National In The Chute

Melbourne

29 November 2011
Agenda
11:00-12:50

Introduction: Dan
Background: Andrew/Tim

Key research findings: Tim

Research application @ EV Church: Andrew/Tim

Research application to New Church Plants: Peter/Tim
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
Disciple Making Disciples
Matt 28:19-20

Outreach  Engagement  Proclamation
Prayer  People
Training  Growth

The Task
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
Church Standing 2011

- **Exclusivity**: Massive Negative, Significant Negative, Slight Negative, No Negative
- **Authoritarian Style**: Outdated
- **Issues Around Money**
- **Judging Others**
- **Hypocrisy**
- **Religious Wars**
- **Church Abuse**

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%

Little change over 50 years

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

Australians Attending In The Last Year

- Special Church Service*: 71%
- Cinema: 62%
- Sporting Event: 44%
- Regular Church Service: 40%
- Botanic: 39%
- Library: 38%
- Zoo: 35%
- Museum: 28%
- Art Gallery: 22%
- Opera/Musical: 19%
- Theatre: 17%
- Dance: 10%
- Classical Music: 8%

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

* Special Church Services on average 2.6X per annum
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
History
1901-2006

Millions Of People

National Institutions
Schools
Families
Individuals

Not Stated / No Religion
Catholic
Other Christian
Anglican
Other Religions

Source: ABS Census Data
Princeton Religion Index is a composite of: belief in God, having a religious preference, believing religion can answer today’s problems, church membership, confidence in organized religion, feeling clergy are honest, viewing religion as very important in one’s life, church / synagogue attendance.
Hollowing Out

Attendees

Date Of Birth @ 2006:
15-19: 1991-87
20-29: 1986-77
30-39: 1976-67
40-49: 1966-57
50-59: 1956-47
60-69: 1946-37
70-79: 1936-27
80+: <1927

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

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

Source: NCLS91 14
Sources: ABS, Build my church

Note: The data does not demonstrate cause, only correlation
Stolen Generations

Source: ACS98 Mission under the Microscope
Sources: ABS, NCLS06, ACS98

Note that the distribution in the dashed box depends on the vigour of the incumbent
Incumbent profile

Outreach

Most Value Outreach
Follow Drifters Up
Always Looking To Share Faith
Service Inspiring
10% of Net Income

Leadership

Community Service
Inspiring Christian
Clear & Open
Aware & Committed To Plan
Small Groups

Commitment

Disciple Making Disciples
1. Disciple Making Disciples
2. Coordinating The Work
3. 'Agree'
4. 'Strongly Agree'

Personal Growth

Much Personal Growth In Past Year
Private Devotions Frequent

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

<table>
<thead>
<tr>
<th>Per Hundred Per Annum</th>
<th>Traditional Incumbent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Switch In</td>
<td>0.1</td>
</tr>
<tr>
<td>From Youth</td>
<td>0.5</td>
</tr>
<tr>
<td>Newcomers</td>
<td>1.4</td>
</tr>
<tr>
<td>Switch Out</td>
<td>(0.1)</td>
</tr>
<tr>
<td>Death</td>
<td>(2.0)</td>
</tr>
<tr>
<td>Drift</td>
<td>(1.0)</td>
</tr>
<tr>
<td>Net</td>
<td>(1.1)</td>
</tr>
</tbody>
</table>

Source: NCLS
Agenda
11:00-12:50

Introduction
Dan

Background
Andrew/Tim

Key research findings
Tim

Research application @ EV Church
Andrew/Tim

Research application to New Church Plants
Peter/Tim
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

Source: MOVE, Hawkins
Average Hours Per Week

Source: Field Research
## Traditional Model

### Skeleton Staff $150-200K per annum

<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>
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<tbody>
<tr>
<td>Sermon Prep</td>
<td>15</td>
<td>5</td>
<td>5</td>
<td>5</td>
<td></td>
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<tr>
<td>Service</td>
<td>7.5</td>
<td>2.5</td>
<td>2.5</td>
<td>2.5</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Admin</td>
<td>20</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pastoral Care</td>
<td>13</td>
<td></td>
<td></td>
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<td></td>
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<tr>
<td>Small Groups</td>
<td>2</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Scripture</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>58.5</strong></td>
<td><strong>42</strong></td>
<td><strong>19</strong></td>
<td><strong>50</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Headcount Breakeven</td>
<td><strong>100+</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td></td>
</tr>
<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>
<td></td>
</tr>
</tbody>
</table>

Source: Field Research
Stress & Burnout
Parish 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

Source: Burn Out In Church Leaders
The Task

Vine

Far Away

Darkness

Engagement

Growth

Training

Outreach

Mature in Christ

Contact / Talking / Gospel / Conversion / Growth / Struggles / Training / Leadership
Personal Growth

- 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%
- 9.9%

Some Growth:
- 11.6%
- 18.4%

Much Growth In This Congregation:
- 21.1%
- 23.4%
- 54.6%

Source: NCLS06, Anglicans only
<table>
<thead>
<tr>
<th>Time of Day</th>
<th>Magnification</th>
<th>Membership</th>
<th>Maturity</th>
<th>Ministry Recruit / Train</th>
<th>Mission</th>
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<tr>
<td>Early Morning</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Evening</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Youth</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>Plant 1</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Plant 2</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

Schematic
Common Challenges

1. Membership/Maturity/Ministry
   - +1x

2. Magnification
   - +1x

3. Mission:
   - Transition
   - Relocation
   - Invitation
   - +2.5x
Willingness To Accept An Invitation

- Yes: 16%
- Unsure: 32%
- No: 44%
- No Family / Friends Go: 8%

Likelihood Of Becoming Frequent

- Very Likely: 3%
- Somewhat Likely: 9%
- Unsure: 14%
- Somewhat Unlikely: 22%
- Very Unlikely: 52%

