing Their Faith

- Offer evangelism training at least once a year (consider the 'colder' months when you are typically prohibited from outdoor activities).
- Encourage 'reps' where the members of the training verbalize and practice what they have just learned.

## Provide Pathways to Share Christ

- Create opportunities for people to share their faith by going door-to-door or doing street evangelism.
- Encourage gospel conversations for events you host at church (i.e. AWANA, Upwards Sports, Trunk-or-Treat Fall Festivals, etc.)

## Preach Christ and Give Invitations for People to Respond

- Prioritize preaching Christ and giving gospel invitations for people to respond to the Holy Spirit.
- Prayerfully consider taking a sermon and preaching through and utilizing a gospel tract. This accomplishes two things: you preach the gospel for the lost to hear and you equip the saved to use a tract themselves.
- Prayerfully seek opportunities to share personal stories of your own attempts in sharing Christ.

## Resource the Evangelism Efforts of the Church

- Purchase variations of gospel tracts and/or resources for church members to use.
- Make available 'Gospel Bags' that include a Gospel of John, a gospel tract, church brochure, and a small gift, if desired. Church members can take these and put in their car to hand out 'as they go.'
- Designate a central location for these resources. Create an "evangelism corner" or "evangelism room." Be creative—but try to remove any barrier that individuals encounter. Make it as easy, and fun, as possible!

## Set Goals for Gospel Conversations

- Create a Gospel Conversation Goal for the year and challenge church members in their efforts. Consider taking the average attendance and multiplying that by 2. Then take that number and multiply it by 12. This will give you a number that represents each average attender sharing their faith twice a month. Example: 50 attenders that share their faith twice a month would have shared it 100 times. For a year, it would be 1200 conversations. Make your goal 1200.
- Create a goal banner and make it visible, fostering accountability and encouragement.
- Create a tracking system, whether by placing a piece of paper for people to mark a conversation or use a website like Google Forms for people to submit electronically.

## Action Step:

**What evangelistic resources can you gather to have on hand?**

**Who can you gather around you to help establish a strategy for greater gospel impact?**

**What are two areas of evangelism in your church that you feel are most limited presently?**

**What is one step you can take in each of these areas to elevate evangelistic impact within the next 6 months?**

## Resource:

**KBC Evangelism Team offers the following tools:**

Praying for the Lost: Daily Prayer Journal

Personalizing the Mission

Big Day Evangelism

Growing in Personal Evangelism

Front Door Evangelism

7 Most Loved Evangelism prayer bookmark

*Invitation to Evangelism: Sharing the Gospel with Compassion and Conviction*  
by Dr. Tim Beougher

*Synergistic Evangelism*  
by Dr. Darrell Robinson

*Master Plan of Evangelism*  
by Dr. Robert Coleman

*The Gospel Conversational Church*  
by Dr. Sam Greer

# Small Groups and Church Revitalization

by Darryl Wilson



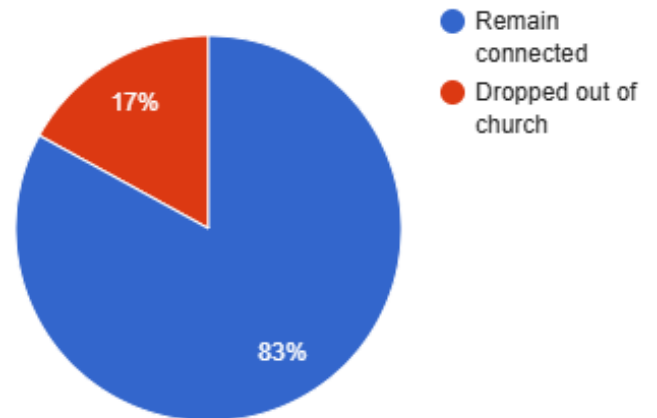
*"They devoted themselves to the apostles' teaching, to the fellowship, to the breaking of bread, and to prayer."*

*Acts 2:42 (CSB)*

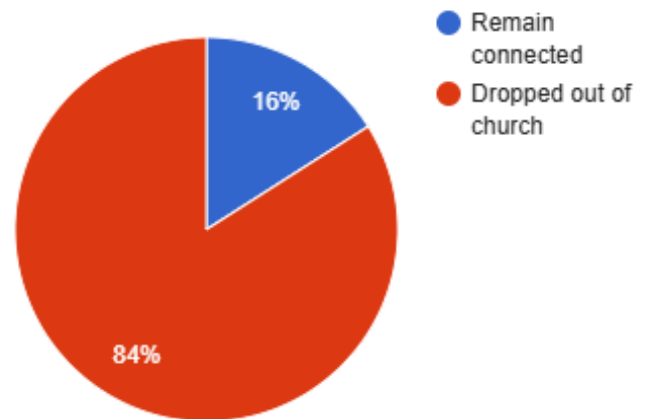
## Is Your Church Connecting and Discipling Your People?

Only 16% of new church members will remain connected 5 years later if they fail to become involved in a Sunday School class or small group. When they get involved in a group, 83% will still be connected.

