

EFFECTIVE MINISTRY FORUM // 2015



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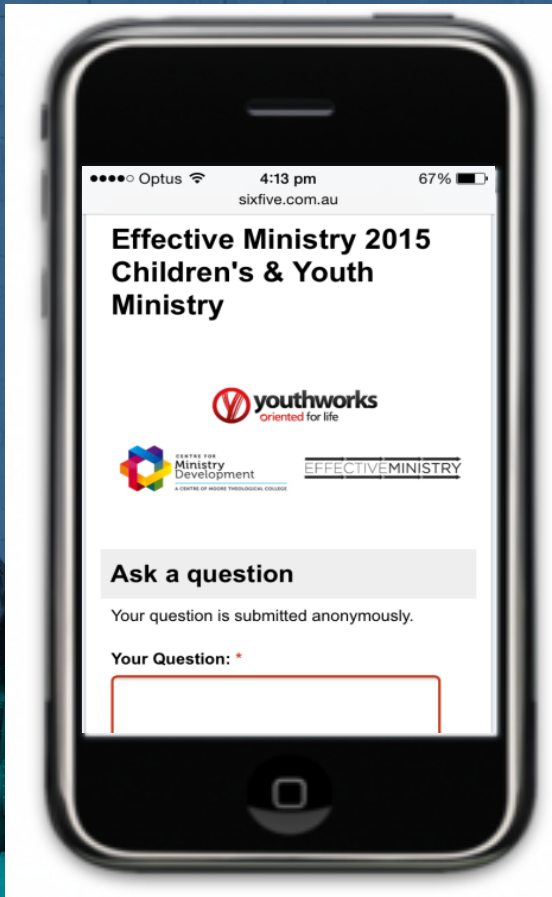
EFFECTIVEMINISTRY



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9:30am	Opening & Introduction	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
10:55am	Morning Tea		
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
12:50pm	Lunch		
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
2:45pm	Afternoon Tea		
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
4:00	Close		

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

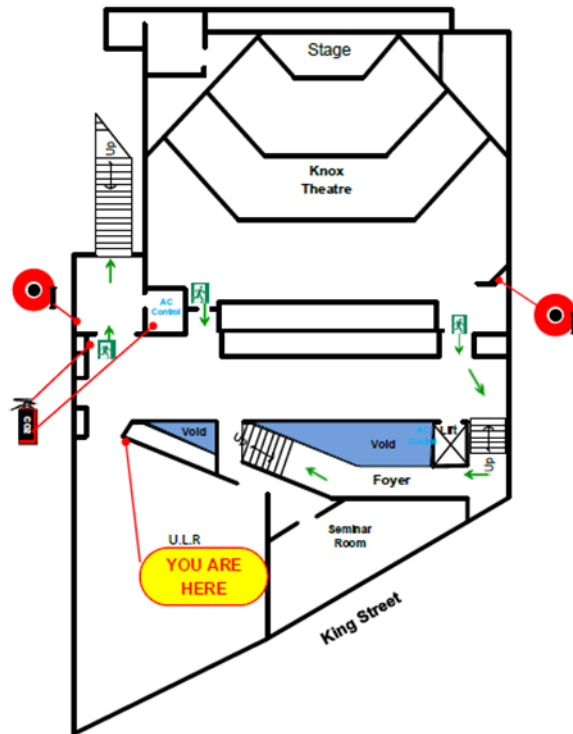




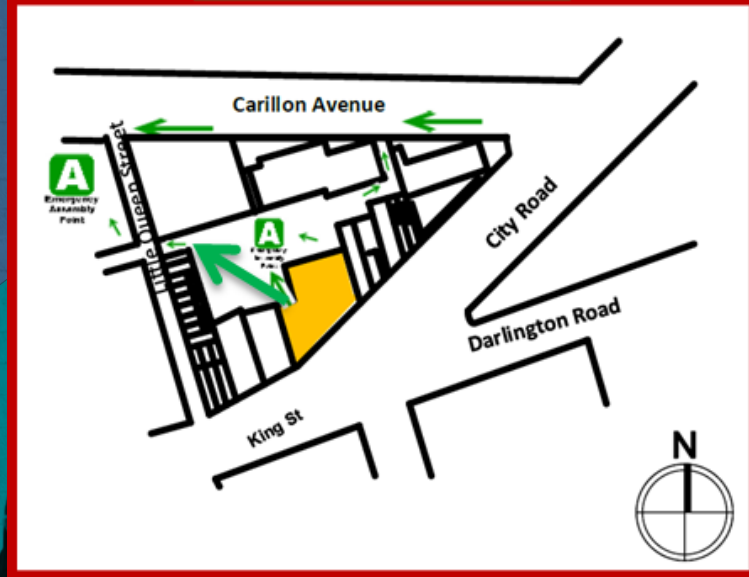
Moore College
1 King St
Newtown NSW 2042

Broughton Knox Teaching Centre – Area 4

Level 1



ASSEMBLY POINT



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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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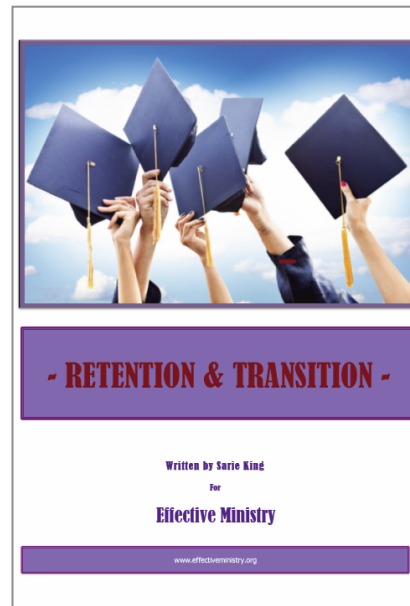
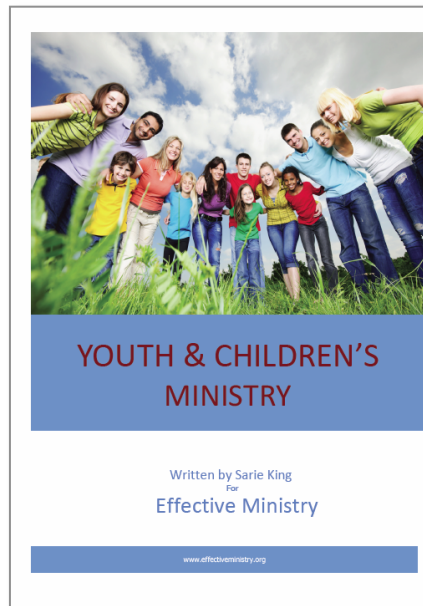
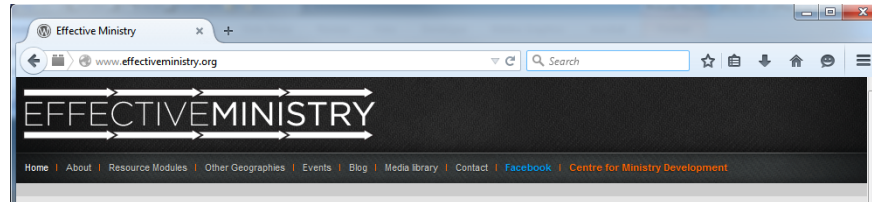
CHILDREN'S & YOUTH MINISTRY

EFFECTIVE MINISTRY RESEARCH REVIEW

TIM SIMS & SARIE KING

Data & Discussion

Important back up and context for the presentation...



