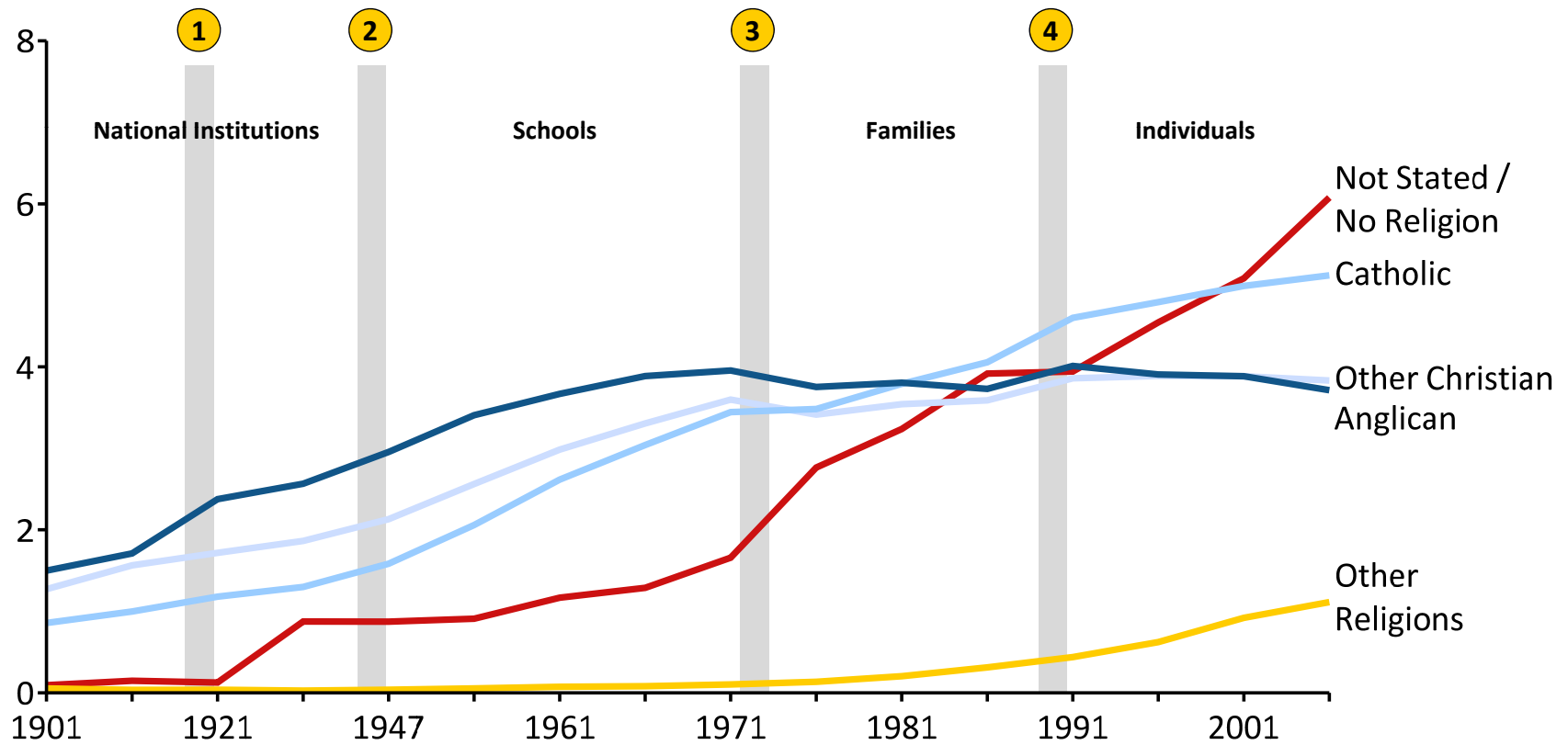




# History

1901-2006

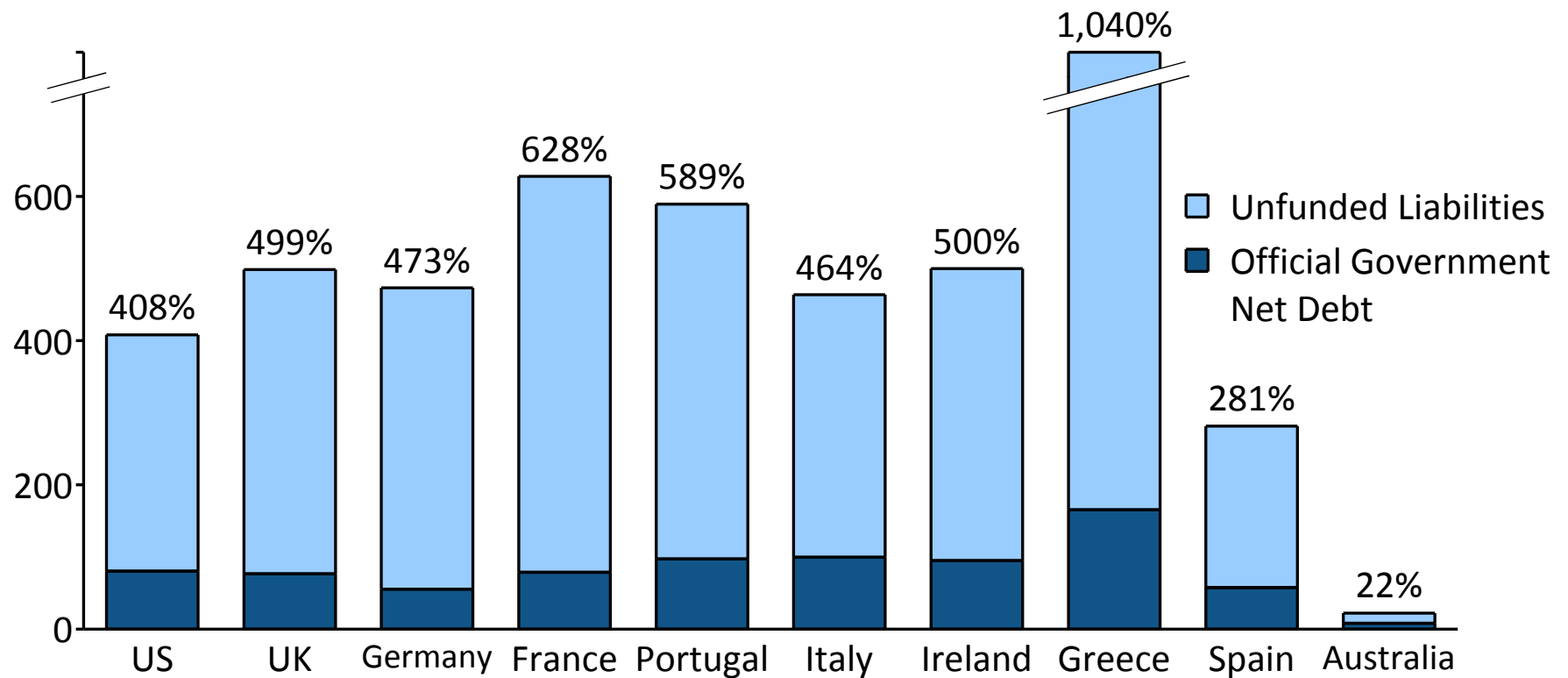
Millions Of People



Source: ABS Census Data



## Unfunded Liabilities As % of GDP





# Effective Ministry

[www.effectiveministry.org](http://www.effectiveministry.org)

*Armidale Clergy Conference*

4 June 2013



# Agenda

- 1. What kind of a problems are we really up against ? 14+7**
- 2. What does that suggest could be done about it? 14**
- 3. What can we can we do to put these ideas into practice? 8**



# Evidence Base

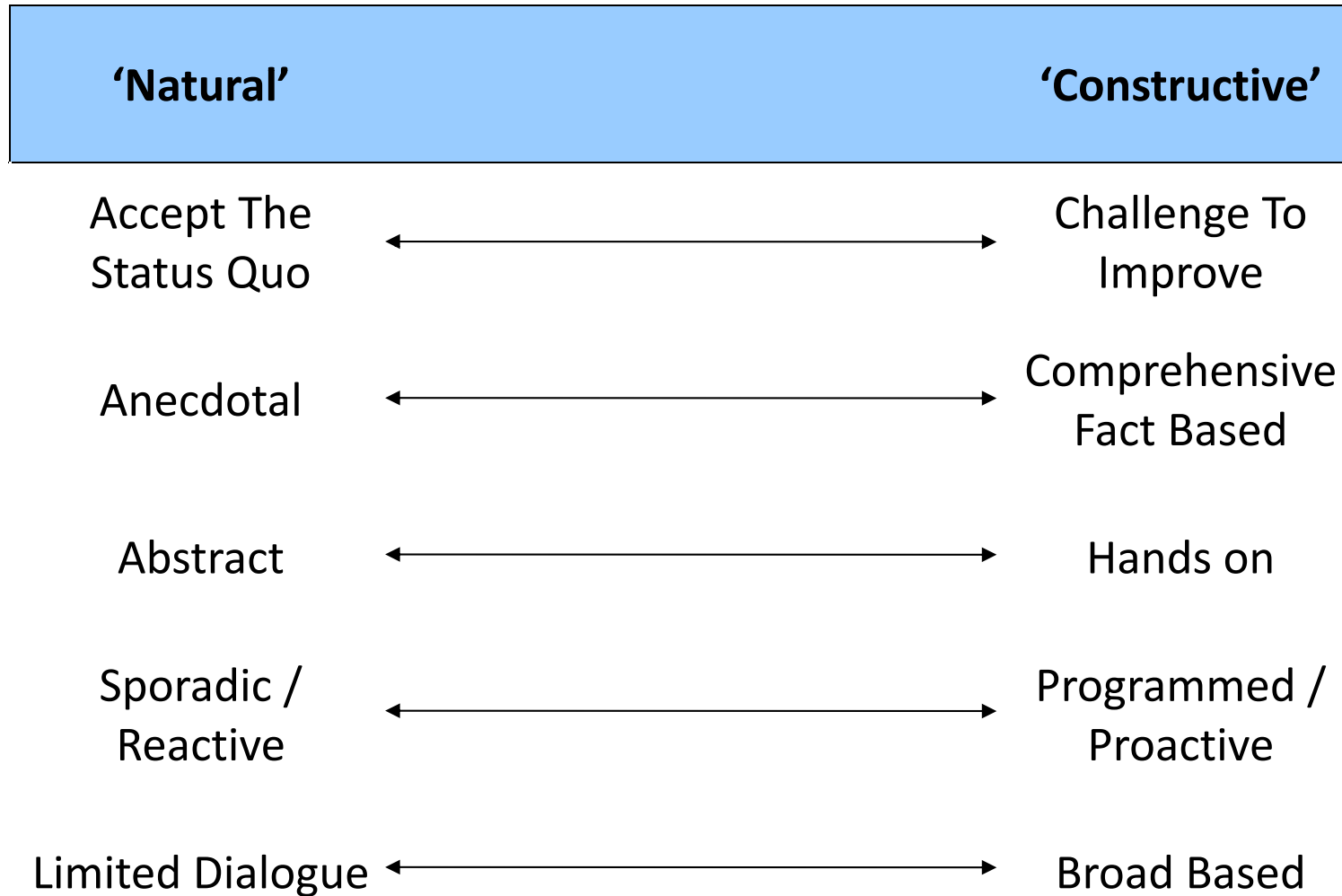
Literature Search: 120+

Expert Interviews: 75+

Field Questionnaires: 42

Workshops: 20

Plus access to NCLS data and research 1991 – 2011  
& support from ANGLICARE Research Unit





# Power of Data

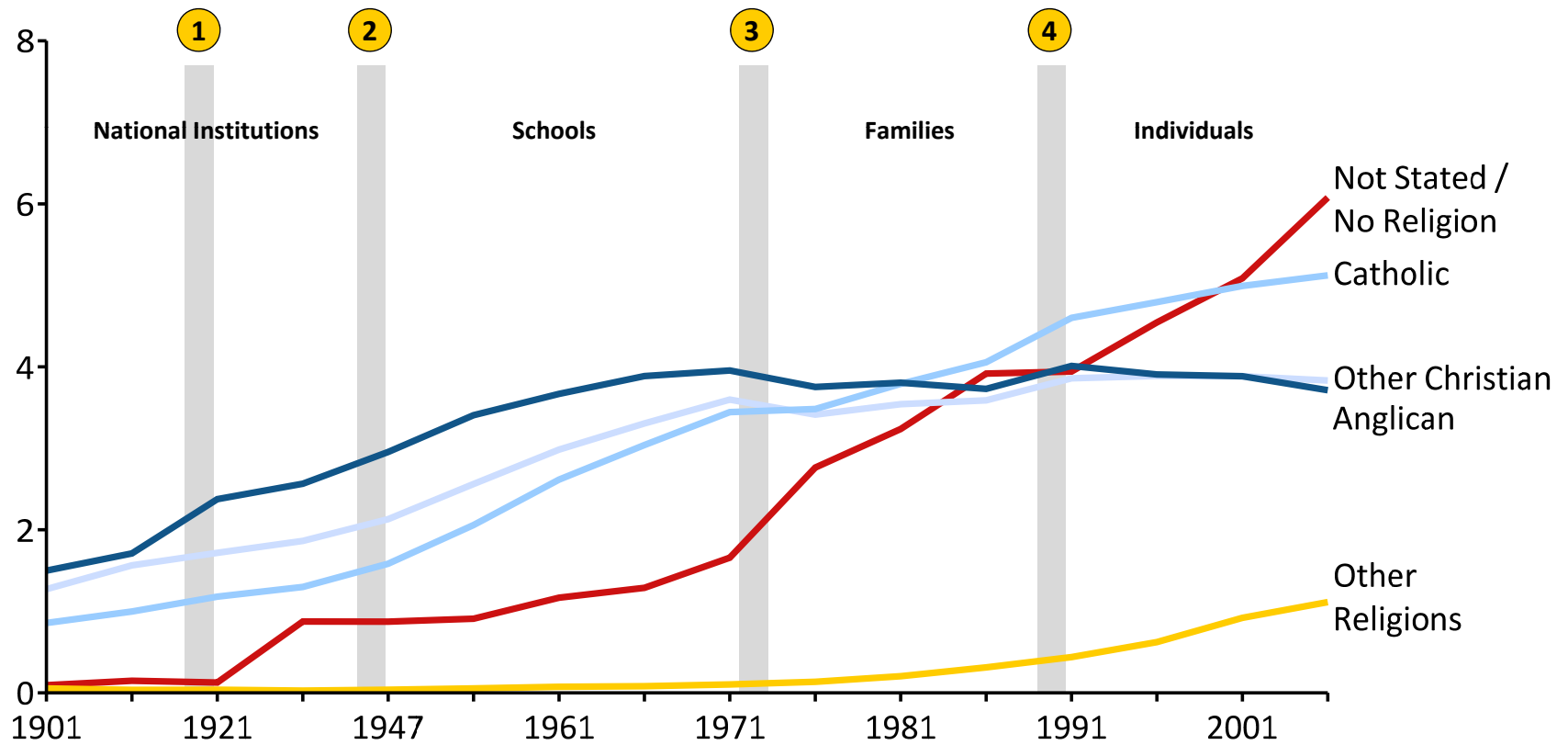
	Percent of Variance Explained	Personal Growth	Size Growth
<b>Community</b>	Local Context (Urban / Rural)	2.0%	8.0%
	Ethnicity	3.0%	1.0%
	Pop Growth	1.0%	4.0%
	Youth Mix	3.0%	3.0%
	Education	(9.0%)	(1.0%)
<b>Leader</b>	Age	(0.6%)	(0.8%)
	Ministry Years	(0.6%)	(1.3%)
	Congregation Years	0.1%	0.3%
<b>Staffing</b>	Cross Congregational	(1.4%)	(0.6%)
	High Ratio	0.0%	(0.7%)



