Exploring Effective Ministry under God
Effective Ministry under God

Conviction

1. It is possible for each of us to serve God more effectively today and in the days ahead ...

2. That through the Word, through prayer and through mutual discussion and encouragement we will come to understand that end more clearly ...

3. More effective service will require that we do some things differently; this will entail courage and discipline, grace, further dependence on the Word, on prayer and on service to one another ...
“Wherever we are located in history, our Christian business is to consult the word of God, to trust the word of God, to live by the word of God, to proclaim the word of God and to defend the word of God.

We sometimes lose the assurance of the gospel and try to grow churches by other means, forgetting that it is He who builds the church by His appointed means.”

Presidential Address
Synod 2011
“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 %

R^2 90%

Pentecostal
Baptist
Churches of Christ
Anglican
Lutheran
Uniting

Daily Bible Devotion %

Source: NCLS91, NCLS96, NCLS06
Disciple Making Disciples
Matt 28:19-20

Outreach → Engagement → Proclamation → Prayer → People → Training → Growth
Agenda

10:40am
Identifying The Challenge
Tim Sims

12:30pm
Coordinating The People
Discipling & Disciple Making
Andrew Heard, Tim Sims

1:30pm
Meet / Greet / Integrate
Grow / Train / Appoint
Warwick de Jersey, Raj Gupta, Steve Kryger, Toby Neil, Lesley Ramsay,
Phil Wheeler, David Clarke, John Gray, Bruce Hall

3:30pm
Transition / Relocation / Invitation
Summary Application
Phil Colgan, Ray Galea, Justin Moffat, Andrew Nixon, Craig Schafer

4:00pm

discerning

5:30pm

- Ch4vHn6j1a.png
Evidence Base
Q4 2010 – Q4 2011

Literature Search: 120+

Expert Interviews: 75+

Field Questionnaires: 42

Workshops: 12

Plus access to NCLS data and research 1991 – 2006 & support from ANGLICARE Research Unit
Church Standing 2011

Source: Australian Communities Report 2011; McCrindle Research; Olive Tree Media
‘Christian’ Beliefs

Australians Believing in:

- God: 74%
- Heaven: 53%
- Life After Death: 45%
- Resurrection: 43%
- Jesus' Divinity: 42%
- Devil: 33%
- Hell: 32%
- Attend > Monthly: 20%

Source: ACS98 Why people don't go to church; Spirit Matters; AuSSA09
Why people don’t go to church; Build My Church

* Special Church Services on average 2.6X per annum

Source: ACS98 Why people don’t go to church; Build My Church
Perceived Importance

‘Real Christians Don’t Need To Go To Church …’

Source: ACS98 Why people don’t go to church
Decline
1950-2000

Attending Monthly Or More

Source: Spirit matters, AuSSA09
Separation

Recognisable Christian Belief Percent

<table>
<thead>
<tr>
<th>Time Away From Church</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Currently Attend</td>
<td>77%</td>
</tr>
<tr>
<td>1-4 Years</td>
<td>55%</td>
</tr>
<tr>
<td>5-9 Years</td>
<td>42%</td>
</tr>
<tr>
<td>10-19 Years</td>
<td>28%</td>
</tr>
<tr>
<td>20-29 Years</td>
<td>21%</td>
</tr>
<tr>
<td>30+ Years</td>
<td>15%</td>
</tr>
</tbody>
</table>

Source: ACS98
History
1901-2006

Millions Of People

National Institutions
Schools
Families
Individuals

Source: ABS Census Data
Hollowing Out
Anglicans

Date of Birth @ 2006:

Source: NCLS06
Note Australian average life expectancy 82, 15-19 normalised
No Fault Divorce

Family Law Act 1975

Source: ABS

Births Per 1,000: 27.2 27.2 25.0 18.2 18.9 23.0 22.8 21.6 15.8 14.9 12.7

Source: ABS
Drivers

92% correlation

Sources: ABS, Build my church
Note: The data does not demonstrate cause, only correlation
Engagement