Youth & Children's Ministry

Discussion Outline

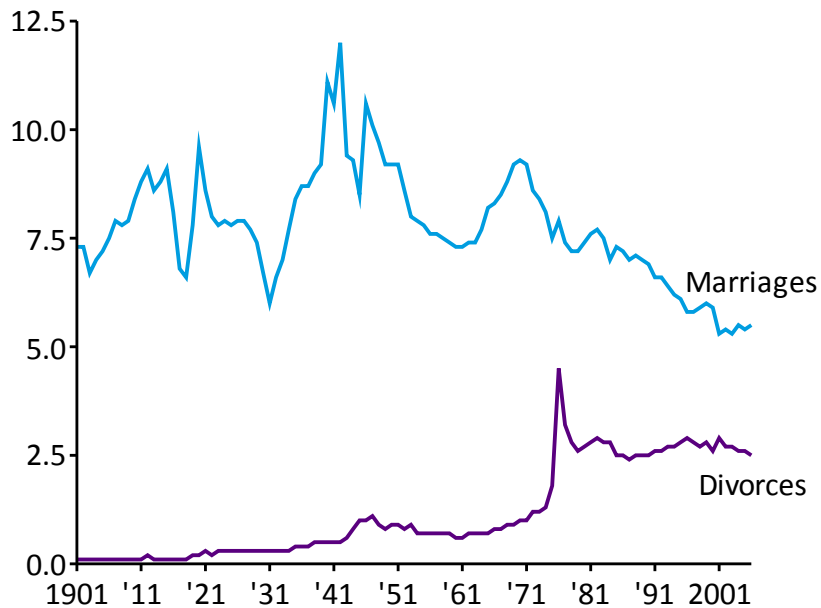
- 1 Strategic Importance**
 - A. Challenge
 - B. Levers Available
- 2 Current Status**
- 3 Best Practice**
- 4 Framework For Improvement**

