

# EFFECTIVE MINISTRY FORUM // 2015



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Ministry  
Development

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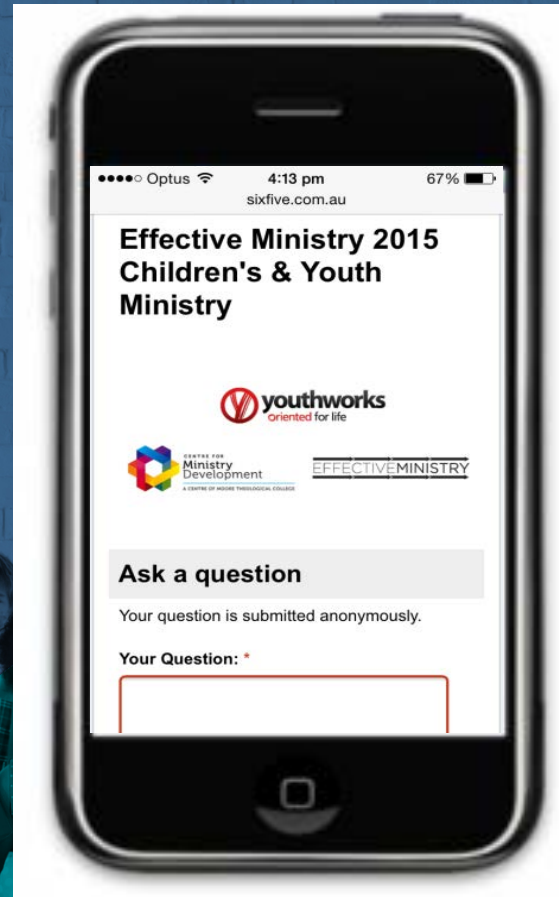
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9:30am	<b>Opening &amp; Introduction</b>	Peter Mayrick	Partner - Centre for Ministry Development / Partner - Effective Ministry
	Devotion and Prayer	Archie Poulos	Director – Centre for Ministry Development / Head - Dept of Ministry, Moore Theological College
	Effective Ministry in Children’s & Youth ministry	Tim Sims Sarie King	Partner – Effective Ministry Chairman – Pacific Equity Partners Partner – Effective Ministry
<b>10:55am</b>	<b>Morning Tea</b>		
11:15am	What does the Word teach us about Children’s & Youth ministry?	Bill Salier	Principal – Youthworks College
	Five Core Principles for Effective Children’s and Youth Ministry	Jon Thorpe Emma Collett	Director of Ministry Support – Youthworks Ministry Support - Youthworks
<b>12:50pm</b>	<b>Lunch</b>		
1:30pm	Patience and perseverance – the simple equation	David Lanham	Rector – Frenchs Forest Anglican Church
	The Role of the Senior Minister / Shaping your ministry philosophy	Archie Poulos Hayden Smith	Director – Centre for Ministry Development / Head - Dept of Ministry, Moore Theological College Family and Youth Minister – Christ Church St Ives
	The key challenge of implementation	Peter Mayrick	Partner - Centre for Ministry Development / Partner - Effective Ministry
<b>2:45pm</b>	<b>Afternoon Tea</b>		
3:00pm	Implementation of Children’s & Youth Ministry – Panel Discussion	Philip Wheeler (Chairman)	Bill Salier (Youthworks), Hayden Smith (Christ Church St Ives), Emma Collett (Youthworks), Archie Poulos (CMD), Jon Thorpe (Youthworks)
	Reflections and key actions	Philip Wheeler	Rector - Christ Church Gladesville
<b>4:00</b>	<b>Close</b>		



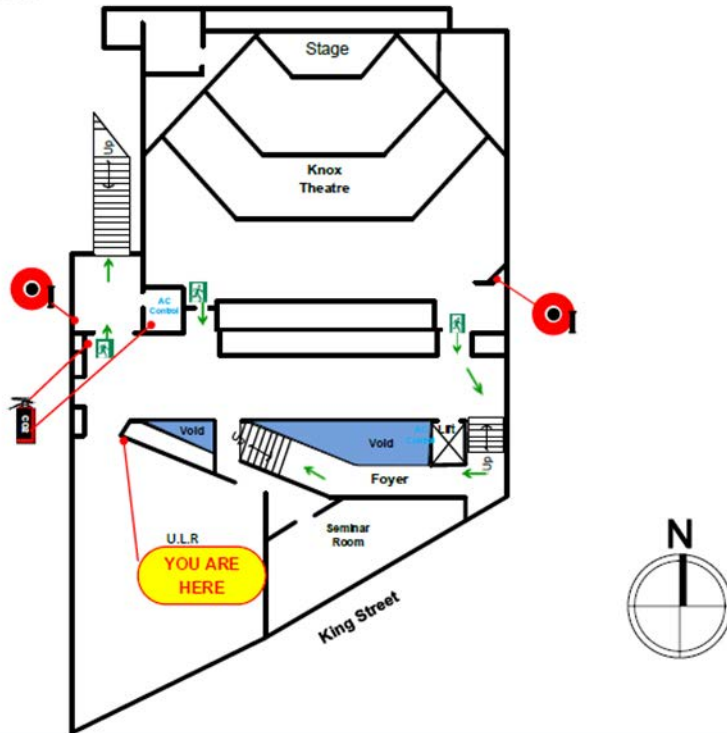


QUESTIONS - <http://j.mp/EMCYM>

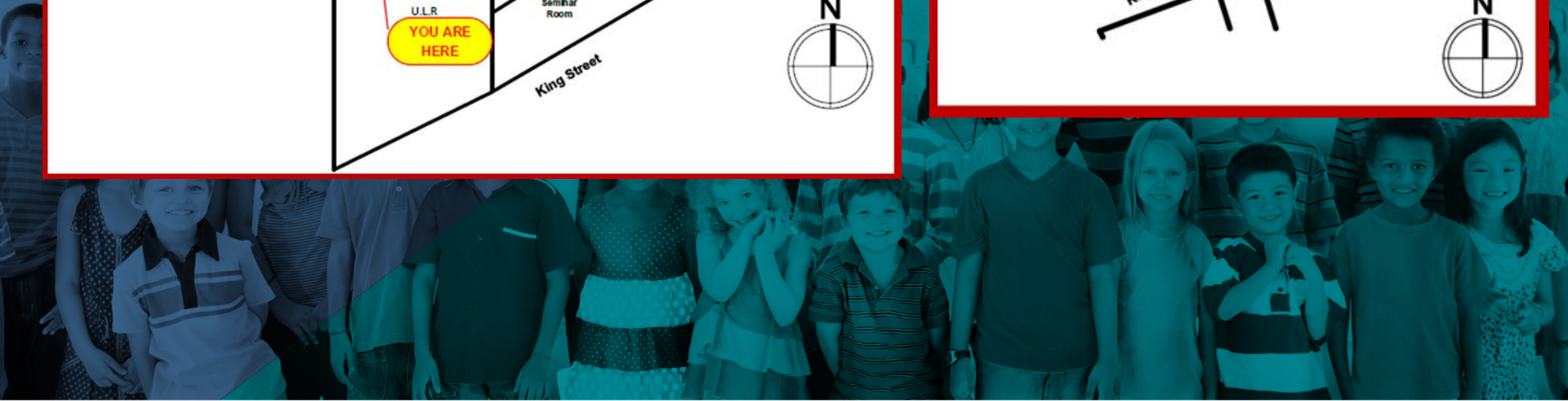
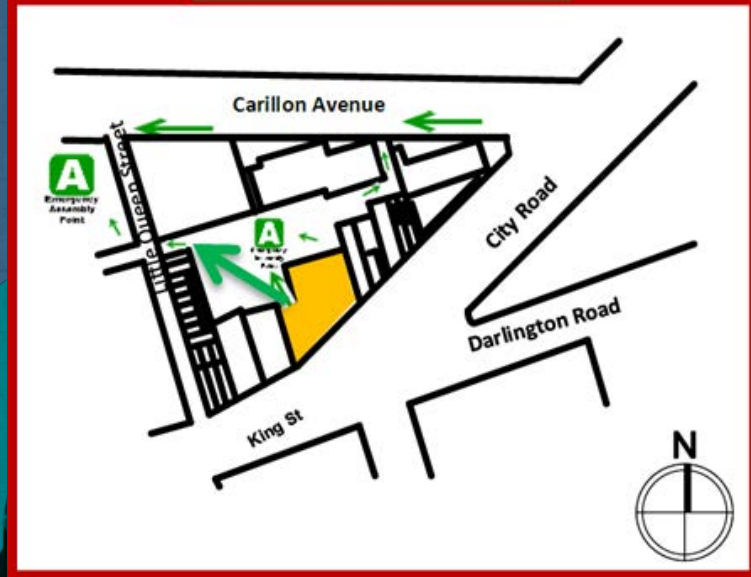


# Broughton Knox Teaching Centre – Area 4

Level 1



## ASSEMBLY POINT





# DEVOTION & PRAYER

## ARCHIE POULOS



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# Generation to Generation

1. Ordered God, Ordered world

2. Godly ordering of relationships

Pss 45:17, 48:13, 71:18, 79:13, 89:1

Ps 78

3. Generation to Generation

Eph 3:14,21



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# CHILDREN'S & YOUTH MINISTRY

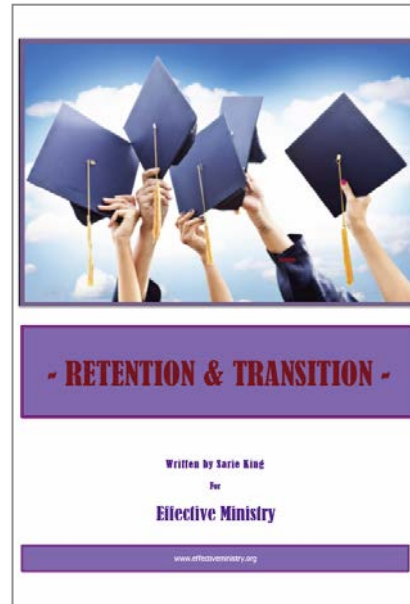
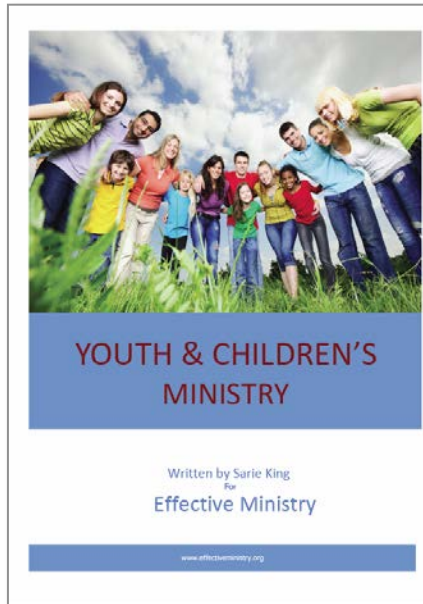
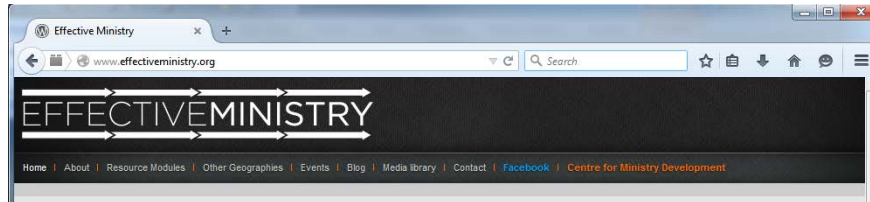
## EFFECTIVE MINISTRY RESEARCH REVIEW

TIM SIMS & SARIE KING



# Data & Discussion

Important back up and context for the presentation...