It Does Not Matter What You Believe As Long As You Lead A Good Life

Source: NCLS91
Stolen Generations

Source: ACS98 Mission under the Microscope
Per 100 Attendees Per Annum

Weekly: 80
>Monthly: 40
Churched Visitors: 100
Non-Churched Visitors: 60
<Monthly: 280
Special Service At Least Once: 610

Total: 1,170

Sources: ABS, NCLS06, ACS98
1. Disciple Making Disciples

2. Coordinating The Work

Source: NCLS01, NCLS06, DYB08
### Annual Change
2001-2006

<table>
<thead>
<tr>
<th>Per Hundred Per Annum</th>
<th>Sydney</th>
<th>Anglican Ex Sydney</th>
</tr>
</thead>
<tbody>
<tr>
<td>Switch In</td>
<td>5.8</td>
<td>0.1</td>
</tr>
<tr>
<td>From Youth</td>
<td>0.8</td>
<td>0.5</td>
</tr>
<tr>
<td>Newcomers</td>
<td>2.2</td>
<td>1.4</td>
</tr>
<tr>
<td>Switch Out</td>
<td>(5.6)</td>
<td>(0.1)</td>
</tr>
<tr>
<td>Death</td>
<td>(0.8)</td>
<td>(2.0)</td>
</tr>
<tr>
<td>Drift</td>
<td>(1.0)</td>
<td>(1.0)</td>
</tr>
<tr>
<td><strong>Net</strong></td>
<td><strong>+1.4</strong></td>
<td><strong>(1.1)</strong></td>
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</tbody>
</table>

Source: NCLS
Approach

<table>
<thead>
<tr>
<th>‘Natural’</th>
<th>‘Constructive’</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accept The Status Quo</td>
<td>Challenge To Improve</td>
</tr>
<tr>
<td>Anecdotal</td>
<td>Comprehensive Fact Based</td>
</tr>
<tr>
<td>Abstract</td>
<td>Hands on</td>
</tr>
<tr>
<td>Sporadic / Reactive</td>
<td>Programmed / Proactive</td>
</tr>
<tr>
<td>Limited Dialogue</td>
<td>Broad Based</td>
</tr>
</tbody>
</table>
Agenda

Summary Application
- Transition / Relocation / Invitation

Meet / Greet / Integrate
- Grow / Train / Appoint

Coordinating The People
- Discipling & Disciple Making

Identifying The Challenge
- Tim Sims

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
<th>Speakers</th>
</tr>
</thead>
<tbody>
<tr>
<td>10:40am</td>
<td>Identifying The Challenge</td>
<td>Tim Sims</td>
</tr>
<tr>
<td>12:30pm</td>
<td>Coordinating The People</td>
<td>Andrew Heard, Tim Sims</td>
</tr>
<tr>
<td>1:30pm</td>
<td>Grow / Train / Appoint</td>
<td>Warwick de Jersey, Raj Gupta, Steve Kryger, Toby Neil, Lesley Ramsay, Phil Wheeler, David Clarke, John Gray, Bruce Hall</td>
</tr>
<tr>
<td>3:30pm</td>
<td>Meet / Greet / Integrate</td>
<td>Tim Sims, Archie Poulos, Col Marshal, Tony Payne</td>
</tr>
<tr>
<td>4:00pm</td>
<td>Transition / Relocation / Invitation</td>
<td>Tim Sims, Phil Colgan, Ray Galea, Justin Moffat, Andrew Nixon, Craig Schafer</td>
</tr>
<tr>
<td>5:30pm</td>
<td>Summary Application</td>
<td>Tim Sims</td>
</tr>
</tbody>
</table>
Reactive Ministry

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

Source:MOVE, Hawkins
Disciple Making Disciples
Matt 28:19-20

Outreach
Engagement
Proclamation
Prayer
People
Training
Growth
The Task

Vine

Far Away

Darkness

Engagement

Growth

Training

Outreach

Mature in Christ

Contact / Talking / Gospel / Conversion / Growth / Struggles / Training / Leadership
Following on from *The Trellis and the Vine*, a landmark new resource for growing disciple-making disciples.
Agenda