1A Strategic Importance - Challenge

Youth & Children – Fundamental

Family Change

Per Thousand

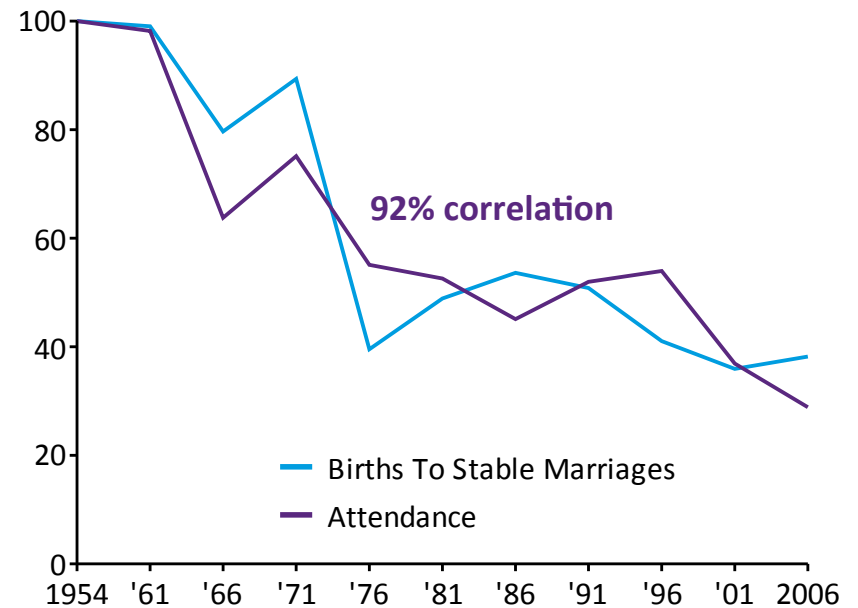


Births Per

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

Attendance Decline

Index



Anglicans* 34% → 11%

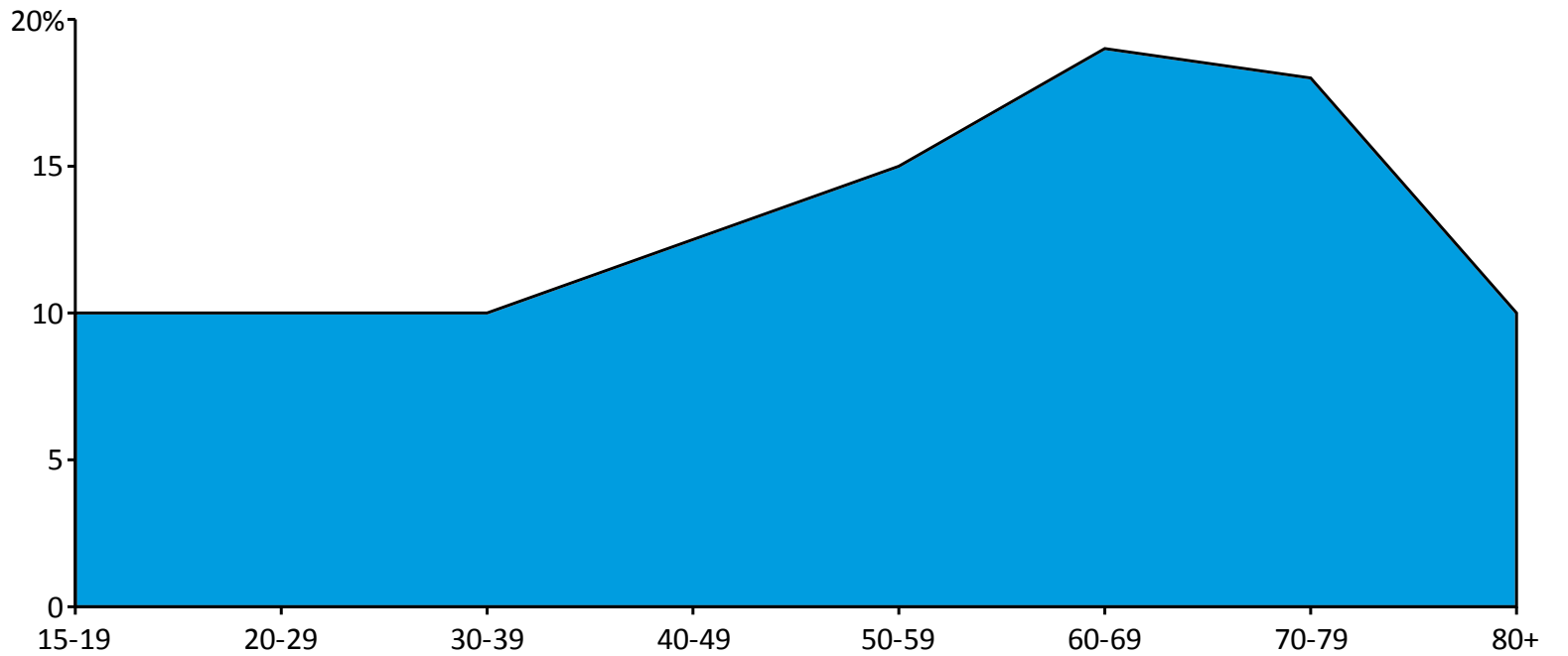
*Once a month or more

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

1A Strategic Importance - Challenge

A Precarious Situation

Attendees



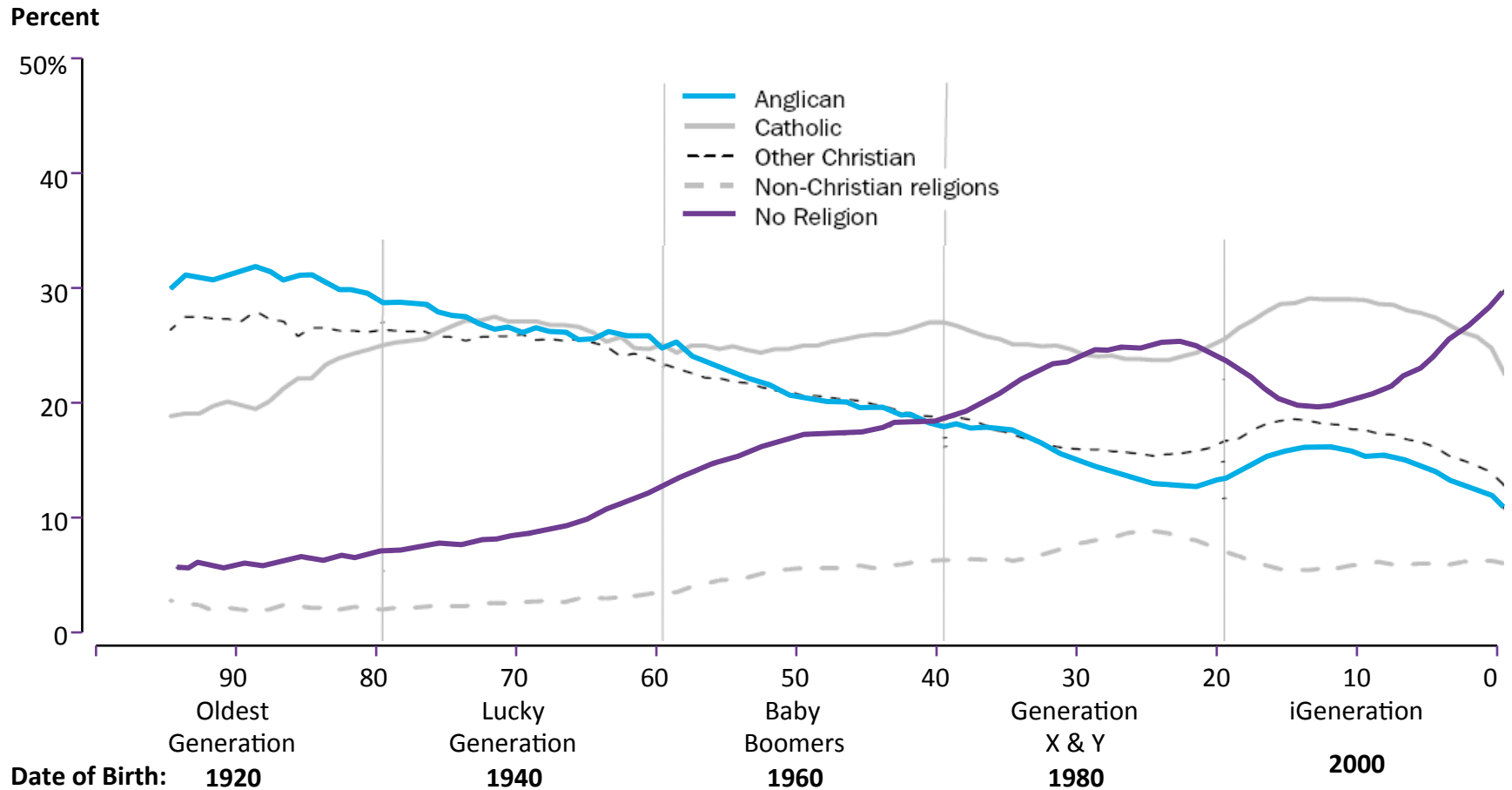
Date Of Birth

@ 2006: 1991-87 1986-77 1976-67 1966-57 1956-47 1946-37 1936-27 <1927

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

1A Strategic Importance - Challenge

Institutional Scepticism/Memory Loss



Source: ABS A picture of a nation

1A Strategic Importance - Challenge

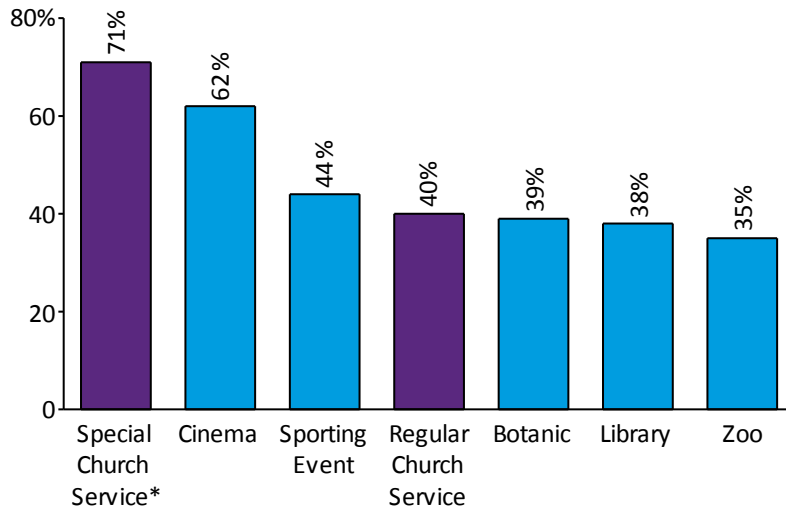
But Still Searching...