# Context

1901-2006

Millions Of People



Source: ABS Census Data

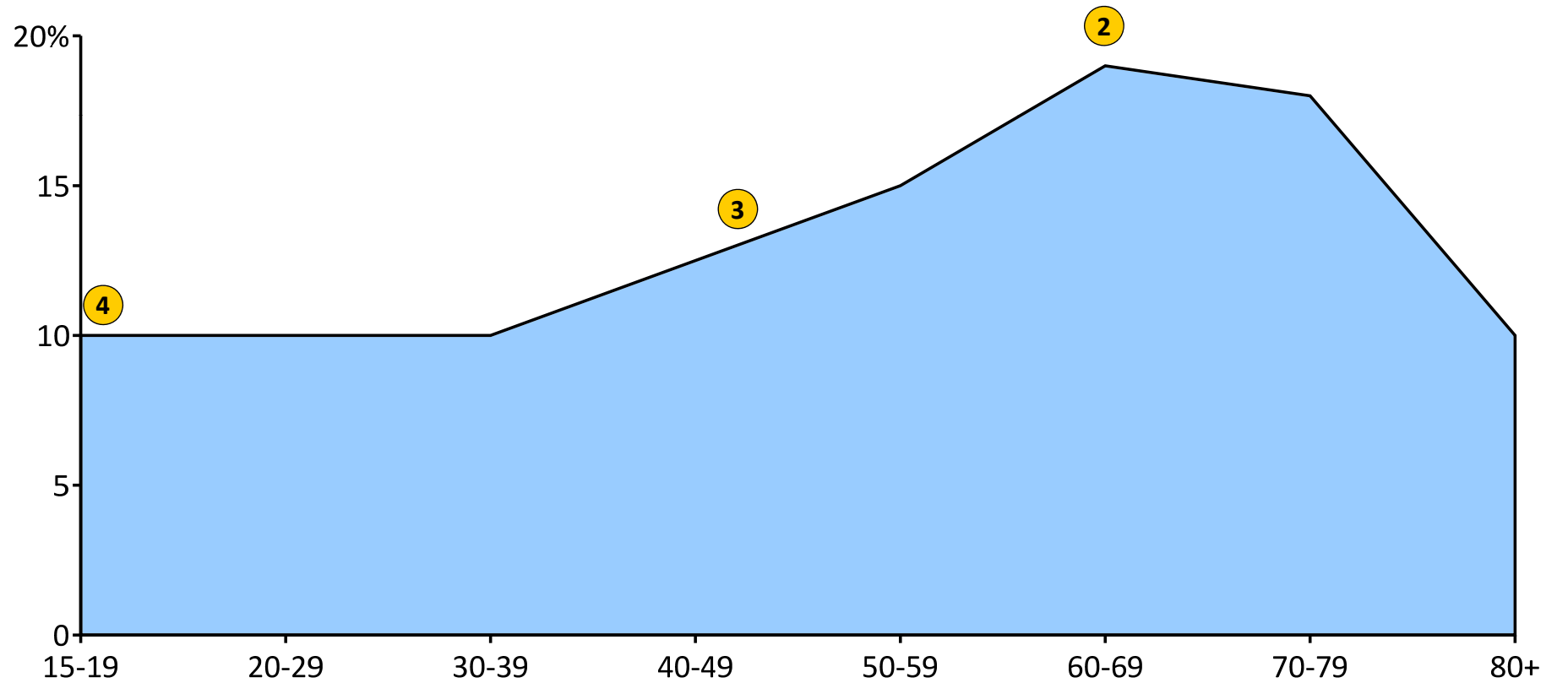




# Symptoms

Anglicans

## Attendees



### Date Of Birth

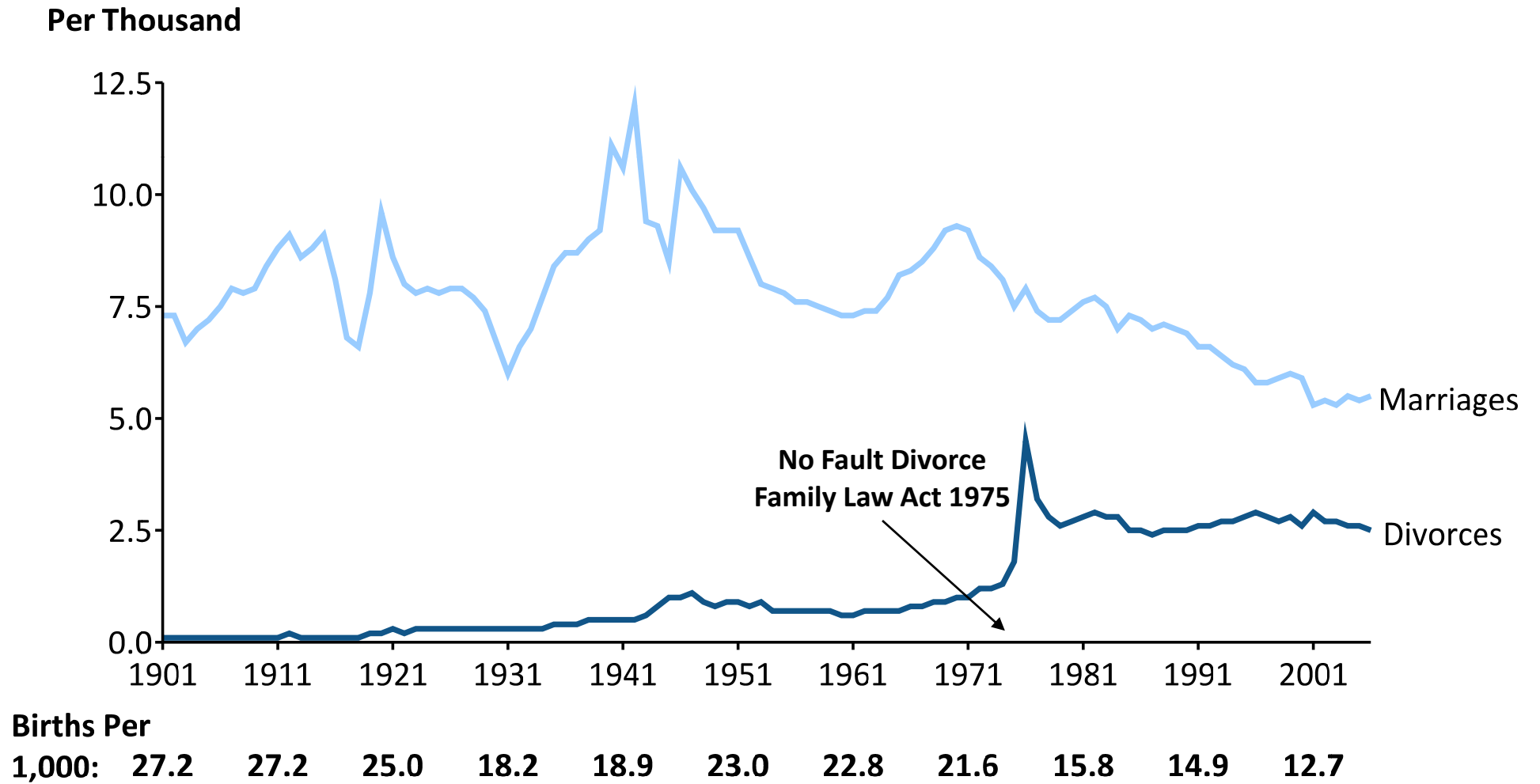
@ 2006: 1991-87 1986-77 1976-67 1966-57 1956-47 1946-37 1936-27 <1927

Source: NCLS06

Note Australian average life expectancy 82, 15-19 normalised



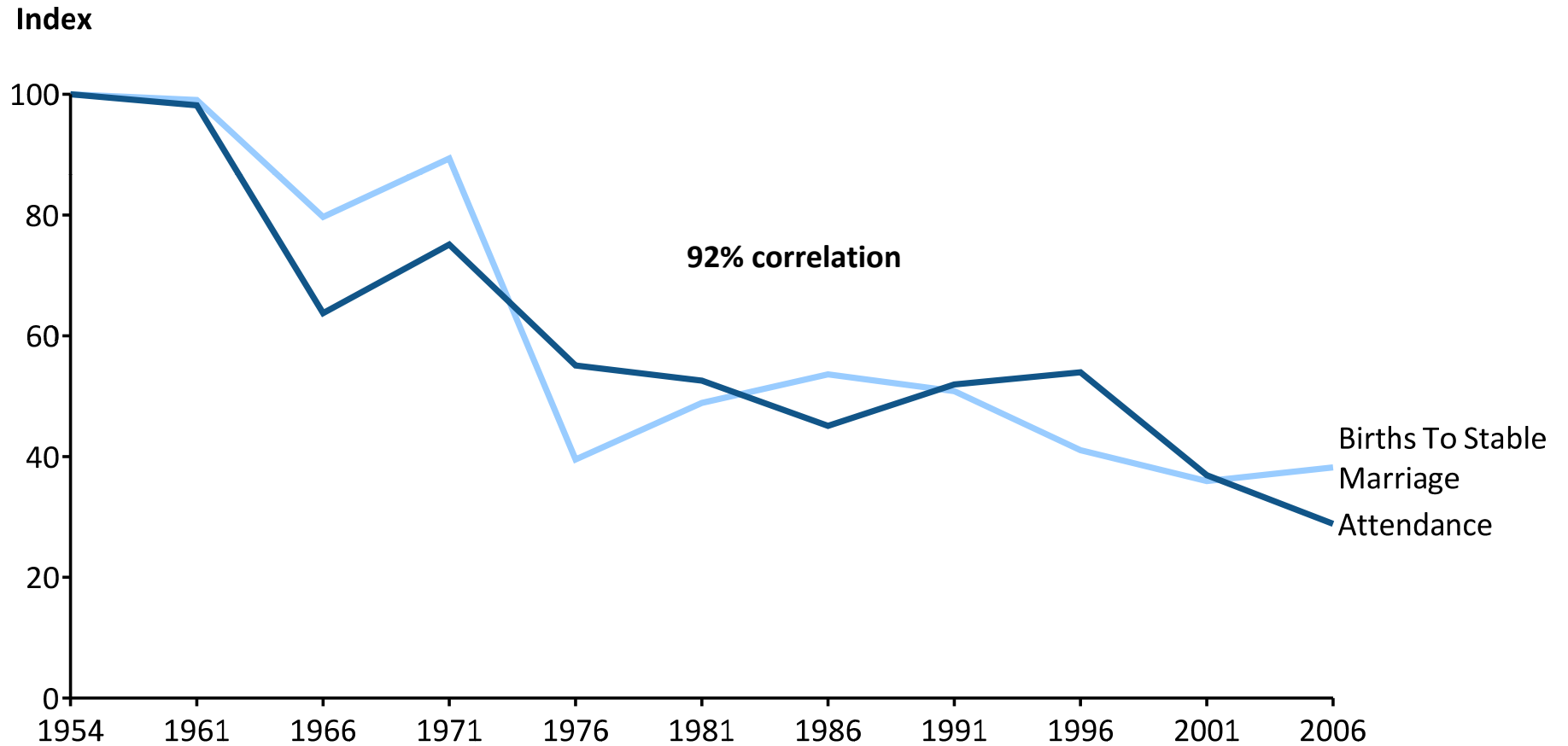
# Decline of Family



Source: ABS



# Correlation



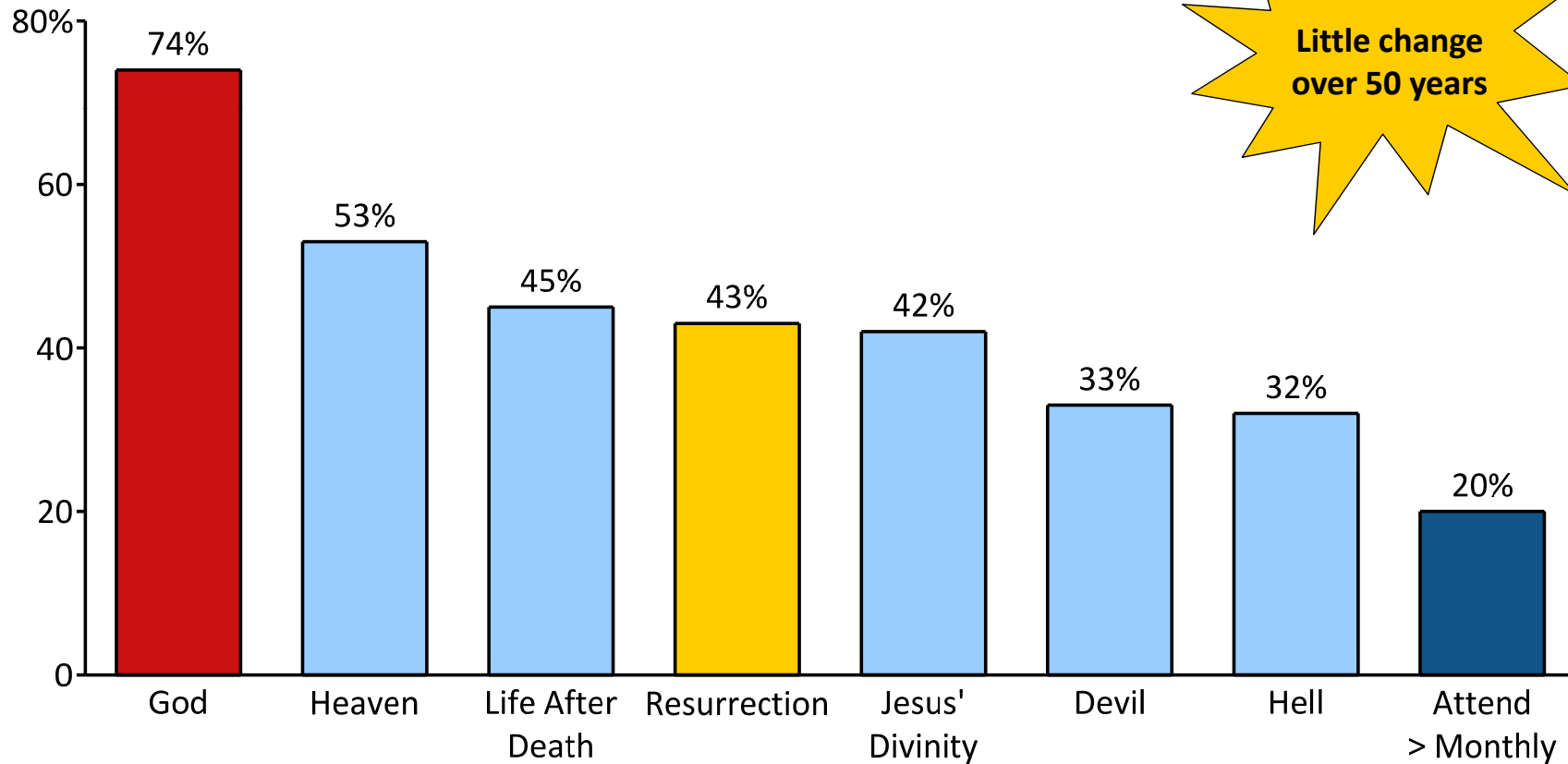
Sources: ABS, Build my church

Note: The data does not demonstrate cause, only correlation



# 'Christian' Beliefs

Australians Believing In:

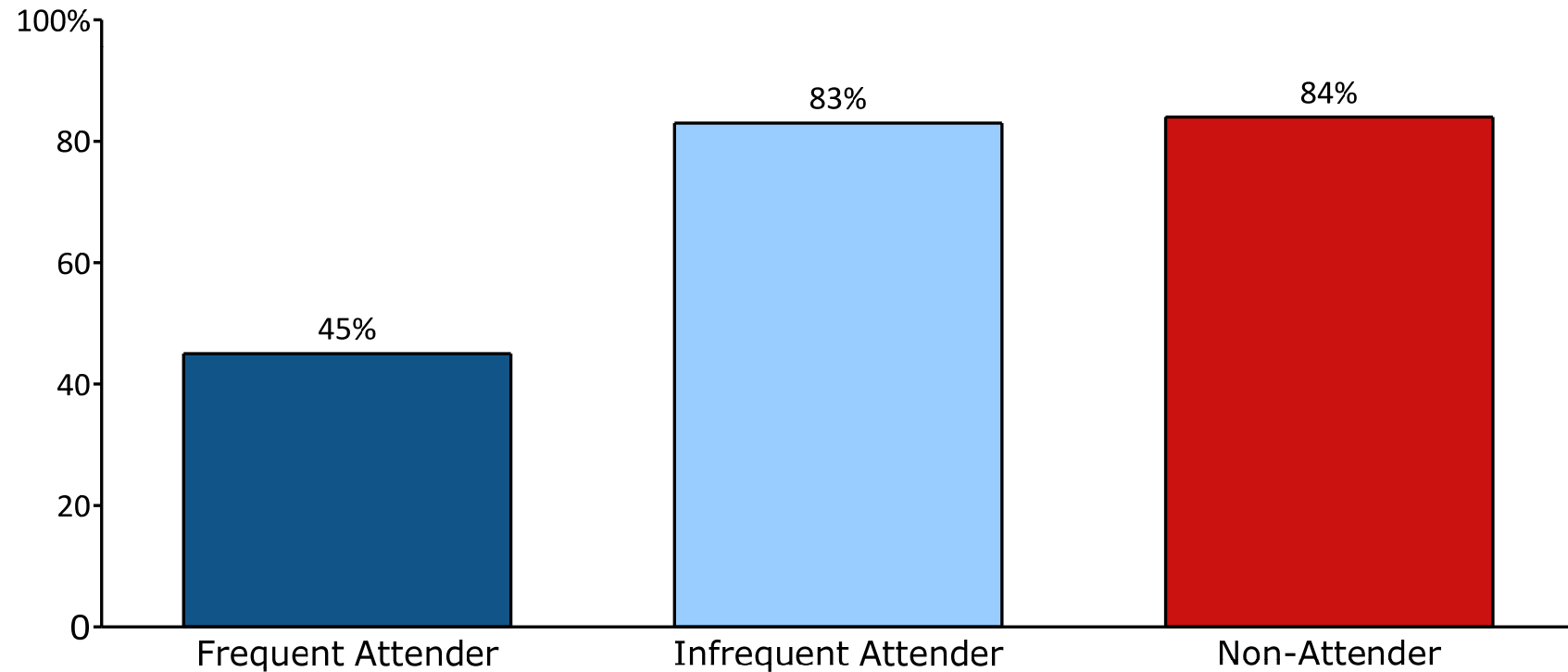




# Perceived Importance

**'Real Christians Don't Need To Go To Church ...'**

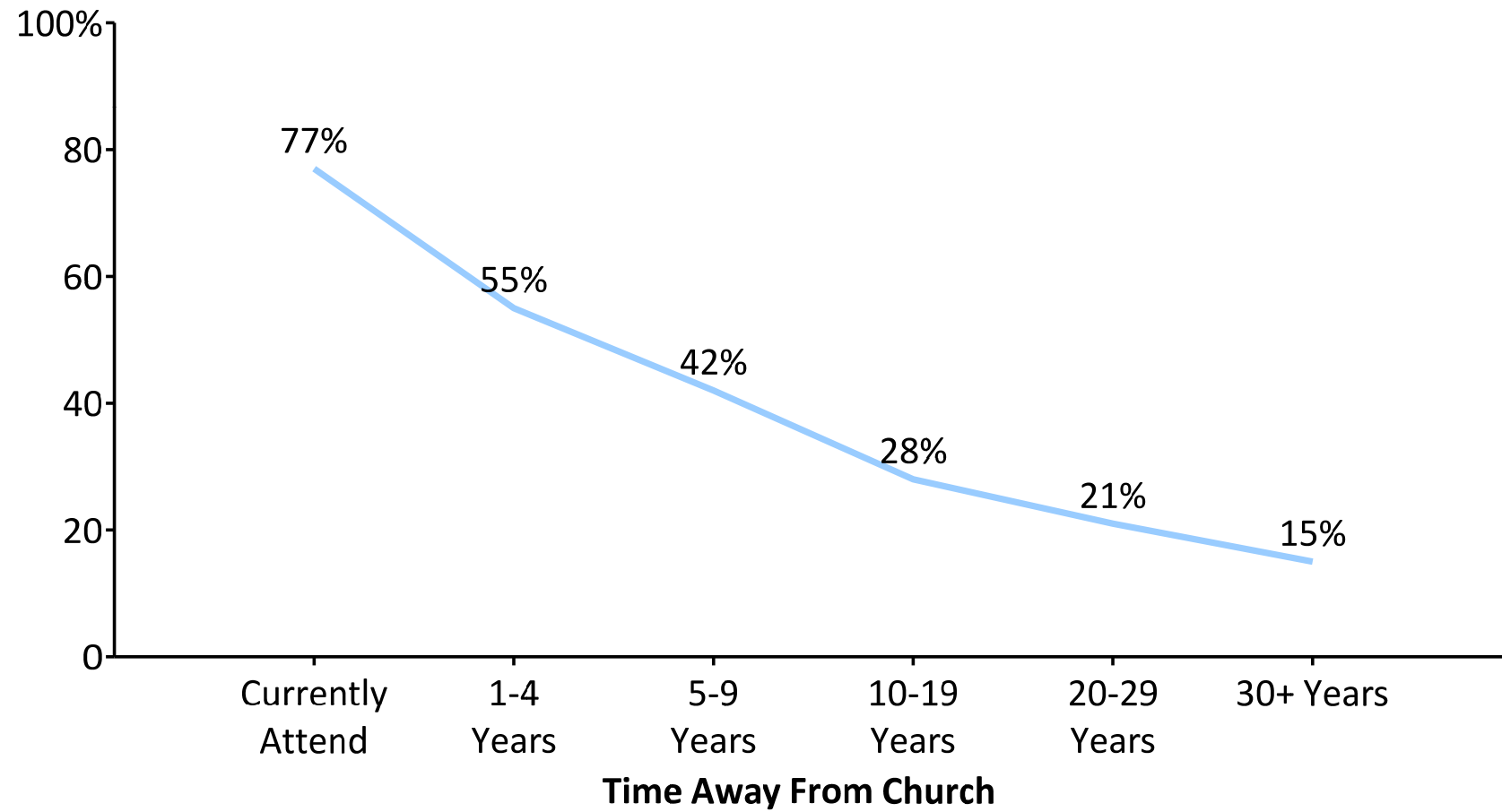
Agree:





# Impact of separation

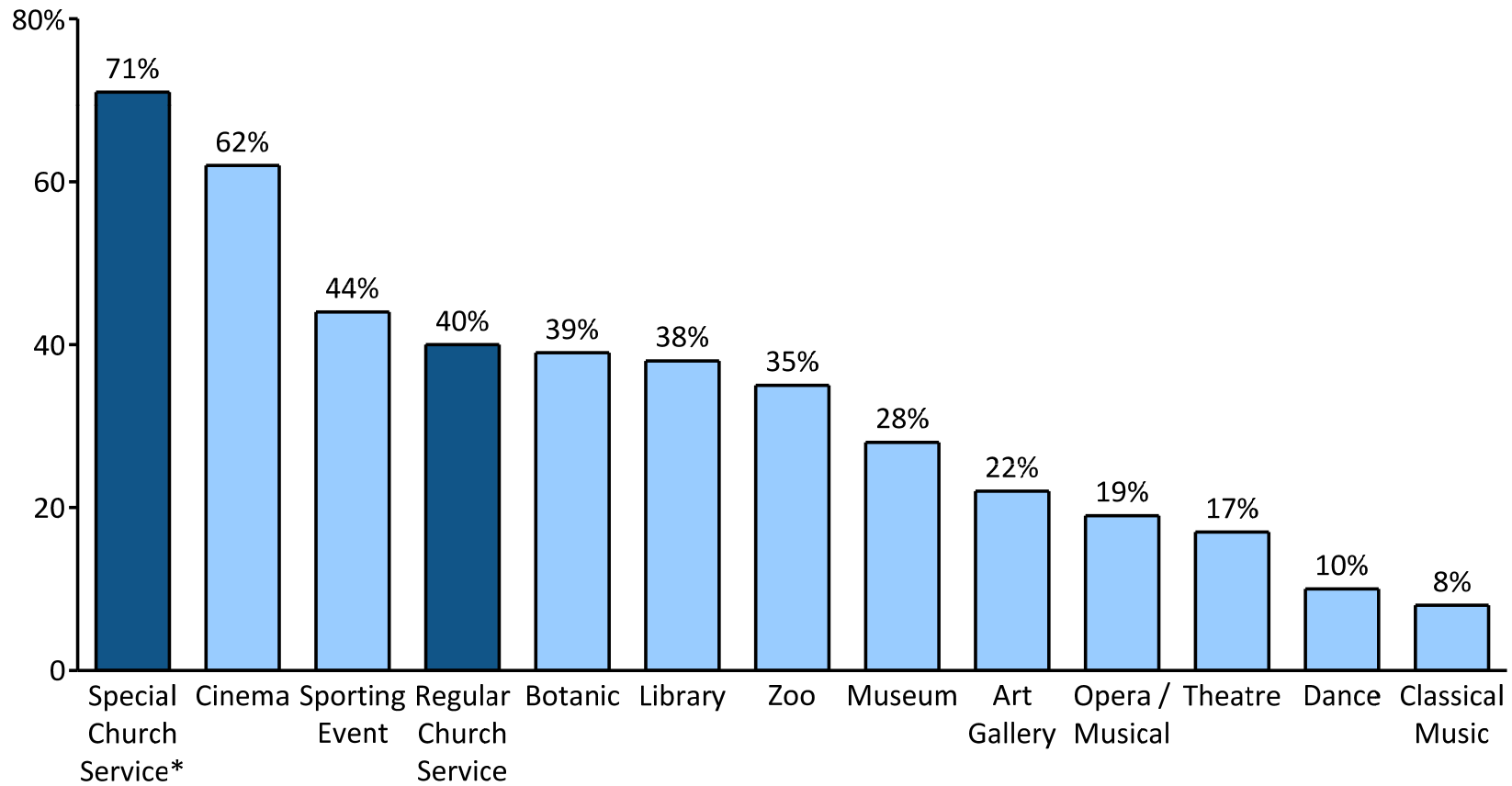
**Recognisable Christian Belief Percent**





# Church Attendance

Australians Attending In The Last Year



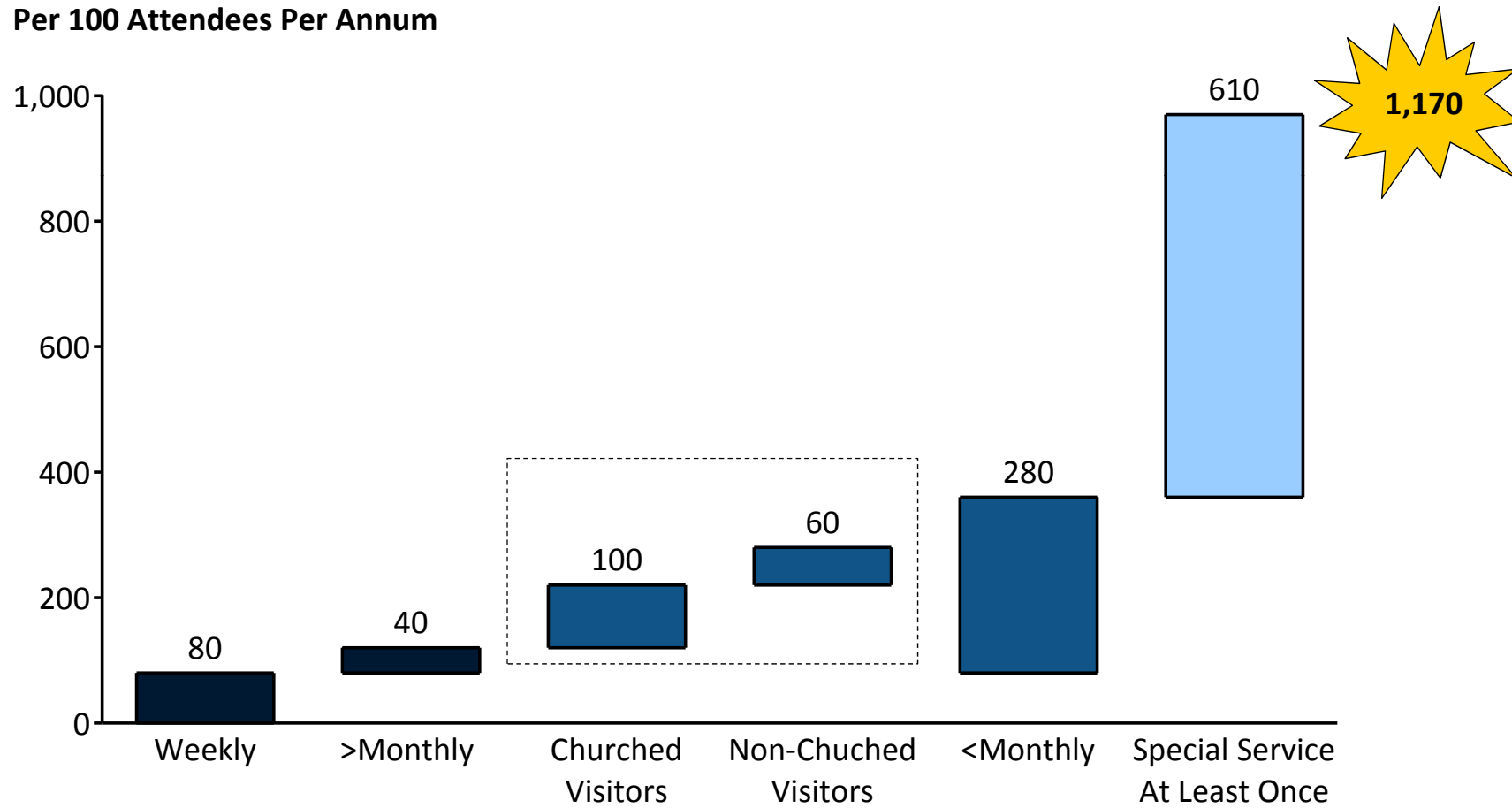
Source: ACS98 Why people don't go to church; Build My Church

\* Special Church Services on average 2.6X per annum



# Visitors

Per 100 Attendees Per Annum

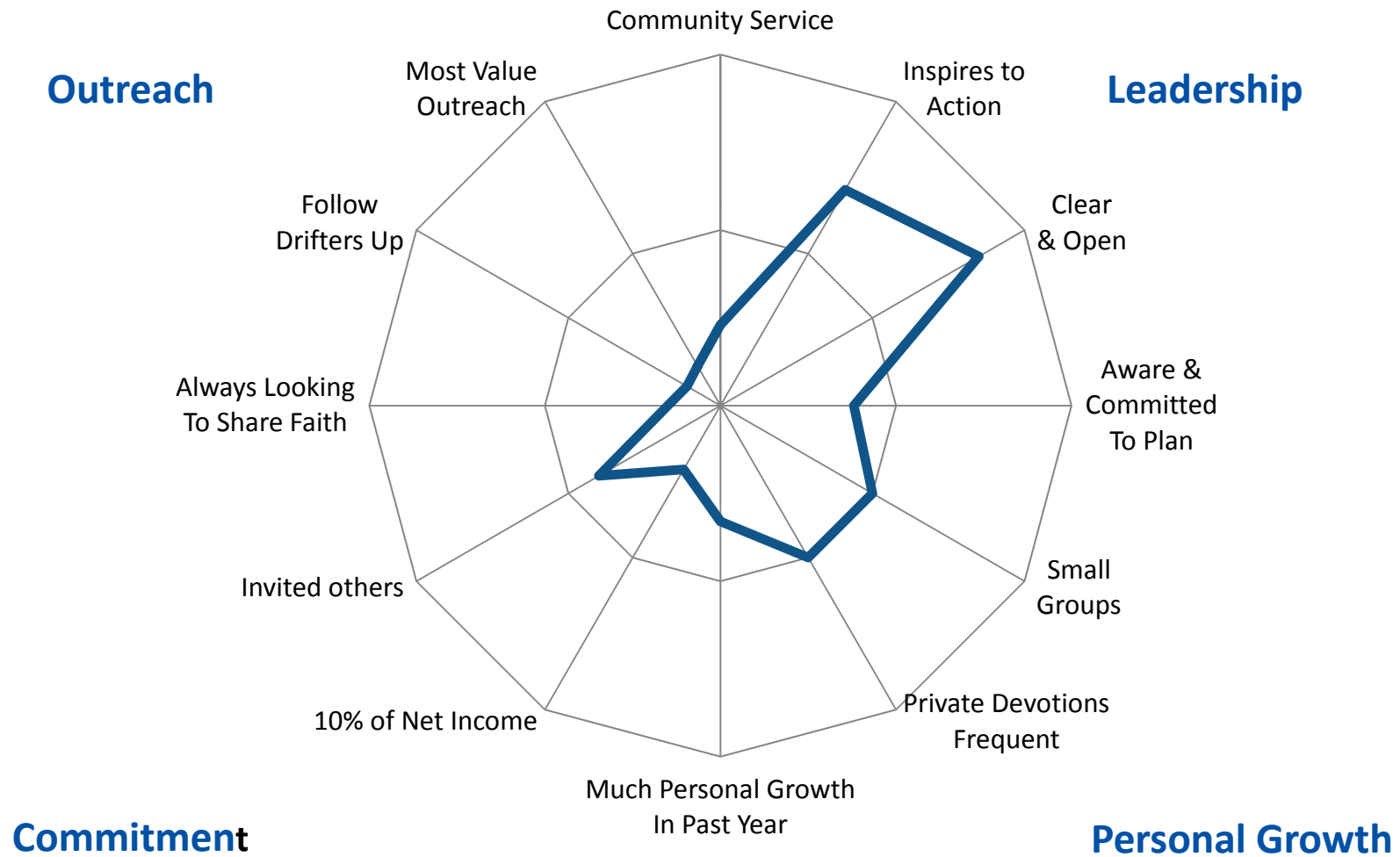






# Diagnostic

## Armidale Regional 2011

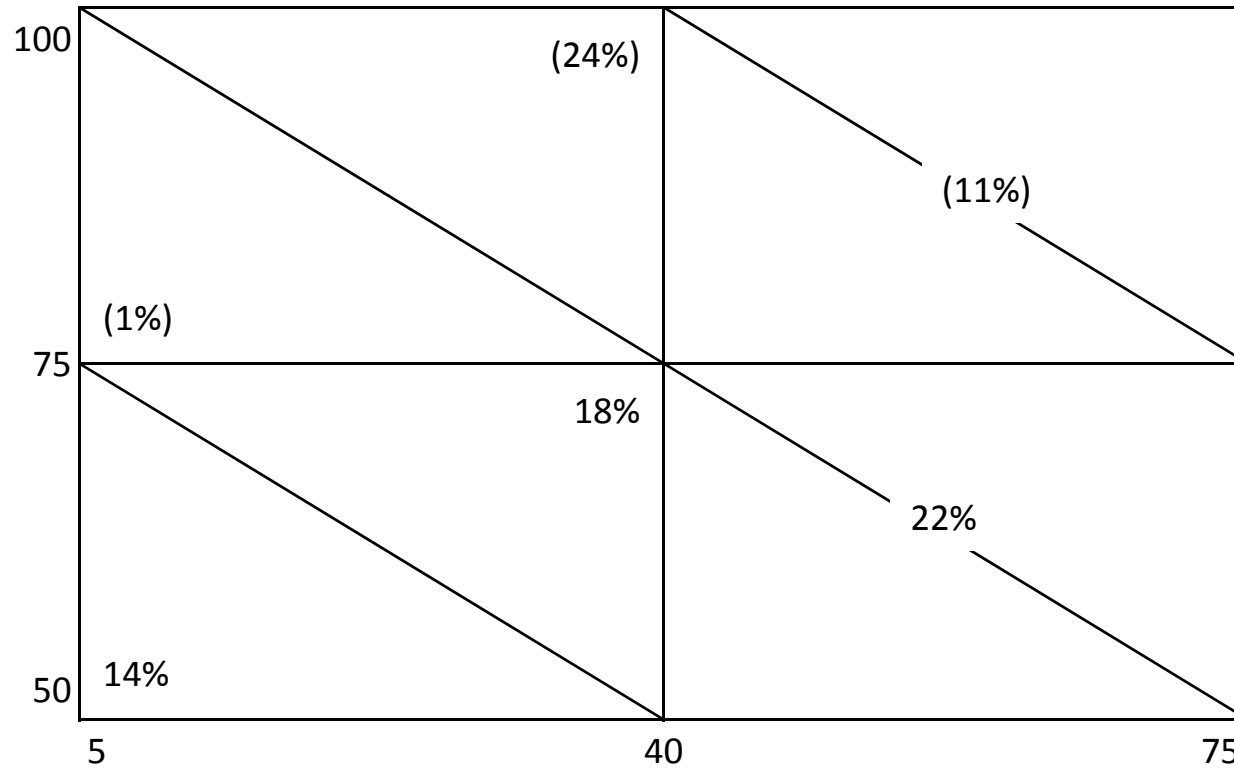




# Growth Drivers

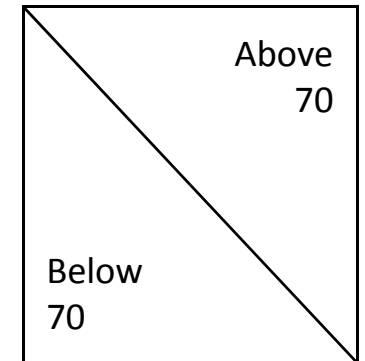
## 5 Year Percentage Headcount Growth

**Age Profile**  
(Percent Over 50)



**Leadership  
Inspiration**

Key:



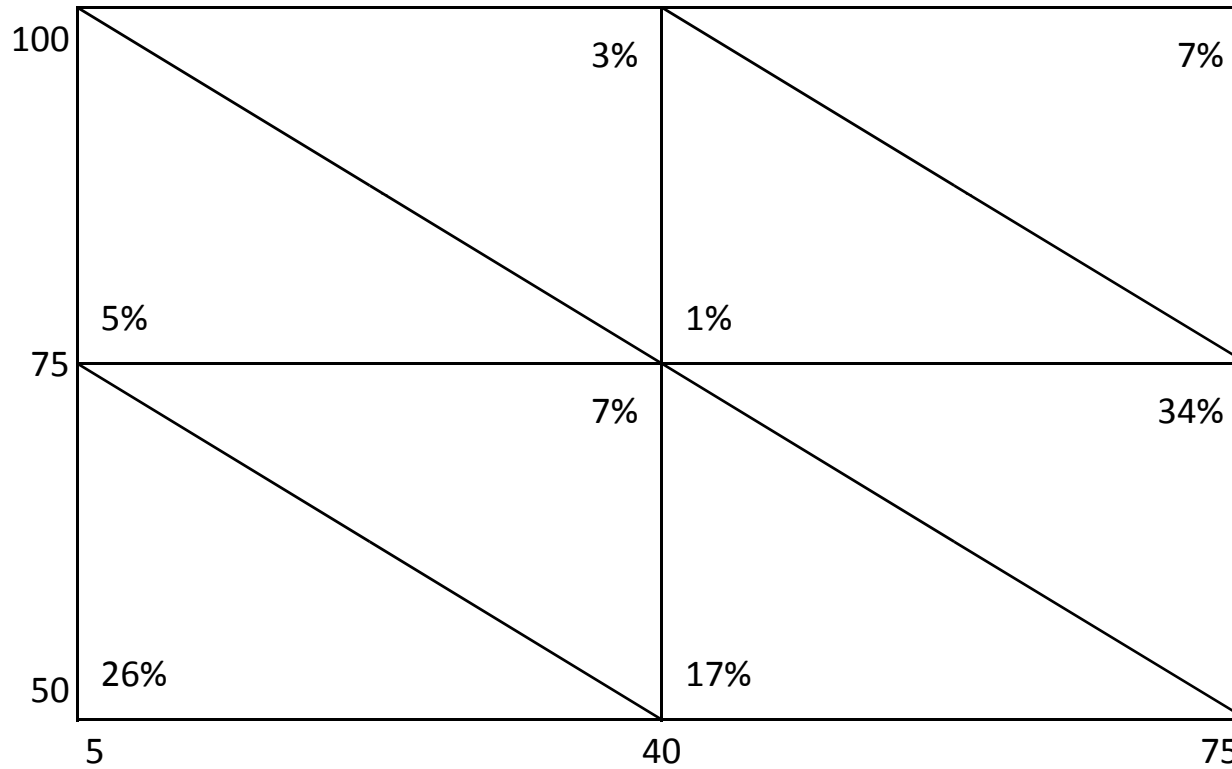
**Bible Teaching**  
(Importance of Sermons, Preaching or Bible Teaching)

**Average 5 Year Growth**  
**Armidale 13%, Sydney 7%**



# Segment Population Distribution

## Share Of Sample Population



**Age Profile**  
(Percent Over 50)

**Attendance: 16%**  
**Sample locations: 40%**

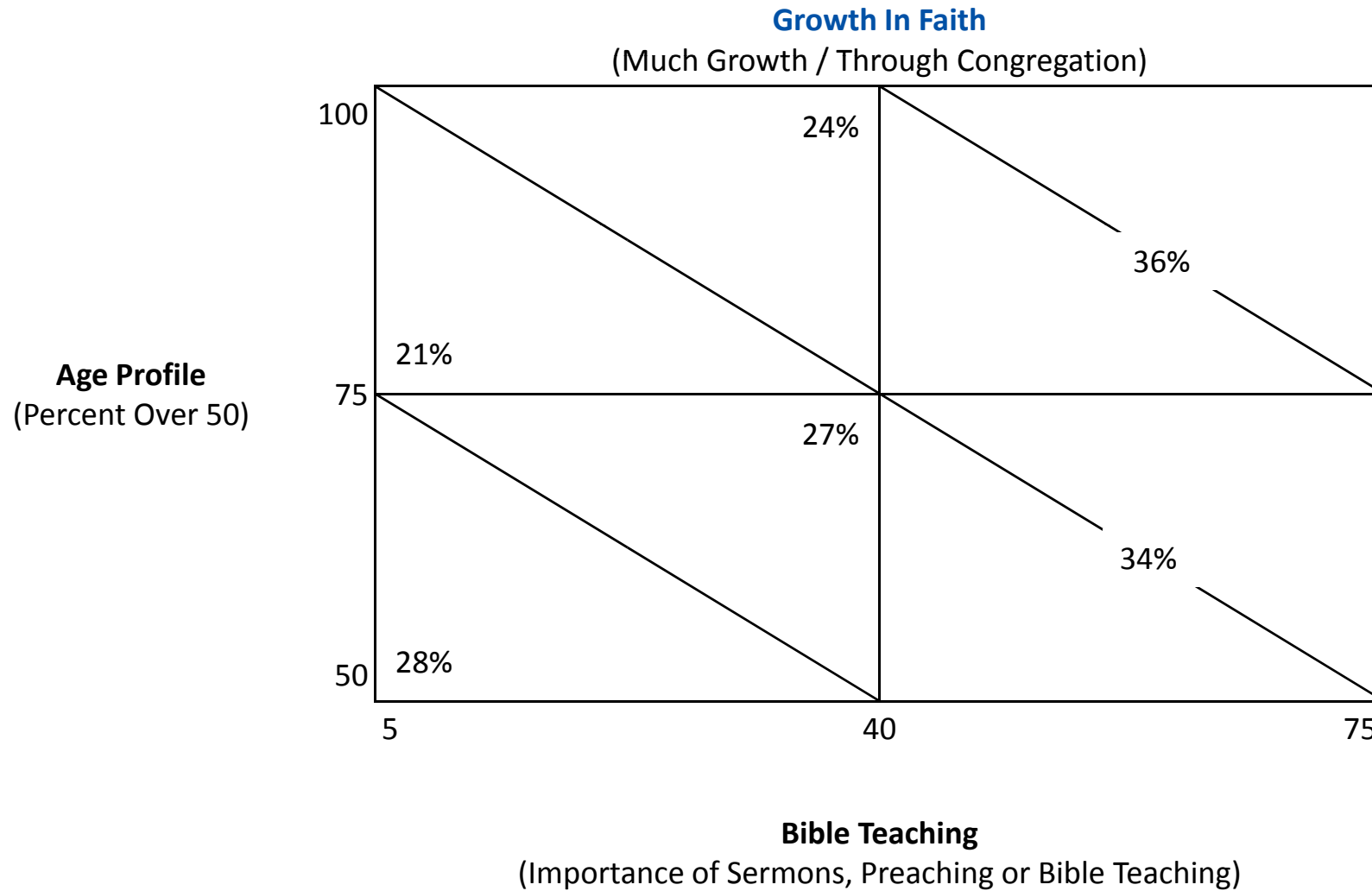
**Attendance: 84%**  
**Sample locations 60%**

**Attendance: 41%**  
**Sample Locations: 65%**

**Attendance: 59%**  
**Sample Locations: 35%**



# Segment Growth In Faith



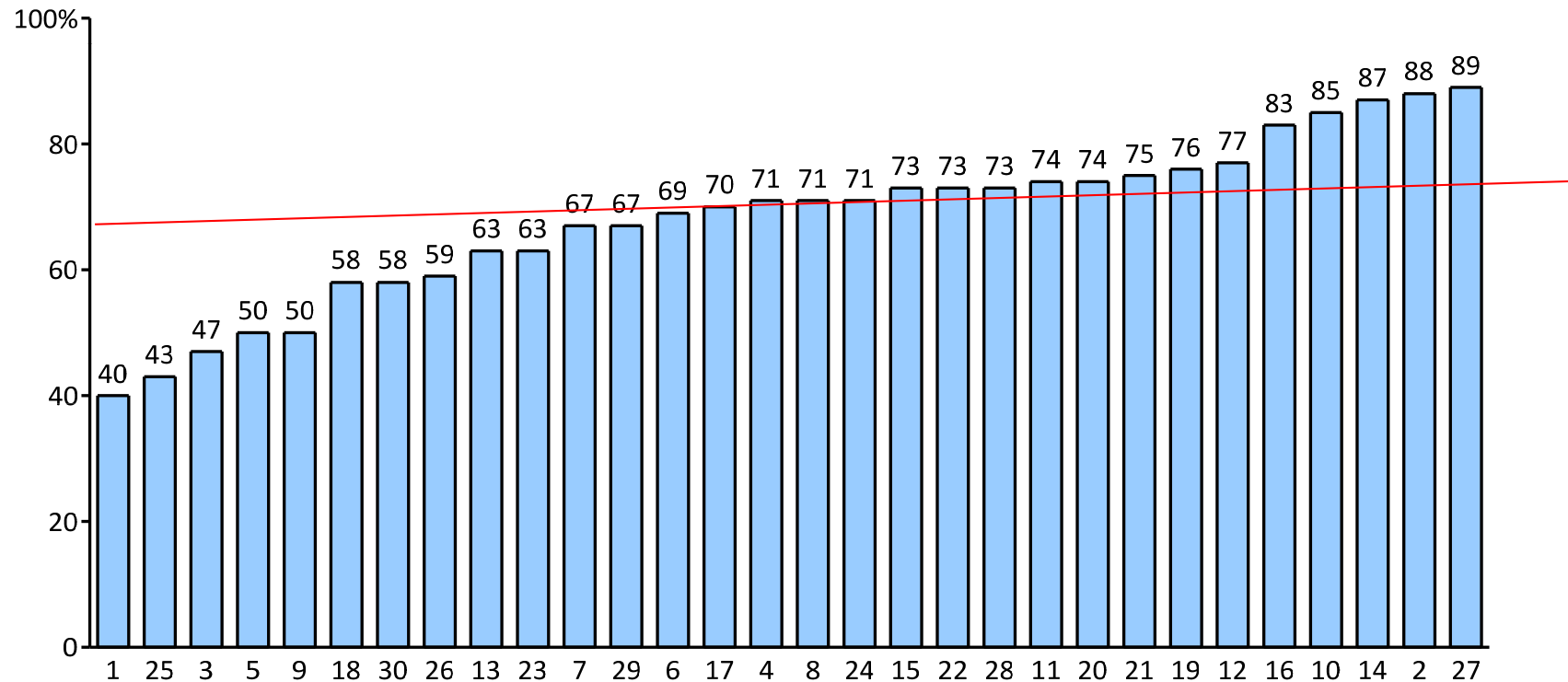
**Armidale**      **29%**  
**Avg.**  
**Sydney Avg.**    **31%**