# Youth & Children's Ministry

## *Discussion Outline*

- 1 Strategic Importance**
  - A. Challenge
  - B. Levers Available
  
- 2 Current Status**
  
- 3 Best Practice**
  
- 4 Framework For Improvement**

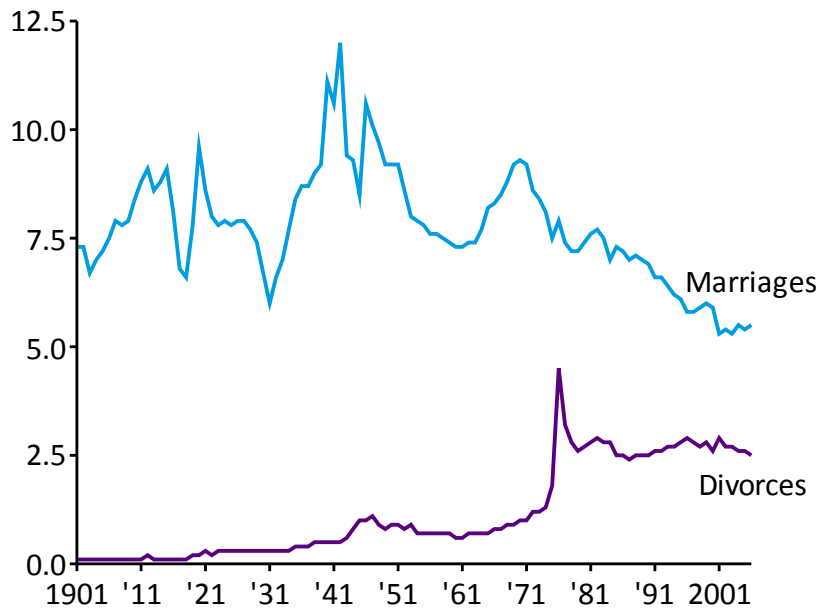


# 1A Strategic Importance - Challenge

## Youth & Children – Fundamental

### Family Change

Per Thousand

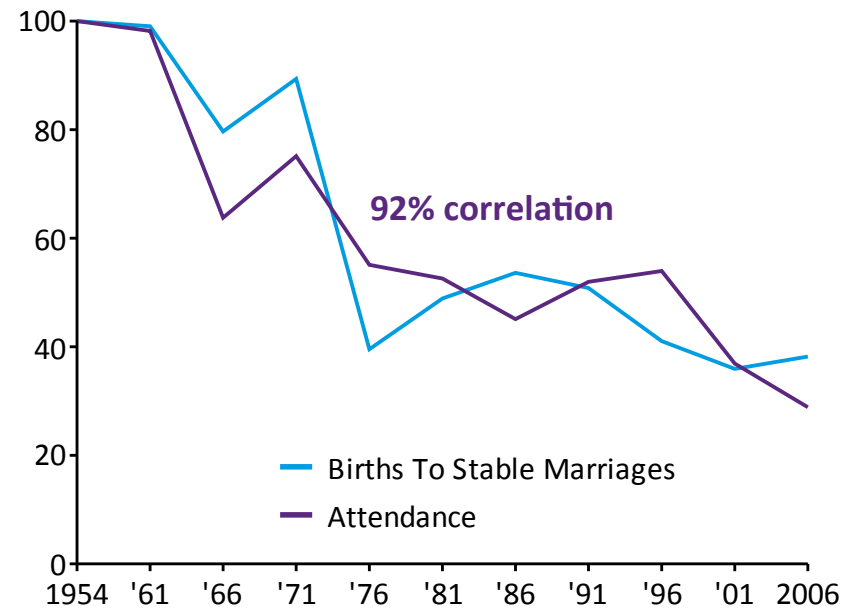


Births Per

1,000: 27 27 25 18 19 23 23 22 16 15 13

### Attendance Decline

Index



Anglicans\* 34% → 11%

\*Once a month or more

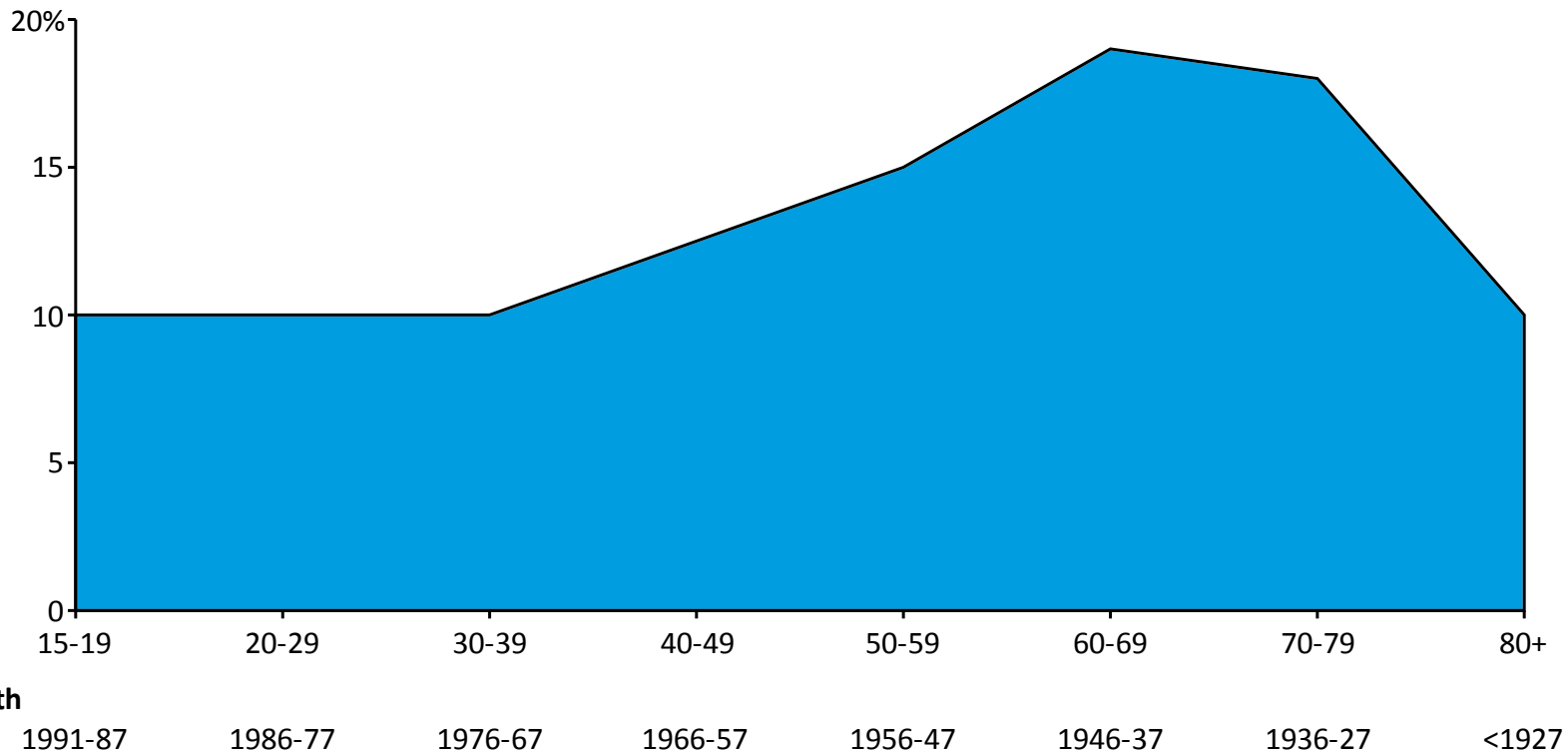
Sources: Spirit Matters; ACS 09; ABS; Build My Church



# 1A Strategic Importance - Challenge

## A Precarious Situation

### Attendees



Note: Australian average life expectancy 82, 15-19 normalised  
Source: NCLS06



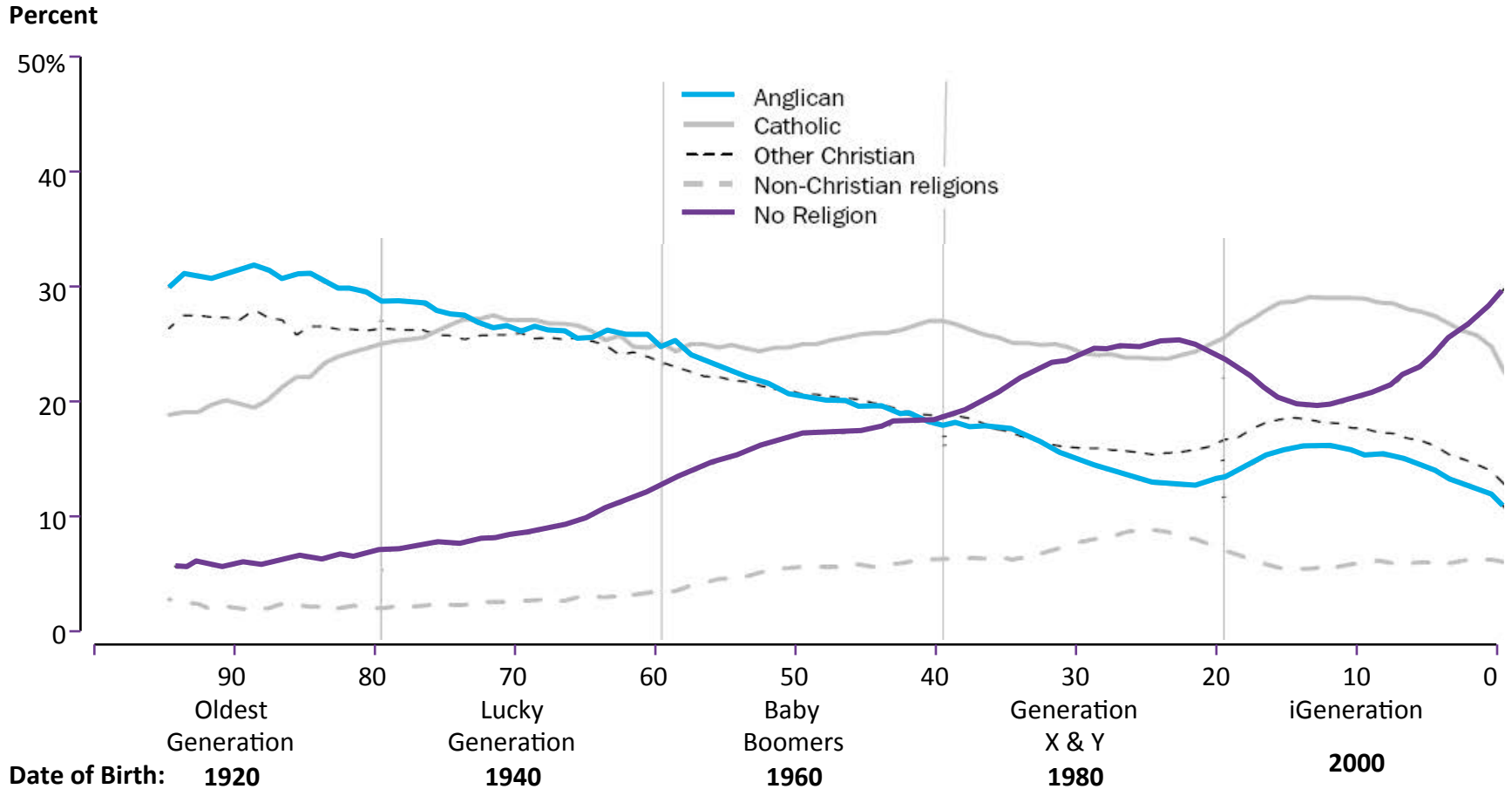
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# 1A Strategic Importance - Challenge

## Institutional Scepticism/Memory Loss



Source: ABS A picture of a nation



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# 1A Strategic Importance - Challenge

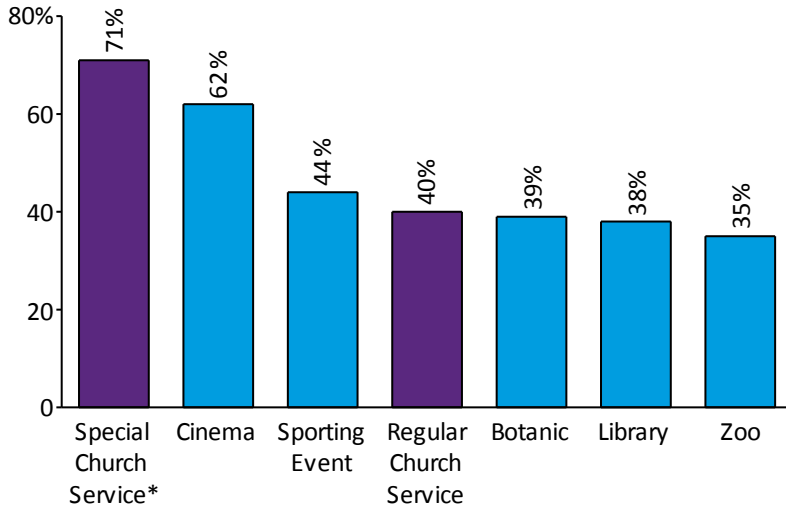
*But Still Searching...*

## Church Frequency



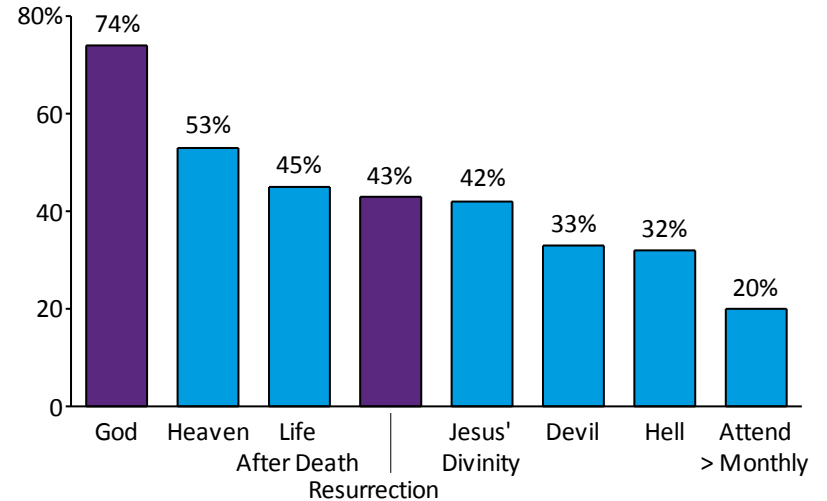
## Event Frequency

Australians Attending In The Last Year



## Beliefs

Percent of Australians Believing In:



\* Average 2.6x per annum

Sources: ABS; NCLS 06; ACS 98

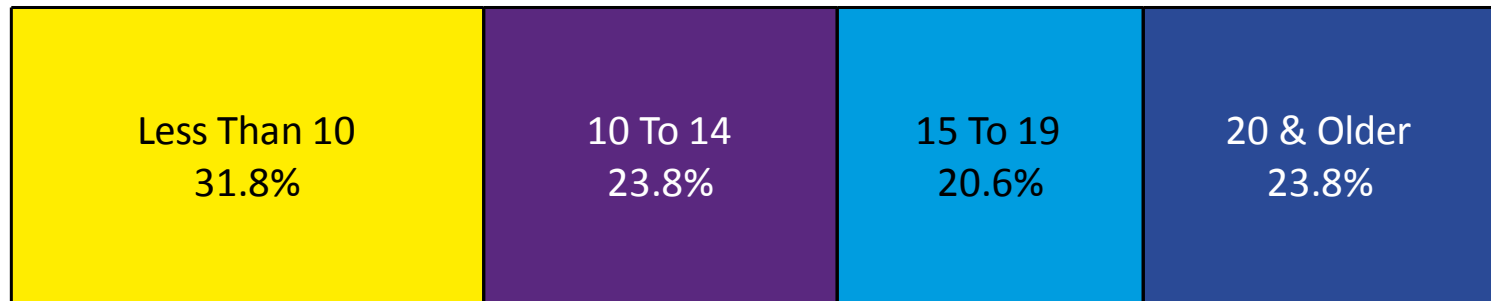




# 1B Strategic Importance - Levers

## And Finding

### Age In Years



Source: AngliCare; Becoming A Christian 2011



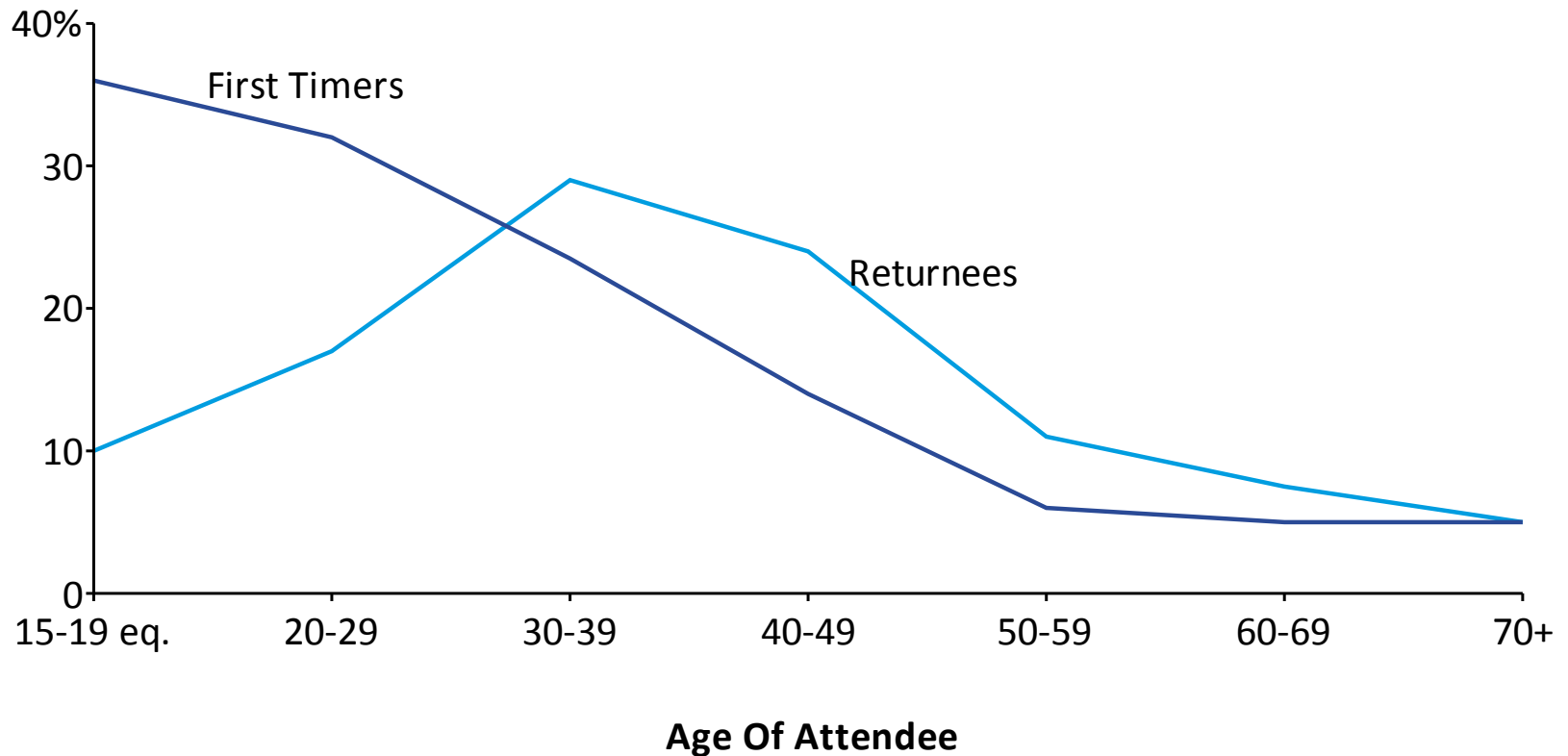
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# 1B Strategic Importance - Levers

