Church Health Matters

Tim Sims / Sarie King

3:15pm – 4:15pm, Tuesday 28 October 2014
1. It is possible for 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 see that end more clearly.

3. More effective service will require that we do some things differently and this will require courage, grace and discipline and further dependence on the word, prayer and service to one another ...

<table>
<thead>
<tr>
<th>Australia</th>
<th>USA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base Data 1</td>
<td>NCLS 1990 – 2011</td>
</tr>
<tr>
<td>Expert Interviews</td>
<td>70 +</td>
</tr>
<tr>
<td>Books</td>
<td>120 +</td>
</tr>
<tr>
<td>Workshops</td>
<td>50 +</td>
</tr>
<tr>
<td>Partnership</td>
<td>10 +</td>
</tr>
<tr>
<td>Desk top only ...</td>
<td></td>
</tr>
<tr>
<td>Books, Articles, Data Websites</td>
<td>90+</td>
</tr>
</tbody>
</table>
“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

Source: Reveal 2004 (6,000), Follower Me (80,000)
Observations I

Thesis

Attendance is in sharp decline

Secular forces are powerful but the problem is church practice

There are effective remedies available under God ...

There is a need for urgent coordinated action is now required
Church Attendance 2007

Gallup et al. assumed 40%+ attendance

Source: Olson: The American Church In Crisis
Attendance Change
2000 - 2007

15% reduction in the next 10 years

Source: Olson: The American Church In Crisis
**Attitudes To Church**

### General Americans

- **Relationship With God / No Need For Church**: 86%
- **Organised Religion Not Loving God**: 79%
- **Full Of Hypocrits**: 72%
- **God Of Bible Same As Other Gods**: 61%
- **The God Of The Bible Only**: 48%
- **Attend Church**: ~20%

### Millennials (18-30)

- **Judgemental**: 87%
- **Hypocritical**: 85%
- **Outdated**: 75%
- **Political**: 75%
- **Believe In The Resurrection**: 66%
- **Anti-Homosexual**: 91%

Source: LifeWay Research, Barna, Olson
Beliefs

- Miracles: 72%
- Heaven: 68%
- Jesus Son Of God: 68%
- The Resurrection: 66%
- Hell: 58%
- Virgin Birth: 57%
- Spiritual Experience: 49% [Up from 22% in 1962]
- Religion Somewhat Important: 41%

Willing to listen to a Christian talk about their faith…
- General American: 78%
- Millennials: 89%

Source: Harris Poll
Engagement

In The Last Year

- Religious Service: 88%
- Dining Out: 49%
- Entertaining Friends: 38%
- Reading Books: 38%
- BBQ: 35%
- Beach: 26%
- Baking: 25%

Source: US Census Data, 2012
Family Breakdown

Marriage

Rate Per Thousand

-36%

10.6

6.8

Percent In Year

1970

33%

2010

51%

Divorce

Percent In Year

+55%

Children / Household

-26%

2.3

1.7

Married Couples & Children

-48%

40.3%

20.9%

Source: US Census Data
## Father / Family Impact

### In Becoming A Regular Worshipper...

<table>
<thead>
<tr>
<th></th>
<th>Church Attendance Of:</th>
<th>Sunday School Attendance Of:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Regular</td>
<td>Irregular</td>
</tr>
<tr>
<td>Father Only</td>
<td>65%+</td>
<td>50%+</td>
</tr>
<tr>
<td>Mother Only</td>
<td>5%</td>
<td>30%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Father Only</th>
<th>Mother Only</th>
<th>Both</th>
<th>Neither</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regular</td>
<td>55%</td>
<td>15%</td>
<td>72%</td>
<td>6%</td>
</tr>
<tr>
<td>Irregular</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### First Conversion ...