Summary Application
- Transition / Relocation / Invitation

Meet / Greet / Integrate

Grow / Train / Appoint

Coordinating The People
- Discipling & Disciple Making

Identifying The Challenge

Tim Sims
- Phil Colgan, Ray Galea, Justin Moffat, Andrew Nixon, Craig Schafer
- Warwick de Jersey, Raj Gupta, Steve Kryger, Toby Neil, Lesley Ramsay
- Phil Wheeler, David Clarke, John Gray, Bruce Hall
- Andrew Heard, Tim Sims
- Archie Poulos, Col Marshal, Tony Payne
- Tim Sims
Health

Outreach

1. Disciple Making Disciples

Commitment

- Most Value Outreach
- Inspiring Christian
- Service Inspiring
- Always Looking To Share Faith
- Follow Drifters Up

Leadership

2. Coordinating The Work

- Clear & Open
- Aware & Committed To Plan
- Small Groups
- Private Devotions Frequent
- Much Personal Growth In Past Year
- 10% of Net Income

Personal Growth

Source: NCLS01, NCLS06, DYB08
Coordinating The Work

Discussion Points

1. Diary Challenges

2. Traditional Model

3. An Alternative Approach

4. Practical Constraints
How well did theological training equip you for work in the following areas?

- Congregation Work: Sydney Diocese 96, Protestant 87, Anglican 81
- Teaching Preaching: Protestant 88, Anglican 74
- Lay Ministry: Protestant 56, Anglican 53, Lay 43
- Counselling: Protestant 71, Anglican 66
- Cross Cultural: Protestant 22, Anglican 11
- Finance Admin: Protestant 11, Anglican 16

Source: NCLS96
Average Hours Per Week

- Sermon Prep: 7
- Church Services: 13
- Admin: 20
- Pastoral Meetings: 17
- Small Groups: 5
- Scripture: 53.8

Source: Field Research
Stress & Burnout
Parish Leaders

Source: Burn Out In Church Leaders

- Burnout Is An Issue: 19%
- Extreme Burnout: 4%
- Not An Issue: 21%
- Borderline To Burnout: 56%

Sources of Stress:
- Setting Direction
- Leadership Style
- Personal Faith
- Family & Personal

2011-11-23 EEmuG
Devotional Time

5 Year Parish Growth

Source: Field Research; NCLS
Growth 2001-2006

Source: Parish records, DYB 1999-2008
Traditional Model
Skeleton Staff $150-200K per annum

ILLUSTRATIVE

Minister + Part Time Support + Missionary Giving

<table>
<thead>
<tr>
<th>Hours / Week</th>
<th>Total</th>
<th>8.30</th>
<th>10.15</th>
<th>6.45</th>
<th>Youth</th>
<th>Schools</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sermon Prep</td>
<td>15</td>
<td>5</td>
<td>5</td>
<td>5</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Service</td>
<td>7.5</td>
<td>2.5</td>
<td>2.5</td>
<td>2.5</td>
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<tr>
<td>Admin</td>
<td>20</td>
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<td></td>
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</tr>
<tr>
<td>Pastoral Care</td>
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<tr>
<td>Small Groups</td>
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<td>Scripture</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>58.5</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Headcount Breakeven</td>
<td><strong>100+</strong></td>
<td><strong>42</strong></td>
<td><strong>19</strong></td>
<td><strong>50</strong></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>$ Per Head Per Annum</td>
<td></td>
<td><strong>$1.2K</strong></td>
<td><strong>$2.6K</strong></td>
<td><strong>$1.0K</strong></td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

