### Effective Ministry

**Beeson Divinity School, Samford University**

Wednesday 30 September 2015

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>11:30am</td>
<td>Music Matters</td>
<td>Panel &amp; discussion re the importance and practice of getting music right (Paul Groen / John Mason)</td>
</tr>
<tr>
<td>12:30pm</td>
<td>Lunch</td>
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<tr>
<td>1:30pm</td>
<td>Effective Gospel Ministry 1</td>
<td><em>An analysis of the major threats and challenges facing society today</em> (Nick Moll / Tim Sims)</td>
</tr>
<tr>
<td>3:00pm</td>
<td>Coffee</td>
<td></td>
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<tr>
<td>3:40pm</td>
<td>Introducing God’s Gospel:</td>
<td>“Christianity Explored” (Alan Avera)</td>
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<tr>
<td>4:00pm</td>
<td>Effective Gospel Ministry 2</td>
<td><em>A discussion of effective ways in which churches might respond under God, including a discussion of specific strategies in Youth &amp; Children’s Ministry</em> (Sarie King/Tim Sims)</td>
</tr>
</tbody>
</table>
WELCOME TO EFFECTIVE MINISTRY

BUILDING EFFECTIVE DISCIPLE MAKING MINISTRIES THROUGH EVIDENCE BASED RESEARCH COMBINED WITH THEOLOGICALLY SOUND PRACTICE

LEARN MORE

www.effectiveministry.org
Working Papers On Children & Youth....

www.effec%veministry.org
Growing Crisis

Global Risks 2015

Source: ABS Census Data
Taking Casualties

‘Not Stated/ No Religion’

Source: NPR, The Two Way: 2013
Supply Lines Collapsing

**Marriage**

<table>
<thead>
<tr>
<th>Rate Per Thousand</th>
<th>1970</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>12.00</td>
<td>10.6</td>
<td>6.8</td>
</tr>
</tbody>
</table>

-36%

**Divorce**

<table>
<thead>
<tr>
<th>Percent In Year</th>
<th>1970</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>33%</td>
<td>51%</td>
<td></td>
</tr>
</tbody>
</table>

+55%

**Children / Household**

<table>
<thead>
<tr>
<th>Per Household</th>
<th>1970</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.3</td>
<td>1.7</td>
<td></td>
</tr>
</tbody>
</table>

-26%

**Married Couples & Children**

<table>
<thead>
<tr>
<th>50%</th>
<th>1970</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>40.3%</td>
<td>20.9%</td>
<td></td>
</tr>
</tbody>
</table>

-48%

Source: US Census Data
Church Discredited

Only 16% of non-Christians in their late teens and twenties said they have a good impression of Christianity.

Source: Barna Group: A New Generation Expresses its Skepticism & Frustration with Christianity
But Not Broken

### Willing to listen to a Christian talk about their faith...

<table>
<thead>
<tr>
<th>Topic</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>General American</td>
<td>78%</td>
</tr>
<tr>
<td>Millennials</td>
<td>89%</td>
</tr>
</tbody>
</table>

- **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%

Source: Harris Poll, McCrindle 2013
Re-establishing Momentum

‘Disciple Making’ – 4 x 4

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

0.5x

+1x

+2.0x
“A personal commitment to Christ...still important today... believe that when they die they’ll go to Heaven because they’d confessed sins and accepted Christ as their Savior.”

Only 24% of churches make children their top priority for the current year

Source: Barna Group, ‘Evangelism is Most Effective Among Kids’, Oct 2004 and ‘Transforming Children into Spiritual Champions’
The State of Play

Percent Above and Below Average

Age: (5-19) (20-34) (35-49) (50-64) (65-80+)

Only 3% of 13 year olds have a biblical world view

Source: Facts on Growth: CK Hadaway
Source: LifeWay Research, Spring 2007 ("Gain" = new or returning)
Biblical Instruction

Parents Primary Responsibility...

Scriptures teach that the core responsibility for raising children in the Lord belongs to families, and that fathers must take particular leadership (Gen 18:19, Deut 6:4-7, Prov 1:1-9, Eph 6:1-4, Col 3:20, 2Tim 1:5).