## Engagement By Age

Percent



Source: Winds of change p 216 NCLS91

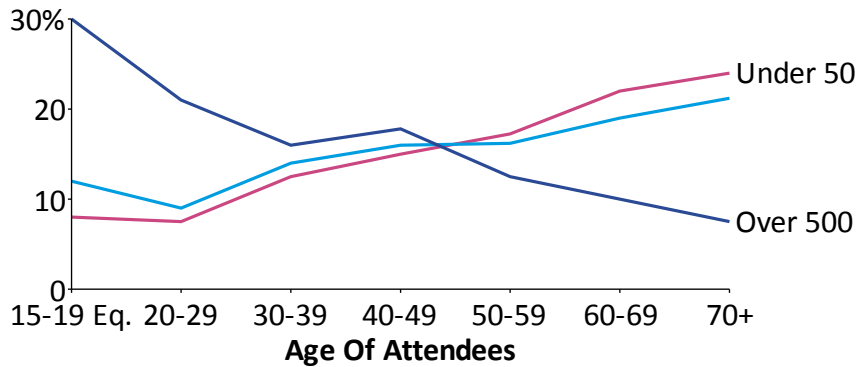




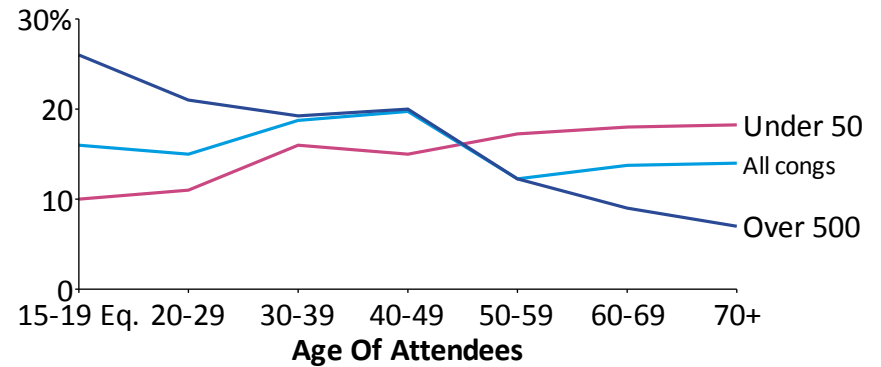
# 1B Strategic Importance - Levers

## Impact On Scale

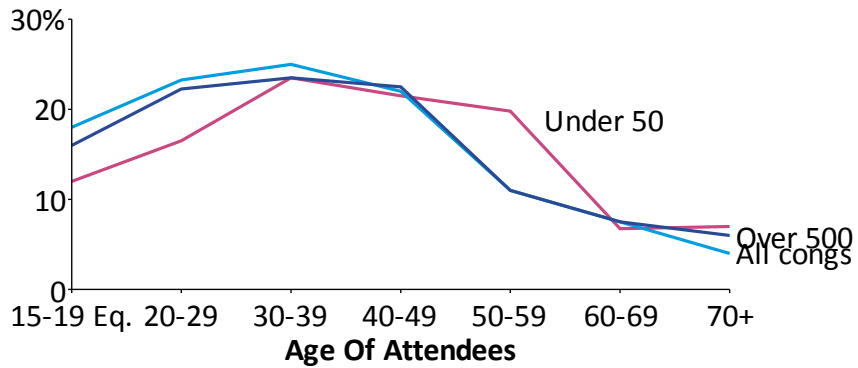
**Mainstream**



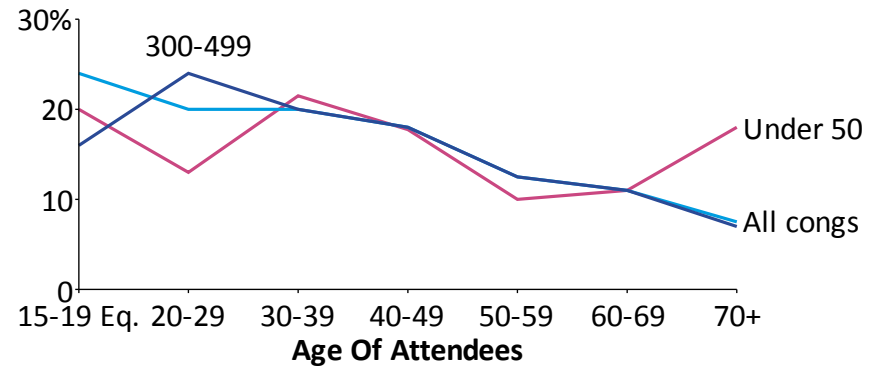
**Large Protestant**



**Pentecostal**



**Small Protestant**



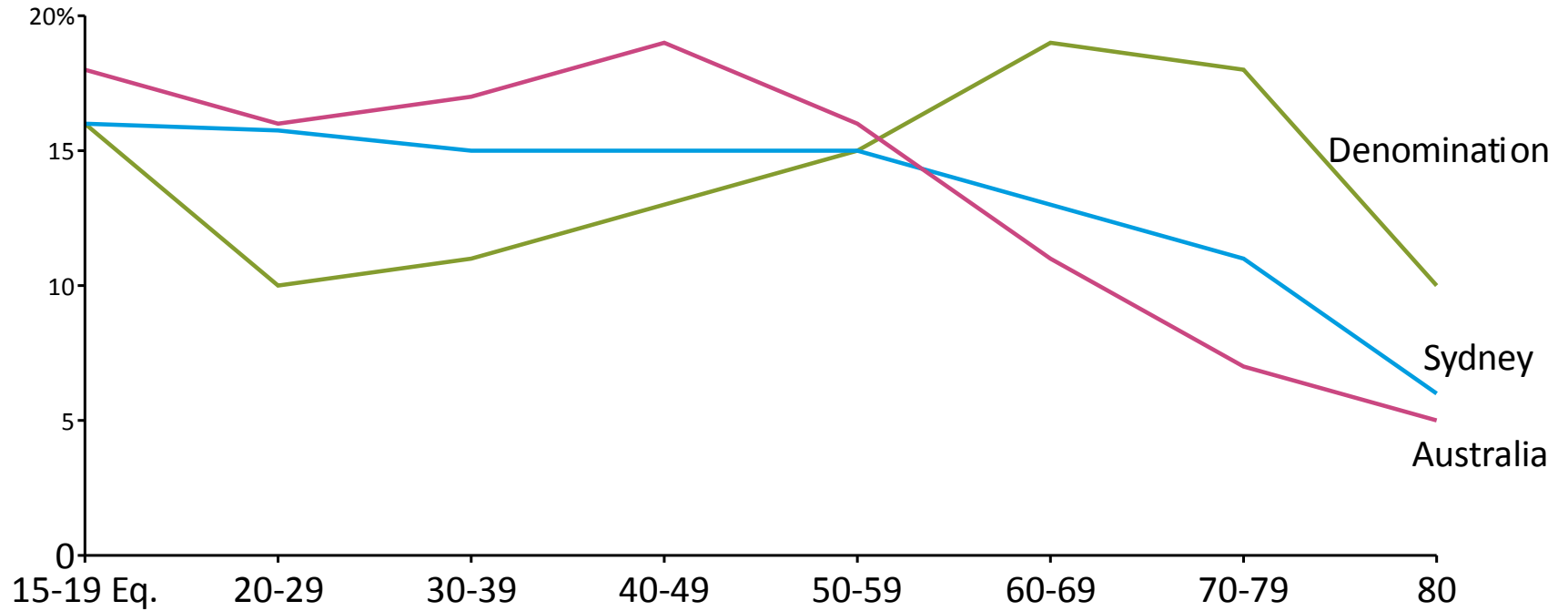
Source: Winds of change p305 NCLS91



## 2 Current Status

### Age Profile

Percent



Source: NCLS 2006, 2011

## 2 Current Status

### Sydney - Performance Stats

Question		2001	2006	2011	Denomination*	
15-19 Year Olds Attending	More Than 5 Years	3%	4%	4%	2%	
	Less Than 5 Years	4%	4%	4%	2%	
Attendance Of Children At Home	Aged 0-14	The Church	87%	91%	92%	88%
		Elsewhere	4%	5%	4%	5%
		No Church	7%	5%	5%	8%
	Aged 15 & Over	The Church	44%	47%	47%	40%
		Elsewhere	15%	19%	19%	16%
		No Church	38%	35%	33%	44%
Satisfaction With Offer	All Attendees	Children Under 12	64%	69%	72%	60%
		Youth 12-18	52%	57%	61%	43%
		Youth 19-25	44%	49%	51%	37%
	Youth Themselves	Youth 15-18	77%	77%	85%	72%
		Youth 19-25	68%	64%	71%	62%

\* 2006 Data  
Source: Diocesan Profile 2006 & 2011





## 2 Current Status

*Annual Change*

ILLUSTRATIVE

Per Hundred Per Annum	Sydney	Anglican Ex Sydney
Switch In	5.8	0.1
<b>From Youth</b>	<b>0.8</b>	<b>0.5</b>
<b>Newcomers</b>	<b>2.2</b>	<b>1.4</b>
Switch Out	(5.6)	(0.1)
<b>Death</b>	<b>(0.8)</b>	<b>(2.0)</b>
<b>Drift</b>	<b>(1.0)</b>	<b>(1.0)</b>
<b>Net</b>	<b>+1.4</b>	<b>(1.1)</b>

# 3 Best Practice

## *Best Practice*

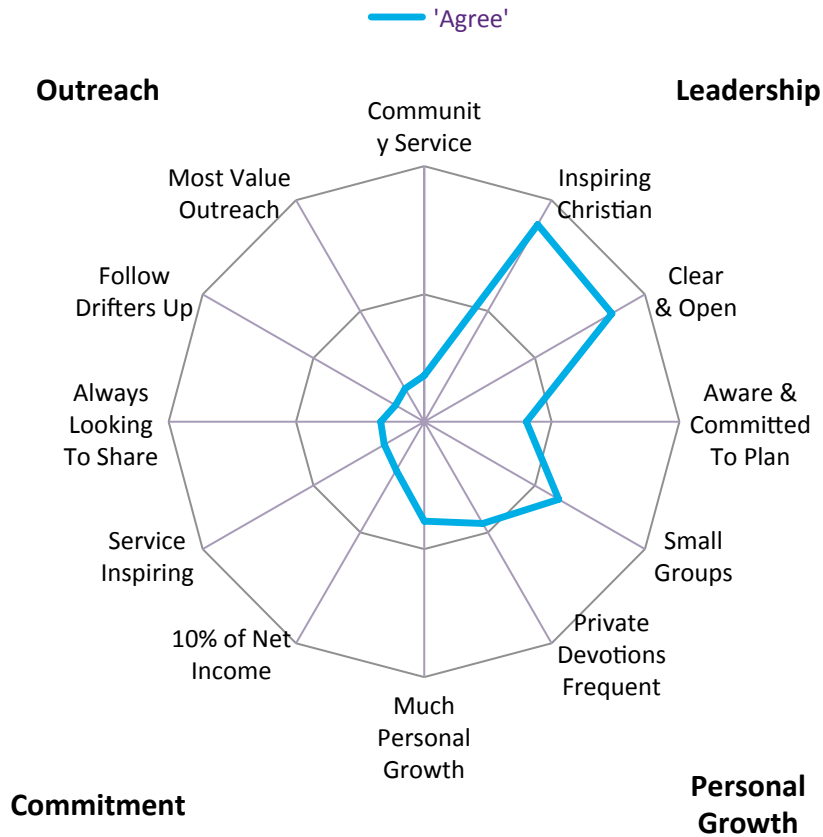
- A. Leadership Commitment - Sustained Plan
- B. Scale & Resources – Pool & Seed
- C. Intentional '**Disciple Making**'/Bible Based
- D. Transition Ready
- E. Intergenerational / Integrated



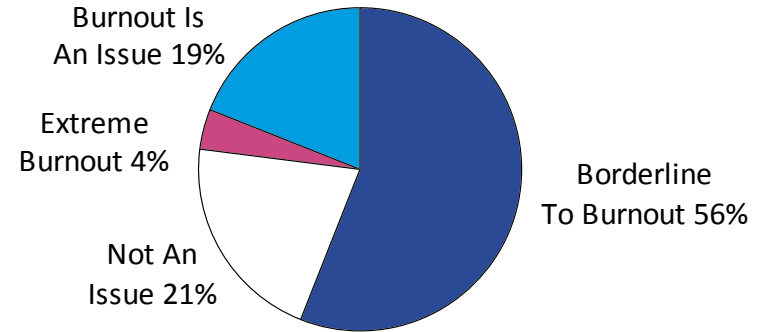
**Confident, Well Trained Disciple Making Disciples**

# 3A Best Practice

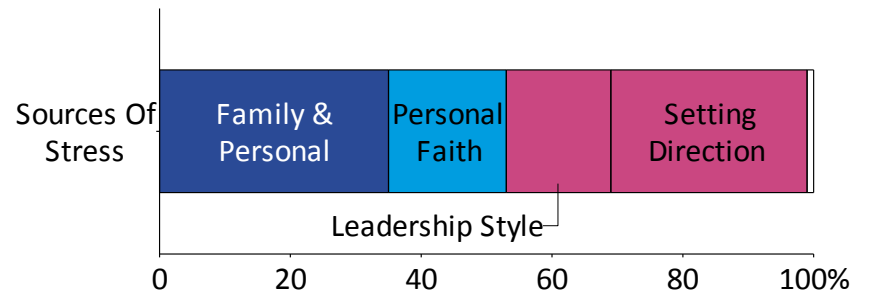
## Leadership Commitment – Sustained Plan



### Stress



### Drivers



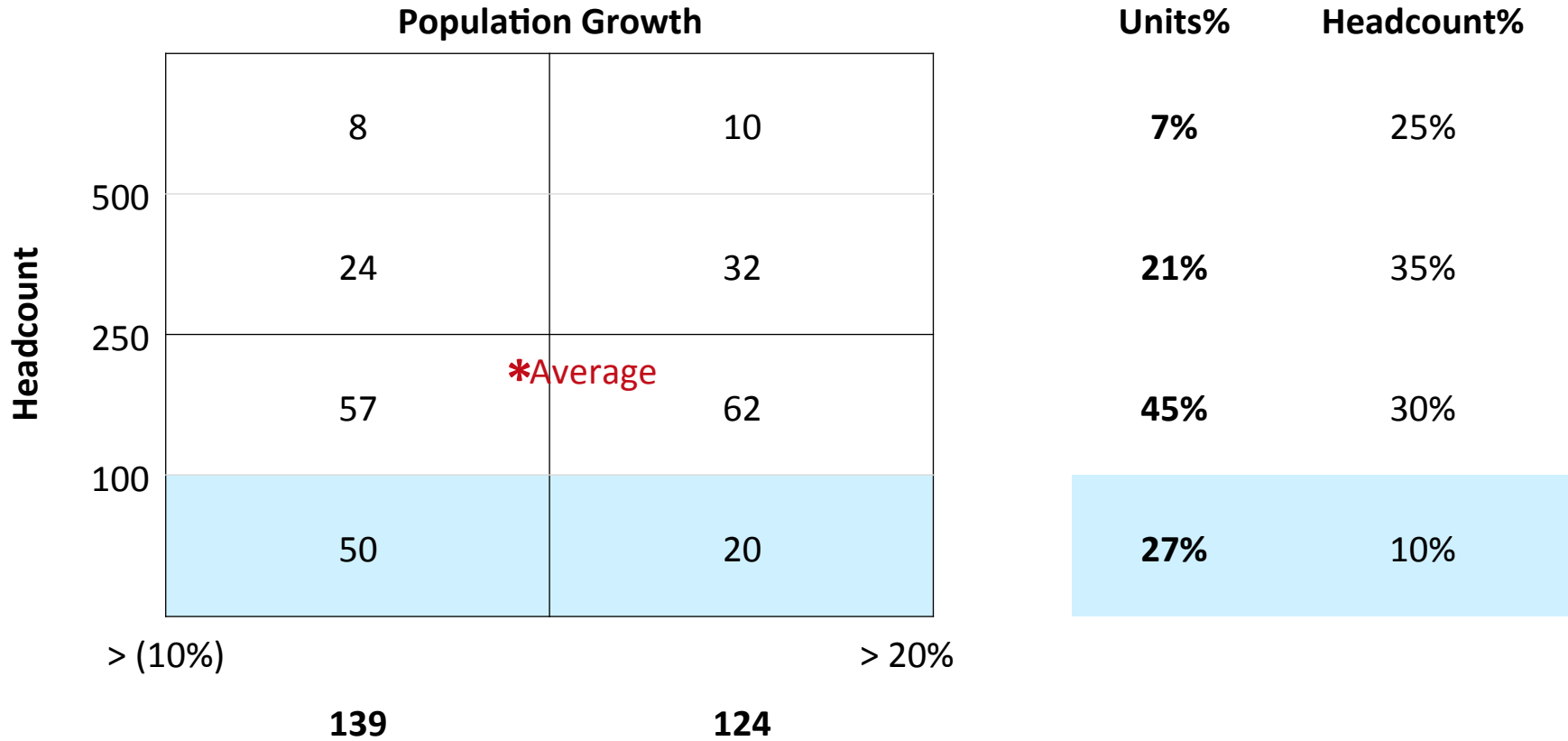
Source: NCLS01, NCLS06, DYB08; Burn Out In Church Leaders