Source: Field Research
# Traditional Model

Scale $1M per annum

## Ministers + Support Office + 6 Full Time Ministry Staff Equivalents

<table>
<thead>
<tr>
<th>Hours / Week</th>
<th>Total</th>
<th>8.30</th>
<th>10.15</th>
<th>6.45</th>
<th>Youth</th>
<th>Schools</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sermon Prep</td>
<td>95</td>
<td>15</td>
<td>15</td>
<td>15</td>
<td>15</td>
<td>20</td>
<td>15</td>
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<td>Service</td>
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<td>3</td>
<td>3</td>
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<td>20</td>
<td>20</td>
<td>20</td>
<td>10</td>
<td>20</td>
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<td>18</td>
<td>18</td>
<td>18</td>
<td>13</td>
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<td>13</td>
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<tr>
<td>Small Groups</td>
<td>18</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>5</td>
<td>2</td>
<td>5</td>
</tr>
<tr>
<td>Scripture</td>
<td>n/a</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>335</td>
<td>58</td>
<td>58</td>
<td>58</td>
<td>58</td>
<td>45</td>
<td>58</td>
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<tr>
<td>Headcount Breakeven</td>
<td>500</td>
<td>125</td>
<td>58</td>
<td>150</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$ Per Head Per Annum</td>
<td>$1.2K</td>
<td>$2.6K</td>
<td>$1.0K</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: Field Research
Personal Growth

Source: NCLS06, Anglicans only

- Invite Non Churched In Last Year
- Give 10% of Income Or More
- At Ease Looking For Opportunities To Talk About Faith

No Real Growth: 5.3% (5.3%), 9.9% (9.9%), 26.3% (26.3%)
Some Growth: 11.6% (11.6%), 18.4% (18.4%), 38.6% (38.6%)
Much Growth In This Congregation: 21.1% (21.1%), 23.4% (23.4%), 54.6% (54.6%)
Disciple Making Disciples
Matt 28:19-20

Outreach

Engagement

Proclamation
Prayer
People

Training

Growth
### Alternative Approach

<table>
<thead>
<tr>
<th>Magnification</th>
<th>Membership</th>
<th>Maturity</th>
<th>Ministry Recruit / Train</th>
<th>Mission</th>
</tr>
</thead>
<tbody>
<tr>
<td>Early Morning</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mid Morning</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Evening</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Youth</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Plant 1</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Plant 2</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- **Volunteer** | 0 |
- **Part Time** | 0 |
- **Full Time** | 0 |

Schematic

- Early Morning: 0
- Mid Morning: 0
- Evening: 0
- Youth: 0
- Plant 1: 0
- Plant 2: 0
Coordinating The Work

Discussion Points

1. Diary Challenges

2. Traditional Model

3. An Alternative Approach

4. Practical Constraints
Common Challenges

1. Grow / Train / Appoint

2. Greet / Meet / Integrate

3. Transition / Relocation / Invitation

+1x

+2.5x
Agenda

- **Feedback**
- **Follow Up Conferencing**
- **Video Training Materials**
- **Parish Profiles**
- **Conference Materials**

### 9:50am - 10:40am
**Identifying The Challenge**
- Tim Sims
- **Tim Sims**
- **Archie Poulos**, Col Marshal, Tony Payne

### 10:40am - 12:30pm
**Coordinating The People**
- Tim Sims
- **Andrew Heard**, Tim Sims
- **Archie Poulos**, Col Marshal, Tony Payne

### 12:30pm - 1:30pm
**Meet / Greet / Integrate**
- Phil Wheeler, David Clarke, John Gray, Bruce Hall
- Warwick de Jersey, Raj Gupta, Steve Kryger, Toby Neil, Lesley Ramsay,

### 1:30pm - 3:30pm
- **Grow / Train / Appoint**
- Tim Sims
- Phil Colgan, Ray Galea, Justin Moffat, Andrew Nixon, Craig Schafer

### 3:30pm - 4:00pm
- **Transition / Relocation / Invitation**
- Tim Sims
- Phil Colgan, Ray Galea, Justin Moffat, Andrew Nixon, Craig Schafer

### 4:00pm - 5:30pm
- **Summary Application**
- Tim Sims
- Phil Colgan, Ray Galea, Justin Moffat, Andrew Nixon, Craig Schafer
Grow / Train / Appoint

1. Grow / Train / Appoint

Note: +1x means 100% increase in current attendance

30% of regulars less than once a month become regulars more than once a month

Assumption
Disciple Making Disciples
Matt 28:19-20

Outreach
Engagement
Proclamation
Prayer
People
Training
Growth
1. Disciple Making Disciples

2. Coordinating The Work

Source: NCLS01, NCLS06, DYB08
Main Reasons For Failure Of Leadership

1. Failure of conviction and leadership as to an appropriate model
2. Failure to train coach, mentor and pastor group leaders
3. Imbalance of core small group elements
4. Unclear or competing expectations
5. Stagnation due to lack of growth purpose
6. Lack of clarity and connection with regard to the overall mission