Disciple Through Questions And Concerns...

“When your son asks you... ‘What is the meaning of the testimonies and the statutes and the rules that the Lord our God commanded you?’ 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” (Deut 6:20)

Disciple Through Every Day Life...

“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” (Deut 7:7)

Disciple Through Generations...

“He established a testimony in Jacob and appointed a law in Israel, which he commanded our fathers to teach their children, that the next generation might know them, and the children yet unborn, and arise and tell them to their children, so that they should set their hope in God and not forget the works of God, but keep his commandments…” (Psalm 78:5-7)
Among Christians who embraced Christ before their teen years ...

- Led By Parents: 54%
- Led By Other Friend Or Relative: 22%
- Church Service: 9%
- Minister's Personal Prompting: 8%
- Special Event: 8%

Among those accepting Christ age 18 to 21, the influence process is more diverse

- Friends: 23%
- Parents: 23%
- Event: 23%
- Other Relative: 18%
- Ministers: 11%
- Media: 1%

Source: Barna Group, ‘Evangelism is Most Effective Among Kids’ - Oct 2004. Percent of all responses
In Becoming A Regular Worshipper...

<table>
<thead>
<tr>
<th></th>
<th>Regular</th>
<th>Irregular</th>
</tr>
</thead>
<tbody>
<tr>
<td>Father Only</td>
<td>&gt;65%</td>
<td>&gt;50%</td>
</tr>
<tr>
<td>Mother Only</td>
<td>5%</td>
<td>30%</td>
</tr>
</tbody>
</table>

### Parental Perceptions Of Spiritual Responsibility

<table>
<thead>
<tr>
<th>Perception</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Somewhat Disagree</th>
<th>Somewhat Agree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>The church is where children ought to receive most of their Bible teaching</td>
<td>26%</td>
<td>45%</td>
<td>17%</td>
<td>10%</td>
<td>2%</td>
<td>1%</td>
</tr>
<tr>
<td>Parents, and particularly fathers, have a responsibility to engage personally in a discipleship process with each of their children</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>4%</td>
<td>34%</td>
<td>62%</td>
</tr>
<tr>
<td>Ministers or other church leaders are the people primarily responsible for discipling my children and teaching them to share the gospel with others</td>
<td>37%</td>
<td>44%</td>
<td>11%</td>
<td>6%</td>
<td>-</td>
<td>1%</td>
</tr>
</tbody>
</table>

### Discipleship Practices In Churched Households

<table>
<thead>
<tr>
<th></th>
<th>Never</th>
<th>Once</th>
<th>A Couple Of Times</th>
<th>Three Or Four Times</th>
<th>Five Or Six Times</th>
<th>Seven Or More Times</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other than mealtimes, how many times in the past week have I prayed aloud with any of my children?</td>
<td>21%</td>
<td>11%</td>
<td>14%</td>
<td>13%</td>
<td>20%</td>
<td>21%</td>
</tr>
<tr>
<td>How many times in the past month have I read or discussed the Bible with any of my children?</td>
<td>20%</td>
<td>10%</td>
<td>25%</td>
<td>10%</td>
<td>9%</td>
<td>26%</td>
</tr>
<tr>
<td>How many times in the past two months has my family engaged in any family devotional or worship time in our home?</td>
<td>35%</td>
<td>10%</td>
<td>21%</td>
<td>6%</td>
<td>5%</td>
<td>22%</td>
</tr>
</tbody>
</table>

Parental Perceptions Of Equipping For Family Discipleship

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Somewhat Disagree</th>
<th>Somewhat Agree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>18%</td>
<td>41%</td>
<td>17%</td>
<td>18%</td>
<td>6%</td>
<td>1%</td>
</tr>
</tbody>
</table>

My church has helped me to develop a clear plan for my child’s spiritual growth

<table>
<thead>
<tr>
<th>Never</th>
<th>Once</th>
<th>A Couple Of Times</th>
<th>Three Or Four Times</th>
<th>Five Or Six Times</th>
<th>Seven Or More Times</th>
</tr>
</thead>
<tbody>
<tr>
<td>68%</td>
<td>12%</td>
<td>14%</td>
<td>5%</td>
<td>0%</td>
<td>2%</td>
</tr>
</tbody>
</table>

How often in the past year has any church leader* made any contact with me to help me engage actively in any of my childrens’ spiritual development?