# 3B Best Practice

## Scale & Resources – Pool & Seed



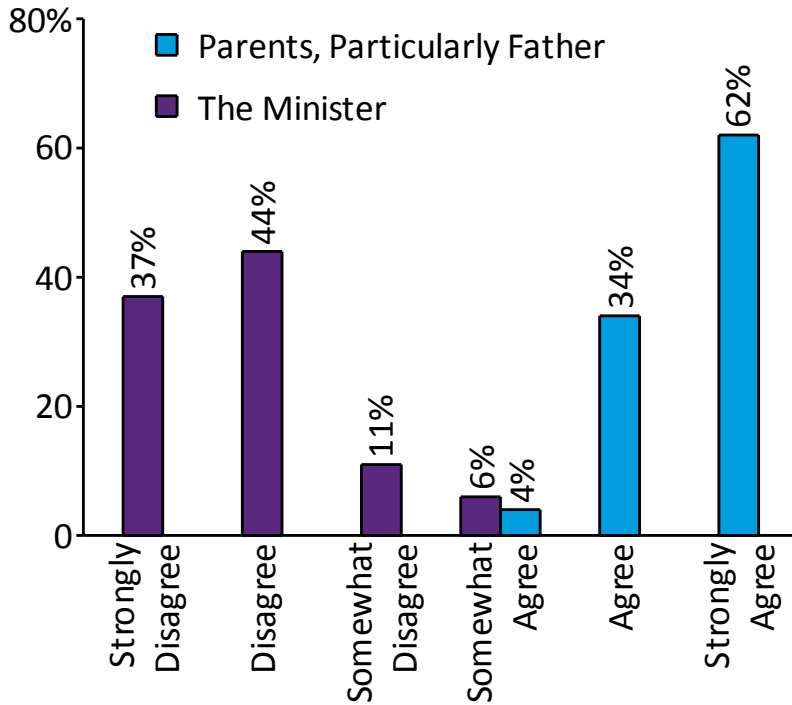
Not 3 No Data



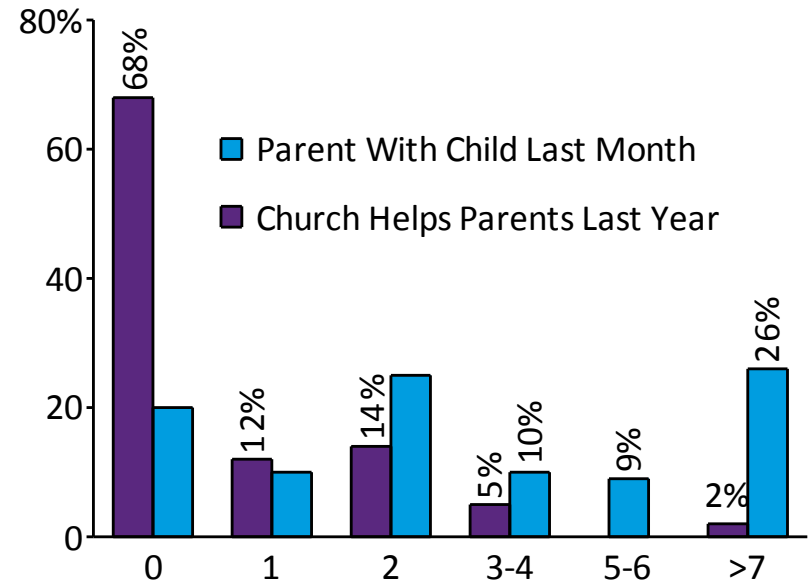
# 3C Best Practice

## Parental / Team Engagement - Responsibility

### Responsibility?



### Actual Follow Up



Source: Youthworks; Timothy Paul Jones



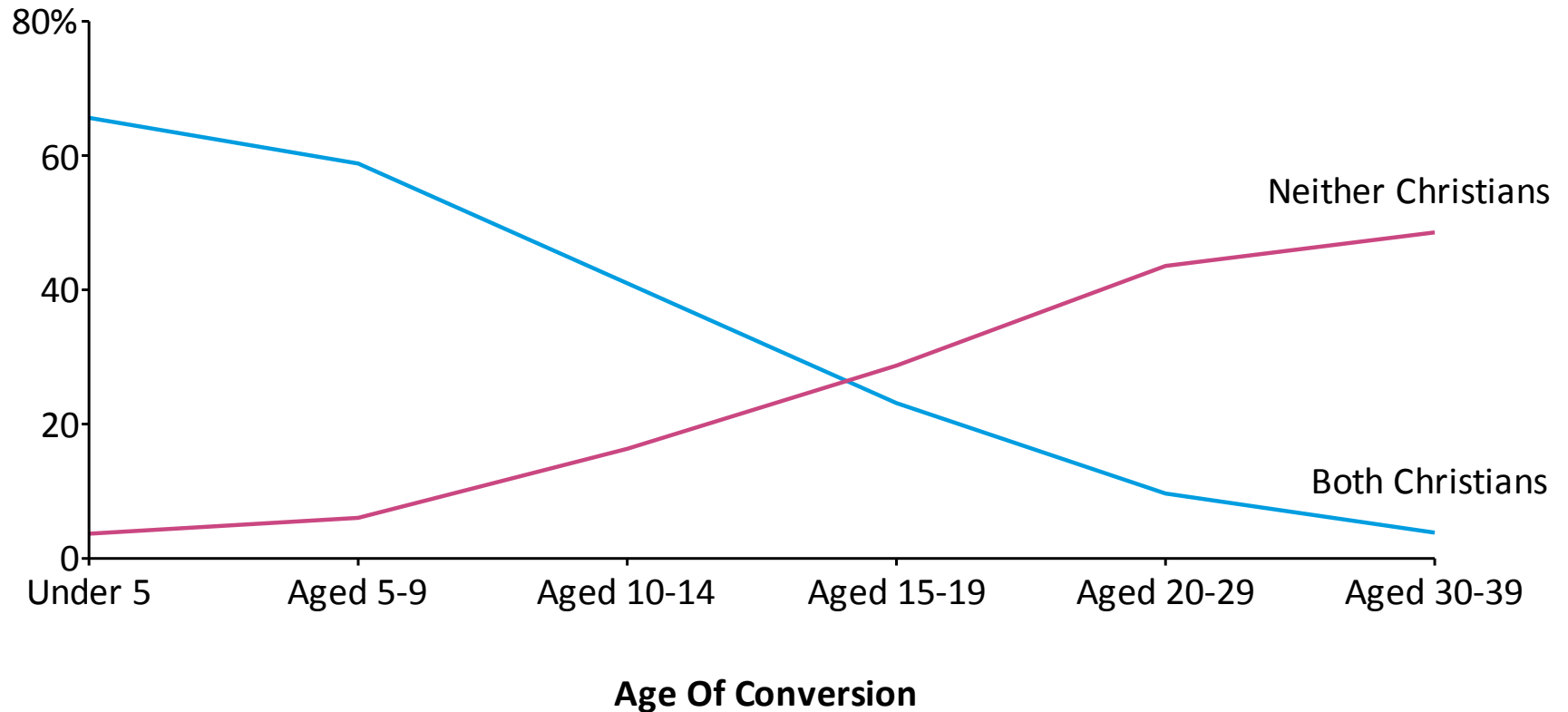
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# 3C Best Practice

## Parental / Team Engagement - Significant People

### Proportion Of Respondents



Source: NCLS 2011

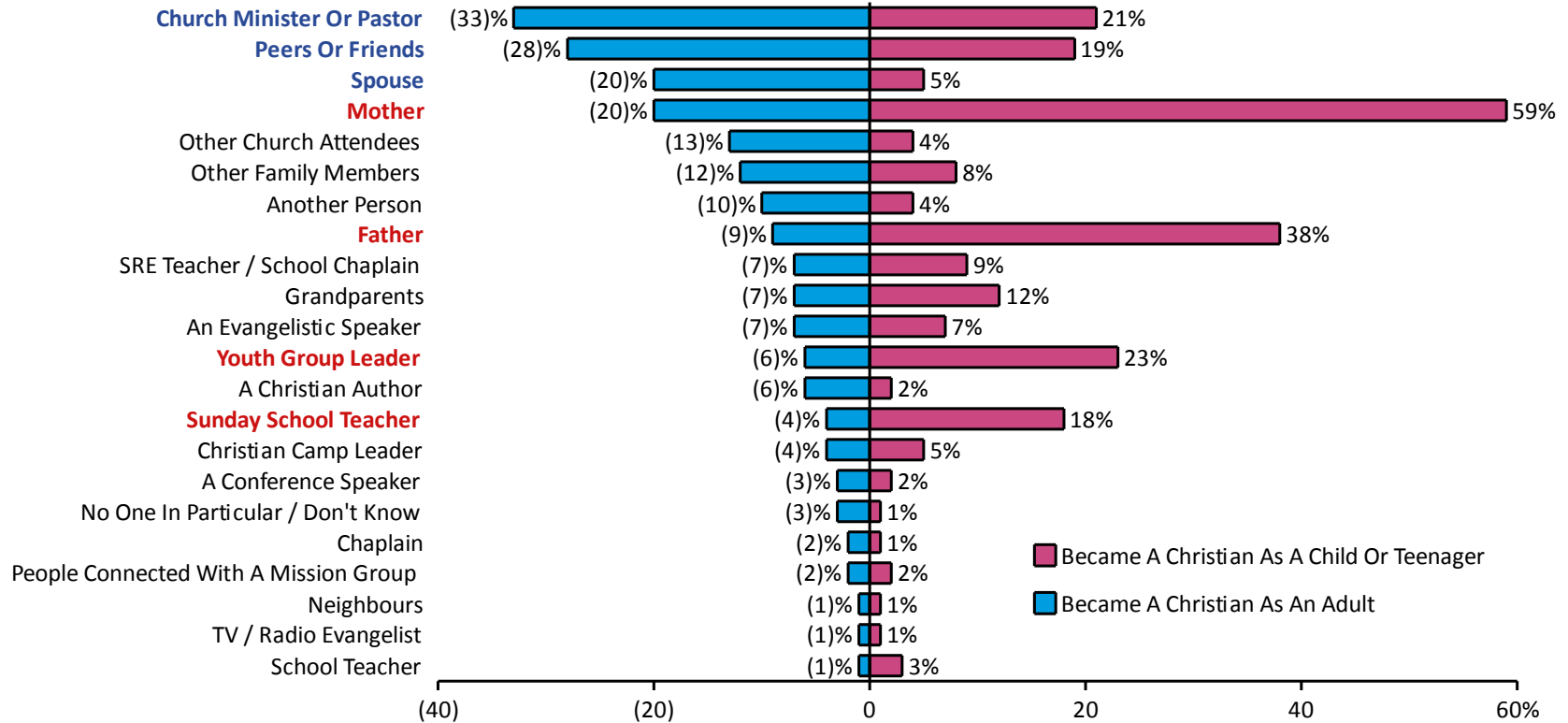


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# 3D Best Practice

## Intentional Disciple Making/Bible Based



Most Significant People In Your Coming To The Christian Faith

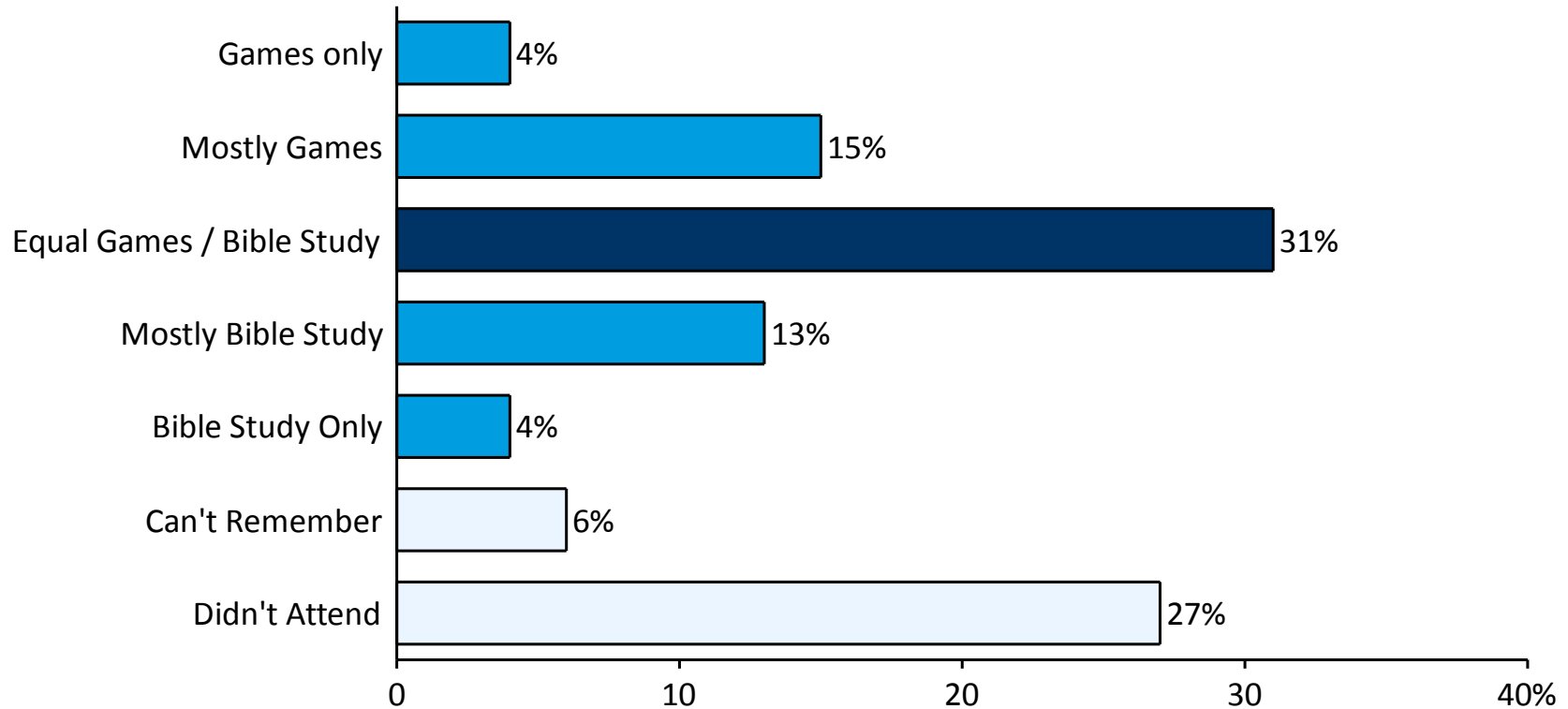
Source: NCLS 2011





# 3D Best Practice

## *Intentional Disciple Making/Bible Based*



**Style Of Youth Group Experienced At Ages 12-14 Years**

Source: NCLS 2011



# 3D Best Practice

## Transition Ready – Dropout Rates

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

Mission under the Microscope p 121; Note percent is expressed as percent of the starting number at each stage