**New Members Who Joined a Group**



**New Members Who Did Not Join a Group**



## Illustration

Picture your home. Let's assume you set a goal of getting ten people crammed into your living room. What would you need to do in order to achieve your goal? While there are many strategies, let me boil the possibilities down to three actions:

- get nine people besides yourself in the front door,
- make sure they don't leave,
- make sure you get them all at the same time into the living room.

## Three Simple Actions

Those simple actions can be translated into strategies for connecting and involving more people in Sunday School and small groups:

### **FRONT DOOR.**

Invite people to your groups. The more personal, the more effective the invitation will be. Invite them to group fellowships, meals, projects, Bible study, and Jesus. Add them to your groups' prayer, care, and party lists. Get them to your front door!

### **BACK DOOR.**

When people attend, care for them. When they are absent, contact them every week. Do it because you care. Organize the group to respond with care. Keep good contact (phone, email, address) and attendance records. Provide regular events to deepen and expand relationships. Pray together. Don't allow them to slip out the back door!

### **LIVING ROOM.**

While the back door is focused on preventing dropouts, the living room is focused on discipleship. Disciples grow better when they consistently are part of a group. Irregular attendance results in poor growth as disciples. Set high expectations for faithful involvement. Challenge group members to read the Bible daily, study lessons weekly, and be present. Make assignments related to the lesson. Give places of service in the group. In an article called, "The Missing Metric," Thom Rainer former president of LifeWay Christian Resources said: "If the frequency of attendance changes, then attendance will respond accordingly. For example, if 200 members attend every week the average attendance is, obviously, 200. But if one-half of those members miss only one out of four weeks, the attendance drops to 175." How can you address the living room in order to increase discipleship growth?

Focus on these three actions in your groups ministry and watch your connections and discipleship increase. As you are faithful at caring for God's sheep, He will entrust you with more. Where do you need to start? Make disciples. Be revolutionary!

## *Action Step:*

- 1. Enlist and train a Friend Care Leader for every group who will ask every teen and adult to invite friends every week.**
- 2. Enlist and train a Member Care Leader for every group who will ask every teen and adult to reach out with care to absentees every week.**
- 3. Train teachers to involve every attender in group sessions every week.**

## *Resource:*

### *Resources for Additional Help:*

*Caring: Caring for Members and Friends in Sunday School and Bible Study Groups*

*Discipling: Disciple-Making Sunday School and Bible Study Encounters*

# Biblical Leadership

by Stephen C. Rice



*"The greatest among you will  
be your servant."  
Matthew 23:11*

## Could Your Church Benefit from More Effective, Biblical Leadership?

Most churches focus on recruiting more leaders, but there are two important questions to consider. First, are your leaders following a Biblical leadership model? Second, are they effective?

### 10 Characteristics of Biblical Leaders

1. **Leaders are called by God.** God has a plan for every life at every stage of life. God makes His will known to His children when He calls them into leadership roles.
2. **Leaders are not perfect.** Although leaders are not perfect, they do live exemplary lives and have a genuine walk with the Lord. Integrity is imperative for leaders.
3. **Leaders give priority to prayer.** Dr. Billy Graham is quoted as saying "there are 3 secrets to living a successful Christian life: prayer, prayer, and prayer." That is especially true for leaders.
4. **Leaders are born.** Some men and women are born with natural abilities to lead. As Christians, God uses these natural abilities as leaders surrender to His guidance.
5. **Leaders are made.** Not everyone is born with natural leadership abilities, but those abilities can be learned as well. A myriad of Christian leadership books and resources are available. The Holy Spirit gives some believers the spiritual gift of leadership.
6. **Leaders are servants.** Jesus said that "He did not come to be served, but to serve, and to give His life as a ransom for many" (Mark 10:45). Leaders will model the servant-leadership style of Jesus.
7. **Leaders guard their hearts and minds.** Gordon MacDonald asks, "Are we going to order our inner worlds so that they will create influence on the outer world? Or will we neglect our private worlds and thus permit the outer sphere to shape us?" That is what the Apostle Paul meant when he wrote, "Do not conform any longer to the pattern of this world but be transformed by the renewing of your mind" (Romans 12:2).
8. **Leaders are humble.** The Apostle Peter wrote, "Young men, in the same way be submissive to those who are older. All of you, clothe yourselves with humility toward one another, because 'God opposes the proud but gives grace to the humble'" (1 Peter 5:5).
9. **Leaders genuinely care.** Nehemiah, one of the greatest leaders in the Bible, sat down and wept when he heard about the condition of the people of Jerusalem (Nehemiah 1:4). Jesus had compassion for the people because they were like sheep without a shepherd (Matthew 9:36).
10. **Leaders trust God.** Nehemiah prayed and trusted that God would grant him mercy with King Artaxerxes so he could go help the people of Jerusalem. The Apostle Peter instructed us to "Cast all our cares on the Lord because He cares for us" (1 Peter 5:7).