Church Frequency



Event Frequency

Australians Attending In The Last Year

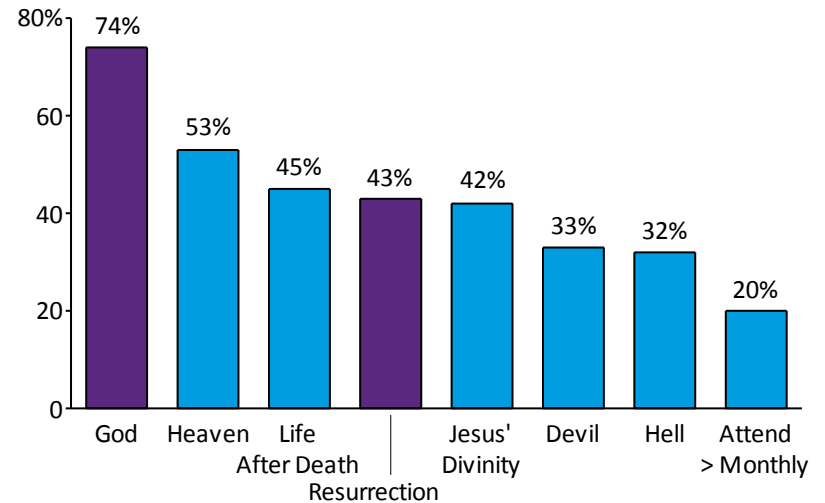


* Average 2.6x per annum

Sources: ABS; NCLS 06; ACS 98

Beliefs

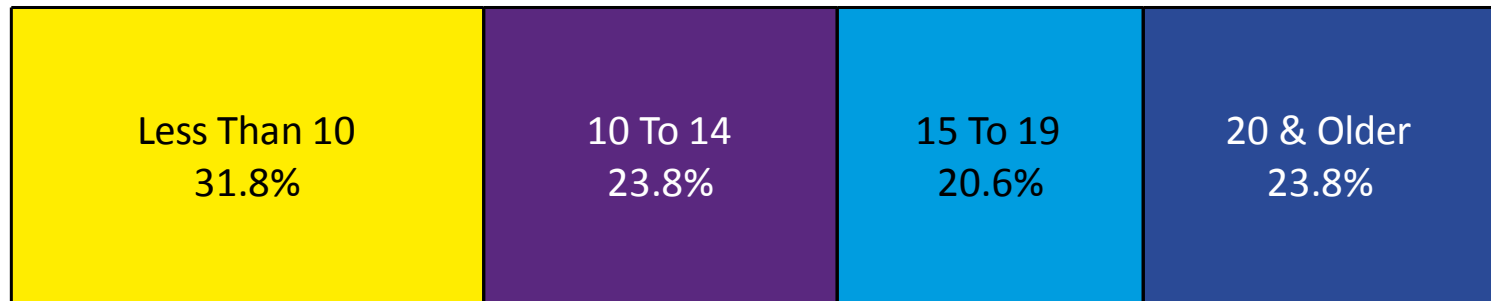
Percent of Australians Believing In:



1B Strategic Importance - Levers

And Finding

Age In Years

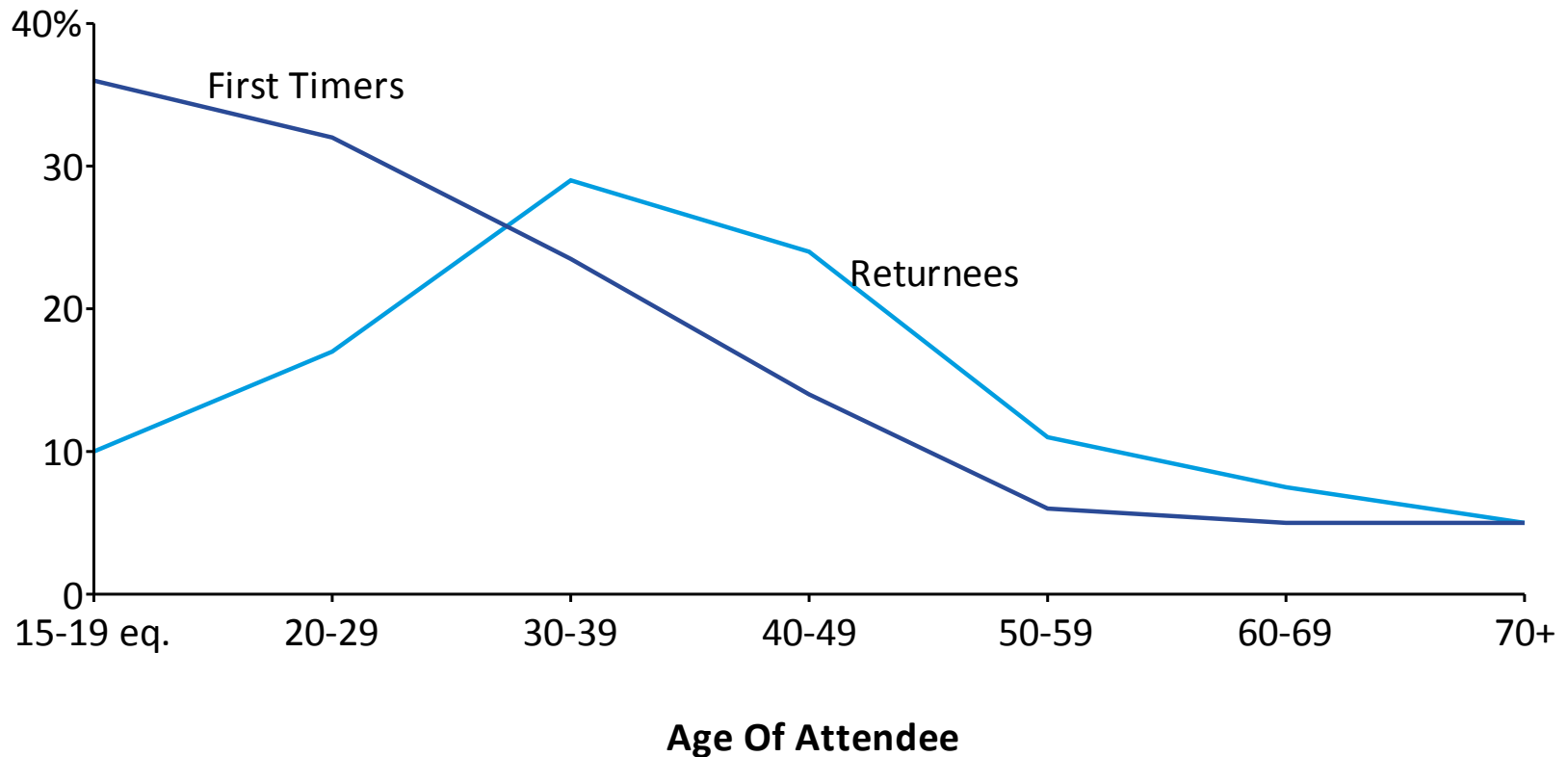


Source: AngliCare; Becoming A Christian 2011

1B Strategic Importance - Levers

Engagement By Age

Percent

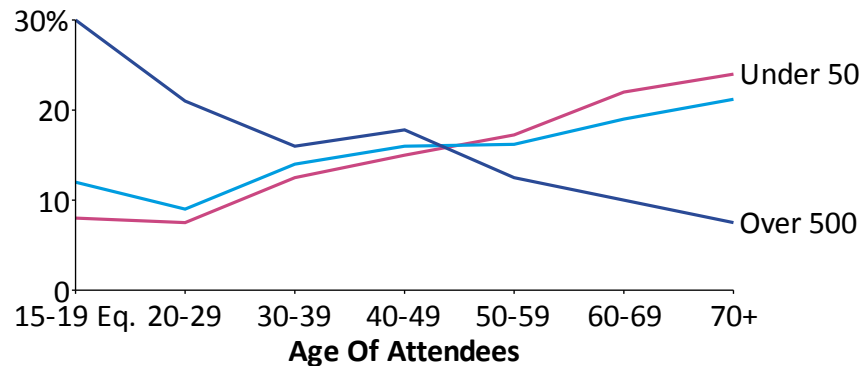


Source: Winds of change p 216 NCLS91

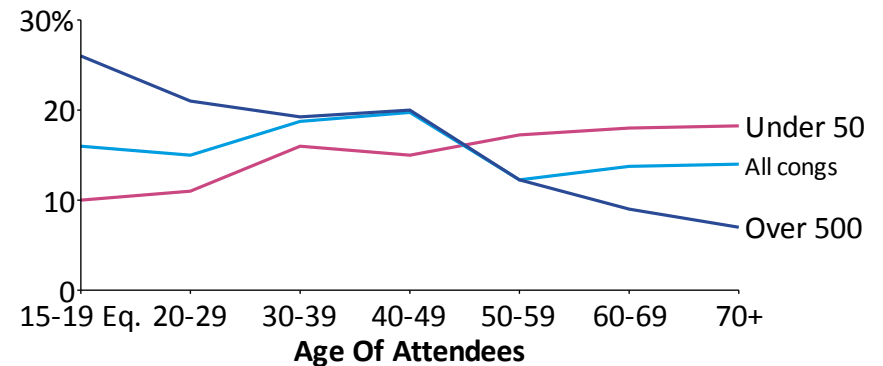
1B Strategic Importance - Levers

Impact On Scale

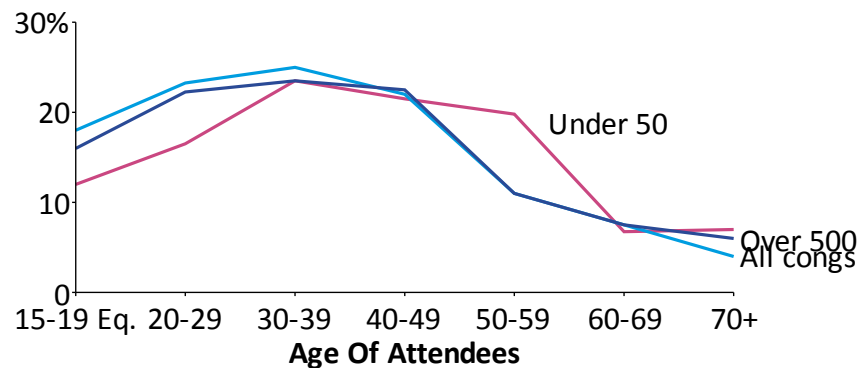
Mainstream



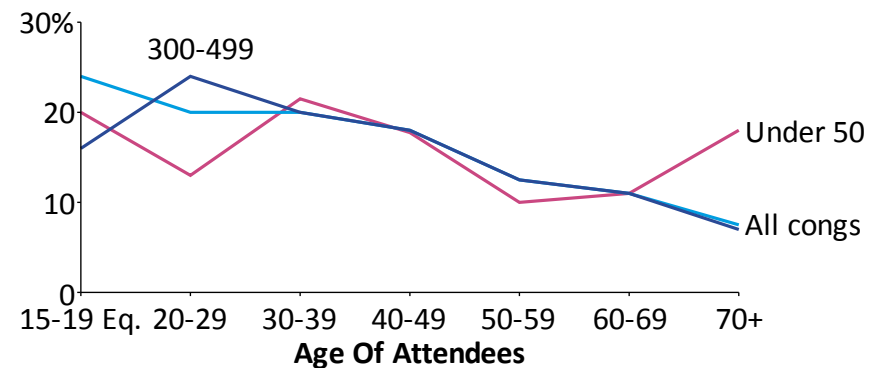
Large Protestant



Pentecostal



Small Protestant

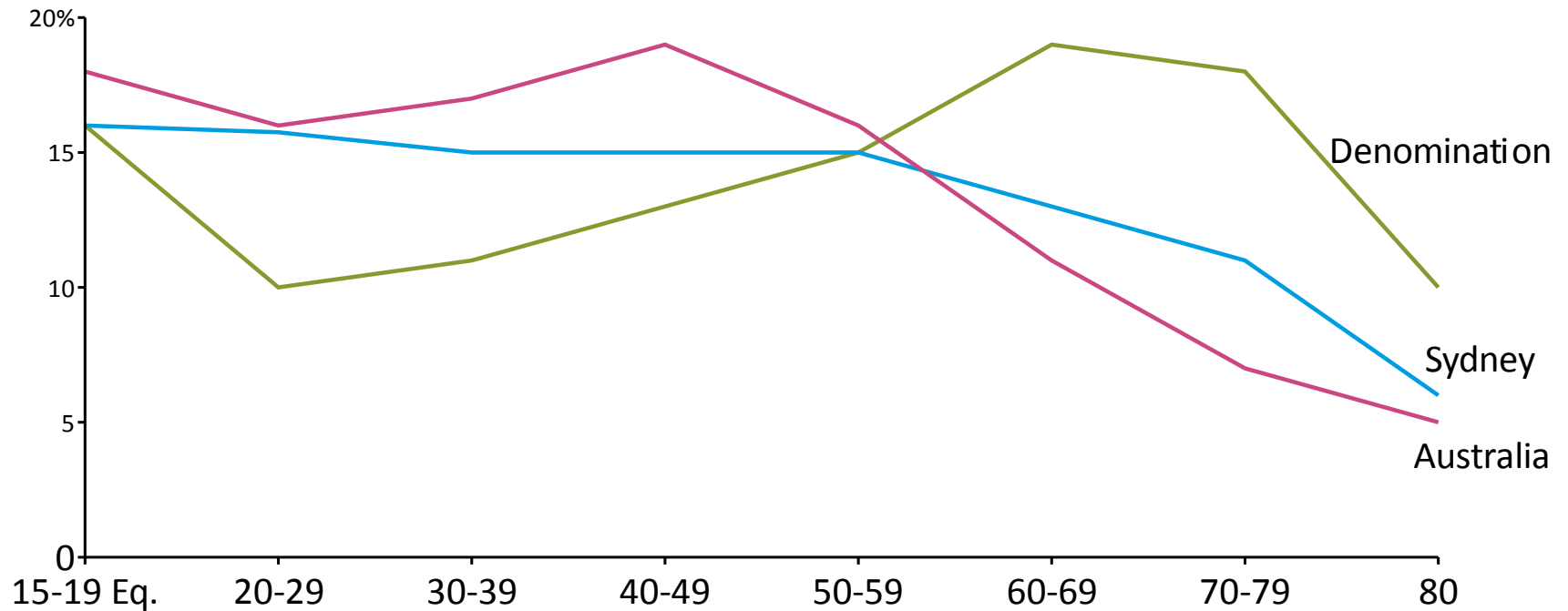


Source: Winds of change p305 NCLS91

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
From Youth	0.8	0.5
Newcomers	2.2	1.4
Switch Out	(5.6)	(0.1)
Death	(0.8)	(2.0)
Drift	(1.0)	(1.0)
Net	+1.4	(1.1)