Source: Literature search, expert interviews, field interviews, workshops
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

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

Intentionally seeks to make and grow — other disciples
Matt 28:19-20
## Making disciple making disciples

<table>
<thead>
<tr>
<th></th>
<th>Settings</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Leaders</td>
<td>Clear model articulated / shared</td>
</tr>
<tr>
<td></td>
<td>Selected / recruited</td>
</tr>
<tr>
<td></td>
<td>Trained and mentored</td>
</tr>
<tr>
<td>B. Core Elements</td>
<td>Not mandatory but purposeful</td>
</tr>
<tr>
<td></td>
<td>Coordinated teaching</td>
</tr>
<tr>
<td></td>
<td>Word / prayer / one another</td>
</tr>
<tr>
<td></td>
<td>Mission / service orientation</td>
</tr>
<tr>
<td>C. Quality</td>
<td>Sunset understanding</td>
</tr>
<tr>
<td></td>
<td>Regular evaluation</td>
</tr>
</tbody>
</table>

Source: NCLS, Field Interviews, Literature Search
Agenda

5:30pm

Summary Application

- Transition / Relocation / Invitation

4:00pm

Meet / Greet / Integrate

3:30pm

Grow / Train / Appoint

1:30pm

Coordinating The People

Discipling & Disciple Making

12:30pm

10:40am

Identifying The Challenge

Tim Sims

Warwick de Jersey, Raj Gupta, Steve Kryger, Toby Neil, Lesley Ramsay,

Phil Wheeler, David Clarke, John Gray, Bruce Hall

Andrew Heard, Tim Sims

Archie Poulos, Col Marshal, Tony Payne

Phil Colgan, Ray Galea, Justin Moffat, Andrew Nixon, Craig Schafer

Tim Sims

EEMuG 2011-11-23
Meet / Greet / Integrate

Assumptions

- Annual visitations
  - Churched visitors 1.0x
  - Non churched visitors 0.6x
  - Infrequents 2.8x
    - Special services 6.1x
- 25%\(^1\) of visitors excluding special services

Note: +1x means 100% increase in current attendance
1. 25% excluding double counting re: Grow / Train / Appoint
The Task

Disciple Making Disciples
Matt 28:19-20

Outreach
Engagement
Proclamation
Prayer
People
Training
Growth
Visitors

Per 100 Attendees Per Annum

Sources: ABS, NCLS06, ACS98
# Annual Gains

**Sydney 2001-2006**

<table>
<thead>
<tr>
<th>Per 100 Per Year</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Newcomers</td>
<td>+2.4</td>
</tr>
<tr>
<td>Switch In</td>
<td>+5.8</td>
</tr>
<tr>
<td>Switch Out</td>
<td>(5.0)</td>
</tr>
<tr>
<td>Drifted</td>
<td>(1.0)</td>
</tr>
<tr>
<td>Dead</td>
<td>(0.8)</td>
</tr>
<tr>
<td>Change</td>
<td>+1.4</td>
</tr>
</tbody>
</table>
How were you successfully made to feel welcome?

- Attender Spoke To Me: 48%
- Minister Spoke To Me: 28%
- Minister Followed Up: 19%
- Member Followed Up: 13%
- No Particular Ways: 12%
- Invited To Small Group: 11%
- Invited To A Meal: 9%
- Information Card: 1%

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

Source: Mission Under The Microscope
Focus

Percent Above and Below Average

Source: ACS98; Data normalised at 20%

Never Married: (5%)
De Facto: (16%)
Married First Time: (4%)
Separated: (9%)
Divorced: (2%)
Remarried: (5%)
Widowed: 12%

2011-11-23 EEMuG
# A Coordinated Response

<table>
<thead>
<tr>
<th>Stages / Steps</th>
<th>Best Practice</th>
<th>Diocesan Norm</th>
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</thead>
<tbody>
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<td><strong>None</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Acknowledge</strong></td>
<td></td>
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</tr>
<tr>
<td><strong>Engage</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Triage</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Own</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### 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