*Question:*

**Does your church simply need more leaders or does your church need current and future leaders to be more effective and Biblical in their leadership?**

*Action Step:*

**Two things the church can do is to study the leadership of Jesus and the leadership of Nehemiah.**

*Resource:*

*Jesus on Leadership* by C. Gene Wilkes

*Spiritual Leadership* by Henry and Richard Blackaby

*Lead Like Jesus* by Ken Blanchard and Phil Hodges

*Hand Me Another Brick* by Charles R. Swindoll

*The Leadership Style of Jesus* by Michael Youssef

*Overcoming the Dark Side of Leadership*

by Gary L. McIntosh and Samuel D. Rima

*Lead to Revitalize* by Kentucky Baptist Convention



# Developing Healthy Church Systems

by Jeff Crabtree



*"But everything is to be done decently and in order."*  
1 Corinthians 14:40 (CSB)

## Church systems are already in your church, but you may not see them.

At its simplest, a system saves a person or organization time, money, stress, or energy used to maximize work. Systems make work more enjoyable and efficient. Church systems are already in your church, but you may not see them. As church leaders, it's your responsibility to recognize and develop these systems. By evaluating and enhancing your church's systems, you can take control of your ministry and engage people more effectively. Here are three broad church systems that can enhance greater health for a congregation.

### 1. People

**Reaching System:** Attracting people to your church can be done through outreach. The attraction system is developed to be intentional for inviting people to attend your church. The key to this system is intentionality. Questions to help us identify the health of this system:

- What ministries do we currently use to reach new guests for our church?
- How do we currently follow up with first-time guests coming to our church?
- How many guests return to our church after their first visit?
- Is our church family open to connecting with new people? If not, how can we help them?
- Do we have a detailed next step for a first-time guest? (connect them to a ministry or Bible Study?)

**Connecting System:** A connecting system is also known as an assimilation system. When done well, this system's work is a huge plus. Here are a few questions to consider when developing a great connecting system.

- Do we collect information from our guests? What do we do with this information?
- Is there an individual assigned to follow up responsibility?
- Do we have an effective Baptism ministry? Is there someone assigned to follow up with individuals who make a profession of faith to schedule a baptism? (Were there decisions made months ago that have not been followed up for baptism?)
- Do we have a baptism class?
- Do we have a new members class?
- Is there a process that moves guests to engaged members involved in Bible Study or ministry?

**Keeping System:** God gives the local church two most important things: His Word and His people. We must value both. Does your church have a process for identifying members with multiple absences? The questions below could help you develop your process.

- Does our church have a way to recognize when a member has not attended in a while?

- Have we organized our deacons into a family ministry plan to care for our members and check in on members who have not attended in a while?
- Do we have a pathway to connect our members to a Sunday School or Small Group class?
- Does our church have a process to mobilize people into ministries?
- Do we have an intentional process of discipleship for our people?

## 2. Organization and Administration

The systems around organization and administration may not be flashy, but they will prove valuable to your congregation. These systems will guide the church in reporting and delegating areas of the church without personal bias.

- Many churches have an outdated Constitution and By-laws. The Constitution is the document that explains the foundation of belief, while the By-Laws show how the church uses the Constitution to undergird its work. Many churches have not considered the world's situation as seen with an out-of-date Constitution and By-Laws. Another deficiency in some church constitutions is exposed when a pastor resigns. The church does not have a clear path about what should happen next. The process of finding a pulpit supply and interim pastor and how to assemble a search committee will be vital in the early days of the pastoral vacancy. One way to help a church stay current is to develop a Constitution and By-laws committee responsible for yearly reading over the document and presenting it to leadership or the congregation for needed revisions.
- After a church has a good constitution and by-laws, they should develop a Policy and Procedure document. The information in this document will guide the day-to-day operation of the church. This document will have information about how the work and processes of the church are accomplished. The information will

also contain job descriptions and benefits impactful for all staff. The Policy and Procedure manual should also include information about the upkeep and use of the building and property the church owns. This document allows teams or individuals to acquire directions needed for all aspects of the church.

- A church must also consider how it values records of its actions inside the church. Every church must have a process for communicating information to the members and keeping records for reporting and archiving data. Issues to consider will be monthly or yearly financial statements, giving records, actions taken in church business meetings, and information from leadership or teams.

## 3. Strategy System

If you are looking at this document, you must desire to improve your church strategy. Many churches never evaluate their church strategy in a timely method. An overview of the church is needed to identify two things, *"What are we doing well? and What needs to be improved?"* Your church is asked yearly to submit an Annual Church Profile. In this yearly report, you will record information about additions, baptisms, attendance, and offerings. These numbers give a glimpse into the strategy of the church. Many churches use a system to have an annual church check-up to see how they are doing. Also, some churches have a way to evaluate the church's mission and vision annually to see how they met or exceeded their yearly strategy. Helping a church prepare for a strategic annual check should be used to communicate to the church as a way of celebrating and exploring all that God has done and provided over the past year.

- Initially, it was said that every church already had systems in place. The most important question is whether our systems are working well and allowing us to effectively fulfill our Great Commission call. Your Kentucky Baptist Team stands ready to assist you if you need additional help.

## Resource:

*What Every Pastor Should Know*, Gary McIntosh and Charles Arn, Baler Books 2013.