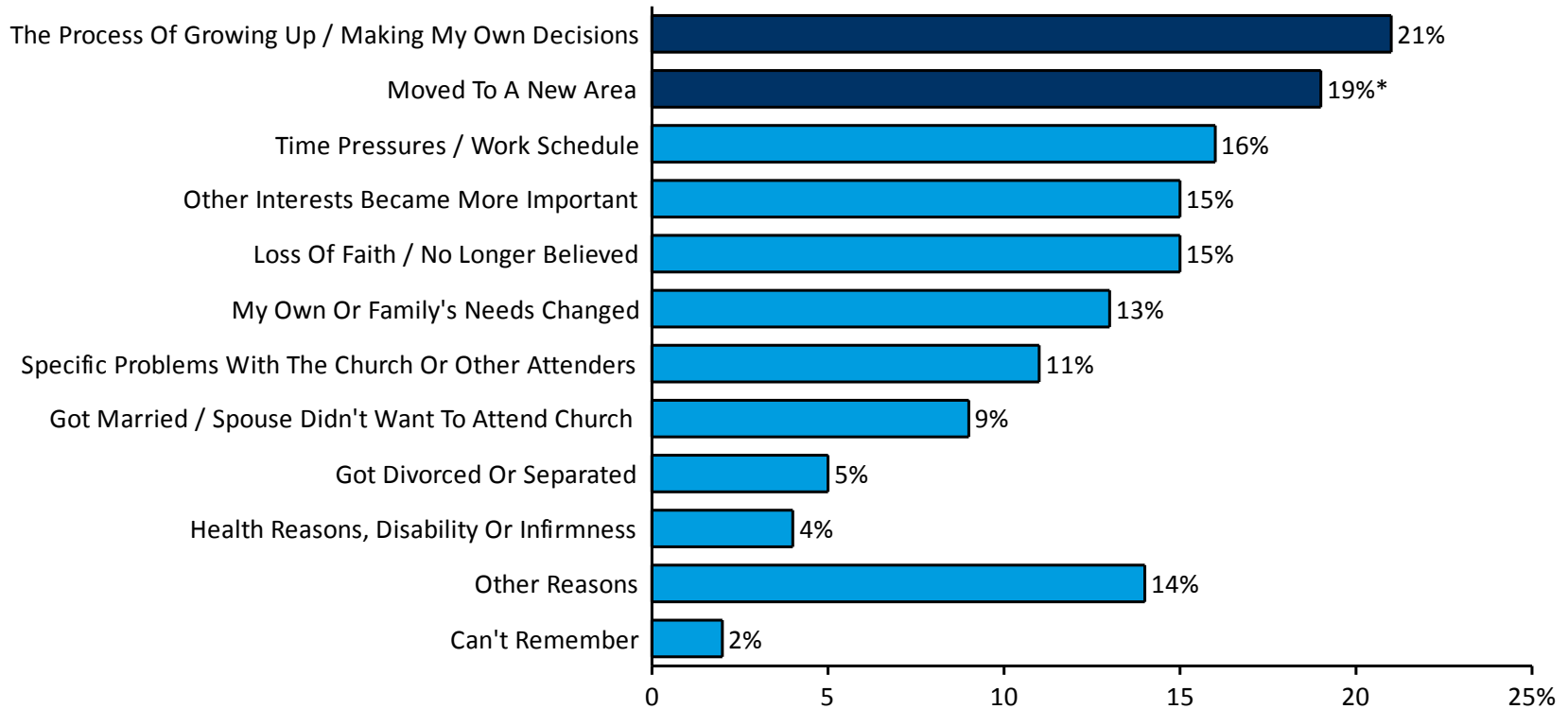


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# 3D Best Practices

## Transition Ready – Reasons For Drifting



**Catalysts Leading To Decreased Church Attendance  
Among Former Adult Attendees & Infrequent Attendees**

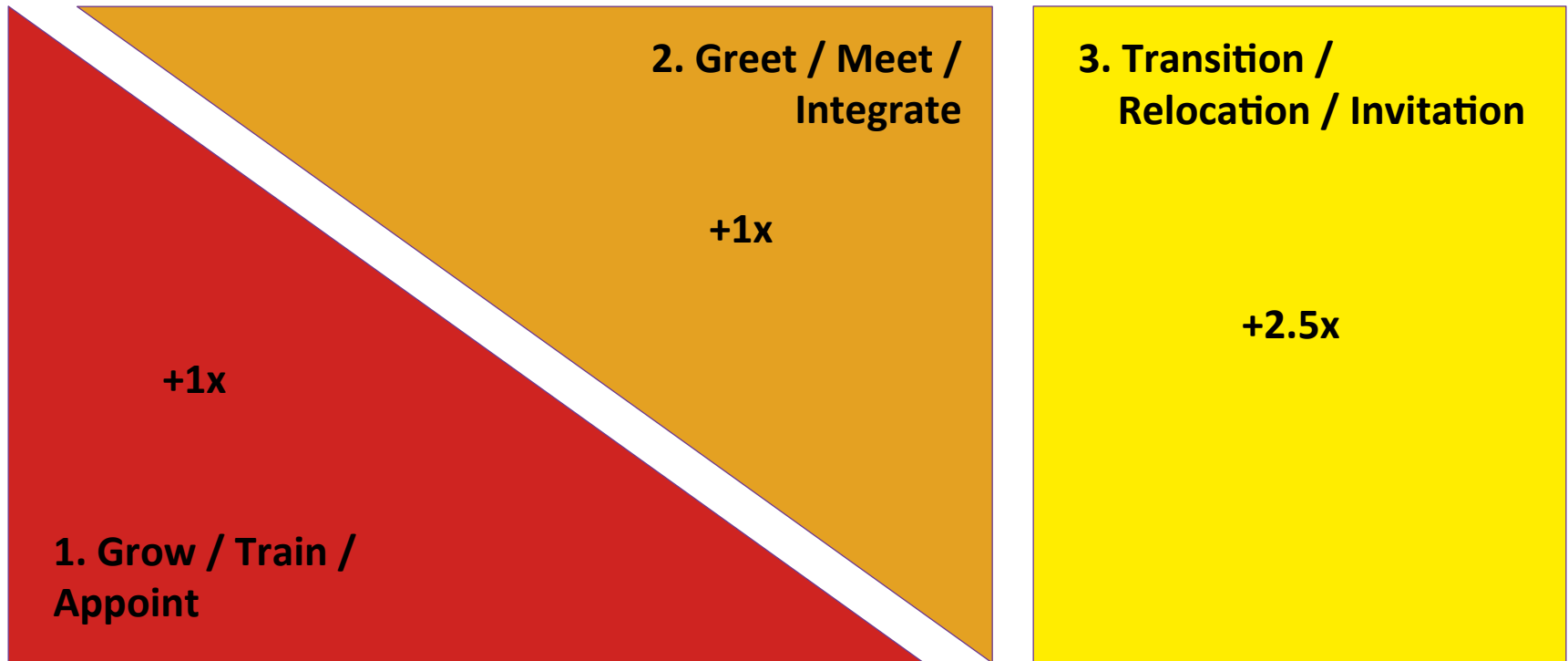
\*36% of Sydneysiders on average move every five years  
Percentages do not add up to 100% because respondents could select more than one response  
Source: 1998 Australian Community Survey



# 3E Best Practice

*Intergenerational / Integrated*

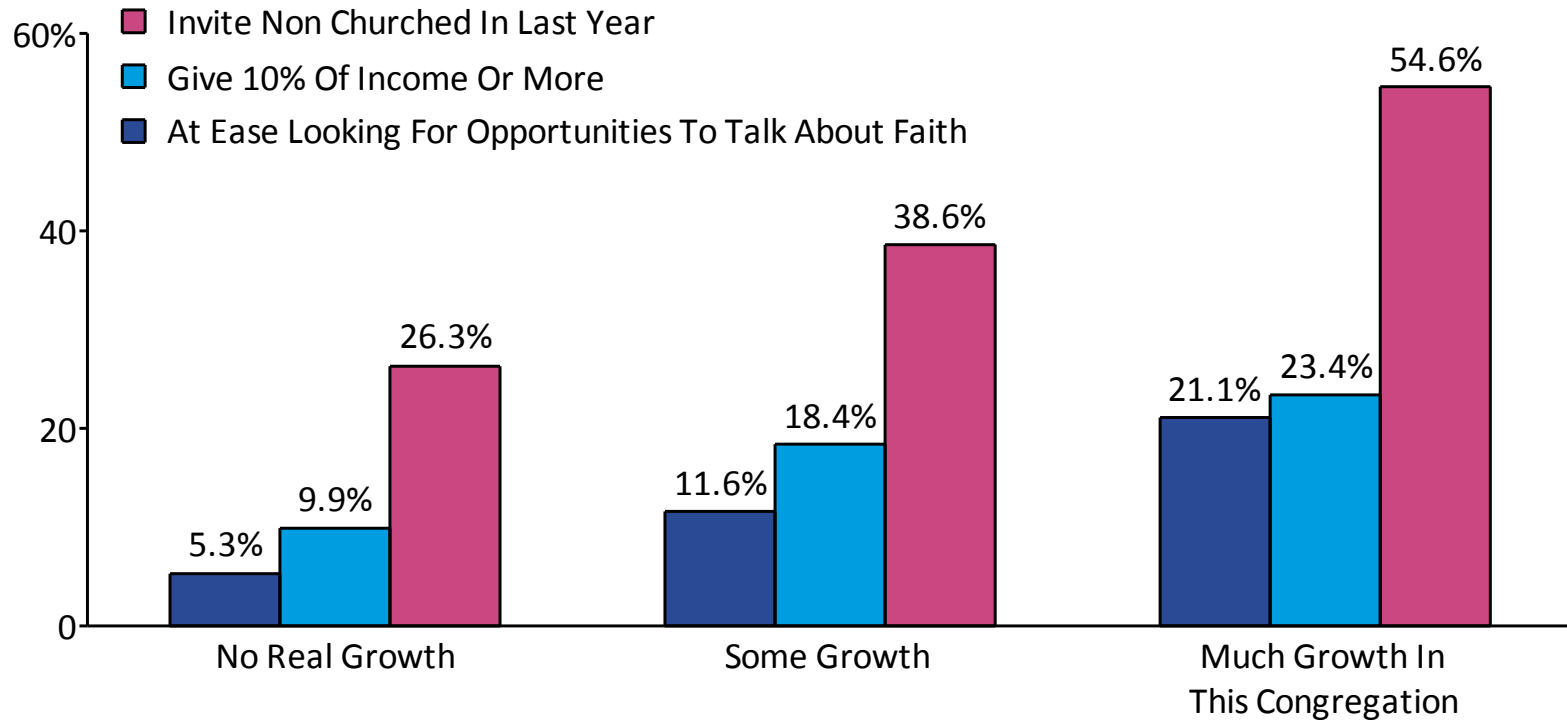
## 'Disciple Making Disciples'





# 3E Best Practice

## Intergenerational / Integrated



Source: NCLS 06, Anglicans only

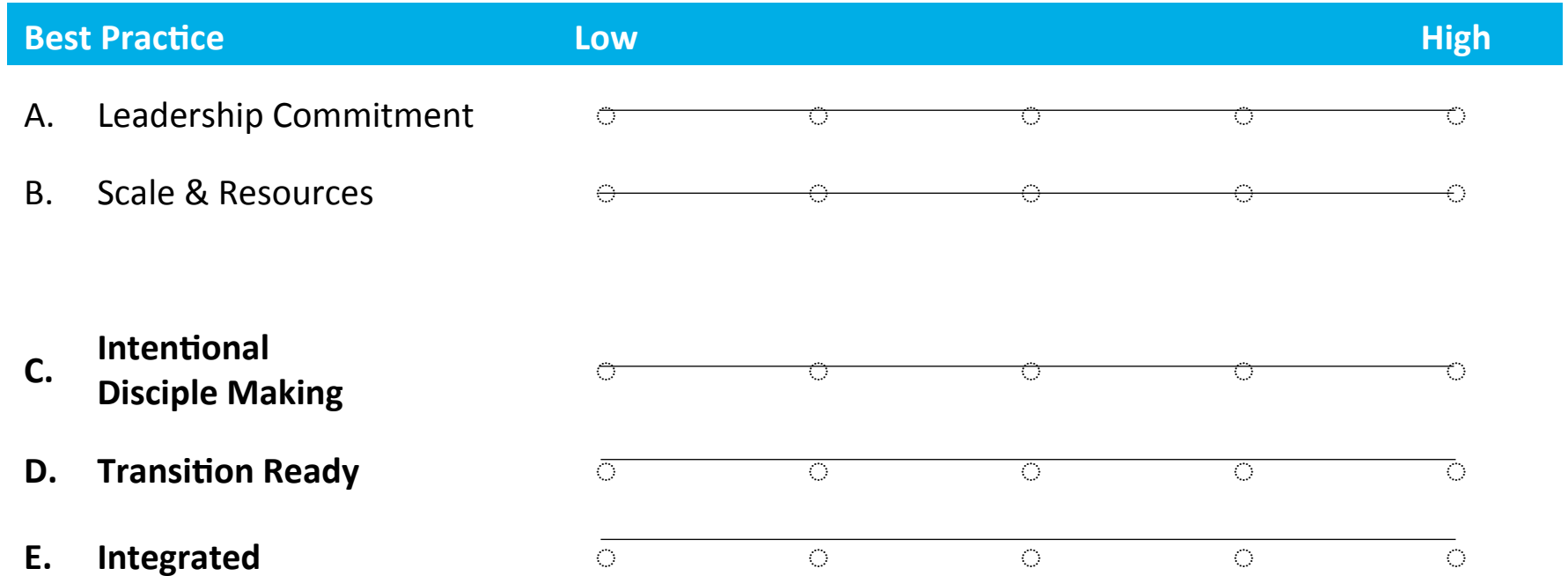


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# 4 Framework For Improvement

*Where Do You Currently Stand and What Are The Implications?*



**Confident, Well Trained Disciple Making Disciples**

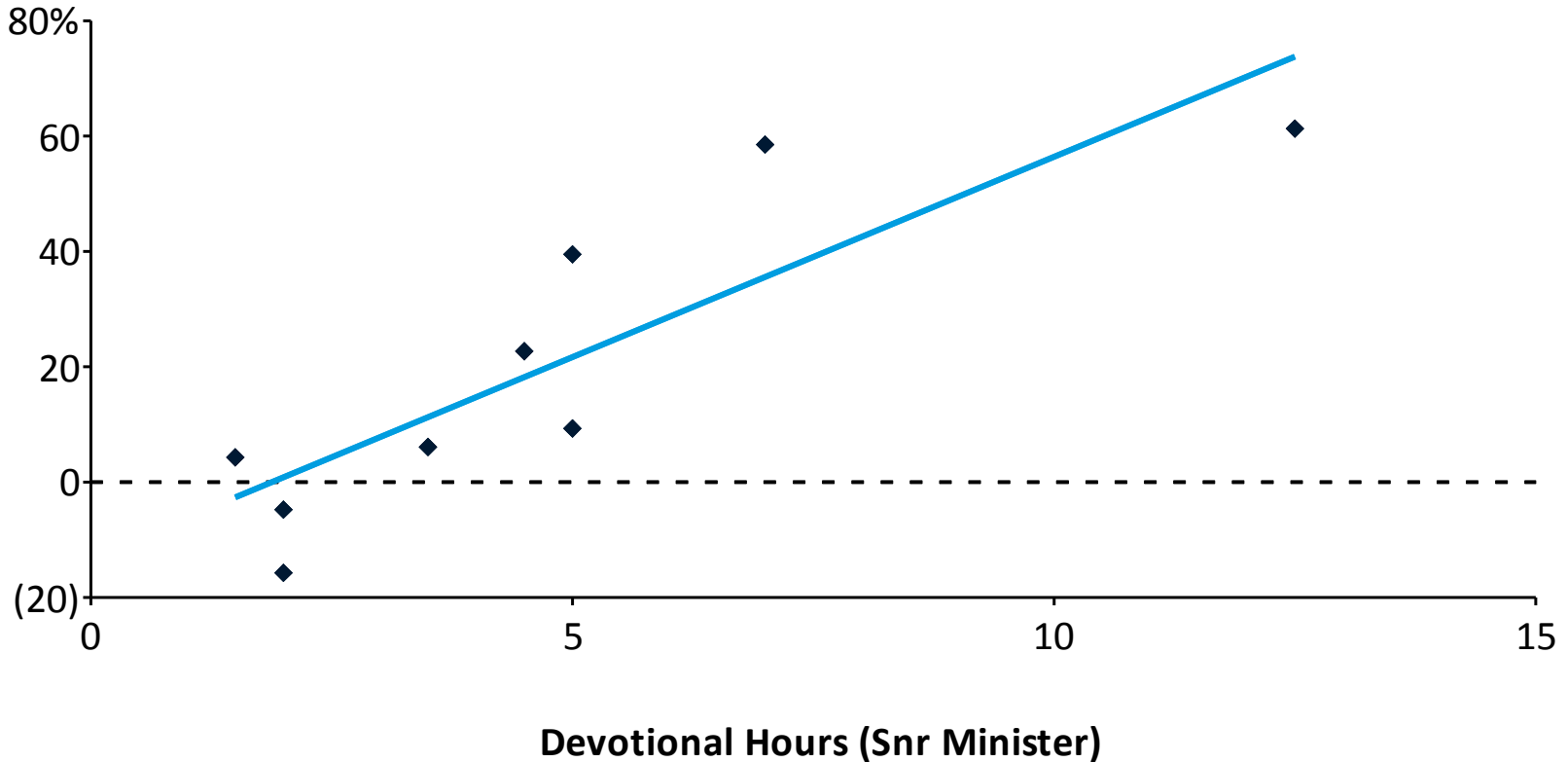
Source: Lit Search (70+); Expert Interviews (20+)



# 4 Framework For Improvement

## Devotion/ Prayer

### 5 Year Parish Growth



Source: Diary Analysis, NCLS, Stage II Questionnaire



# Humility With A Sense Of Urgency

*Pastoral authority can only be attained by **the servant of Jesus who seeks no power of his own**, who himself is a brother among brothers, submitted to the authority of the Word'*

*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 present times'*

Dietrich Bonhoeffer

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# WHAT DOES THE WORD TEACH US ABOUT CHILDREN'S & YOUTH MINISTRY?