2011-11-23 EEMuG
<table>
<thead>
<tr>
<th>Process</th>
<th>Unassigned</th>
<th>Not Started</th>
<th>Done</th>
</tr>
</thead>
<tbody>
<tr>
<td>Welcome letter</td>
<td>0</td>
<td>40</td>
<td></td>
</tr>
<tr>
<td>Make Contact</td>
<td>3</td>
<td>8</td>
<td>31</td>
</tr>
<tr>
<td>Visit</td>
<td>2</td>
<td>2</td>
<td>14</td>
</tr>
<tr>
<td>30 day follow up</td>
<td>3</td>
<td>4</td>
<td>2</td>
</tr>
<tr>
<td>90 day follow up</td>
<td>0</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
EV Church
Meet / Greet/ Integrate

- GET INFO: Want to find out more about EV Church
- GET LIFE: Want to find out more about Jesus
- GET MOVING: Want to get connected into church life
- GET GROWING: Want to join a growth group & grow in the Word
- GET SERVING: Want to join us in ministry and mission
- GET DEEPER: Want to go deeper in your Christian life

At the Bunker you can sign up for which ever event is most suitable for you
Agenda

Feedback
Follow Up Conferencing
Video Training Materials
Parish Profiles
Conference Materials

Summary Application
Transition / Relocation / Invitation
Tim Sims

Meet / Greet / Integrate
Warwick de Jersey, Raj Gupta, Steve Kryger, Toby Neil, Lesley Ramsay,
Phil Wheeler, David Clarke, John Gray, Bruce Hall

Grow / Train / Appoint

12:30pm

Coordinating The People
Discipling & Disciple Making
Andrew Heard, Tim Sims
Archie Poulos, Col Marshal, Tony Payne

10:40am

Identifying The Challenge
Tim Sims

4:00pm

5:30pm

4:00pm

3:30pm

1:30pm

2011-11-23 EEMuG
Transition / Relocation / Invitation

Assumptions

- 0% of resident protestants say yes to an invitation \(0.0x\)
- 16% of relocating protestants say yes to an invitation \(2.0x\)
- 20% of decreased attendance decide to stay \(0.5x\)

Note: \(+2.5x\) means 250% increase in current attendance
Between 2001 and 2006, the congregation increased by 7%
Inflow / Outflow
Cross Denominations 1991-1996

Source: Build my church, NCLS96, CCLS96
Note: % denote 5 year movements
Relocation
2001-2006

Council Area Examples

Percent Movement

- Have Moved
- Out to Australia
- In from Overseas
- In from Australia

Fairfield
- Have Moved: 27
- Out to Australia: 5
- In from Overseas: 14
- In from Australia: 7

Manly
- Have Moved: 57
- Out to Australia: 16
- In from Overseas: (34)
- In from Australia: 25

Simple Average
- Have Moved: 36
- Out to Australia: 6
- In from Overseas: (18)
- In from Australia: 17

Note: Some move within suburb
Sources: Council Records, NCLS91, Winds of change
Impact

Reason Left Previous Congregation ...

Source: NCLS91, Winds of change, NCLS96, Build my church. Anglicans and Protestant only
Believe Lifelong Loyalty Is Important

Source: NCLS91
Stolen Generations

Source: ACS98 Mission under the Microscope
## Transition

<table>
<thead>
<tr>
<th>Dropout Rate</th>
<th>Secondary / Post School</th>
<th>Left Home</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anglican</td>
<td>33%</td>
<td>43%</td>
</tr>
<tr>
<td>Lutheran</td>
<td>13%</td>
<td>19%</td>
</tr>
<tr>
<td>Reformed</td>
<td>5%</td>
<td>13%</td>
</tr>
<tr>
<td>Adventist</td>
<td>9%</td>
<td>29%</td>
</tr>
<tr>
<td>Baptist</td>
<td>20%</td>
<td>32%</td>
</tr>
<tr>
<td>Presbyterian</td>
<td>29%</td>
<td>33%</td>
</tr>
<tr>
<td>Uniting</td>
<td>37%</td>
<td>45%</td>
</tr>
<tr>
<td>Methodist</td>
<td>8%</td>
<td>29%</td>
</tr>
</tbody>
</table>