<table>
<thead>
<tr>
<th></th>
<th>Household Impact</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child</td>
<td>3.5%</td>
</tr>
<tr>
<td>Mother</td>
<td>17%</td>
</tr>
<tr>
<td><strong>Father</strong></td>
<td><strong>93%</strong></td>
</tr>
</tbody>
</table>

Source: R. Bruce & D Fulghum: Becoming Spiritual Soulmates With Your Children
Sources: Australian Bureau of Statistics, Build My Church
Note: The data does not demonstrate cause, only correlation
Australian Data: Recognisable Christian Belief

Currently Attend
- Currently Attend: 77%
- 1-4 Years: 55%
- 5-9 Years: 42%
- 10-19 Years: 28%
- 20-29 Years: 21%
- 30+ Years: 15%

Source: ACS98

Time Away From Church

Alienation
Typical Profile

- Christian Leadership
- Christian Example
- Inviting
- Teaching
- Group Management
- Admin. Competency
- Christian Fellowship
- Frequent Prayer
- Bible Reading
- Tithing
- Sharing
- Inviting

Source: Christianity Today, Reed & Hansen, Barna Research
## Potential Constraints
### Australian Data

### Impact out of 100%

<table>
<thead>
<tr>
<th>Percent Of Variance Explained</th>
<th>Personal Growth</th>
<th>Sense of Belonging</th>
<th>Sharing Faith</th>
<th>Community Involvement</th>
<th>Size Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Community</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Local Context Urban / Rural</td>
<td>2.0%</td>
<td>4.0%</td>
<td>1.0%</td>
<td>9.0%</td>
<td>8.0%</td>
</tr>
<tr>
<td>Ethnicity</td>
<td>3.0%</td>
<td>1.0%</td>
<td>2.0%</td>
<td>(5.0)%</td>
<td>1.0%</td>
</tr>
<tr>
<td>Population Growth</td>
<td>1.0%</td>
<td>1.0%</td>
<td>1.0%</td>
<td>(1.0)%</td>
<td>4.0%</td>
</tr>
<tr>
<td>Youth Mix</td>
<td>3.0%</td>
<td>2.0%</td>
<td>2.0%</td>
<td>(8.0%)</td>
<td>3.0%</td>
</tr>
<tr>
<td>Education</td>
<td>(9.0)%</td>
<td>(5.0)%</td>
<td>(5.0)%</td>
<td>9.0%</td>
<td>(1.0)%</td>
</tr>
<tr>
<td><strong>Internal Factors</strong></td>
<td><strong>68%</strong></td>
<td><strong>56%</strong></td>
<td><strong>68%</strong></td>
<td><strong>36%</strong></td>
<td><strong>24%</strong></td>
</tr>
</tbody>
</table>

Percents are the importance of that factor measure out of 100%
Source: NCLS analysis, Shaping a Future p 198, 212
## Further Possible ‘Constraints’

Australian Data

<table>
<thead>
<tr>
<th>Percent Of Variance Explained</th>
<th>Personal Growth</th>
<th>Sense of Belonging</th>
<th>Sharing Faith</th>
<th>Community Involvement</th>
<th>Size Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Leader</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Age</td>
<td>(0.6)%</td>
<td>0.2%</td>
<td>0.1%</td>
<td>0.1%</td>
<td>(0.8)%</td>
</tr>
<tr>
<td>Ministry Years</td>
<td>(0.6)%</td>
<td>0.4%</td>
<td>0.2%</td>
<td>0.0%</td>
<td>(1.3)%</td>
</tr>
<tr>
<td>Congregation Years</td>
<td>0.1%</td>
<td>(0.8)%</td>
<td>0.4%</td>
<td>0.1%</td>
<td>0.3%</td>
</tr>
<tr>
<td><strong>Staffing</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>High Ratio</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.1%</td>
<td>(0.7)%</td>
</tr>
<tr>
<td>Cross Cong.</td>
<td>(1.4)%</td>
<td>0.4%</td>
<td>(0.7)%</td>
<td>0.0%</td>
<td>(0.6)%</td>
</tr>
<tr>
<td>Women Ministers</td>
<td>1.6%</td>
<td>0.5%</td>
<td>1.1%</td>
<td>0.2%</td>
<td>0.2%</td>
</tr>
<tr>
<td><strong>Internal Factors</strong></td>
<td>68.0%</td>
<td>56.0%</td>
<td>68.0%</td>
<td>36.0%</td>
<td>24.0%</td>
</tr>
</tbody>
</table>

Sources: NCLS analysis, Shaping the Future p 149,151,256
“90% of pastors feel inadequately trained”

Hours Worked

- <40*: 16%
- 40-49: 19%
- 50-59: 30%
- 60-69: 27%
- >70: 8%

58.5 hours average (daily)