Source: ACS98
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)
Agenda

11:00-12:50

- **Introduction**
  - Dan

- **Background**
  - Andrew/Tim

- **Key research findings**
  - Tim

- **Research application @ EV Church**
  - Andrew/Tim

- **Research application to New Church Plants**
  - Peter/Tim
## Growth By Vintage

Percent growing by cohort

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>SBC</td>
<td>22.4%</td>
<td>27.9%</td>
<td>33.9%</td>
<td>42.7%</td>
<td>62.5%</td>
</tr>
<tr>
<td>AOG</td>
<td>34.8%</td>
<td>34.8%</td>
<td>36.0%</td>
<td>40.9%</td>
<td>48.8%</td>
</tr>
<tr>
<td>ABC</td>
<td>17.8%</td>
<td>20.3%</td>
<td>25.3%</td>
<td>27.0%</td>
<td>46.1%</td>
</tr>
<tr>
<td>Presbyterian</td>
<td>13.0%</td>
<td>19.2%</td>
<td>18.7%</td>
<td>22.8%</td>
<td>46.8%</td>
</tr>
</tbody>
</table>

Source: US Data
## Influences

<table>
<thead>
<tr>
<th>Community</th>
<th>Percent of Variance Explained</th>
<th>Personal Growth</th>
<th>Size Growth</th>
</tr>
</thead>
<tbody>
<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>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Leader</th>
<th>Percent of Variance Explained</th>
<th>Personal Growth</th>
<th>Size Growth</th>
</tr>
</thead>
<tbody>
<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>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Staffing</th>
<th>Percent of Variance Explained</th>
<th>Personal Growth</th>
<th>Size Growth</th>
</tr>
</thead>
<tbody>
<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
Growth By Size

1983-88

Membership

Source: US Data
Church planting
Growth impact

Presbyterian

Methodist

Source: US Data
Church planting

Growth impact

Assembly of God

Southern Baptist

Source: US Data
The Challenge

Vigorous Incumbent

Growth 2001-2006

Average Service Attendance

Source: Parish records, DYB 1999-2008
Parish Profile

1 Small & Declining

**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
  - 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

**Inflow & Outflow**

Key: Parish / Vigorous Incumbent

- Transfer From Other Churches
  - 3% / 12%
- Transfer From same Denom. Churches
  - 10% / 17%
- Young Adult From Youth >5 Years
  - 0% / 4%
- Newcomers
  - 0% / 7%
- New Believers
  - 0% / 5%

- Transfer To Other Churches
  - [2%] / [29%]
- Deaths
  - [11%] / [4%]
- No Longer Attend Church
  - [0%] / [5%]

*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 0%
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
- Involved in community service activity
- LEADERSHIP
  - Leaders are an inspiring example*
  - Leaders communicate clearly & openly*
  - Aware of & committed to church plan
  - Attending a Small Group
- Church helped growth in faith
- Has daily private devotions
- Gives 10% of net income

### Inflow & Outflow

- Key:
  - Parish / Vigorous Incumbent
  - Transfer To Other Churches [10%] / [29%]
  - Transfer From Other Churches 19% / 12%
  - Transfer From same Denom. 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
Disciple Making Disciples
Matt 28:19-20

Outreach

Engagement

Proclamation
Prayer
People

Training

Growth
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
BACK UP

Illustrated response to possible questions
# Making disciple making disciples

<table>
<thead>
<tr>
<th>Best Practice</th>
<th>incumbent Norm</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Settings</strong></td>
<td></td>
</tr>
<tr>
<td>Low</td>
<td>Medium</td>
</tr>
<tr>
<td>Clear model articulated / shared</td>
<td></td>
</tr>
<tr>
<td>A. Leaders</td>
<td>Selected / recruited</td>
</tr>
<tr>
<td>Trained and mentored</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Not mandatory but purposeful</td>
</tr>
<tr>
<td>B. Core Elements</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>Regular evaluation</td>
<td></td>
</tr>
</tbody>
</table>

Source: NCLS Profile, Field Interviews, Lit. Search
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
Source: ACS98; Data normalised at 20%
<table>
<thead>
<tr>
<th>Stages / Steps</th>
<th>Best Practice</th>
<th>Incumbent Norm</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Acknowledge</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Engage</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Triage</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Own</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, Workshops
Between 2001 and 2006, the congregation decreased by 1.1%
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

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

- **Manly**
  - Have Moved: 57
  - Out to Australia: 16
  - In from Overseas: (34)
  - In from Australia: (18)

- **Simple Average**
  - Have Moved: 36
  - Out to Australia: 6
  - In from Overseas: (20)
  - In from Australia: (14)

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
Note Switchers have moved, Returnees have been away from church for more than 5 years
Believe Lifelong Loyalty Is Important

Source: NCLS91
<table>
<thead>
<tr>
<th>Dropout Rate</th>
<th>Secondary / Post School</th>
<th>Left Home</th>
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<tbody>
<tr>
<td>Anglican</td>
<td>33%</td>
<td>43%</td>
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<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>
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<tr>
<td>Baptist</td>
<td>20%</td>
<td>32%</td>
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<tr>
<td>Presbyterian</td>
<td>29%</td>
<td>33%</td>
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<tr>
<td>Uniting</td>
<td>37%</td>
<td>45%</td>
</tr>
<tr>
<td>Methodist</td>
<td>8%</td>
<td>29%</td>
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</table>

Source: NCLS91 Mission under the Microscope, Numbers above are cumulative
“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