*To Dream Again, How to Help Your Church Come Alive*, Robert Dale, Broadman, 1981.

*Velcro Church*, Ken Hemphill and Mike James, Auxano, 2011.

*Church Administration Handbook*, Bruce Powers, Broadman & Holman, 1997.

*The Perpetually Growing Church*, Rich Howerton, Iron Stream, 2024.

# The Revitalizing Pastor

by Harold Best



*"Whoever abides in me and I in him, he it is that bears much fruit, for apart from me you can do nothing."*

*John 15:5*

## Are You a Revitalizing Pastor?

Under the guidance of God's Word and the leadership of the Holy Spirit, the pastor most often has the greatest influence on a church's revitalization efforts. From spiritual vitality to steadfast resilience, there are a number of important characteristics of a revitalizing pastor. Below are some questions to consider:

### Do you live and lead in dependence upon God?

A revitalizing pastor will have a deep, abiding and growing relationship with God. Such spiritual vitality will allow him to display Christlike characteristics like humility, gentleness, patience, love, joy, peace, kindness, passion, and faith. Prayer is essential in revitalization efforts.

### Do you have a vision for church revitalization?

A revitalizing pastor will have the competence to assess the current condition of the church and envision the changes that are needed for revitalization. A revitalizing pastor must be able to cast a vision for the church and be able to lead an implementation plan to accomplish the vision.

### Are you willing to lovingly shepherd people through a revitalization effort?

A revitalizing pastor realizes that change can be difficult and is willing to love and care for people as they go through various stages of grief during the transformation process. Often, patient explanations and loving corrections will be needed.

### Are you willing to lean into conflict when it occurs?

A revitalizing pastor realizes that leading change will often bring about conflict within the church. A revitalizing pastor must be willing to promptly engage and seek to reconcile conflict according to Biblical instructions.

### Are you committed to making disciples?

A revitalizing pastor realizes that the Great Commission is the church's mission and is committed to leading and equipping his church in the areas of evangelism and discipleship. A revitalizing pastor realizes the importance of a disciple-making strategy in growing members and developing leaders.

### Are you willing to stay for the long-haul of church revitalization?

A revitalizing pastor realizes that leading a church through revitalization is neither quick nor easy. Leading revitalization will take time, energy, focus, much praying, spiritual discernment, significant pastoral leadership and resilience to lead the church through the revitalization process.

*Question:*

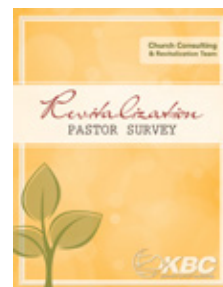
**Are you able to answer “yes” to the seven questions above? What areas (conflict resolution, vision casting, disciple-making strategies, etc.) do you need to be better equipped?**

*Action Step:*

**Complete the Revitalization Pastor Survey to determine areas you might need to work on.**

*Resource:*

*Revitalization Pastor  
Survey*



# Reaching Younger Generations

*by Matt Flanagan*



*"One generation will declare  
your works to the next and will  
proclaim your mighty acts."*

*Psalms 145:4*

## Is Your Church Reaching Younger Generations?

The future witness of our churches will exist through the lives of the younger generations that our churches are currently discipling. Is your church reaching and discipling kids, students, and their families?

## Does Your Church Consistently Pray for Younger Generations?

A church that reaches younger generations will consistently pray for the lost kids and students. This is done in congregational gatherings through general prayers, while small groups should commit to praying for individuals and families.

## Does Your Church Have a Discipleship Strategy for Younger Generations?

What if the Lord quickly leads several kids and students to your church? Do you have volunteers to care for and teach them? Do you have a plan to disciple them?

## Does Your Church Intentionally Connect and Serve a Local School Campus?

Churches that reach the younger generations are intentional and targeted in connecting to and serving a local public school campus. Our public schools remain the largest gathering of lost kids and students.

## Does Your Church Have a Culture of Hospitality for the Younger Generations?

Would new kids and students quickly find friends and adults who care for them when entering the church building? Do these groups meet in spaces conducive to their ages? Would new families without a church background feel comfortable in the worship gathering?

## Do Your Church Leaders Mentor the Younger Generation?

Church leaders who model investing their lives in younger generations will inspire and give examples to other church members.



*Question:*

**Do the previous questions identify a lack of intentionality in reaching the younger generations?**

*Action Step:*

**List 3 steps that can be taken quickly to help the congregation understand the urgency of reaching the younger generations.**

*Resource:*



Reaching the Next Generation

[www.kybaptist.org/reachingthenextgeneration](http://www.kybaptist.org/reachingthenextgeneration)

# Women in Church Life

by Sara Robinson, PhD



*"In the same way, older women are to be reverent in behavior, not slanderers, not slaves to excessive drinking. They are to teach what is good, <sup>4</sup> so that they may encourage the young women to love their husbands and to love their children, <sup>5</sup> to be self-controlled, pure, workers at home, kind, and in submission to their husbands so that God's word will not be slandered."*

*Titus 2:3-5*

Women comprise approximately 55% of evangelical church membership (Pew Research). Any coach who only focused on one half of their team, perhaps offense, and ignored the defense wouldn't be considered wise in their approach. Likewise, churches should consider women's unique needs and giftings in their congregations. Lifeway's "The State of Ministry to Women" research confirmed that "a strong, active women's ministry is vital to the health and discipleship of the church."