3 Best Practice

Best Practice

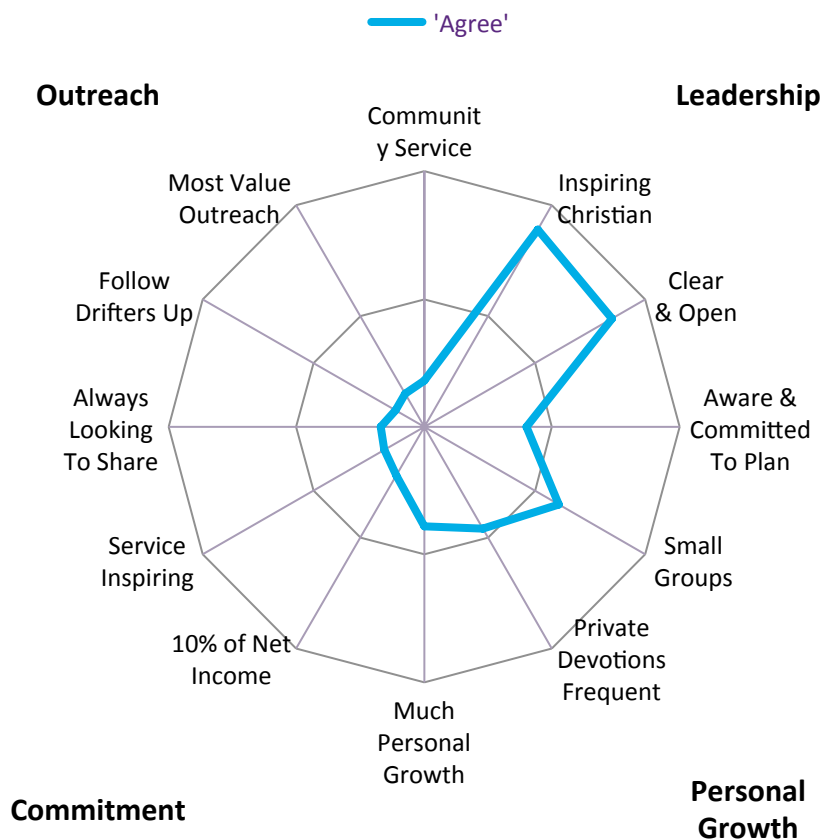
- A. Leadership Commitment - Sustained Plan
- B. Scale & Resources – Pool & Seed
- C. Intentional '**Disciple Making**'/Bible Based
- D. Transition Ready
- E. Intergenerational / Integrated



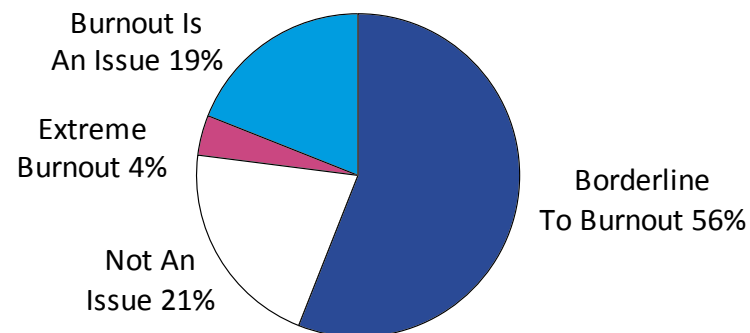
Confident, Well Trained Disciple Making Disciples

3A Best Practice

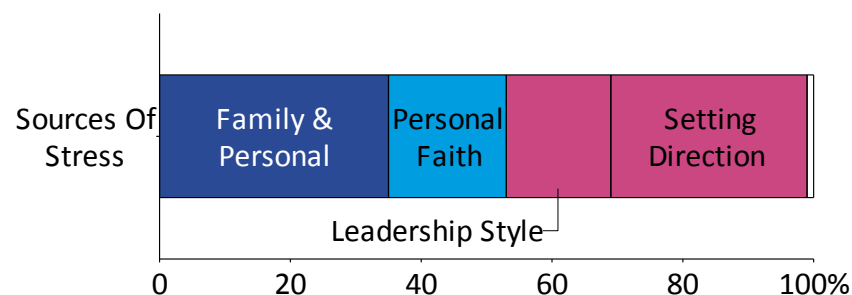
Leadership Commitment – Sustained Plan



Stress



Drivers



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

3B Best Practice

Scale & Resources – Pool & Seed

Population Growth		Headcount
> (10%)	> 20%	
8	10	500
24	32	250
57	62	100
50	20	
139	124	

**Average*

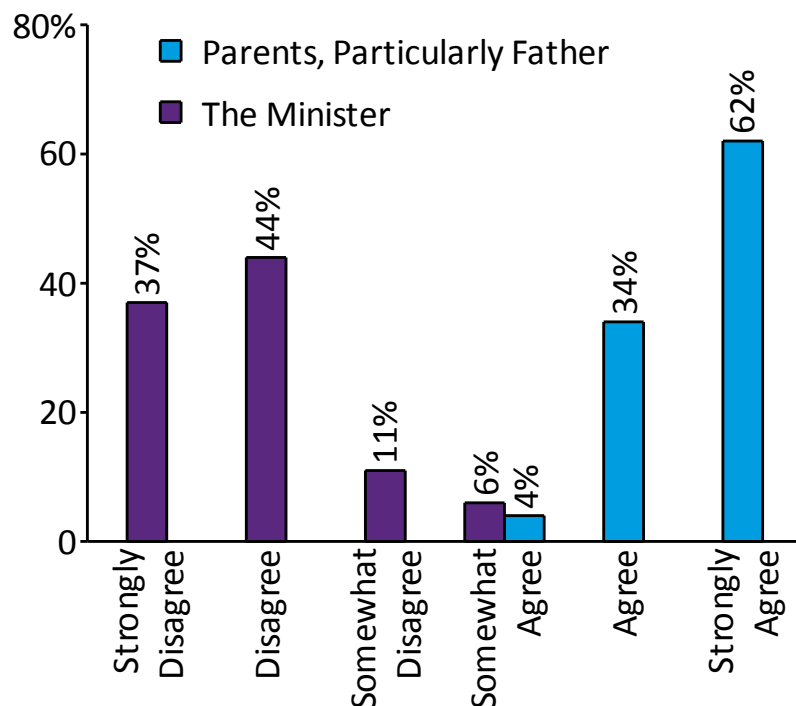
Units%	Headcount%
7%	25%
21%	35%
45%	30%
27%	10%