Activities

- Sermon Preparation: 30%
- Ministry Meetings: 19%
- Email: 16%
- Counselling: 10%
- Visitations: 9%
- Prayer & Devotion: 7%

* Mostly multi-job, part time & volunteer; excluded from average, Barna

Source: LifeWay Research
## Stress

<table>
<thead>
<tr>
<th>Issue</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Report stress / anxiety</td>
<td>75%</td>
</tr>
<tr>
<td>Fighting depression</td>
<td>70%</td>
</tr>
<tr>
<td>No close friend</td>
<td>70%</td>
</tr>
<tr>
<td>Unable to meet demands</td>
<td>50%</td>
</tr>
<tr>
<td>Would leave if they could</td>
<td>50%</td>
</tr>
</tbody>
</table>

## Longevity

<table>
<thead>
<tr>
<th>Issue</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leave within 5 years</td>
<td>50%</td>
</tr>
<tr>
<td>Survive till retirement</td>
<td>10%</td>
</tr>
<tr>
<td>New churches each year</td>
<td>4,000</td>
</tr>
<tr>
<td>Churches closed each year</td>
<td>7,000</td>
</tr>
<tr>
<td>Pastors retiring per month</td>
<td>1,700</td>
</tr>
</tbody>
</table>

“Members of the clergy now suffer from obesity, hypertension and depression at higher rates than most Americans. In the last decade, their use of anti-depressants has risen, while their life expectancy has fallen ...”

New York Times, 2010

Sources: 9 marks: Don’t make your pastor a statistic; ‘Into Thy Word’ What is going on with Pastors in America
Thesis

Attendance is in sharp decline ...

Secular forces are powerful but the problem is church practice ...

There are effective remedies available under God

There is a need for urgent coordinated action is now required
Disciple Making Disciples
Matt 28:19-20
Building Blocks

“4 x 4 x 4”

1. Grow / Train / Appoint

2. Transitions 0.5x

3. Greet / Meet / Integrate

4. Relocation / Invitation

+2.0x

+1x

0.5x
1. Grow / Train / Appoint

Source: NCLS06, Anglicans only
2. Youth Transition

Defending The Youth (14-22)

Key Change Drivers

Source: Christianity Today, Ed Setzer
“4 x 4 x 4”

1. Grow / Train / Appoint

2. Transitions 0.5x

3. Greet / Meet / Integrate

4. Relocation / Invitation

+1x

+2.0x

0.5x
3. Meet / Greet / Integrate

Congregational Growth

- No Follow Up / Contact: 27%
- 2 Contacts: 34%
- 3 Contacts: 39%
- 4 - 5 Contacts: 43%

Source: Faith Communities Today
## A Coordinated Response

### Best Practice

<table>
<thead>
<tr>
<th>Stages / Steps</th>
<th>None</th>
<th>Acknowledge</th>
<th>Engage</th>
<th>Triage</th>
<th>Own</th>
</tr>
</thead>
</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, Workshops

The Best Practice circles are animated.
Building Blocks

1. Grow / Train / Appoint
2. Transitions 0.5x
3. Greet / Meet / Integrate
4. Relocation / Invitation

“4 x 4 x 4”

0.5x

+1x

+2.0x
Annual Movement

West: 13.4%
South: 12.8%
Mid West: 11.0%
North East: 7.8%

National Average: 11.0%

Distance

Churn

Up to 30% of reason for change

Source: US Census Data
Willing To Receive Information About A Local Congregation ...

- Personal Conversations (Family Member): 63%
- Personal Conversations (Friend / Neighbour): 56%
- Newspaper Ad: 45%
- Sign / Billboard: 40%

Source: LifeWay Research
Openness To Door-To-Door Church Invitation

- 18-24: 43%
- 25-34: 55%
- 35-54: 55%
- 55-69: 50%
- 70+: 40%

Source: Centre for Mission Research, 2007
Recommit to Personal Growth

- Start with the diary
- Grow disciples & delegate
- Be bold have a plan and hold people accountable

Prayer / Devotion
Devotional Time

5 Year Parish Growth

Devotional Hours (Senior Minister)

R² 83%

Source: Field Research; NCLS
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