## Here are some ways a ministry to women can strengthen local church ministry:

### **Ministry to Women:**

- Provides a place for women to be refreshed and restored spiritually and emotionally.
- Offers an environment for women to address faith topics and ask questions openly.
- Encourages intergenerational ministry among women, reflecting the Biblical mandates in Titus 2.
- Strengthens relationships among women in the church.
- Provides Biblical teaching and learning opportunities for women.
- Promotes missional living and service in the community.
- Equips women to use their spiritual giftedness in service to the church.
- Strengthens pastoral care among women regarding issues of motherhood, miscarriage, postpartum, marital problems, hormones, sexual abuse, and more.
- Provides mentorship between women.
- Promotes overall church health.

If your church seeks vitality in ministry, consider investing in the unique needs of women in your congregation.

*Question:*

**Does your church value women  
as part of the ongoing work of  
the church?**

**What opportunities does your  
church currently provide for  
women to engage in ministry  
with other like-minded women?**

*Action Step:*

**One way our church can invest in  
the lives of women is to ...**

*Resource:*

*The State of Ministry  
to Women*, Lifeway  
Christian Resources

*Women Leading Well*,  
Dr. Emily Dean



# Making Your Church a Safe Place

by Sara Robinson, PhD



*"He has told you, O man,  
what is good; and what  
does the Lord require of  
you but to do justice, and to  
love kindness, and to walk  
humbly with your God?"*

*Micah 6:8*

MinistrySafe statistics tell us that 1 in 4 women and 1 in 6 men are survivors of sexual abuse. Sexual abuse doesn't discriminate, and it is our responsibility to protect and care well for those in our churches. We can do this by offering access to spiritual and professional resources that promote health and healing.

## Essentials for Sexual Abuse Prevention, Response, and Care:

1. Churches should provide ongoing training for staff, volunteers, and church members to raise awareness and provide instruction about adequately responding to allegations. What we believe shapes how we think about and respond to sexual abuse. Providing good information equips your staff, volunteers, and church members to participate in your church's safety system.
2. Churches should adopt a careful screening and vetting process for those working with minors or vulnerable adults. A background check is one part of an effective safety system, but personal interviews, reference checks, an application, and a review of social media accounts should accompany it.
3. Churches should establish thoughtful policies and procedures to protect minors and vulnerable adults. Policies and procedures communicate boundaries and expectations for ministry activities to everyone involved.
4. Churches should adopt a written sexual abuse reporting plan. The plan provides clear guidelines for receiving and reporting allegations and communication with appropriate church personnel.
5. Churches must care for survivors of sexual abuse. Ministry leaders are stewards of trust. Sexual abuse survivors are attending churches for hope and healing from the devastating effects of sexual abuse. Our response to allegations of sexual abuse will either accurately reflect the character of Jesus Christ or misrepresent Him.

If your church is revitalizing its' ministry, implementing the essentials of sexual abuse prevention, response, and care may be one of the keys to attracting families, assuring them of a safe environment for their children to learn about the Lord.

*Question:*

**Which of the 5 Essentials does your church currently provide?  
Is your church leadership in agreement with the need for safety precautions regarding sexual abuse?**

*Action Step:*

**The essential step our church should work to implement next is ...**

*Resource:*

*Essentials: Sexual Abuse Prevention and Response*

*The Child Safeguarding Policy Guide for Churches and Ministries*





# Strategic Change Assessment



by Jason Lowe

## Step 1 – The Nature of the Change

The following list of scenarios is not meant to be exhaustive but to provide a representative list of examples for each category. Please note that some examples could apply to multiple categories but are listed in only one category for illustrative purposes.

<i>Doctrinal</i>	<i>Financial</i>	<i>Missional</i>	<i>Moral</i>	<i>Personnel</i>
Introducing teaching different from church's adopted statement of faith  Changing doctrinal convictions  Adopting new or revised statement of faith  Leading church to take official stances on third-order doctrines	Major budget cuts or increases  Significant purchases  Changes to financial accountability practices  Incurring debt  Leading a capital campaign  Introducing online giving options	Changing or developing evangelistic strategy  Adding/removing ministries or programs  Planting a new church  Adopting/merging with a dying church  Changing or developing mission and/or vision statement  Changing or developing discipleship process  Changing worship style	Changing church discipline practices  Moral failure of the pastor or other church leaders  Blatant false teaching introduced	New pastor  Staff changes  Removing/replacing church leaders  Removing/replacing volunteers  Changing leadership expectations
<i>Physical</i>	<i>Practical</i>	<i>Preferential</i>	<i>Procedural</i>	<i>Structural</i>
Changes to worship space (e.g. pews to chairs)  Relocation  Renovation  New construction or expansion  Cleaning  Decluttering	Changing curriculum  Hospital visitation practices  Use of technology  Transition to multiple services	Changing practice of patriotic services and/or use of flags on stage  Changing preferred Bible translations  Changing order of worship service  Bulletin changes	Revising the Constitution & By-laws  Changes/revisions to policies and procedures  Frequency of business meetings  Church membership requirements	Changes to worship schedule  Transition to elder leadership  Changes to committee structure  Implementation of ad-hoc ministry teams

Using the table above, which category best describes the type of change you are considering?