# Quality Of Leadership

## Inspires Us To Action

Armidale Average = 68      Sydney Average = 72



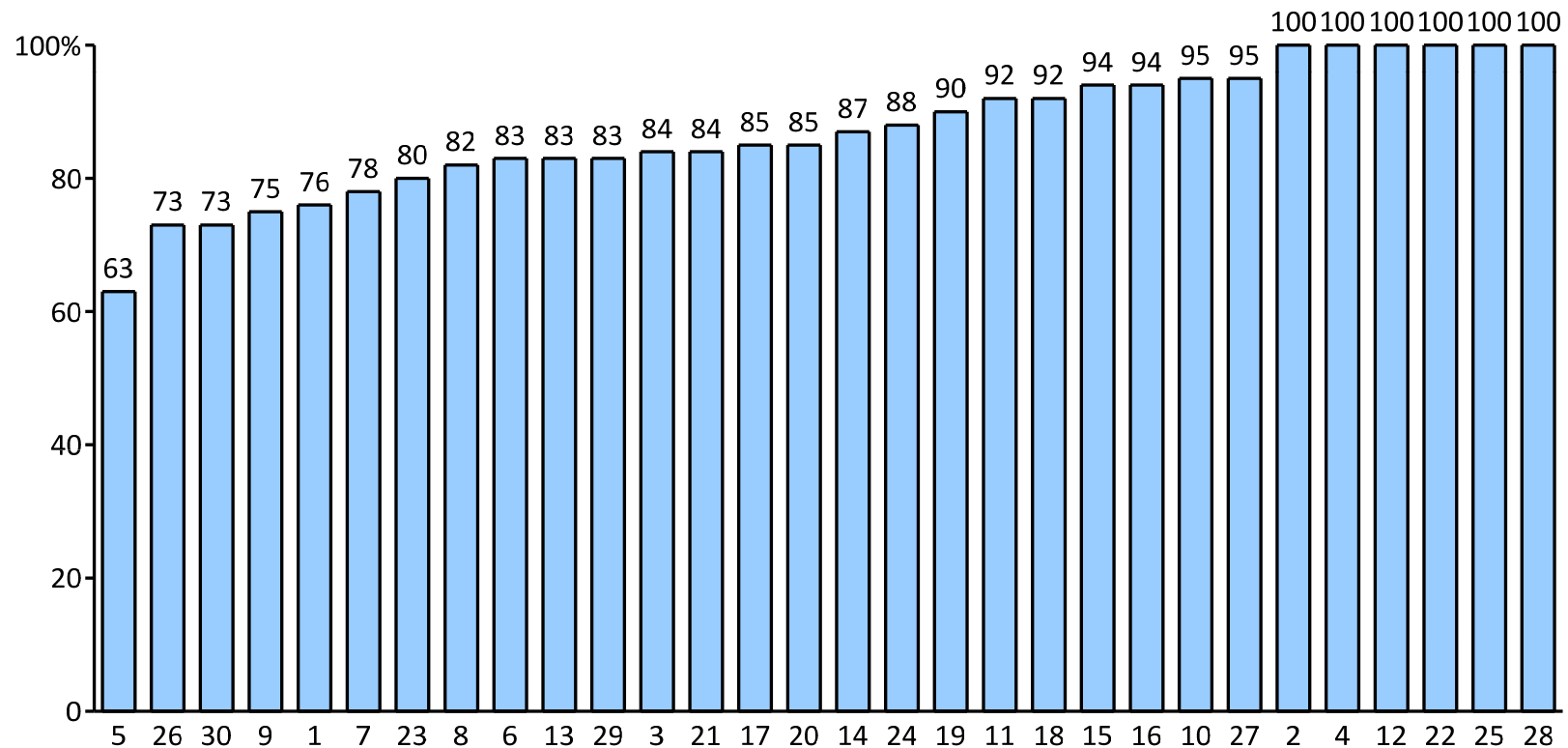


# Quality Of Leadership

## Always Communicates Clearly & Openly

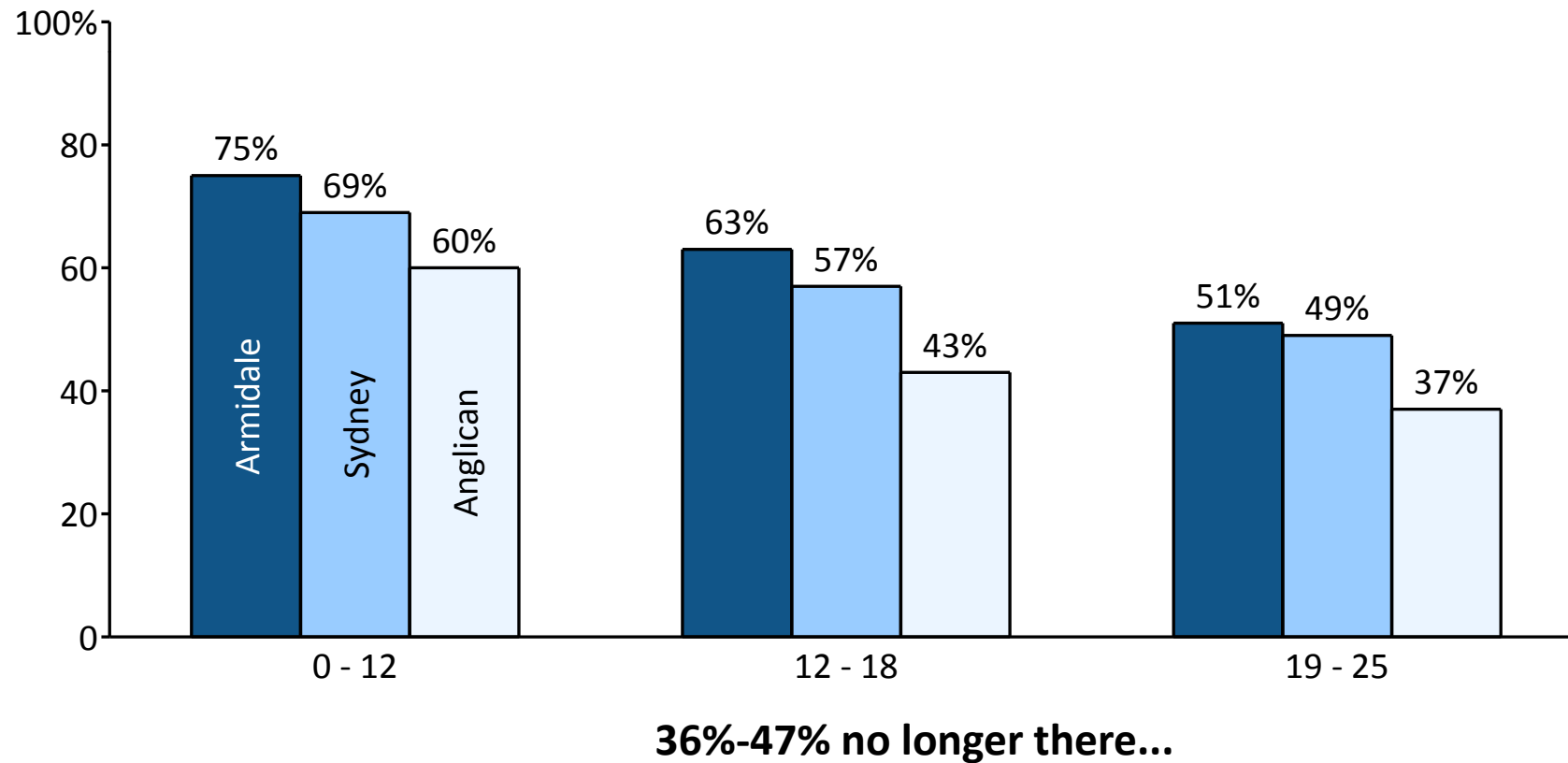
Armidale Average = 87

Sydney Average = 85





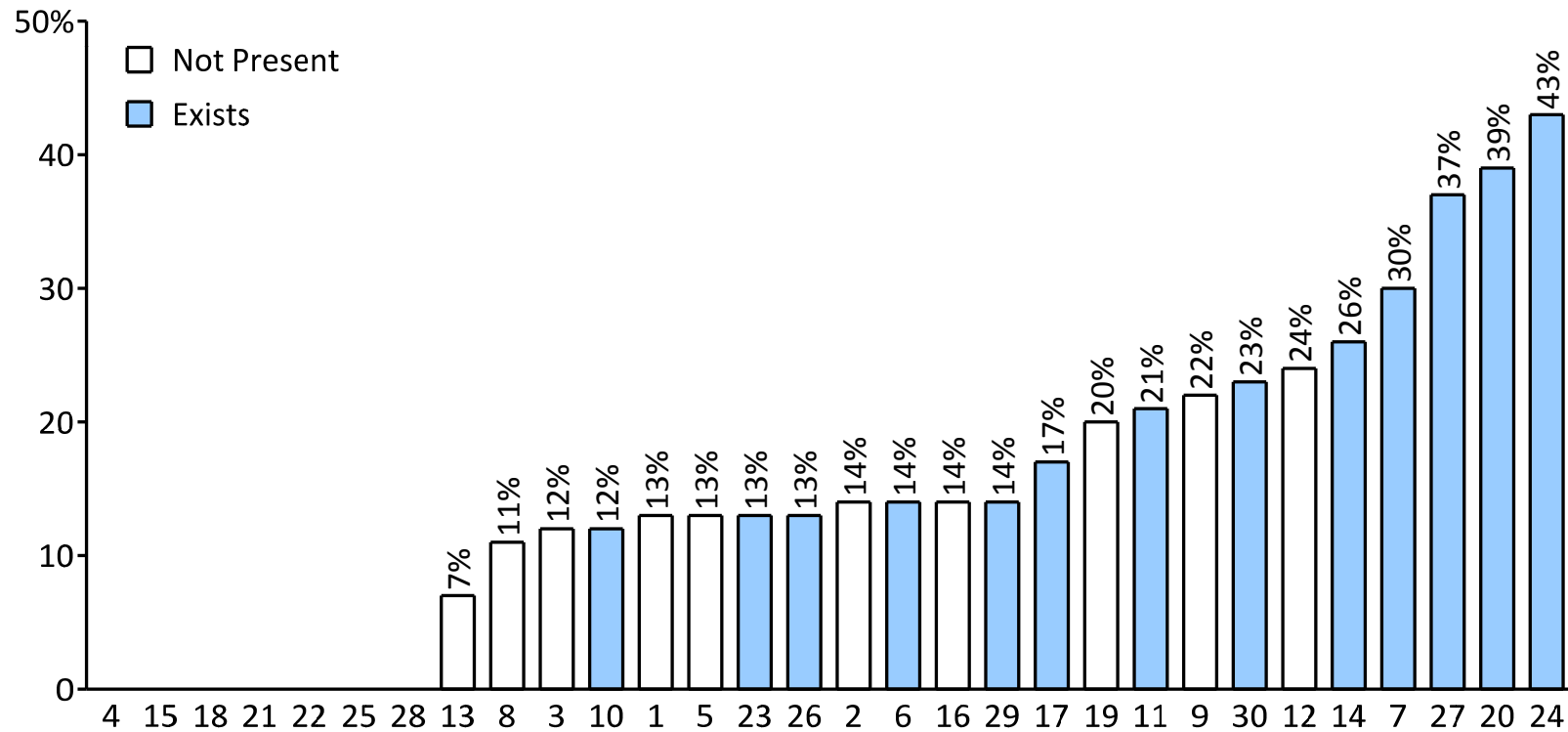
## How Satisfied Are Attenders With The Youth Ministry?





# Youth Ministry

## Importance Of Youth Ministry

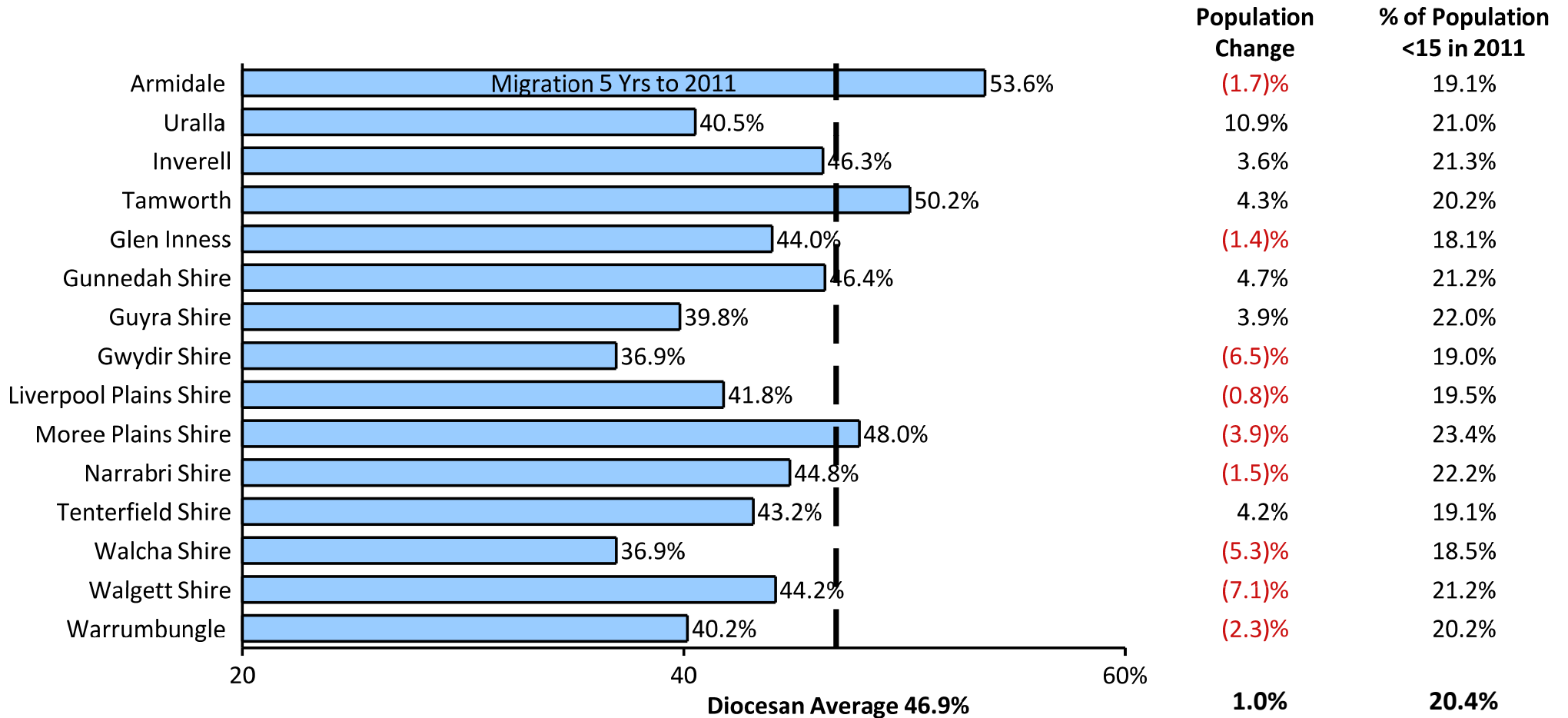


Source: NCLS Sample#30





# Population Growth / Involvement



Source: ABS; Note: Sydney Average 36%, population growth 1%, population<15 19.2%

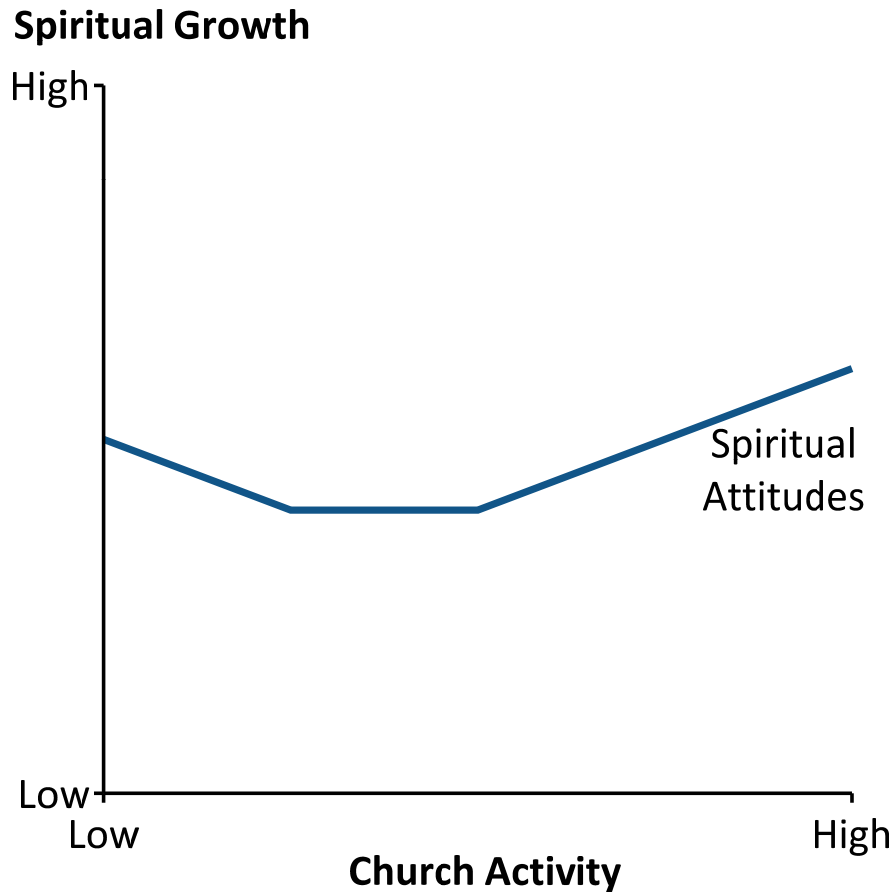


# Agenda

- 1. What kind of a problem are we really up against?**
- 2. What does that suggest could be done about it?**
- 3. What can we can we do to put these ideas into practice?**



# False Activity



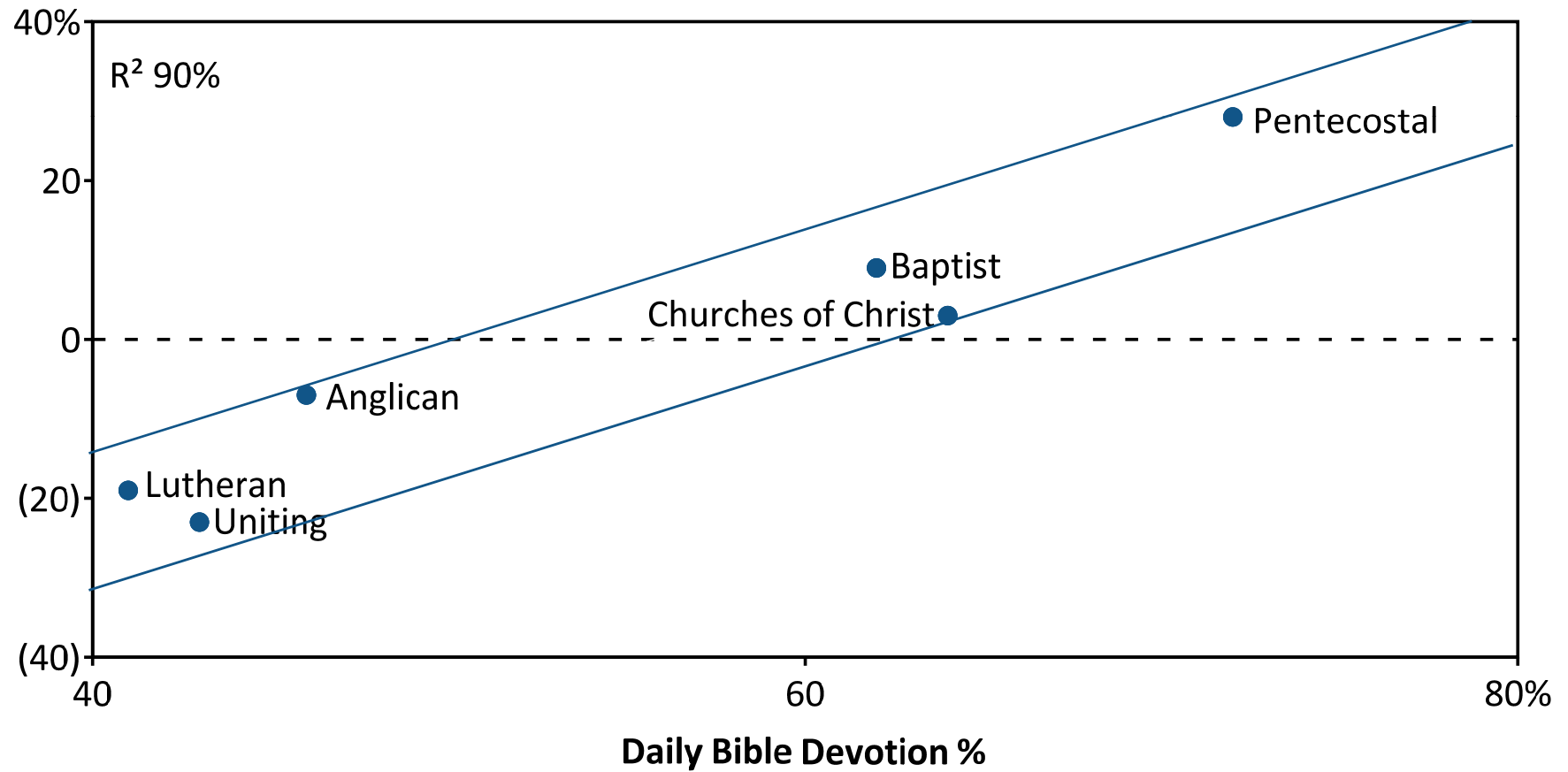
*“ Nearly one out of every four people at Willow Creek were stalled in their spiritual growth or dissatisfied with the church – many were considering leaving. When I first heard these results the pain of knowing was almost unbearable ...”*

Bill Hybels, 2007



# Daily Devotion

## 10 Year Growth Step %





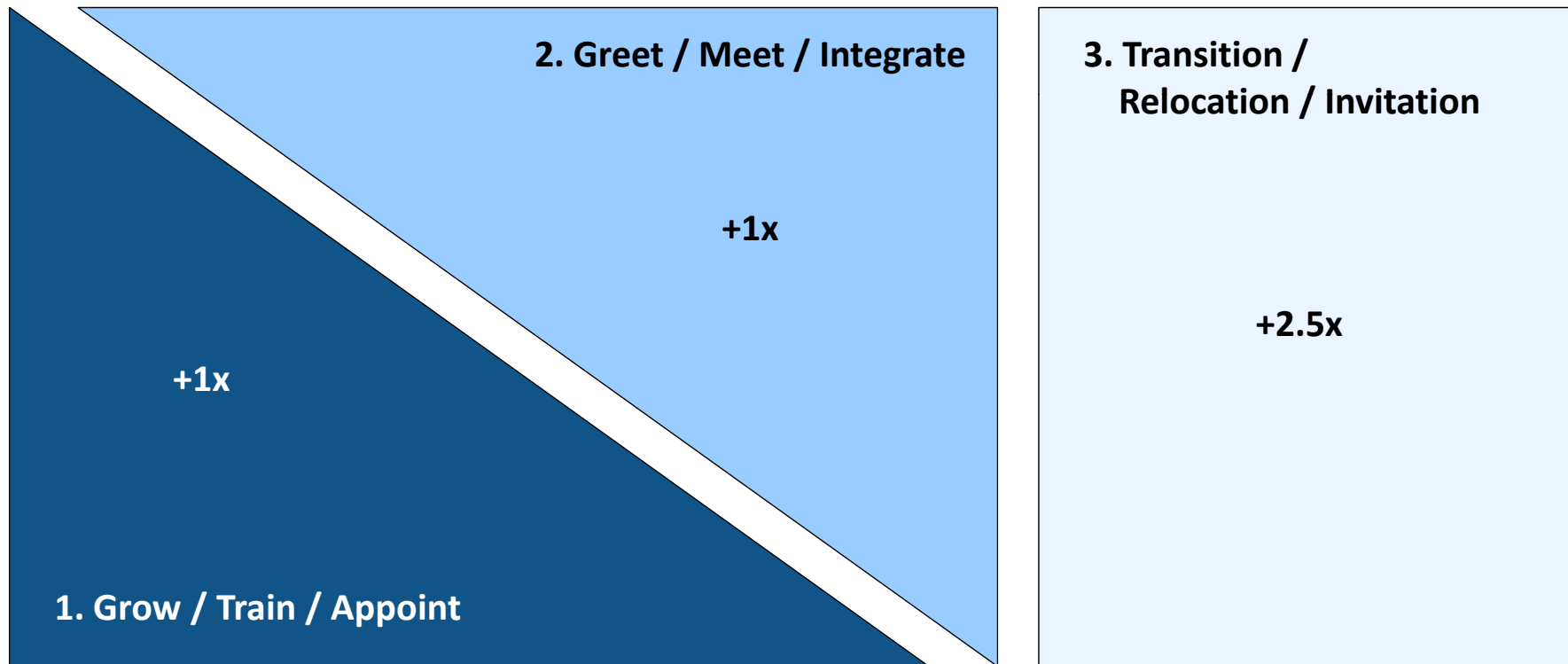
## Disciple Making Disciples

Matt 28:19-20





# Practical Levers





# Make disciple making disciples

**Matt 28:19-20**

**Spiritual growth through obedience to the Word, prayerful dependence on God,  
and living by the Spirit and bearing the fruit of the spirit**