BILL SALIER



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# What will we do with the children?



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# What do we know?

*What struck you from this morning?*



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# What do we we need to consider?

*Boom, baby...*





# What does the Bible say?

*Children everywhere...*



# What does the Bible say?

*Children then...*



# What does the Bible say?

## *Genesis 1*

Then God said, “Let us make man in our image, according to our likeness. They will rule the fish of the sea, the birds of the sky, the livestock, all the earth, and the creatures that crawl on the earth.”

So God created man in His own image; he created him in the image of God; He created them male and female

# What does the Bible say?

## *Genesis 1*

God blessed them and God said to them, “Be fruitful, multiply, fill the earth, and subdue it.”

# What does the Bible say?

*Romans 5.18-19*

So then, as through the one trespass there is condemnation for everyone, so also through one righteous act there is life-giving justification for everyone. For just as through one man's disobedience the many were made sinners so also through the one man's obedience the many will be made righteous

# What does the Bible say?

*Deut 1.39*

And as for your little ones, who you said would become a prey, and your children, who today have no knowledge of good or evil, they shall go in there. And to them I will give it, and they shall possess it.



# What does the Bible say?

## *1 Corinthians*

13.11 When I was a child, I spoke like a child, I thought like a child, I reasoned like a child. When I became a man, I gave up childish ways. .

14:20 Brothers, do not be children in your thinking. Be infants in evil, but in your thinking be mature.

# What does the Bible say?

## *Deuteronomy*

1.1 These are the words Moses spoke to all Israel across the Jordan  
in the wilderness

# What does the Bible say?

## *Deuteronomy*

31.10-12 ...when all Israel assembles in the presence of the Lord your God at the place he chooses, you are to read this law aloud before all Israel. Gather the people—men, women, children, and foreigners living within your gates—so that they may listen and learn to fear the Lord your God and be careful to follow all the words of this law...

# What does the Bible say?

## *Deuteronomy*

Deut. 4:9 “Only take care, and keep your soul diligently, lest you forget the things that your eyes have seen, and lest they depart from your heart all the days of your life. Make them known to your children and your children’s children

# What does the Bible say?

## *Deuteronomy*

<sup>10</sup> ...on the day that you stood before the LORD your God at Horeb, the LORD said to me, ‘Gather the people to me, that I may let them hear my words, so that they may learn to fear me all the days that they live on the earth, and that they may teach their children so.’

# What does the Bible say?

## *Deuteronomy*

Deut. 6:4 “Hear, O Israel: <sup>d</sup>The LORD our God, the LORD is one. <sup>5</sup> You shall love the LORD your God with all your heart and with all your soul and with all your might. <sup>6</sup> And these words that I command you today shall be on your heart.



# What does the Bible say?

## *Deuteronomy*

<sup>7</sup> You shall teach them diligently to your children, and shall talk of them when you sit in your house, and when you walk by the way, and when you lie down, and when you rise.

<sup>8</sup> You shall bind them as a sign on your hand, and they shall be as frontlets between your eyes. <sup>9</sup> You shall write them on the doorposts of your house and on your gates.

# What does the Bible say?

## *Deuteronomy*

Deut. 6:20 “When your son asks you in time to come, ‘What is the meaning of the testimonies and the statutes and the rules that the LORD our God has commanded you?’<sup>21</sup> then you shall say to your son, ‘We were Pharaoh’s slaves in Egypt. And the LORD brought us out of Egypt with a mighty hand.

# What does the Bible say?

## *Psalms*

**Psa. 78:5**            He established a testimony in Jacob  
                              and appointed a law in Israel,  
                              which he commanded our fathers  
                              to teach to their children,  
6                         that the next generation might know them,  
                              the children yet unborn,  
                              and arise and tell them to their children,

# What does the Bible say?

## *Psalms*

so that they should set their hope in God  
and not forget the works of God,  
but keep his commandments;

8

and that they should not be like their fathers,  
a stubborn and rebellious generation,  
a generation whose heart was not steadfast,  
whose spirit was not faithful to God.

# What does the Bible say?

## *The Prophets*

Isa 11.6 The wolf shall dwell with the lamb,  
and the leopard shall lie down with the young goat,  
and the calf and the lion and the fattened calf together;  
and a little child shall lead them.

# What does the Bible say?

## *Jesus and the Gospels*

Mk 9.36 And he took a child and put him in the midst of them, and taking him in his arms, he said to them, <sup>37</sup> “Whoever receives one such child in my name receives me, and whoever receives me, receives not me but him who sent me.”

# What does the Bible say?

## *Jesus and the Gospels*

**Mark 9:33** And they came to Capernaum. And when he was in the house <sup>a</sup>he asked them, “What were you discussing on the way?” <sup>34</sup>

But they kept silent, for on the way they had argued with one another about who was the greatest. <sup>35</sup> And he sat down and called the twelve. And he said to them, “If anyone would be first, he must be last of all and servant of all.”



# What does the Bible say?

## *Jesus and the Gospels*

**Mark 10:13** And they were bringing children to him that he might touch them, and the disciples rebuked them. <sup>14</sup> But when Jesus saw it, he was indignant and said to them, “Let the children come to me; do not hinder them, for to such belongs the kingdom of God.

# What does the Bible say?

## *Jesus and the Gospels*

<sup>15</sup> Truly, I say to you, whoever does not receive the kingdom of God like a child shall not enter it.” <sup>16</sup> And he took them in his arms and blessed them, laying his hands on them.

# What does the Bible say?

*Paul and the rest...*

**Eph. 6:1** Children, obey your parents in the Lord, for this is right. <sup>2</sup> “Honor your father and mother” (this is the first commandment with a promise), <sup>3</sup> “that it may go well with you and that you may live long in the land.” <sup>4</sup> Fathers, do not provoke your children to anger, but bring them up in the discipline and instruction of the Lord.

# What does the Bible say?

*Bringing things together...*

The Bible says a lot but not much?

A biblical theology?

A theology?

Ministry generally...

# What does the Bible say?

*Bringing things together...*

Patterns and principles...

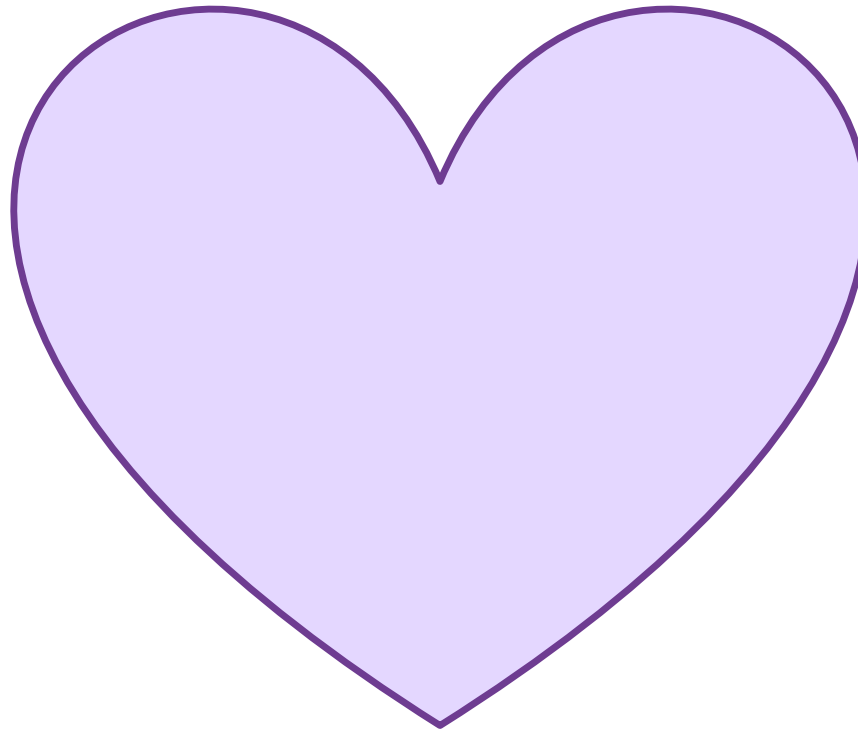
Family responsibility

Church as learning community with all participating

The importance of questions

# Into effect...

*How do we put the principles and practices we see in Scripture into action in our churches?*





# Into effect...

*How do we put the principles and practices we see in Scripture into action in our churches?*



# Into effect...

*How do we put the principles and practices we see in Scripture into action in our churches?*



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# FIVE CORE PRINCIPLES FOR EFFECTIVE CHILDREN'S AND YOUTH MINISTRY

JON THORPE / EMMA COLLETT



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# Five Core Principles for Effective Children's and Youth Ministry

// JON THORPE & EMMA COLLETT

## 1. Teach the Word

2 Timothy 4:1-4

## 2. Build a Discipling Community

### 3. Work with Parents

#### Deuteronomy 6:7-7

*These commandments that I give you today are to be upon your hearts.*

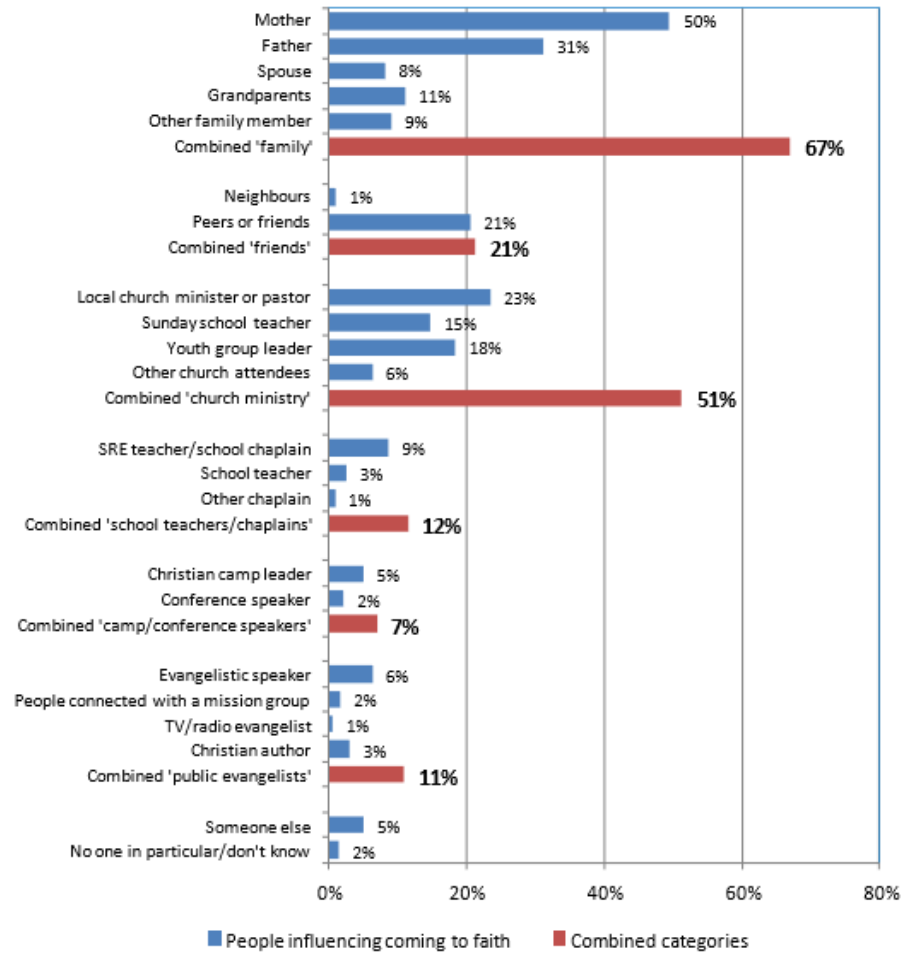
*<sup>7</sup> Impress them on your children. Talk about them when you sit at home and when you walk along the road, when you lie down and when you get up.*

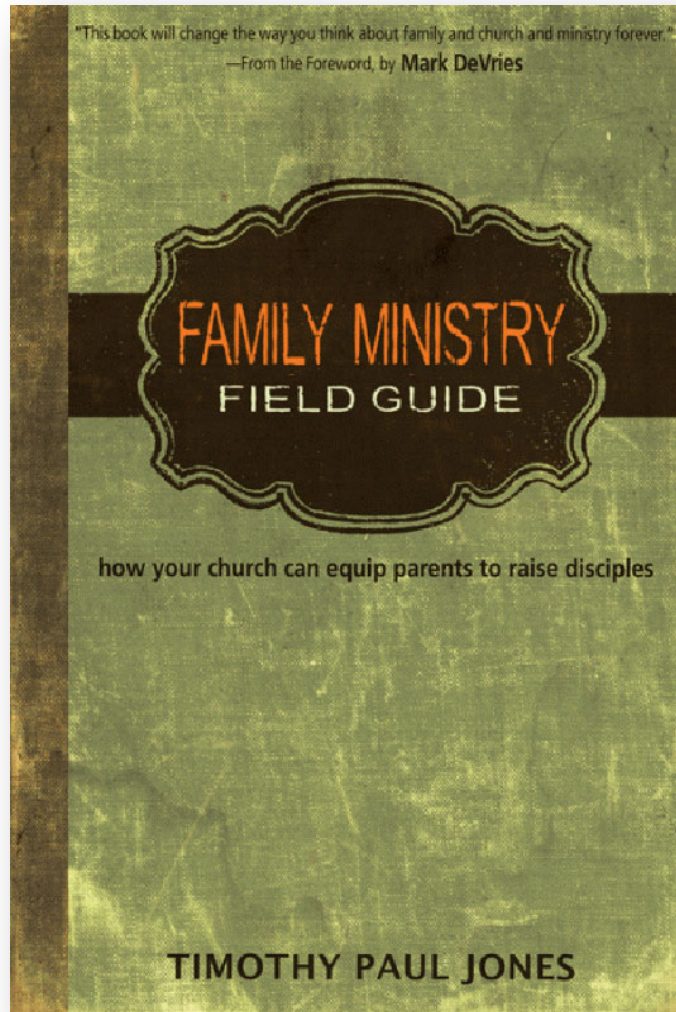


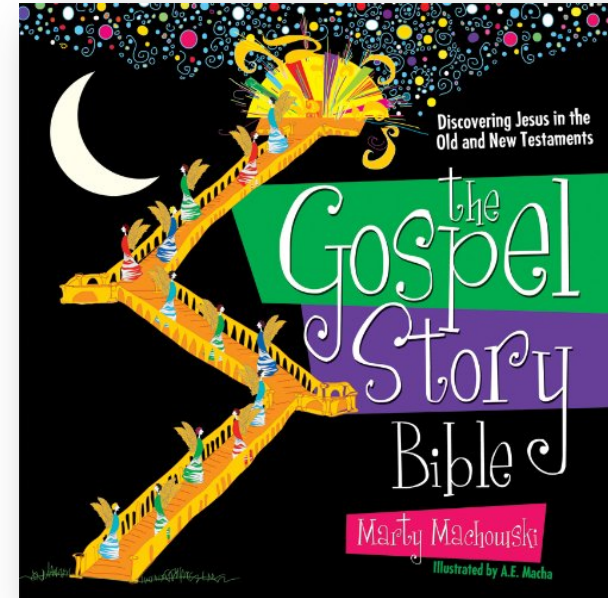
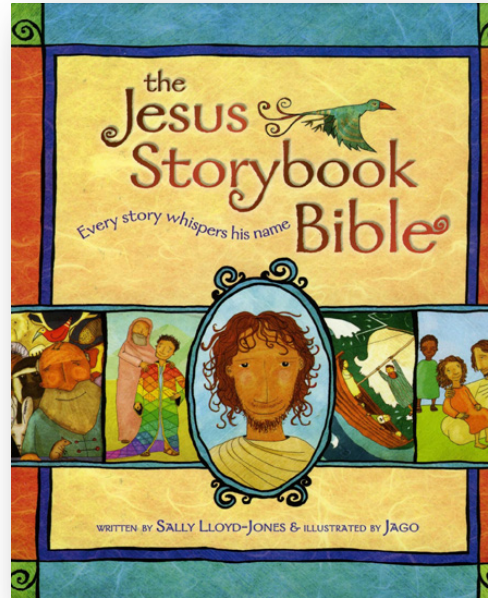
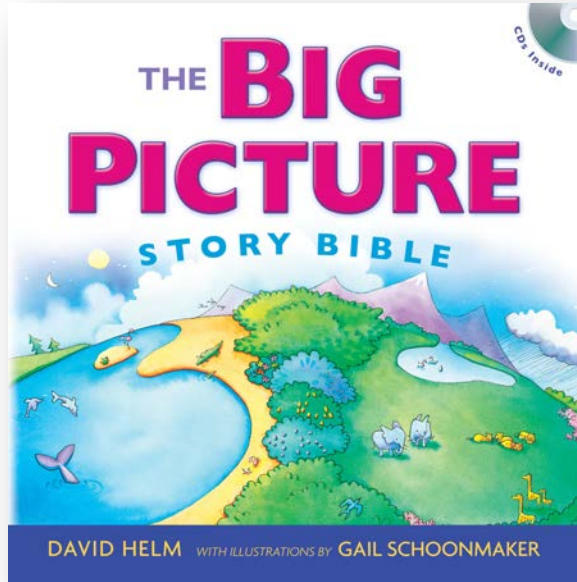
# From Family Discipleship Perspectives and Practices Survey 2010