Has the church experienced change in this category before? If so, how were those changes received?

Is the change permanent or temporary?    ☐ Permanent    ☐ Temporary    ☐ To Be Determined

Is this change churchwide or will it impact a specific ministry, program, or group in the church?

## Step 2 – The Necessity of the Change

The following questions will help you determine the necessity of the change. Please check the appropriate box corresponding to your answer to each question below.

	Yes	No
Is the proposed change critical to the church's mission?	<input type="checkbox"/>	<input type="checkbox"/>
Does the proposed change address a moral/sin issue in the church?	<input type="checkbox"/>	<input type="checkbox"/>
Is the proposed change pertaining to a major theological issue?	<input type="checkbox"/>	<input type="checkbox"/>
Is the proposed change critical to the church's survival?	<input type="checkbox"/>	<input type="checkbox"/>
Does the proposed change need to happen right now?	<input type="checkbox"/>	<input type="checkbox"/>
Is the proposed change more than an issue of preference?	<input type="checkbox"/>	<input type="checkbox"/>

If you answered "No" to all the questions, the change is likely not a necessity at this time. With this knowledge, use the remaining assessments to assist in determining if you should move forward with the change now or wait until a later time.

For any questions in which you answered, "Yes," explain your reasons for doing so below:

## Step 3 – The Readiness for Change

This assessment will assist in determining your church's readiness to embrace change during revitalization efforts. For each statement, place a checkmark in the appropriate box to indicate your level of agreement. Each response has a point value, so each statement should only have one response. Add up each point value to calculate the total Change Readiness Score.

Change Readiness Statements	Strongly Agree	Slightly Agree	Unsure	Slightly Disagree	Strongly Disagree
	5	4	3	2	1
1. Our church leaders are favorable toward and directly responsible for change.					
2. Our church leaders have shared a clear and compelling vision of the future that looks different from the present.					
3. Our church is prepared to make any changes that will improve our spiritual health or increase our commitment to fulfilling the Great Commission.					
4. Our church understands that change is a Biblical concept and that repentance is an essential response to the gospel.					
5. Our church understands that change can be messy as the congregation processes and adjusts to new ways of doing things.					
6. Influential persons who do not hold official leadership positions are favorable toward change in the church.					
7. Our church leaders have successfully implemented substantial changes in the past without encountering significant conflict or opposition.					
8. Our church seeks to resolve conflict Biblically.					
9. Our church regularly implements new ideas to solve problems in different ministry areas.					
10. Our church does not have a lot of red tape, allowing changes to be made quickly and easily.					
Total Change Readiness Score					

### Score

### Change Readiness

#### 40-50

The church is ready for major change. Note the statements with the lowest scores for potential areas of concern, but church leaders can confidently move forward.

#### 30-39

The church may be ready for major change. Identify any statements with which you disagreed. Develop strategies for addressing those areas. Proceed with caution.

#### 20-29

The church is likely not ready for major change. Identify all statements with which you disagreed. Develop strategies for addressing those areas. Implement small changes to test how the church responds.

#### 10-19

The church is not ready for change. Do not implement any immediate changes unless deemed critical in the previous assessment (Step 2). Work on cultivating a church culture that is more open to change.

## Step 4 – The Degree of the Change

Although even the smallest changes can meet resistance, the degree of change will likely determine the amount of resistance, opposition, and conflict to anticipate. Use the following guide to determine the degree of your proposed change.

Degree	Scale (0 = Lowest, 10 = Highest)	Description
Minimal	0-1	Minimal changes will make little to no impact on the church or specific groups within the church. Most minimal changes will be unnoticed by the majority. Little to no opposition is anticipated with these changes. Minimal changes can usually be made quickly without a great deal of input from others. Examples include changing the font in the church bulletin, the addition of online giving options, or using new background slides when projecting song lyrics on the screen.
Minor	2-4	Minor changes will make a slight impact on the church or a segment within the church. Minor changes will be noticed by the majority. Although some minor opposition is likely, significant conflict is not expected unless the change is combined with other more significant changes. Minor changes will require some time to plan and prepare those impacted by the change. Examples include transitioning to a new small group curriculum, decluttering certain areas in the church, or developing a new evangelistic strategy.
Medium	5-7	Medium changes will have a noticeable impact on the church or a segment of the church. Medium changes will be noticed by nearly everyone, and initial opposition will be possible by a significant number of those impacted. Conflict is likely. Medium changes will require significant buy-in from key leaders before initiating the change. Therefore, medium changes cannot be rushed. Examples include changing membership requirements, removing existing ministries, programs, or personnel, or changing the worship style.
Major	8-10	Major changes will have a lasting impact on the whole church. Significant opposition is expected, and conflict is almost a certainty. Major changes will require intentional strategic planning, buy-in from leadership, and plenty of time to address concerns and resistance within the congregation. The church should engage in no more than one major change over a twelve-month period. Examples include a church relocation, adding an additional morning worship service, or adopting/merging with a struggling church.