Jn 8:13,14:23-24,15:1-8; Eph 6:18, Col 1:10, Col 4:2, 2Tim 3:16-17

**Demonstrating love for the brethren and exercising 'one another' commands**

Jn 13:35, Gal 6:10, 1Jn 3:21-24, 4:7

**Showing concern for and witnessing to the lost**

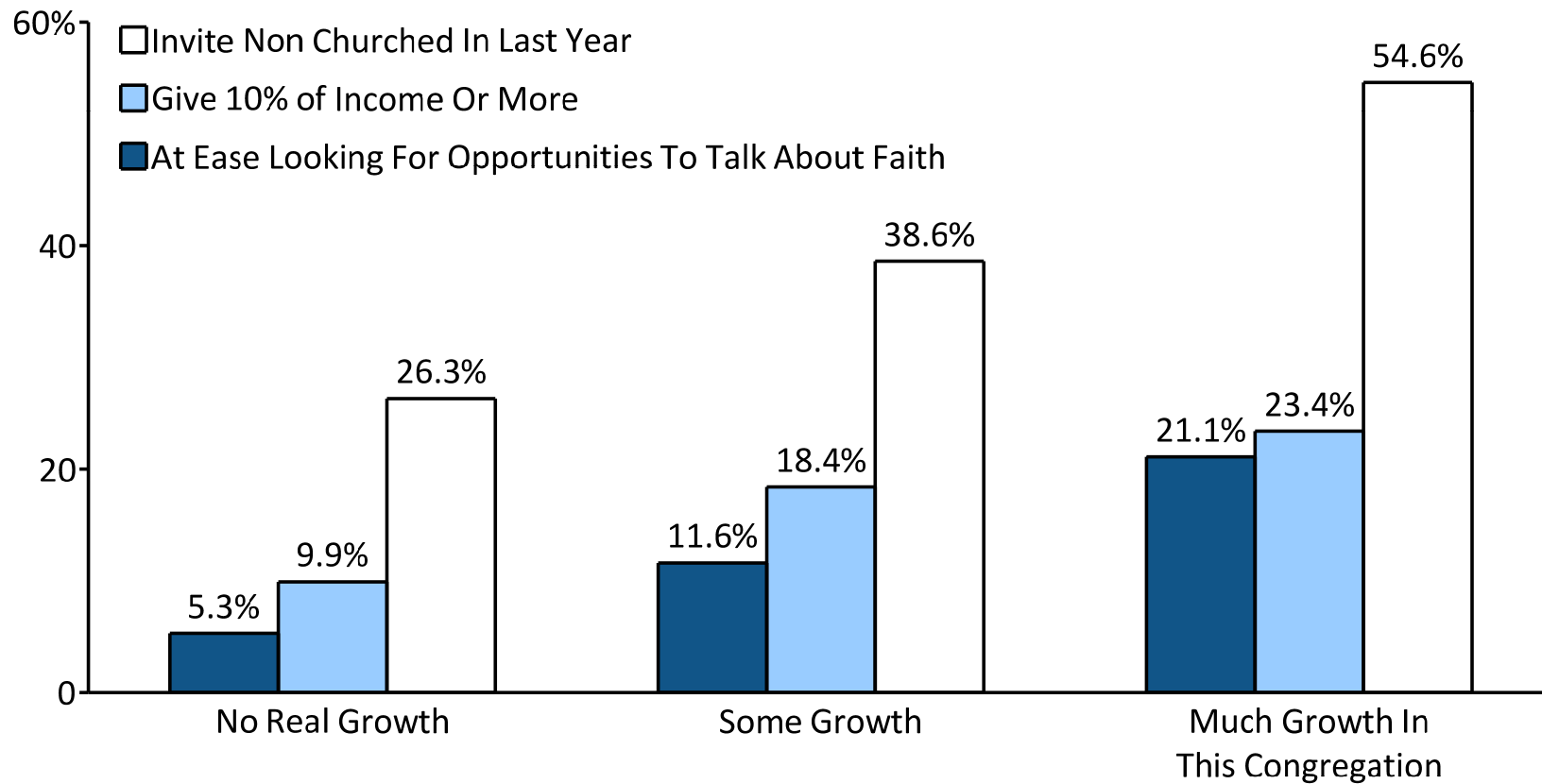
Matt 28;19, Col 4:2-6, 1Pet 2:11-12, 3:15-17

**Living a life of costly self sacrifice and servanthood**

Deut 10:12, Matt 16:24-25, Lk 14:25-27, Eph 4:12, 1Pet 2:11-12, 3:15-17



# Personal Growth



Source: NCLS06, Anglicans only





# A Coordinated Response

@ Best Practice

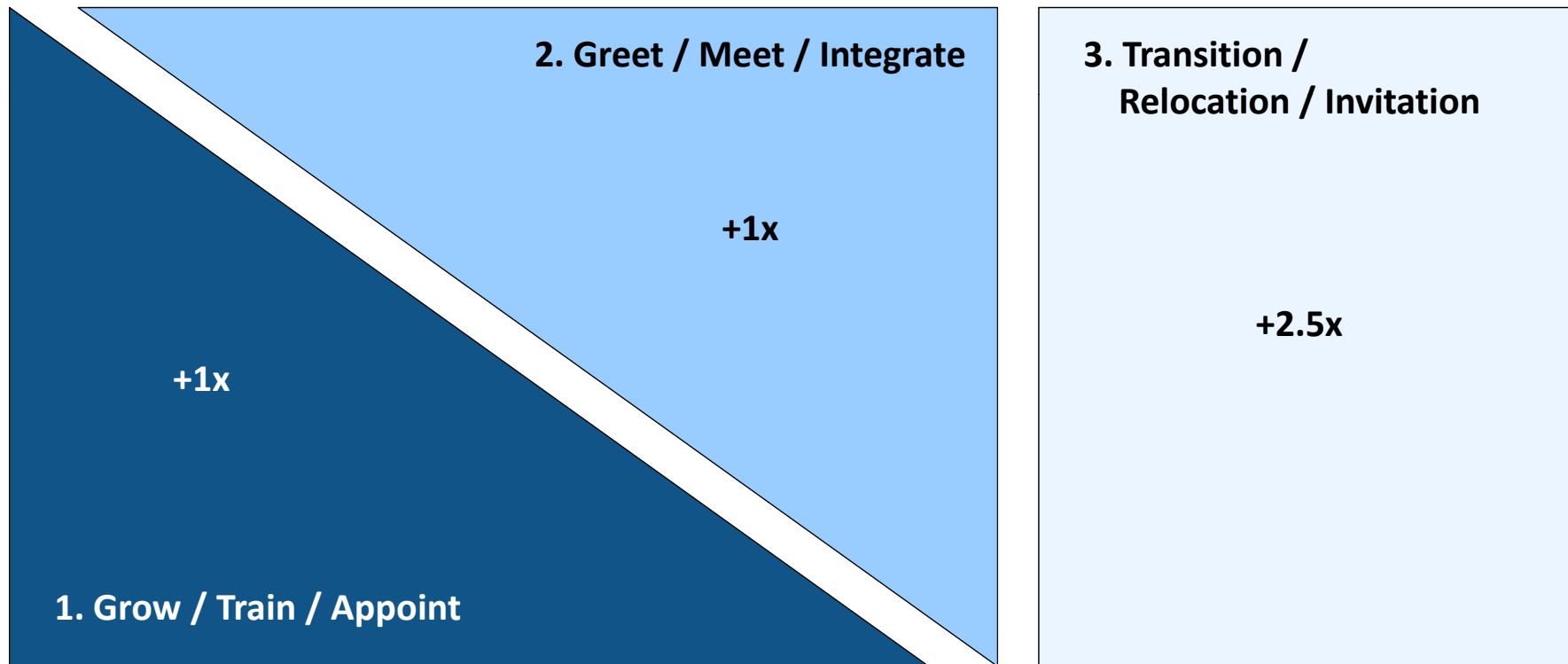
© Norm

	Stages / Steps	None	Acknowledge	Engage	Triage	Own
Before the service First 10 minutes	Labels		@			
	Greeters		©			
	Ushers		@		©	
In the pew Last 10 minutes	Visitor Card		©			
	Pathway			@		
	Pew Missionaries			@	@	@
After church Next 36 hours	Staff Call		©			
	Attendee Invitation					@
	Discipling Relationship / Group					@

Sources: Literature search, Field interviews, Work shops



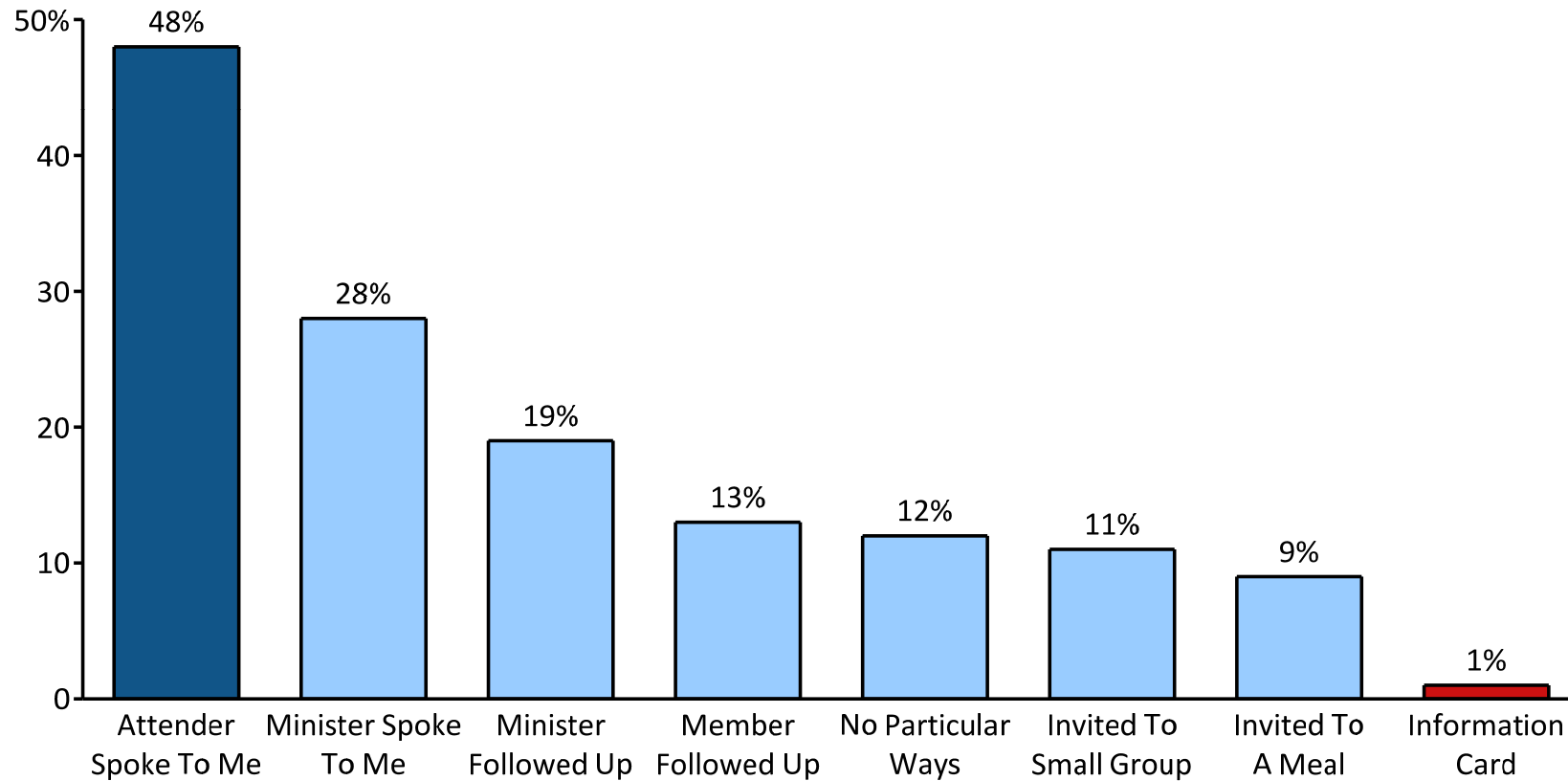
# Practical Levers





# Welcoming

## How were you successfully made to feel welcome?



Note: since attendees could select two responses, percentages may not add up to 100%

Source: Mission Under The Microscope



# Making disciple making disciples

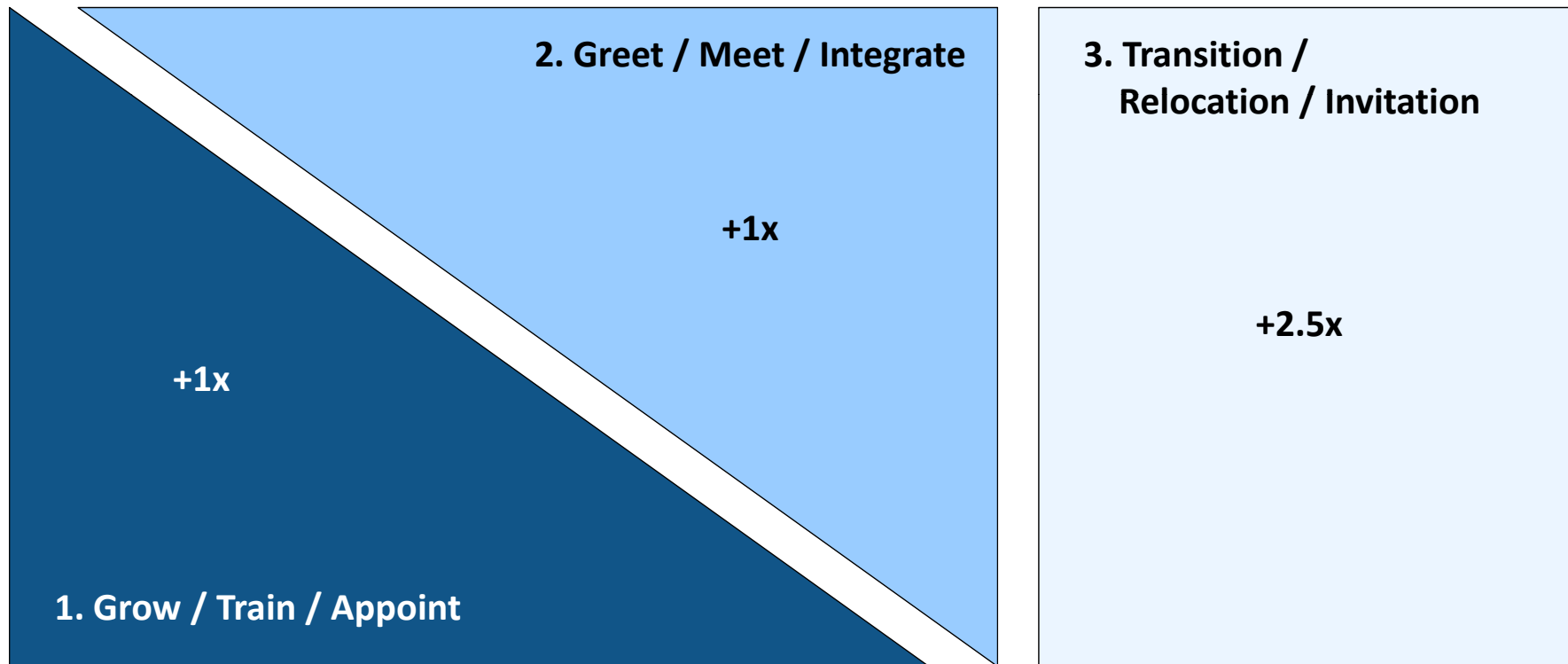
@ Best Practice

© Norm

	Settings	Low	Medium	High	Not Negotiable
A. Leaders	Clear model articulated / shared	©			@
	Selected / recruited	©			@
	Trained and mentored	©			@
B. Core Elements	Not mandatory but purposeful			©	@
	Coordinated teaching		@	©	
	Word / prayer / one another	©			@
	Mission / service orientation	©			@
C. Quality	Sunset understanding	©			@
	Regular evaluation	©			@