Not 3 No Data

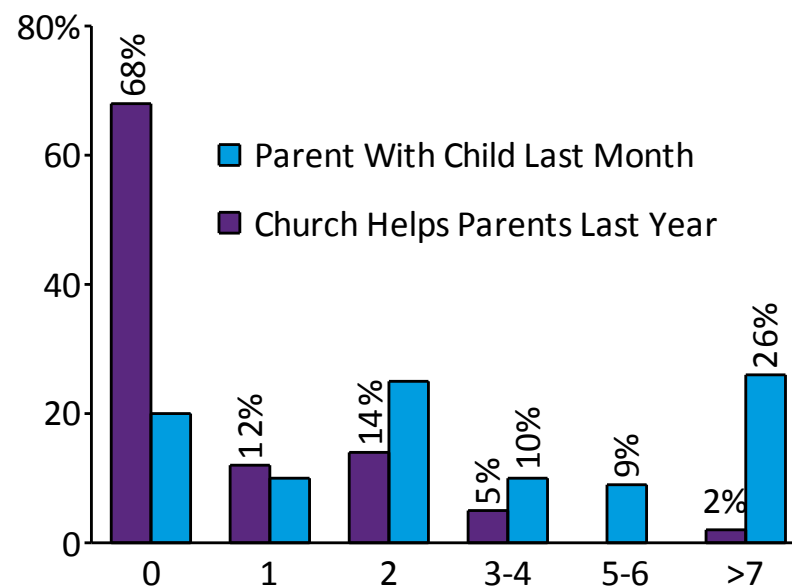
3C Best Practice

Parental / Team Engagement - Responsibility

Responsibility?