Your proposed change:

Degree of the change:

The rationale for your rating of the change:

To determine the proper pacing of change, list all the changes implemented in the past twelve months in your church. Using the information in Step 4, determine the degree of each of those changes. Calculate the total from those changes and record it below.

It is recommended that the total score from all changes should not exceed 10 during any twelve-month period. If your total score exceeds 10, it is likely that even any additional minor or minimal changes will be difficult for the church to handle. Therefore, consider limiting the combined total of all future changes to 10 during any twelve-month period. While this may not always be possible, limiting the total to 10 will help the church process any changes at a sustainable pace.



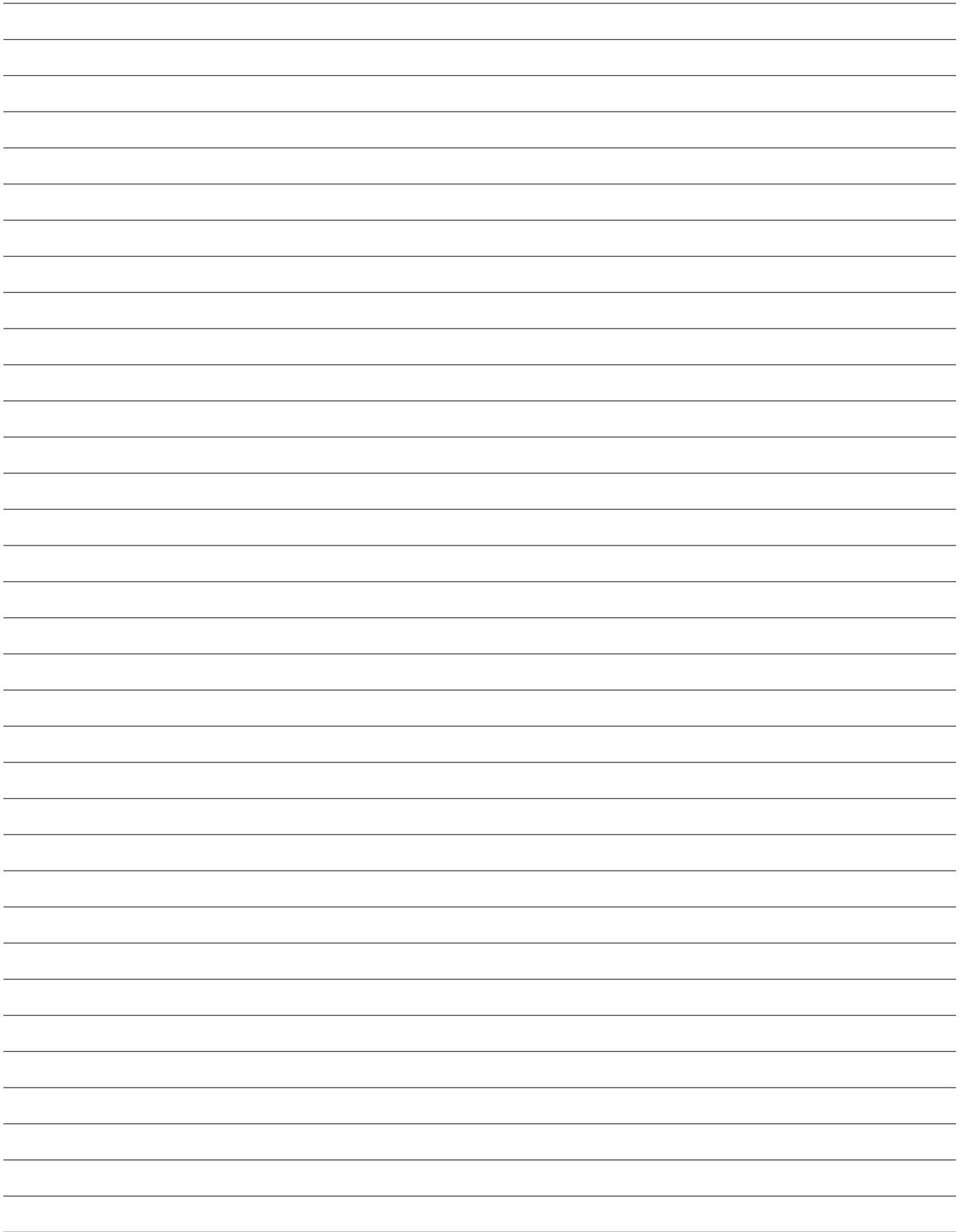
## Step 6 – The Presentation of the Change

The manner in which you present your proposed changes will also assist in your church's receptivity to those changes. Answer the following questions as you consider how best to present the proposed change(s) to your church.