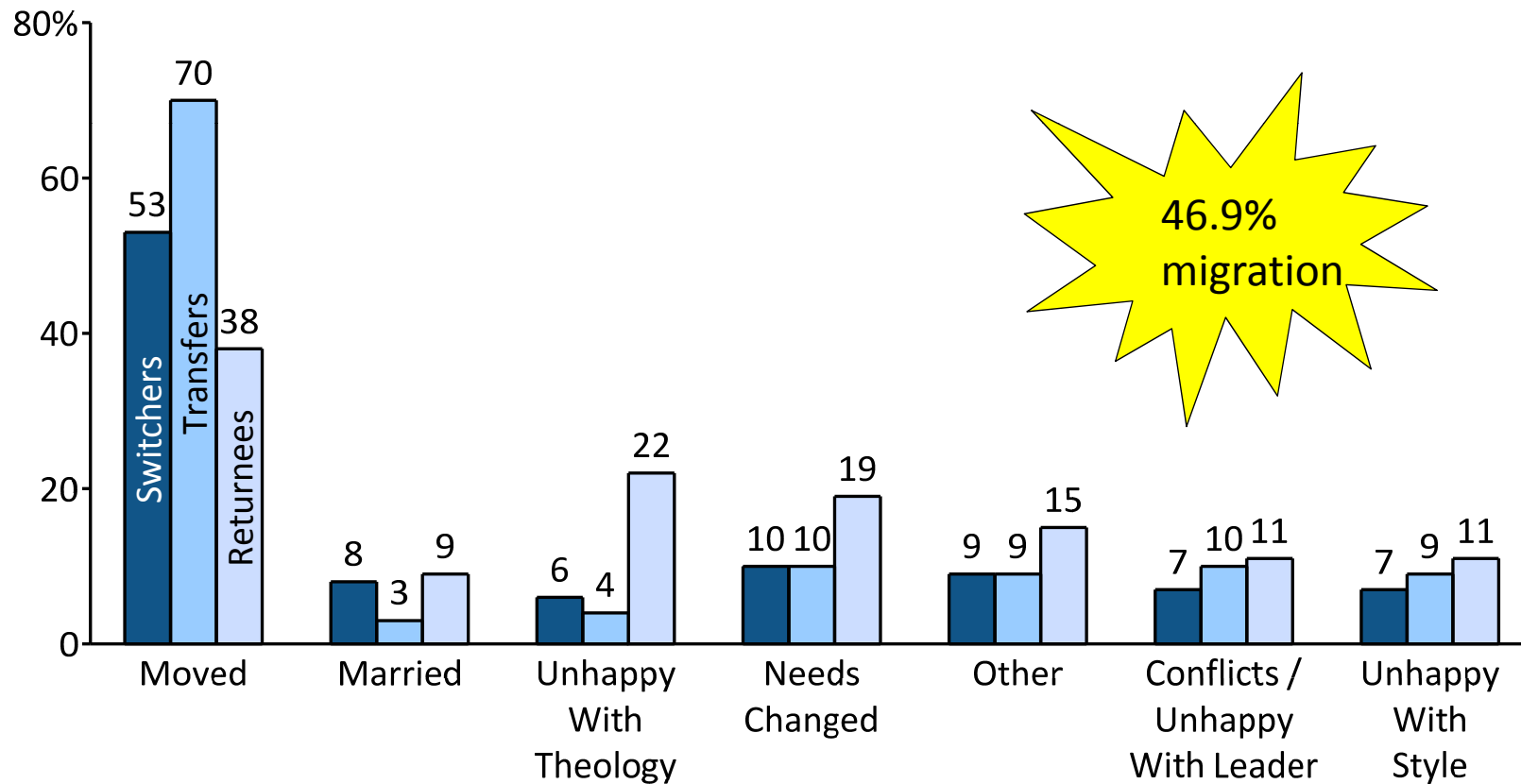


# Practical Levers





## Reason Left Previous Congregation ...

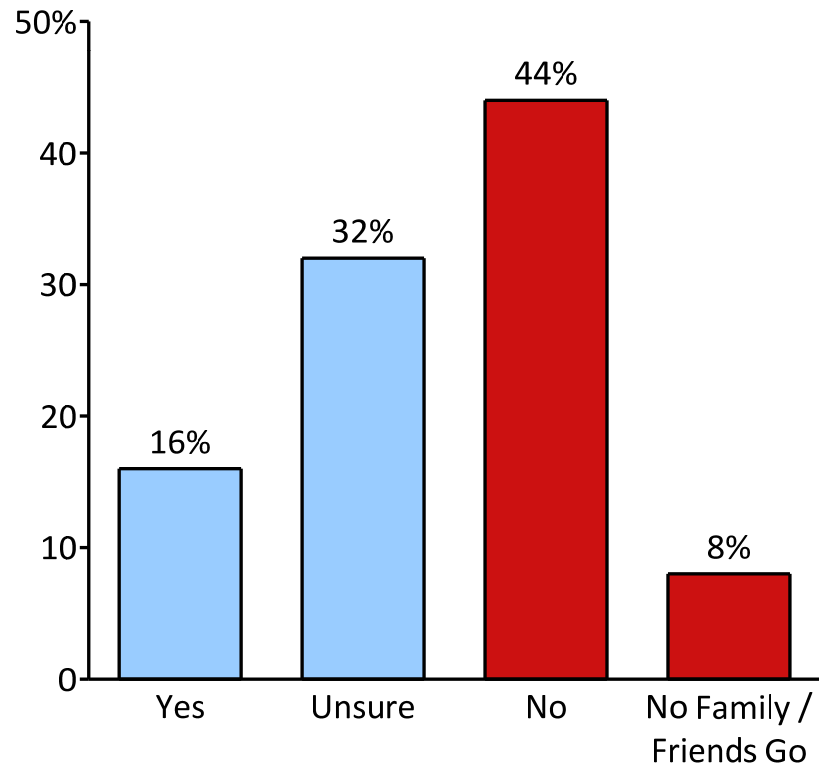




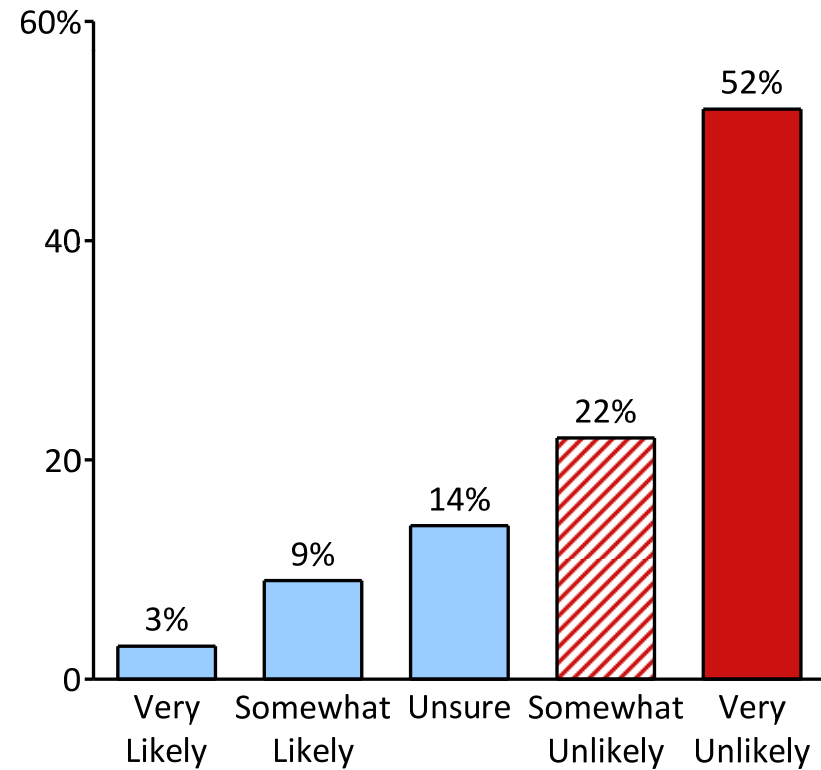
# Invitation

## Unchurched

### Willingness To Accept An Invitation



### Likelihood Of Becoming Frequent





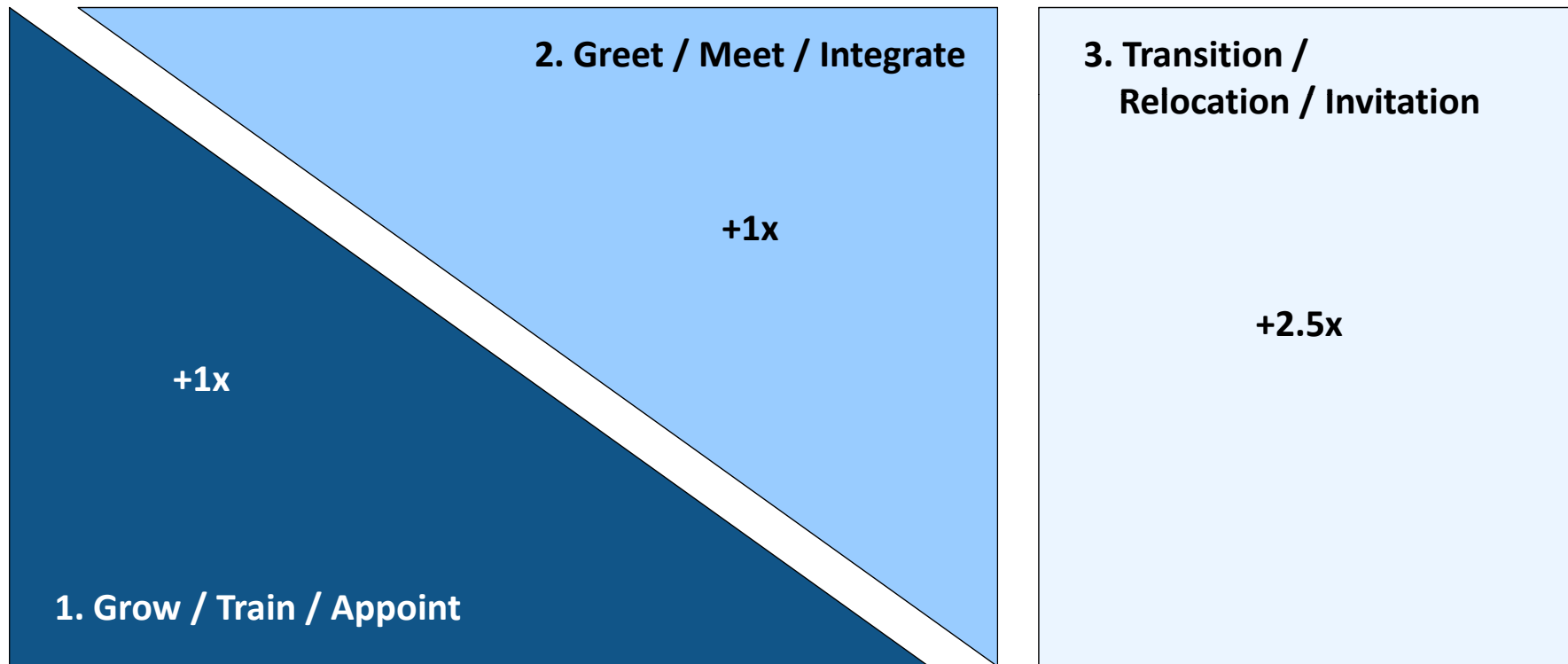
# Transition

Dropout Rate	Secondary / Post School	Left Home
Anglican	33%	43%
Lutheran	13%	19%
Reformed	5%	13%
Adventist	9%	29%
Baptist	20%	32%
Presbyterian	29%	33%
Uniting	37%	45%
Methodist	8%	29%





# Potential





# Agenda

- 1. What kind of a problems are we really up against ?**
- 2. What does that suggest could be done about it?**
- 3. What can we can we do to put these ideas into practice?**



# Reactive Ministry

Trellis

**We are trained to preach & to teach ...**

so we prepare and teach as best we can

**We see need all around us ...**

and so we engage in counseling, spiritual guidance and pastoral care

**We feel the need to be more organised ...**

and so we recruit, train, and organise volunteers

**We see the need to connect the community ...**

and so we build up small groups and wrestle with leadership issues

**We see the needs of the wider community ...**

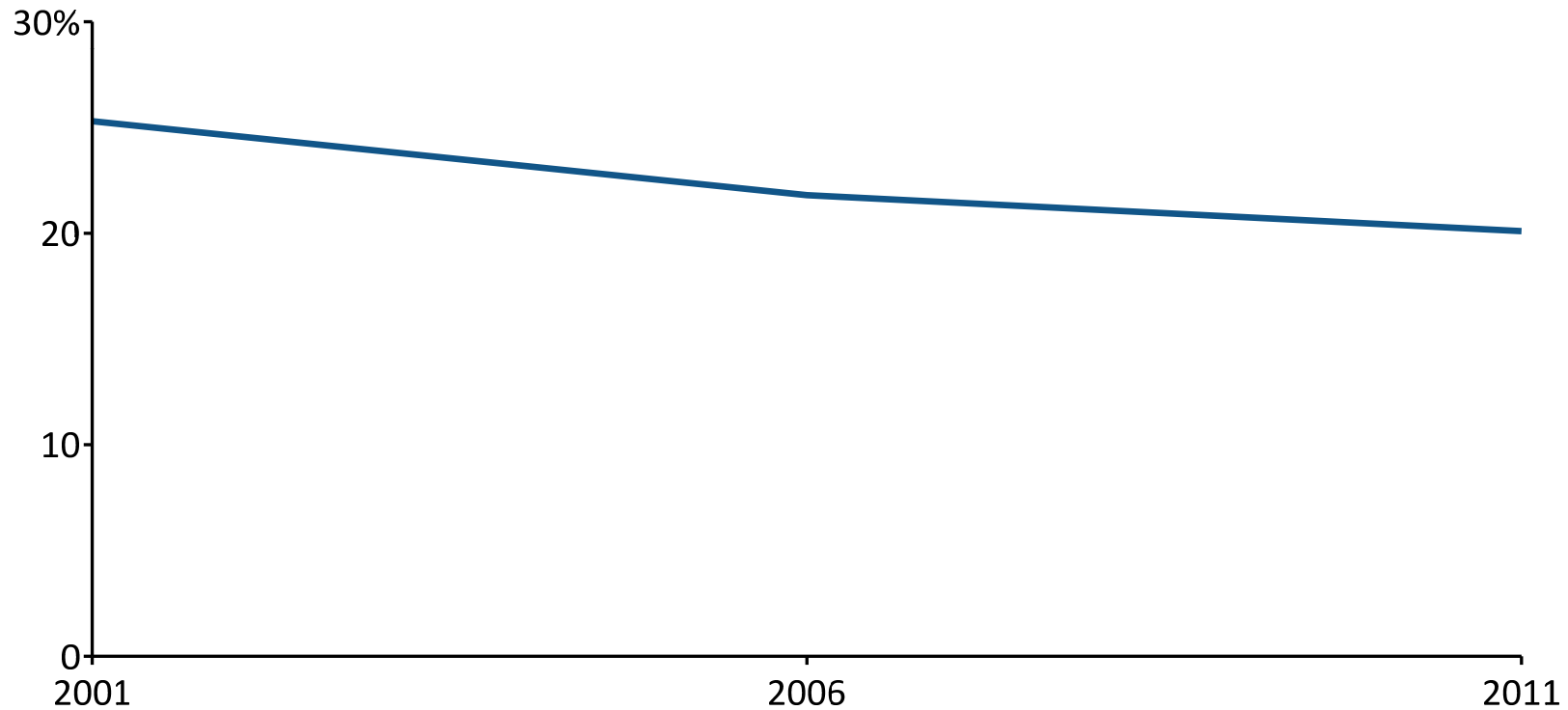
and so we organise initiatives to address these issues