“If a church has children, then it has a ministry to children – even before any program is established, any leadership team raised, any curriculum sourced, or resource bought. The primary way a church establishes an effective children’s ministry is by *equipping the primary shepherds of children – their parents*.

Too often the opposite is the case. Parents come way down the list of priorities when it comes to establishing an effective ministry to children.

Parents, at best, are in our peripheral vision.”

The Struggle Intense

Constant Turnover & Churn

Gain | Loss
--- | ---
9% | (7)%
11% | (10)%
5% | (21)%
8% | (32)%
8% | (31)%
13% | (18)%
16% | (14)%
11% | (14)%

Age | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22
% | 66 | 67 | 68 | 57 | 42 | 32 | 30 | 31 | 30

Goal = Confident, Well Trained Disciple Making Disciples

- **Outreach**
- **Engagement**
- **Proclamation**
- **Prayer**
- **People**
- **Training**
- **Growth**

**Goal** = Confident, Well Trained Disciple Making Disciples
“...most church leaders we interviewed- pastors, staff, elders- are uninformed as to the spiritual content and practices related to their children’s ministry, and almost none of those church leaders is able to provide specific insights into how satisfactorily the children are maturing in their faith”
Barna

“...the Christian church has a shallow faith problem because we have a discipleship problem...Too many are incapable of reasoning clearly about their faith and unwilling to take real risks for Christ’s sake. These shortcomings are indicators of gaps in disciple-making”
Kinnaman

“So what should be our basic aim in working with young people?
To challenge them with the message of Christ and to nurture them in the way of Christian discipleship”
Ashton & Moon

“Next to the kids in your group, your most important asset is your **leadership team**. If you want to build an effective youth ministry that will be around long after you’re gone, you must develop good, effective leaders. The role of the leader is to help the people they lead to **grow in their relationship with Jesus**. Leaders are not there to facilitate fun, provide crowd control or to entertain the masses”

<table>
<thead>
<tr>
<th>Leadership Team</th>
<th>Quality</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>“A group can only be as good as its leaders.</strong> The quality of leadership will have an enormous bearing on the quality of the group. This means that the way we go about choosing and training our leaders will be absolutely critical”</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Training</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>“Good and clear gospel programs with good training provided will attract quality leadership. To attract and retain quality people into the ministry will require that the ministry be clearly gospel focused and not just child minding”</strong></td>
</tr>
</tbody>
</table>
### Fully Engage

- Kids who left the faith report having **questions about faith** in early adolescence that were **ignored by significant adults** (parents, pastor, teacher).

- Students who feel the freedom and have opportunities to **express their doubts** tend to have more sticky faith...less than half of those surveyed shared their doubts and struggles with adults or friends).

### Integrate/Serve

- A factor causing kids to shelve their faith is the **segregation of kids and adults in church**

- Kids who attend **church-wide services** are more likely to keep their faith.

- Students who serve and build relationships with **younger children** the more likely they are to hang on to their faith.

---

**Depicted in both the old and the new testaments.**


Top Three Challenges starting College: Friendship, Aloneness, Finding a Church

50% Felt Anxious About Suddenly Having too Much to Decide

Only 14% Felt ‘Well Prepared’

Source: Barna, ‘Transforming Children into Spiritual Champions’ & Kinnaman’s ‘You Lost Me’. LifeWay Research: ‘18-22 yr olds Drop Out Of Church’
Without Church

Recognisable Christian Belief

Source: ACS98; Australian Data
Church goers who stayed in church between ages 18 and 22 indicate they did so because they saw personal relevance (now and in the future) and were committed to the church’s purpose.