Source: NCLS91 Mission under the Microscope
Personal Growth

Source: NCLS06, Anglicans only
Invitation

Unchurched

Willingness To Accept An Invitation

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>16%</td>
</tr>
<tr>
<td>Unsure</td>
<td>32%</td>
</tr>
<tr>
<td>No</td>
<td>44%</td>
</tr>
<tr>
<td>No Family / Friends Go</td>
<td>8%</td>
</tr>
</tbody>
</table>

Likelihood Of Becoming Frequent

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Likely</td>
<td>3%</td>
</tr>
<tr>
<td>Somewhat Likely</td>
<td>9%</td>
</tr>
<tr>
<td>Unsure</td>
<td>14%</td>
</tr>
<tr>
<td>Somewhat Unlikely</td>
<td>22%</td>
</tr>
<tr>
<td>Very Unlikely</td>
<td>52%</td>
</tr>
</tbody>
</table>

Source: ACS98
Agenda

5:30pm
Summary Application
- Transition / Relocation / Invitation

4:00pm
Meet / Greet / Integrate

3:30pm
Grow / Train / Appoint

1:30pm
Coordinating The People
- Discipling & Disciple Making

12:30pm
Identifying The Challenge

10:40am

- Tim Sims
  - Phil Colgan, Ray Galea, Justin Moffat, Andrew Nixon, Craig Schafer
  - Warwick de Jersey, Raj Gupta, Steve Kryger, Toby Neil, Lesley Ramsay,
  - Phil Wheeler, David Clarke, John Gray, Bruce Hall
- Andrew Heard, Tim Sims
  - Archie Poulos, Col Marshal, Tony Payne
- Tim Sims

Feedback
Follow Up Conferencing
Video Training Materials
Parish Profiles
Conference Materials
The Challenge
Sydney Parish 2006

Growth 2001-2006

Source: Parish records, DYB 1999-2008
## Influences

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

Source: Shaping the Future
Parish Profile

1 Small & Declining

Growth

Average Number of People Attending Church Per Week

Example Parish vs. Sydney Diocese

Age Profile

Sydney Diocese

Congregational Health

OUTREACH
- Outreach is important
- Following up drifters
- Looking for chances to share faith
- Service is inspiring
- Gives 10% of net income

Involved in community service activity

Leaders are an inspiring example*

Leaders communicate clearly & openly*

Aware of & committed to church plan

Attending a Small Group

Has daily private devotions

Church helped growth in faith

LEADERSHIP

COMMITMENT

PERSONAL

*Responses of agree and strongly agree. [ ] indicate an estimate of transfers out based on historic flow indicators

Source: ANGLICARE Research Unit

Inflow & Outflow

Key: Parish / Sydney Diocese

Transfer From Other Churches
- 3% / 12%

Transfer From Other Anglican Churches
- 10% / 17%

Young Adult From Youth >5 Years
- 0% / 4%

Newcomers
- 0% / 7%

New Believers
- 0% / 5%

YOUR CONGREGATION

Between 2001 and 2006, the congregation increased by 0%

Transfer To Other Churches
- 2% / 29%

Deaths
- [11%] / [4%]

No Longer Attend Church
- [0%] / [5%]
Parish Profile

Medium And Not Growing

Growth

Average Number of People Attending Church Per Week

Example Parish
Sydney Diocese

Example Parish
Sydney Diocese

Age Profile

Example Parish 2001
Example Parish 2006
Sydney Diocese
Australian Diocese
Population

Example Parish
Sydney Diocese

Congregational Health

OUTREACH

Leaders are an inspiring example*
Leaders communicate clearly & openly*

Following up drif ters
Looking for chances to share faith
Service is inspiring
Gives 10% of net income

Involved in community service activity
Church helped growth in faith
Has daily private devotions

LEADERSHIP

Sydney Diocese
Example Parish

COMMITMENT

PERSONAL

Inflow & Outflow

Key: Parish / Sydney Diocese

Transfer From Other Churches
7% / 12%
Transfer From Other Anglican Churches
25% / 17%
Young Adult From Youth
>5 Years
1% / 4%
Newcomers
5% / 7%
New Believers
5% / 5%