# Lay Engagement

## Attendees Who Feel Encouraged By Their Leaders To Use Their Gifts And Skills To A Great Extent

Change Over Time

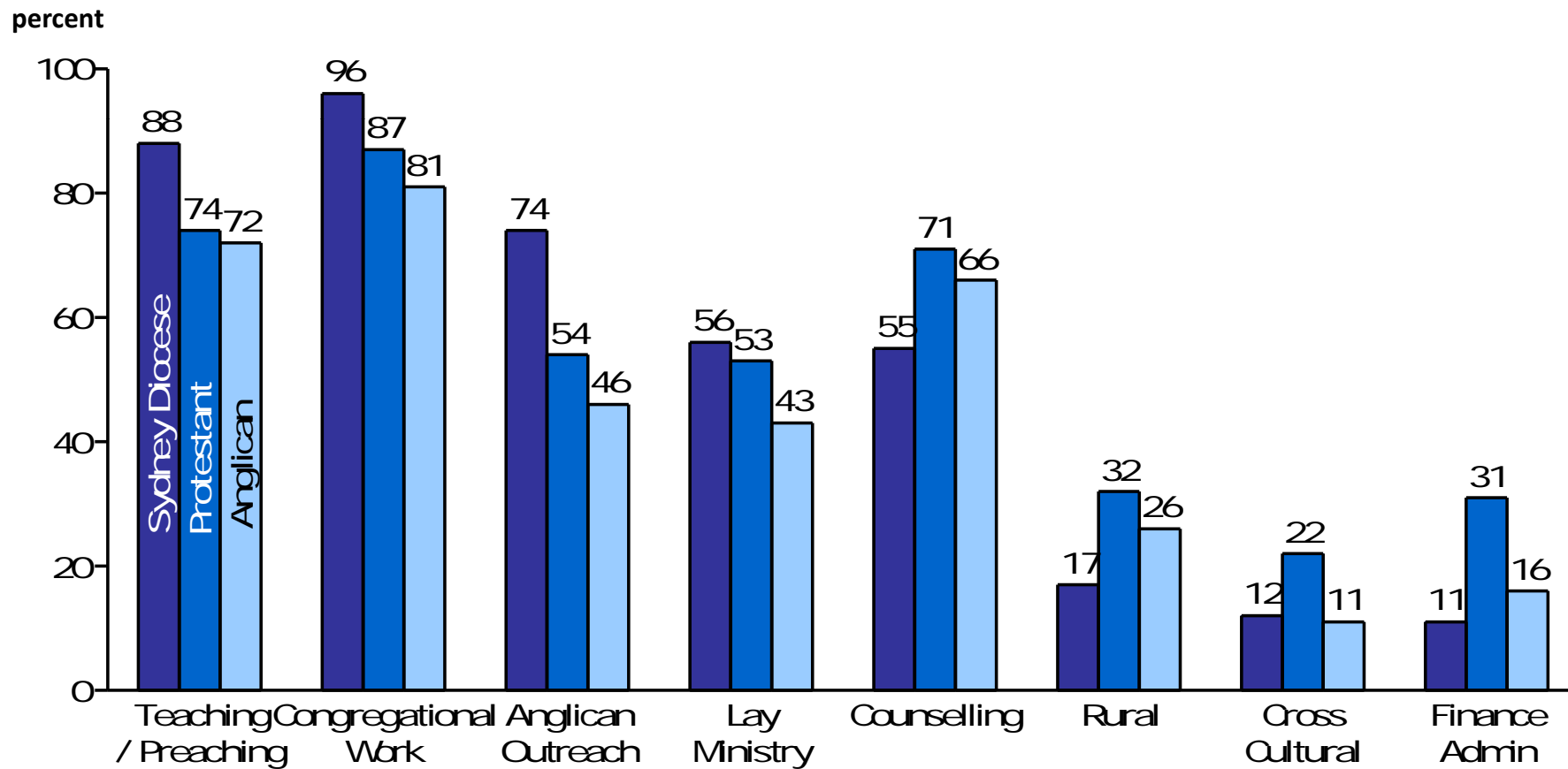




# Training

## Leaderships

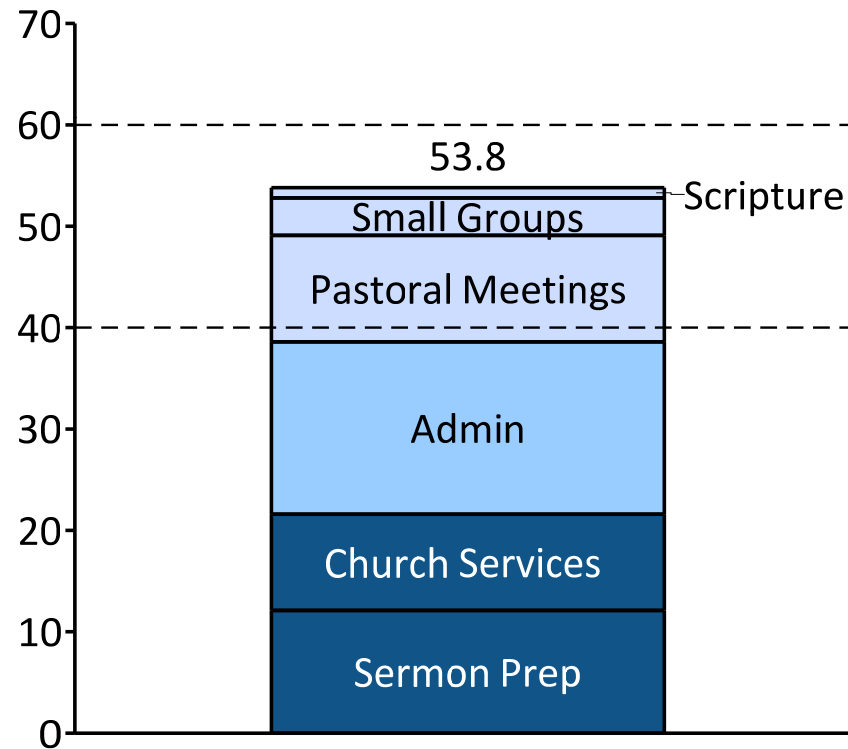
How Well Did Theological Training Equip You For Work In The Following Areas?





# Diary Trap

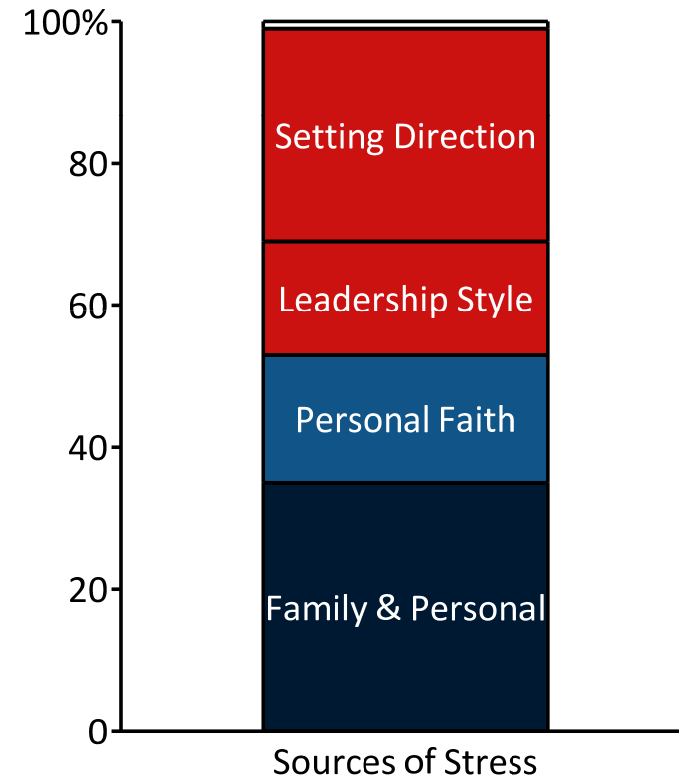
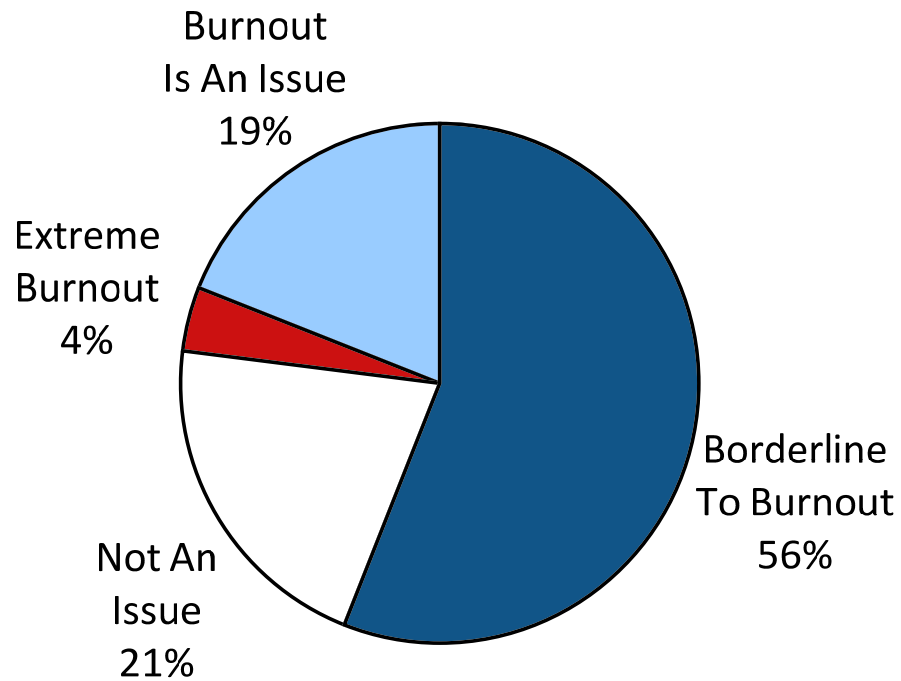
Average Hours Per Week





# Stress & Burnout

Parish Leaders

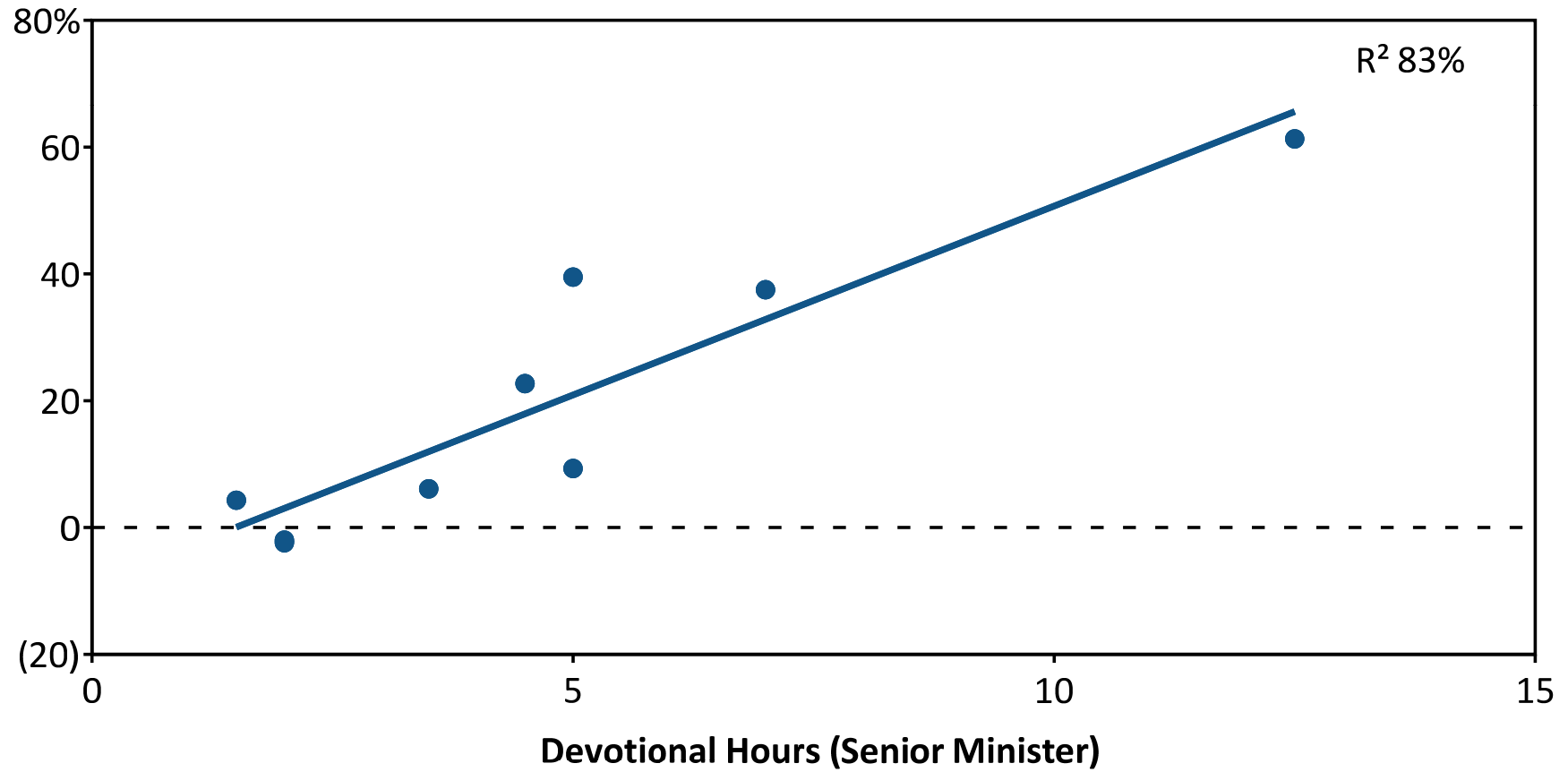


Source: Burn Out In Church Leaders



# Devotional Time

## 5 Year Parish Growth







# Alternative Approach

## Case Example

Volunteer     Part Time     Full Time



Early Morning

Mid Morning

Evening

Youth

Plant 1

Plant 2



# Sovereignty Of God

*And He is the head of the body ... (Col 1:18)*

*Unless the Lord builds the house ...  
(Psalm 127:1)*

*But you will receive power when  
the Holy Spirit comes on you ...  
(Acts 1:8)*

*For He has rescued us from the  
dominion of darkness ... (Col 1:13)*

*Jesus answered, "I am the  
way and the truth and the  
life. No one comes to the  
Father except through me*

*Gifts of the Holy Spirit distributed according to his will ... (Hebrews 2:4)*

*(John 14:6)*

*When he comes, he will convict the world of  
guilt in regards to sin and righteousness and  
judgement ... (John 16:8)*

*Unless I go away, the Counsellor will not come to  
you ... (John 16:7)*

*Noone can come to me unless the Father who sent me draws him ... (John 6:44)*

*He will baptise you with the Holy Spirit and with fire ... (Matt 3:11)*

*Therefore, he who rejects this instruction does not  
reject man but God ... (Thess 4:8)*

*He saved us through the washing of rebirth  
and renewal by the Holy Spirit ... (Titus 3:5)*



# Thought For The Road

*In the whole of world history there is always **one really significant hour - the present...**if you want to find eternity you must serve the times'*

Dietrich Bonhoeffer



## **Follow up:**

- **Slides to be posted on the website at [www.effectiveministry.org](http://www.effectiveministry.org)**
- **Team questions to Tim Sims, Guy O'Hanna and Sarie King**



**Back up**



# Effectiveness – Revenue Management

## Collections

	Cash	DD	%	Blended
Mature	\$20	\$50	10%	<b>\$23</b>
Family	\$20	\$70	60%	<b>\$50</b>
Young Adults	\$10	\$25	50%	<b>\$21</b>
Youth	\$5	\$15	30%	<b>\$9</b>

*'Tyranny of the dollar bill'*

## Additional Upsides

- Deductible funds
- Patrons
- Special projects
- Assigned interest
- Life insurance
- Bequests
  
- Dedication investments

Some congregational demographics are therefore quite limited in their ability to support scale and drive surplus. It may be possible to go further than indicated on dollars / head but this has not yet been achieved.

\* Indicative values, Christchurch St Ives, note 'the dollar bill impact'



# Evaluation Of Training

By Anglican and Protestant Leaders

	Percent who agree or strongly agree that this is an issue for them									Most important areas for further training (two options selected)							
	Work in congregation	Pastoral work	Teach / preach	Mission / outreach	Cross-cultural ministry	Rural ministry	Church finance / admin	Equipping laity	Biblical or theological study	Pastoral care / counselling	Teaching / Presentation skills	Ethical / Social issues	Conflict / Team management	Evangelism / Church growth	Finance / Time management	Planning and direction setting	Study of society
<b>Denomination</b>	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
<b>Anglican</b>	<b>24</b>	<b>34</b>	<b>20</b>	<b>53</b>	<b>85</b>	<b>71</b>	<b>83</b>	<b>56</b>	<b>33</b>	<b>33</b>	<b>16</b>	<b>9</b>	<b>34</b>	<b>36</b>	<b>6</b>	<b>22</b>	<b>8</b>
Baptist	20	26	13	36	67	63	67	41	30	39	13	5	37	31	2	27	13
C of Christ	17	22	7	36	63	62	67	35	35	40	16	5	31	30	4	23	13
Lutheran	12	23	4	60	78	40	47	50	39	46	26	5	22	31	-	18	8
Pentecostal	20	26	11	32	60	61	52	30	36	35	13	5	39	37	6	21	7
Presbyterian	17	38	4	46	81	65	74	63	39	56	8	5	28	37	5	17	3
Salvation Army	16	22	10	28	82	70	29	34	43	51	16	2	31	29	4	14	8
Seventh-Day	15	36	4	20	71	55	47	41	26	51	21	5	27	37	3	23	5
Uniting	20	20	13	60	76	59	76	48	34	35	13	9	31	33	4	24	10
<b>Total Anglican And Protestant</b>	<b>20</b>	<b>28</b>	<b>12</b>	<b>45</b>	<b>74</b>	<b>63</b>	<b>67</b>	<b>46</b>	<b>35</b>	<b>39</b>	<b>15</b>	<b>7</b>	<b>32</b>	<b>35</b>	<b>4</b>	<b>21</b>	<b>6</b>



# Pressures of the job

	Percent who agree or strongly agree that this is an issue for them										Stress levels	Leaving the ministry	Burnout	
	Hard to separate work and home	Disagree on role with congregation	Difficult to find suitable people for roles	Not right person for congregation	Time wasted on tasks not central to role	Lack of time for recreation	Family negatively affected by role as minister	Have financial concerns	Hard coping with difficult attenders	Difficulty dealing with colleagues			High/very high stress levels	Sometimes / often think of leaving ministry
<b>Denomination</b>	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Anglican	<b>66</b>	<b>11</b>	<b>54</b>	<b>9</b>	<b>51</b>	<b>57</b>	<b>24</b>	<b>34</b>	<b>28</b>	<b>17</b>	<b>14</b>	<b>12</b>	<b>17</b>	<b>2</b>
Baptist	64	8	59	12	39	52	18	29	28	8	11	16	14	2
Churches of Christ	61	15	59	10	40	49	16	31	29	8	12	15	16	1
Lutheran	51	10	48	6	33	49	14	23	25	7	12	15	16	2
Pentecostal (all)	64	6	46	8	45	57	17	25	19	8	5	8	7	1
Presbyterian	63	13	62	15	41	50	17	24	26	7	12	14	12	4
Salvation Army	75	12	83	15	75	68	27	30	30	12	17	15	18	4
Seventh-Day Adventist	68	10	64	13	30	55	30	38	23	6	14	12	18	
Uniting	65	11	56	11	34	54	19	32	21	9	12	13	12	2
Total Anglican And Protestant	65	10	56	11	43	56	21	31	25	11	12	12	13	2
Catholic	61	10	54	10	52	47	-	12	60	13	-	-	-	-