	Never	Once or less	Couple of times	Three or Four times	Five or six times	Seven or more times
How often in the past WEEK have I prayed with my children, other than at mealtimes?		26%	23%	17%	13%	21%
How often in the past MONTH have I read the Bible with any of my children?		36%	23%	23%	8%	5%
How often in the past TWO Months has my family engaged in any type of family devotional or worship time together?		43%	21%	8%	5%	23%
How often in the past YEAR has any church leader made any contact with me about my child's spiritual growth?	57%	18%	18%	8%	0%	
	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
Church leaders are the people primarily responsible for my child's spiritual growth	45%	29%	21%	2%	1%	2%
Parents are responsible to engage personally in discipling their children	2%	2%	2%	4%	33%	56%

**Figure 4: Most significant people in your coming to the Christian faith<sup>11</sup>, Sydney Anglicans, NCLS 2011**









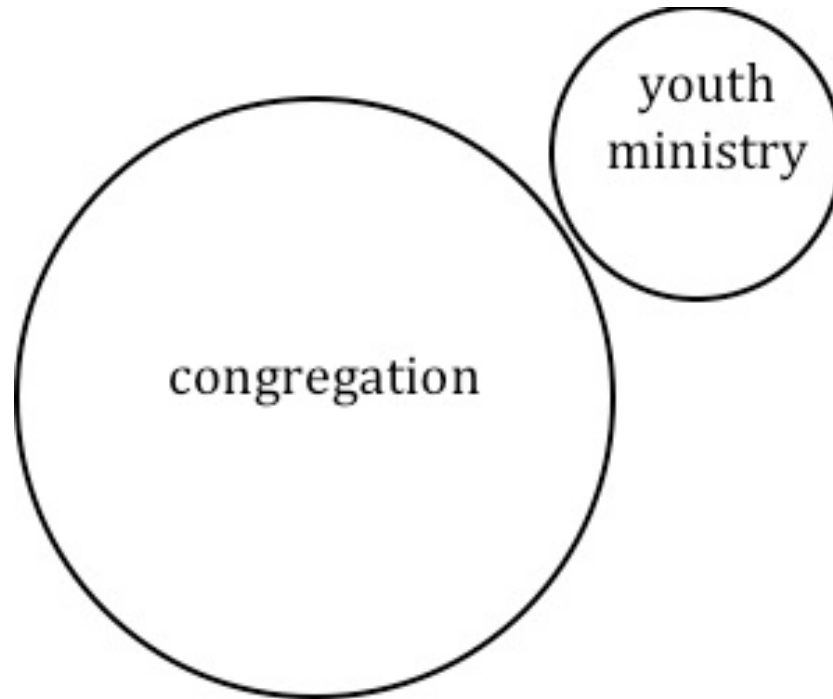
# 4. Integrated Ministry

## Titus 2:1-8

*You, however, must teach what is appropriate to sound doctrine. <sup>2</sup> Teach the older men to be temperate, worthy of respect, self-controlled, and sound in faith, in love and in endurance.*

*<sup>3</sup> Likewise, teach the older women to be reverent in the way they live, not to be slanderers or addicted to much wine, but to teach what is good. <sup>4</sup> Then they can urge the younger women to love their husbands and children, <sup>5</sup> to be self-controlled and pure, to be busy at home, to be kind, and to be subject to their husbands, so that no one will malign the word of God.*

*<sup>6</sup> Similarly, encourage the young men to be self-controlled. <sup>7</sup> In everything set them an example by doing what is good. In your teaching show integrity, seriousness <sup>8</sup> and soundness of speech that cannot be condemned, so that those who oppose you may be ashamed because they have nothing bad to say about us.*





# 5. Leadership

## 1 Peter 5

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# PATIENCE AND PERSEVERANCE – THE SIMPLE EQUATION

DAVID LANHAM





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# THE ROLE OF THE SENIOR MINISTER. SHAPING YOUR MINISTRY PHILOSOPHY

## ARCHIE POULOS



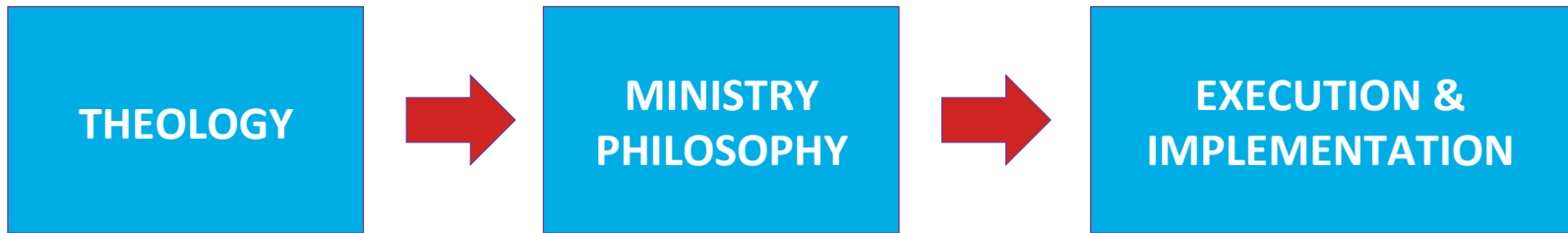


# WHY IS INTEGRAL NOT INTEGRATED?

ARCHIE POULOS







# Engagement

Your  
responsibility



Micro  
manage

Your  
experience



My  
ministry

Your  
task



Our  
task



DEVON think



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# IMPLEMENTATION IS A KEY CHALLENGE

PETER MAYRICK



Can't see the woods  
For the trees



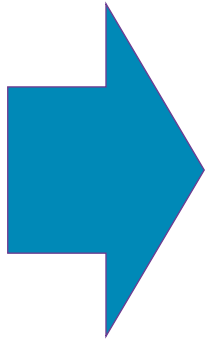
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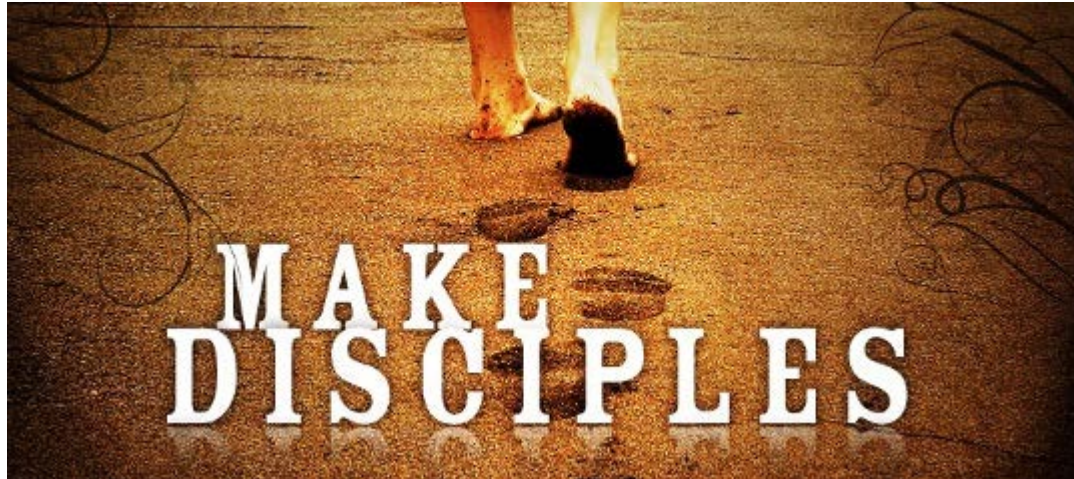


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# Clear Focus on the Purpose



What would that look like here?

Trying to do too much.

Playgroup

SOCIAL

CLUB

Women's

Ministry

MEN'S MINISTRY

SENIOR

MINISTRY

MAKE DISCIPLINE

MINISTRY

Prayer Ministry

Pastoral Care Ministry

Media Ministry

ESL

Healing Ministry

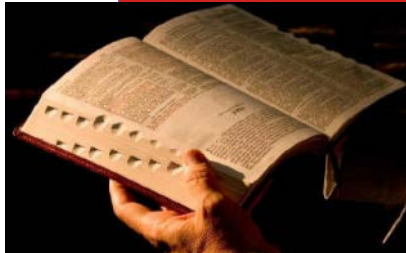
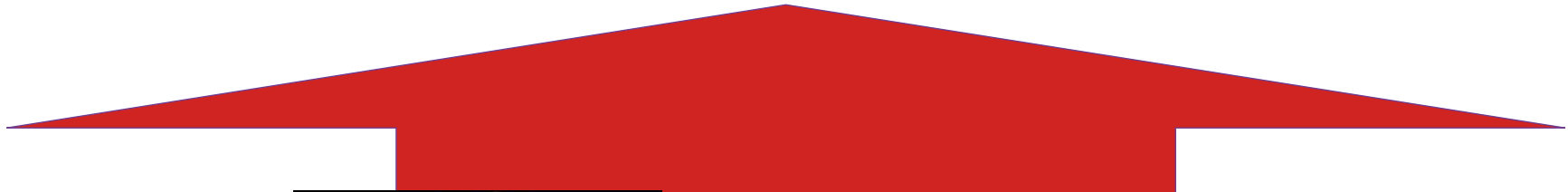
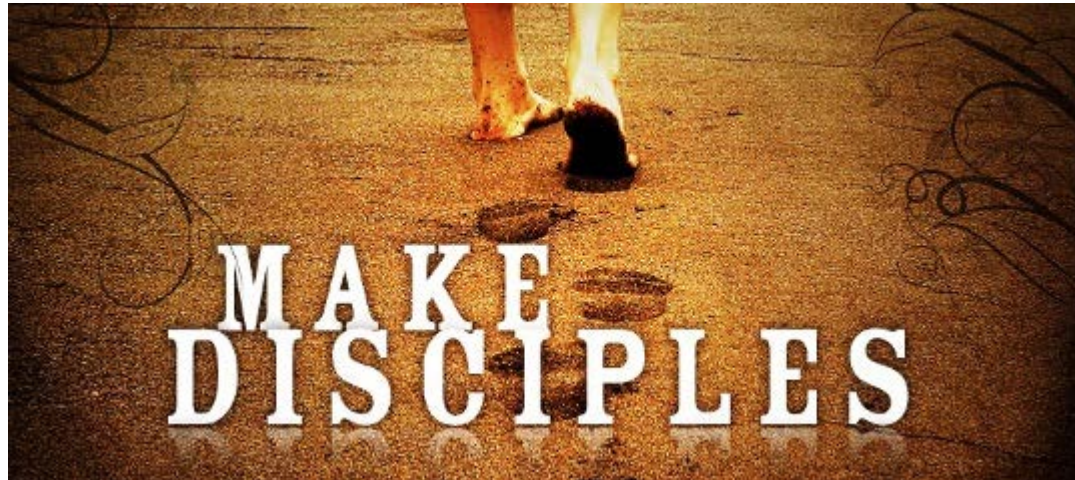


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# Clear focus on a few key areas / ministries.



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# Clear focus on the right people

## *We are in the people business*



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# Clear focus on the right people

## *Intentional Discipleship & Coaching*

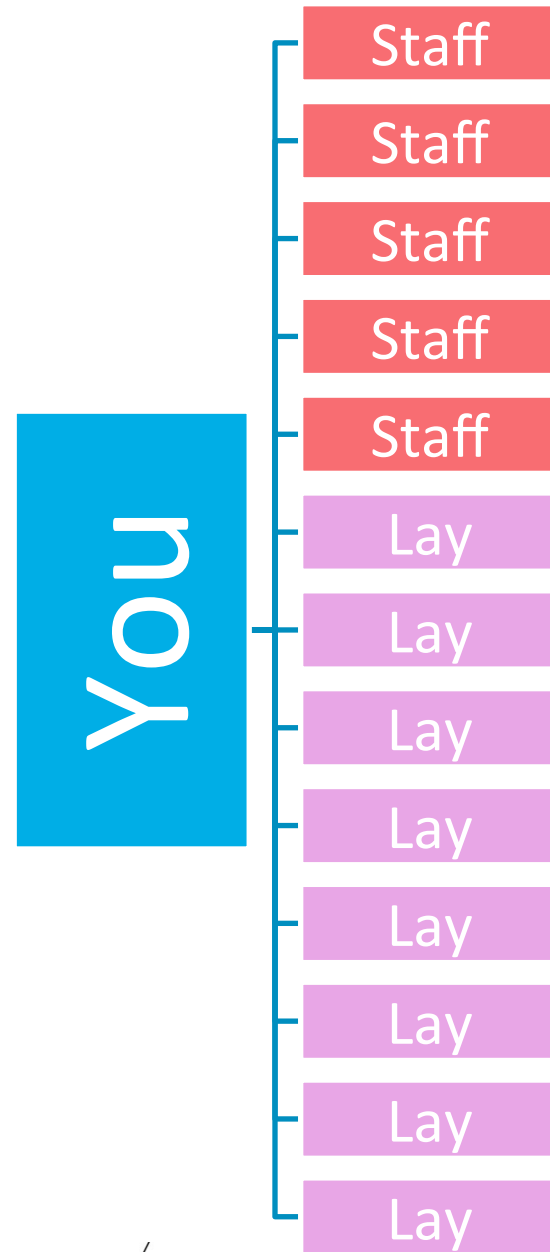




# Clear focus on the right people

*Intentional Discipleship & Coaching*

How many people  
Can you disciple?