	Yes	No
Have you cast your vision for the change with key leadership?		
Have you cast your vision for the change with the congregation?		
Have you involved others in developing the proposed change?		
Have you communicated the proposed change to all impacted groups within the church?		
Have you provided opportunities for church members to ask questions or express concerns about the change in public forums?		
Have you provided opportunities for church members to ask questions or express concerns about the change in private?		
Have you discussed the anticipated pros and cons of the proposed change?		
Have you been appropriately transparent about the proposed change?		
Have you established realistic expectations about the proposed change?		
Have you frequently communicated the proposed change before implementing it?		
Have you portrayed humility in presenting the change to others?		

For any questions with which you answered "No," brainstorm ways to address those issues below:

[illegible]



# APPENDIX

## Appendix A

### **DEFINING MOMENTS ACTIVITY**

This exercise is designed to lead participants to explore defining moments in the most recent 40-year history of their church. A defining moment is an event that has occurred in the past 40 years that has impacted the church either in a positive way or in a negative way. Defining moments include things we love to talk about and celebrate as a church, and painful things we want to forget as a church. Both are addressed in this exercise.

#### ***Why conduct a defining moments exercise?***

- New pastors benefit greatly from hearing members perspectives on past events.
- New members benefit as well.
- Churches need to celebrate what God has done in the church in the past and not forget His faithfulness and blessings.
- Churches need to address ways that it may carry things today that need to be dealt with in repentance and reconciliation.

#### ***Things that may come out in an exercise like this include:***

- Why is our church located where it is?
- Why are the present staff and leadership organized as such?
- Why do we have the ministries we have?
- Why don't we have certain ministries?
- Why does our constitution speak as it does?
- Why is our schedule as it is?
- Why is our church government shaped as it is?
- What were the moments in our church history people remember most?
- What painful things still have lingering effects?
- The following are steps to take in leading the exercise.

#### ***Step 1***

Prior to the exercise and before people arrive, prepare the following:

- Choose a location in your church with a large focal wall and a room where people can face that wall seated in chairs or standing. In most churches, a fellowship hall works well for this.
- Purchase an ample amount of 3 by 5 index cards and a roll of blue painter's tape. You will need enough for each person to have up to four cards each. Or, purchase a number of small Post-It note pads (3 inches by 3 inches). You will need enough pads for each person to have up to four notes each.
- On a focal wall, tape five 8½ by 11 sheets of paper, labeled with the following dates: 1980, 1990, 2000, 2010, 2021. Align them in sequential order creating a timeline on the focal wall.
- Place chairs in a half-moon circle facing that wall.
- Enlist someone to take notes during the meeting.

#### ***Step 2***

As you begin the exercise explain the nature and the "why?" of this exercise, sharing some basic ground rules.

- This evening we are going to reflect on the events and experiences in the life of our church for the past 40 years.
- Each of you will be given an opportunity to share events you recall in that time period and your perspective on how you feel those events have shaped our church to be what it is today.
- One ground-rule: listen as others speak. As people comment on an event they recall and share their perspective, you are encouraged to listen, realizing what you are hearing is the perspective of the person speaking. We are not going to criticize someone for their perspective. If we have a different perspective, we can share it but will do so without attacking or criticizing the person whose perspective may differ from ours.
- Some of you are newer to our church. Others have been here the duration of the 40-year period. This exercise will help newer people better understand the history of the church and how that history has impacted the church.

- This will be a time of celebration of good things God has done in our church.
- This time may be a time of painful introspection as we realize that some difficult experiences may still have residual effects and wounds in our church today.
- Ask if there are any questions at this point.

### **Step 3**

Distribute 3x5 note cards or small Post-It notes to participants. Give four to each person. If they need more, they can ask at a later time. Instruct them to identify defining moments that have shaped their church and write one on each of the note cards provided. Explain that these defining moments may be positive or negative, but they are influential realities. Give ample time for completion. These may include the calling of a pastor, the start of a new ministry, the building of a new building, a population shift in the community, conflict, a group leaving the church, etc.

### **Step 4**

On completion of Step 3 above, instruct each participant to stand and go to the timeline and tape their defining moments on the focal wall. Instruct them to place their note nearest to the date they feel the event occurred.

### **Step 5**

Once everyone has had an opportunity to place their cards or Post-It notes on the timeline, walk down the wall grouping notes that say essentially the same thing. Lead in a discussion of the timeline, keeping the discussion as positive as you can and with comments "to the point." As the facilitator, start with the cards at the 1980 portion of the timeline. Read a card, stating what is written on it. After reading the card's contents, ask, "Who wrote that? Would you comment on that?" Give them an opportunity to give their perspective on that defining moment. If several wrote the same thing, ask, "Would others who wrote that like to comment on that?" A good question to ask as people share is "How do you feel the church was impacted by that event?" Ask other probing questions as you feel led to do so. Then go to the next card. Make your way down the entire timeline.

### **Step 6**

Lead in prayer thanking God for how He has worked in both positive and negative experiences in the life of the church. Thank God that while we are impacted and sometimes influenced by the painful experiences of our past, we are not chained to them. Thank God for His grace given in both great times and difficult times. Pray for discernment and wisdom to live out His preferred future for the church as we look to what is ahead.