Death s
[11%] / [4%]
No Longer Attend Church
[7%] / [5%]

Between 2001 and 2006, the congregation decreased by 13%

*Responses of agree and strongly agree. [ ] indicate an estimate of transfers out based on historic flow indicators
Source: ANGLICARE Research Unit
Parish Profile

**Medium & Growing**

### Growth

**Average Number of People Attending Church Per Week**

- **Example Parish**
- **Sydney Diocese**

### Age Profile

- **2001**
- **2006**
- **Sydney Diocese**
- **Australian Population**

### Congregational Health

**OUTREACH**
- Outreach is important
- Following up drifters
- Looking for chances to share faith
- Service is inspiring

**LEADERSHIP**
- Leaders are an inspiring example*
- Leaders communicate clearly & openly*
- Aware of & committed to church plan
- Attending a Small Group

**COMMITMENT**
- Gives 10% of net income
- Church helped growth in faith

**PERSONAL**
- Has daily private devotions

### Inflow & Outflow

**Key:** Parish / Sydney Diocese

- **Transfer From Other Churches**
  - 19% / 12%
- **Transfer From Other Anglican Churches**
  - 17% / 17%
- **Young Adult From Youth >5 Years**
  - 5% / 4%
- **Newcomers**
  - 18% / 7%
- **New Believers**
  - 10% / 5%
- **Deaths**
  - [2%] / [4%]
- **No Longer Attend Church**
  - [3%] / [5%]

*Responses of agree and strongly agree. [] indicate an estimate of transfers out based on historic flow indicators.

Source: ANGLICARE Research Unit
Parish Profile

Large & Modest Growth

Growth

Average Number of People Attending Church Per Week

Example Parish

Sydney Diocese

Age Profile

Congregational Health

Inflow & Outflow

OUTREACH
- Outreach is important
- Following up drif ters
- Looking for chances to share faith
- Service is inspiring
- Church helped growth in faith
- Gives 10% of net income

LEADERSHIP
- Leaders are an inspiring example*
- Leaders communicate clearly & openly*
- Aware of & committed to church plan
- Attending a Small Group
- Has daily private devotions

COMMITMENT
- Personal

*Responses of agree and strongly agree. [] indicate an estimate of transfers out based on historic flow indicators

Source: ANGLICARE Research Unit

Between 2001 and 2006, the congregation increased by 9.3%
### Next Steps

**Sequencing**

<table>
<thead>
<tr>
<th>Overall Profile</th>
<th>Core Disciplines</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Trajectory</td>
<td>1. Grow / Train / Appoint</td>
</tr>
<tr>
<td>2. Age Profile</td>
<td>2. Meet / Greet / Integrate</td>
</tr>
<tr>
<td>4. Spiritual Health</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Resourcing</th>
<th>Initiatives</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Personal Diary</td>
<td>1. Consensus Meeting With Parish Leadership</td>
</tr>
<tr>
<td>2. Prayer / Devotion / Family Time</td>
<td>2. Logical Sequencing Of Effort</td>
</tr>
<tr>
<td>3. Staff Orientation / Alternatives</td>
<td>3. Accountabilities Of Review Points</td>
</tr>
<tr>
<td></td>
<td>4. Leadership Sharing, Praying and Discipling</td>
</tr>
</tbody>
</table>

2011-11-23 EEMuG
1. Grow / Train / Appoint

2. Greet / Meet / Integrate

3. Transition / Relocation / Invitation

+1x

+2.5x
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 (John 14:6)

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

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)

No one 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)
DOUBLe THE IMPaCT
GIVING AT YOUR LOCAL CHURCH
Follow Up

For enquiries or questions, for copies of the slides or access to the back up please contact:

Guy O’Hanna
Mobile: 0466 654 823
guyohanna@pep.com.au
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'

Leader must continually tell his followers quite clearly of the limited nature of his task and of their own responsibility...without this he will pass over into the image of the mis-leader...he has to lead the individual into his own maturity;

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