# Clear focus on the right people

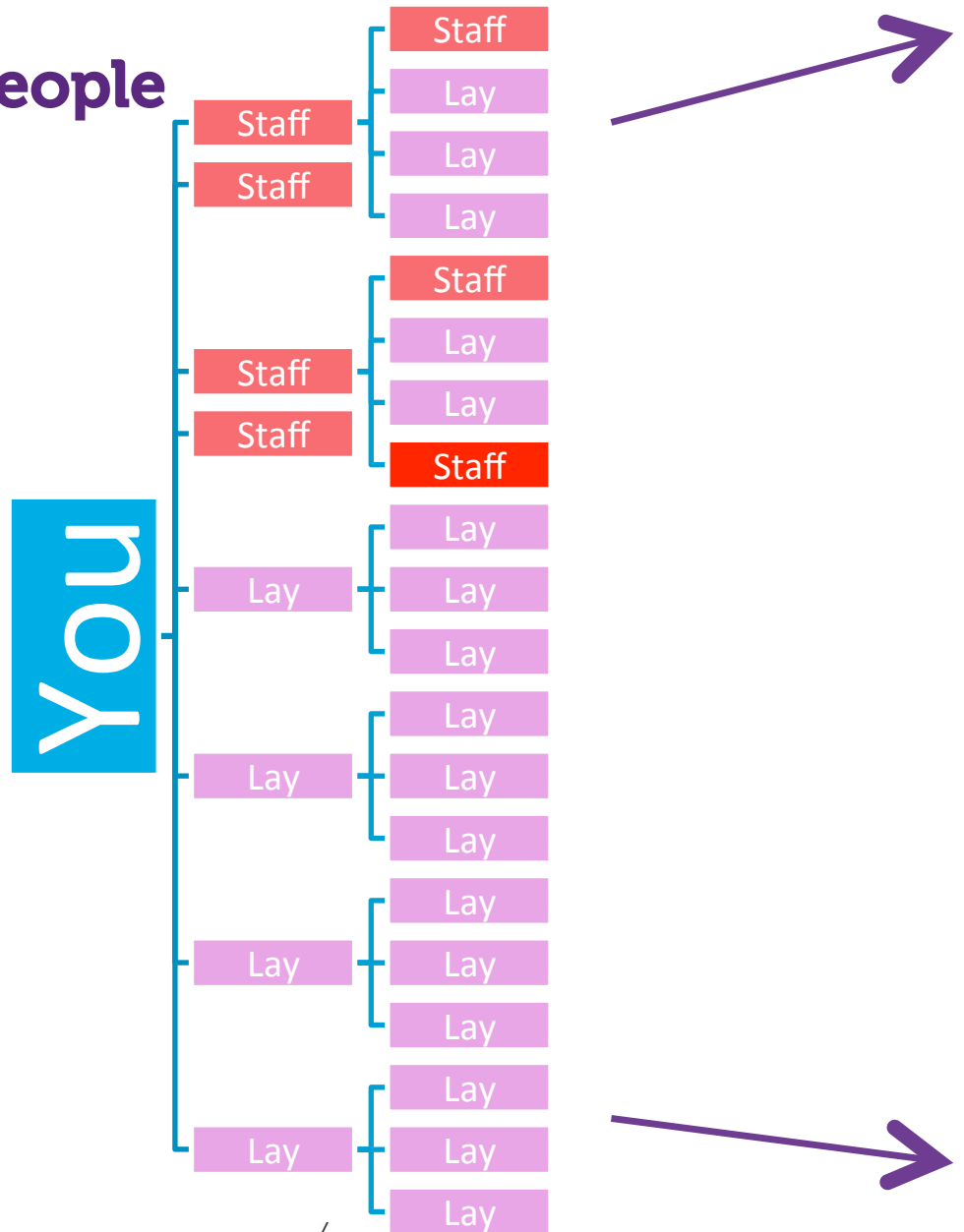
## *Intentional Discipleship & Coaching*

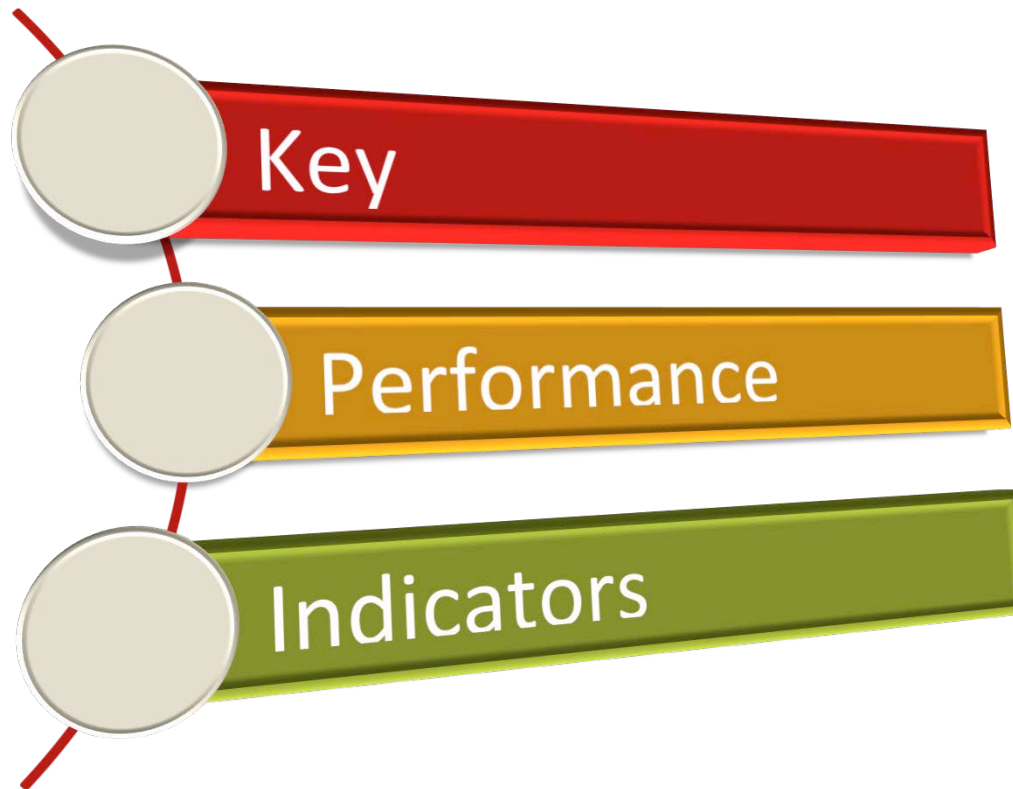


# Clear focus on the right people

*Distributed leadership*

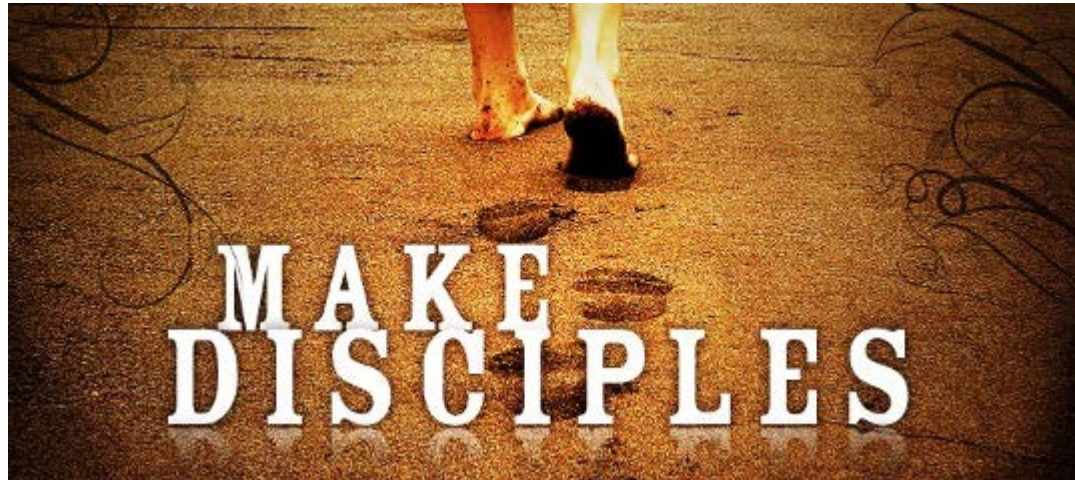
## Multiplication





# What would I see if we did these things well?

## Monitor



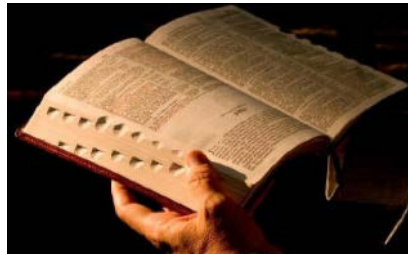
KPIs

KPIs

KPIs

KPIs

KPIs



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# Implementation is a key challenge

Clear focus on the purpose

Clear focus on a few key areas / ministries

Clear focus on the right people

- Intentional discipling and coaching
- Distributed leadership

Monitor

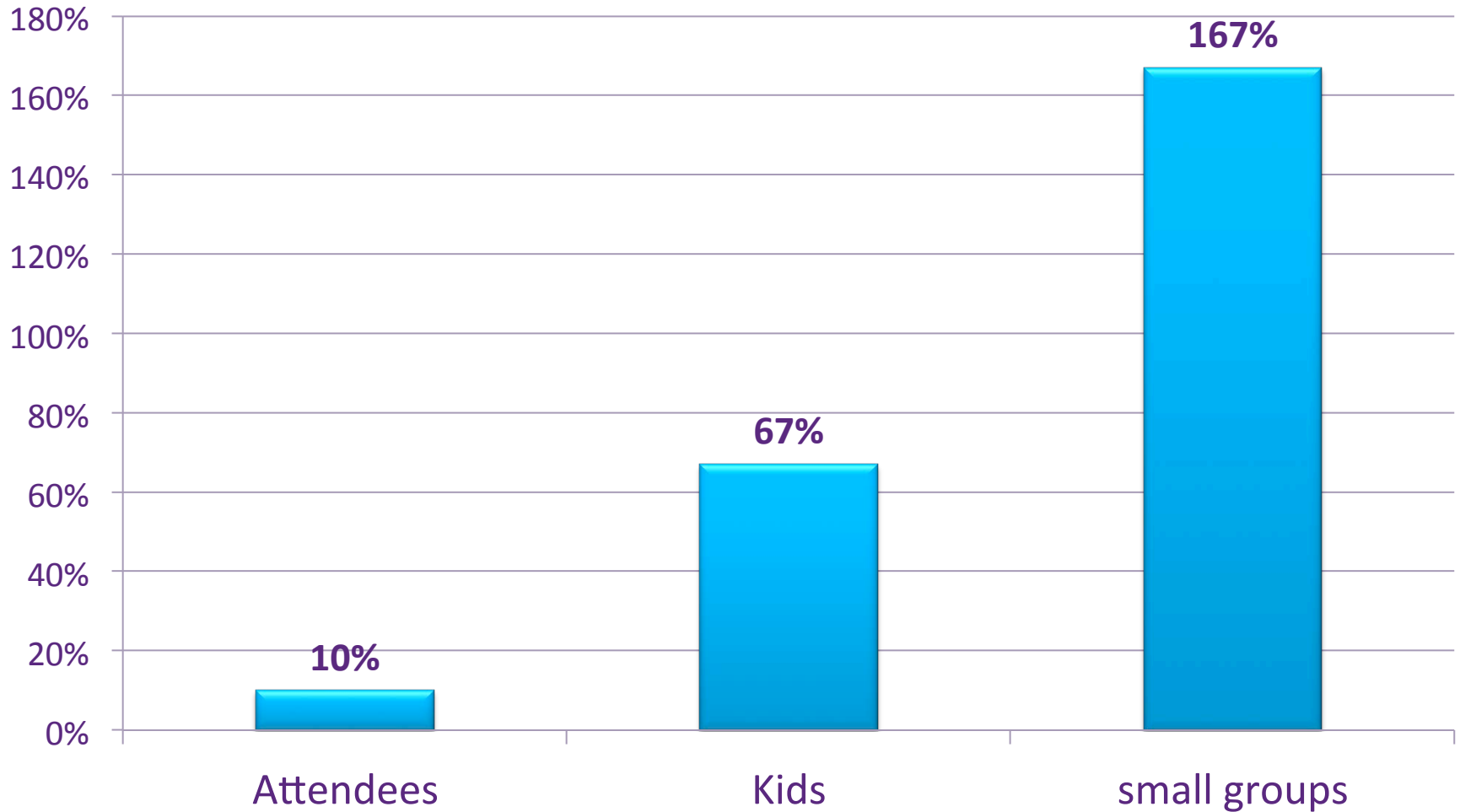


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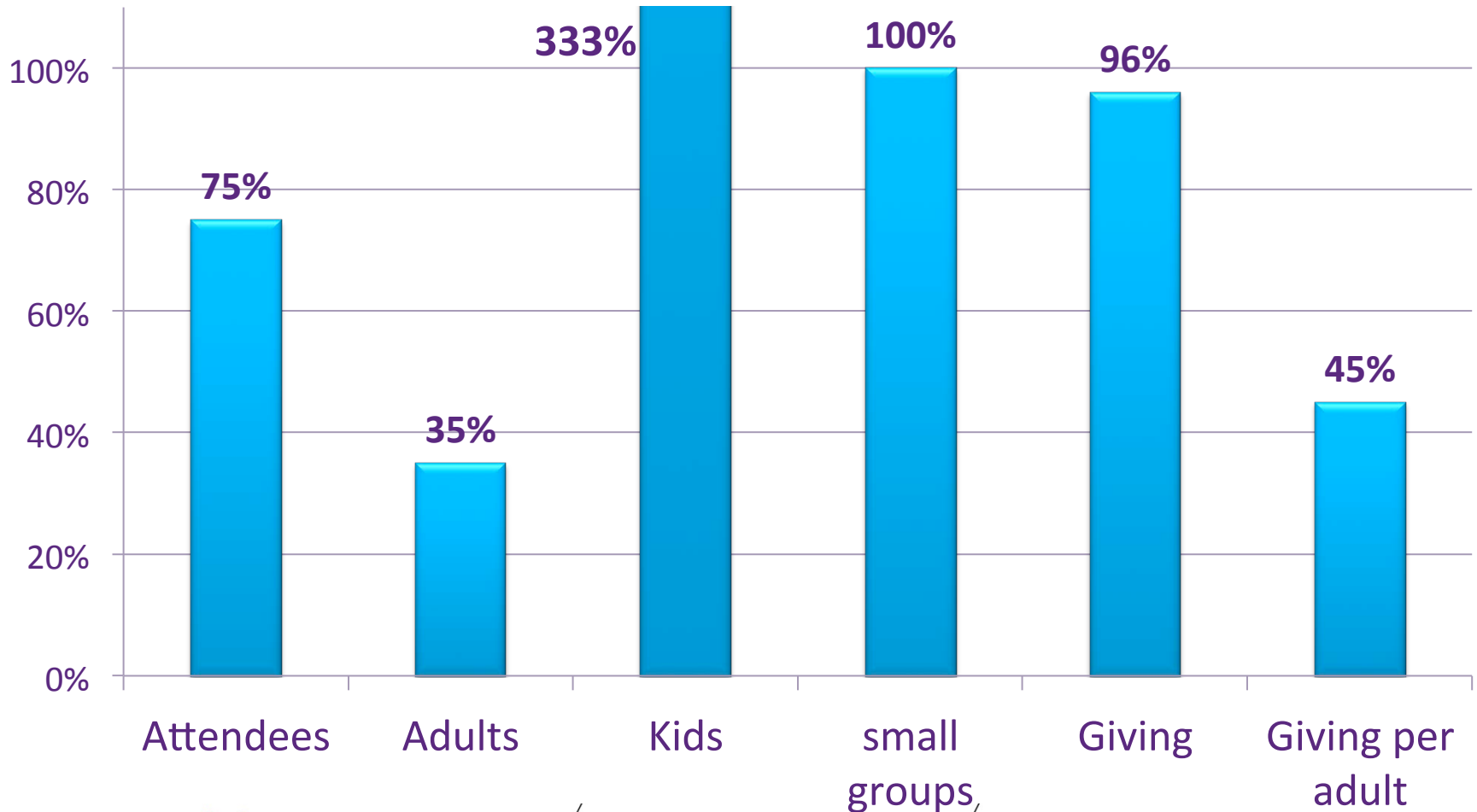
# Case Studies

*Focus – families and small groups (2 year period)*



# Case Studies

*Focus – children , maturity through growth groups (3-5 year period)*



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# Where can I go to for help?

## Accountability

- Bishop
- Colleagues
- CMD Ministry Growth Cluster
- Mission Area Group

## CONTACTS



- [info@cmd.training](mailto:info@cmd.training)
- Peter Mayrick
  - [peter.mayrick@cmd.training](mailto:peter.mayrick@cmd.training)
  - 0411 557 448



- <http://www.youthworks.net>
- Jon Thorpe
  - [jon.thorpe@youthworks.net](mailto:jon.thorpe@youthworks.net)
  - 0412 679 771

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- [www.effectiveministry.org](http://www.effectiveministry.org)
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- Sarie King
  - [sarieking@mac.com](mailto:sarieking@mac.com)
- Peter Mayrick
  - [peter.mayrick@cmd.training](mailto:peter.mayrick@cmd.training)
  - 0411 557 448



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# REFLECTIONS

What have I learned today?

What areas do I need to explore further?

Due Date

What am I going to do?

Due Date



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# IMPLEMENTATION OF CHILDREN'S & YOUTH MINISTRY – PANEL DISCUSSION

Philip Wheeler – Christ Church Anglican Gladesville,

Bill Salier – Youthworks

Emma Collett – Youthworks

Hayden Smith – Christ Church Anglican, St Ives

Jon Thorpe – Youthworks

Sandy Galea – MBM, Rooty Hill / Kidswise

QUESTIONS

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# REFLECTIONS AND KEY ACTIONS

PHILIP WHEELER



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