**Personal Relevance & Commitment**

- Vital Part Of Their Relationship With God: 65%
- Guidance From The Church For Everyday Decisions: 58%
- Commitment To The Purpose & Work Of The Church: 42%

**Perceived Benefits**

- Church Helping Them Become A Better Person: 50%
- Follow Example Of A Parent Or Family Member: 43%
- Help From The Church To Get Through A Difficult Time: 30%

Source: Christianity Today, Ed Stetzer, “Dropouts and Disciples”, 2014, (more than one response permitted)
35% Return Later

- **Marriage / Children**: 43%
- **Parents / Family Members**: 32%
- **Friends At Church**: 20%

Battle For Souls

Age: 0-15 15-20 20-30 30-40 40-50 50-60 60-70 70+

Youth & Children

Source: LifeWay Research, Spring 2007 ("Gain" = new or returning)
Lack Of Discipline

“90% of pastors agree lack of spiritual maturity is one of the largest problems in the nation …”

Activity Perception | Reality...
--- | ---
**Bible Teaching** | 98% |
**Leadership** | 90% |
**Vision** | 90%* |
**Disciple Making** | 80% | Bible Reading
- Sermon only | 72% |
- <1 hour / week | 14% |
Prayer
- 1 – 6 hours / week | 52% |
- No time | 5% |
Disciple Making
- No effective program | 81% |

* Very few can articulate a compelling vision statement
Reactive Diaries

Hours Worked

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

- 58.5 hours average

Activities

- Activities Distribution:
  - Sermon Preparation: 20%
  - Ministry Meetings: 10%
  - Email: 10%
  - Counselling: 8%
  - Visitations: 8%
  - Prayer & Devotion: 8%

- Average: 58.5 hours

* Mostly multi-job, part time & volunteer; excluded from average, Barna
Source: LifeWay Research
Skills Challenge

Christian Leadership

External Focus

Christian Example

Inviting

Teaching

Group Management

Organizational Skills

Sharing

Christian Living

Tithing

Bible Reading

Admin. Competency

Christian Fellowship

Frequent Prayer

Spiritual Disciplines

Measured Performance

Source: Christianity Today, Reed & Hansen, Barna Research
“The person who has the most significant voice in any church is the Senior Pastor. He is the one who not only shapes a church’s attitude to children, but shapes parents’ understanding of their privileged position.

So preaching, that regularly addresses the shepherding of children and seeks to illustrate what shepherding looks like, is vital. Ministry to children by parents needs to be addressed from the pulpit.”

Source: Sandy Galea, ‘Partnering with Parents’, Effective Ministry Blog
## Disciple-Making Disciples

**Goal = Confident, Well Trained Disciple Making Disciples**

<table>
<thead>
<tr>
<th>Weak</th>
<th>Where Are You?</th>
<th>Very Good</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1  2  3  4  5  6  7  8  9  10</td>
<td></td>
</tr>
<tr>
<td>1. Disciple-making focus</td>
<td>0 0 0 0 0 0 0 0 0 0</td>
<td></td>
</tr>
<tr>
<td>2. Parental engagement &amp; partnership</td>
<td>0 0 0 0 0 0 0 0 0 0</td>
<td></td>
</tr>
<tr>
<td>3. Intergenerational engagement</td>
<td>0 0 0 0 0 0 0 0 0 0</td>
<td></td>
</tr>
<tr>
<td>4. Youth / children active disciple makers</td>
<td>0 0 0 0 0 0 0 0 0 0</td>
<td></td>
</tr>
<tr>
<td>5. Youth / children serving</td>
<td>0 0 0 0 0 0 0 0 0 0</td>
<td></td>
</tr>
<tr>
<td>6. Managing transitions</td>
<td>0 0 0 0 0 0 0 0 0 0</td>
<td></td>
</tr>
<tr>
<td>7. Training, equipping, supporting leaders</td>
<td>0 0 0 0 0 0 0 0 0 0</td>
<td></td>
</tr>
<tr>
<td>8. Ministers involved</td>
<td>0 0 0 0 0 0 0 0 0 0</td>
<td></td>
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Working Papers On Youth and Children....

www.effecministry.org
Additional Resources

www.stickyfaith.org

www.kidwise.com

www.effective_ministry.org

https://www.facebook.com/EM.EffectiveMinistry
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