Actual Follow Up

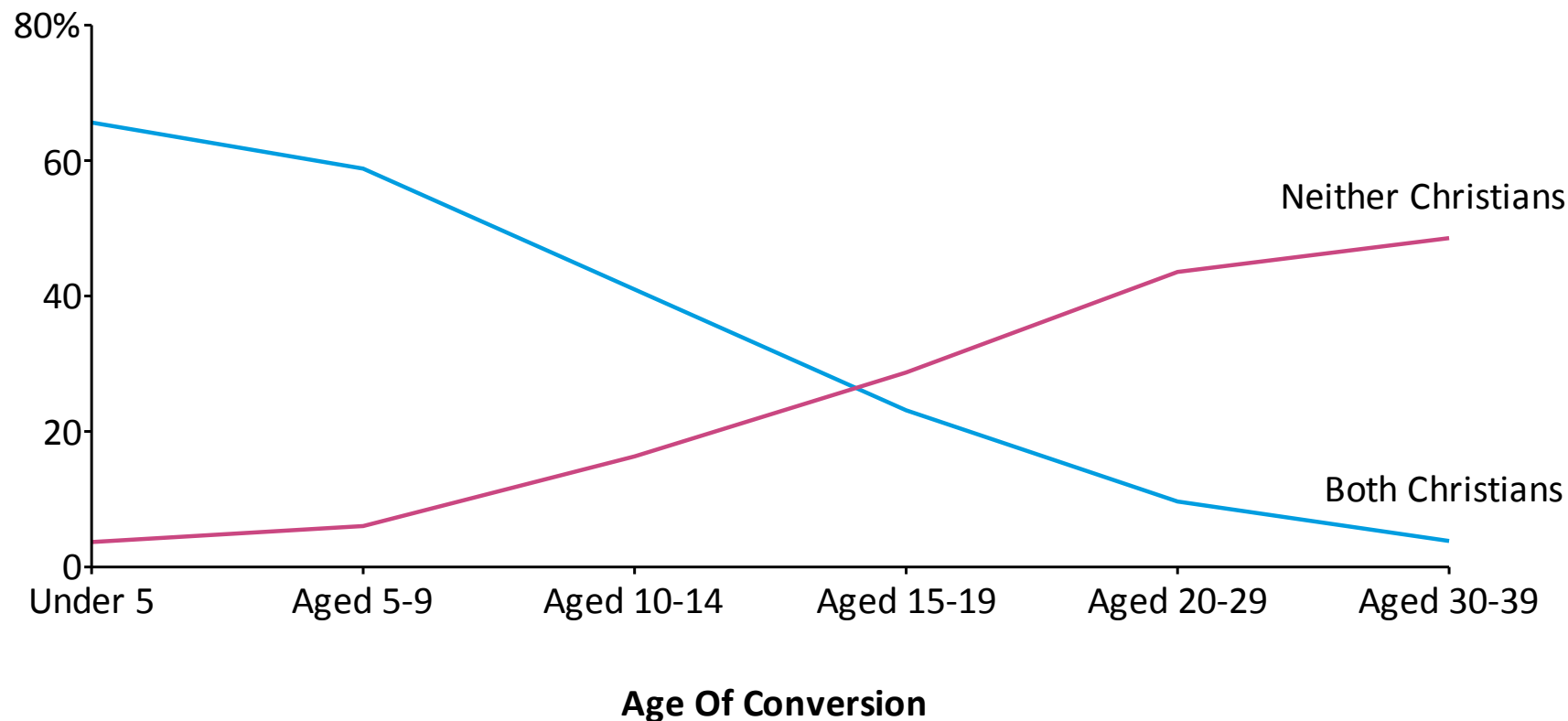


Source: Youthworks; Timothy Paul Jones

3C Best Practice

Parental / Team Engagement - Significant People

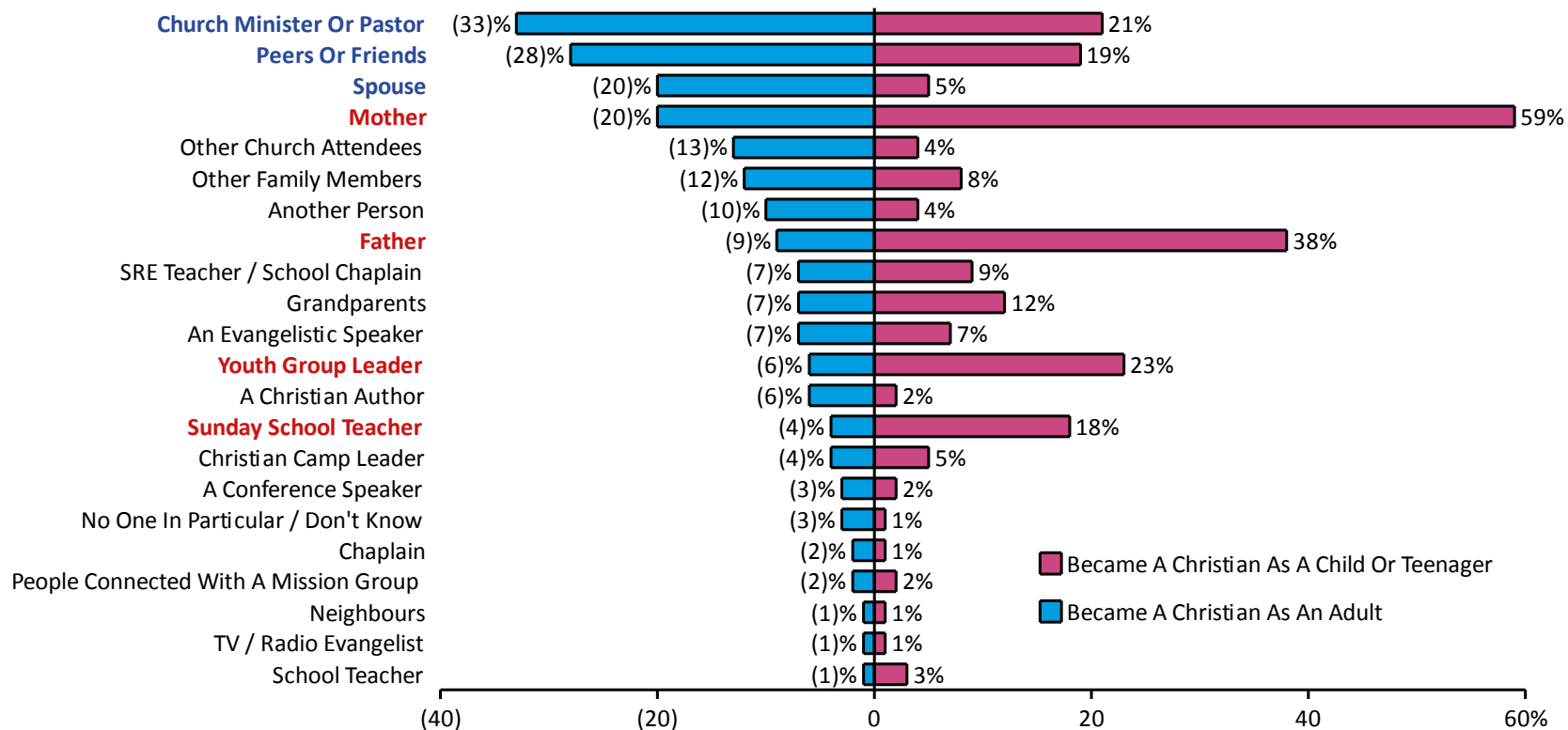
Proportion Of Respondents



Source: NCLS 2011

3D Best Practice

Intentional Disciple Making/Bible Based

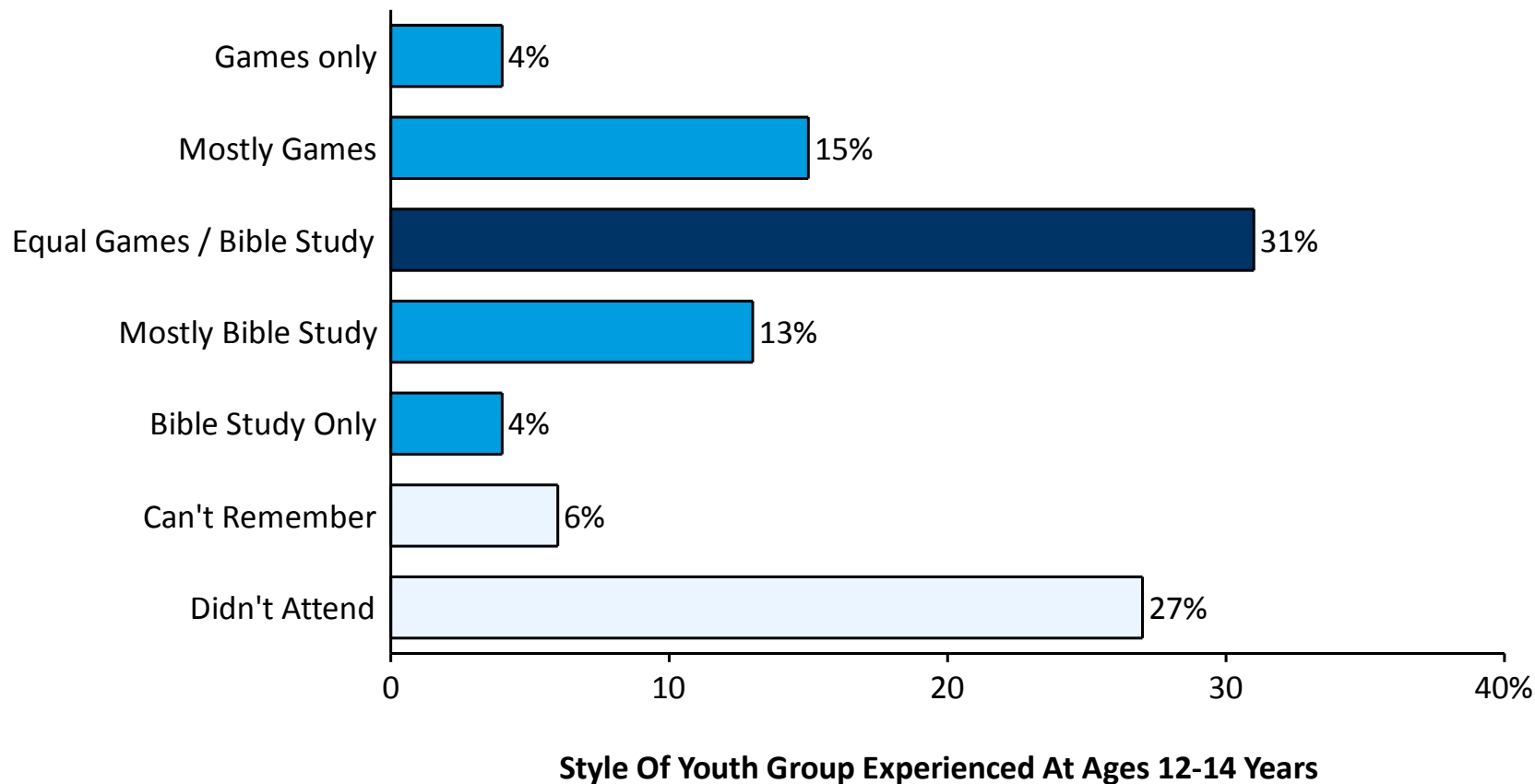


Most Significant People In Your Coming To The Christian Faith

Source: NCLS 2011

3D Best Practice

Intentional Disciple Making/Bible Based



Source: NCLS 2011

3D Best Practice

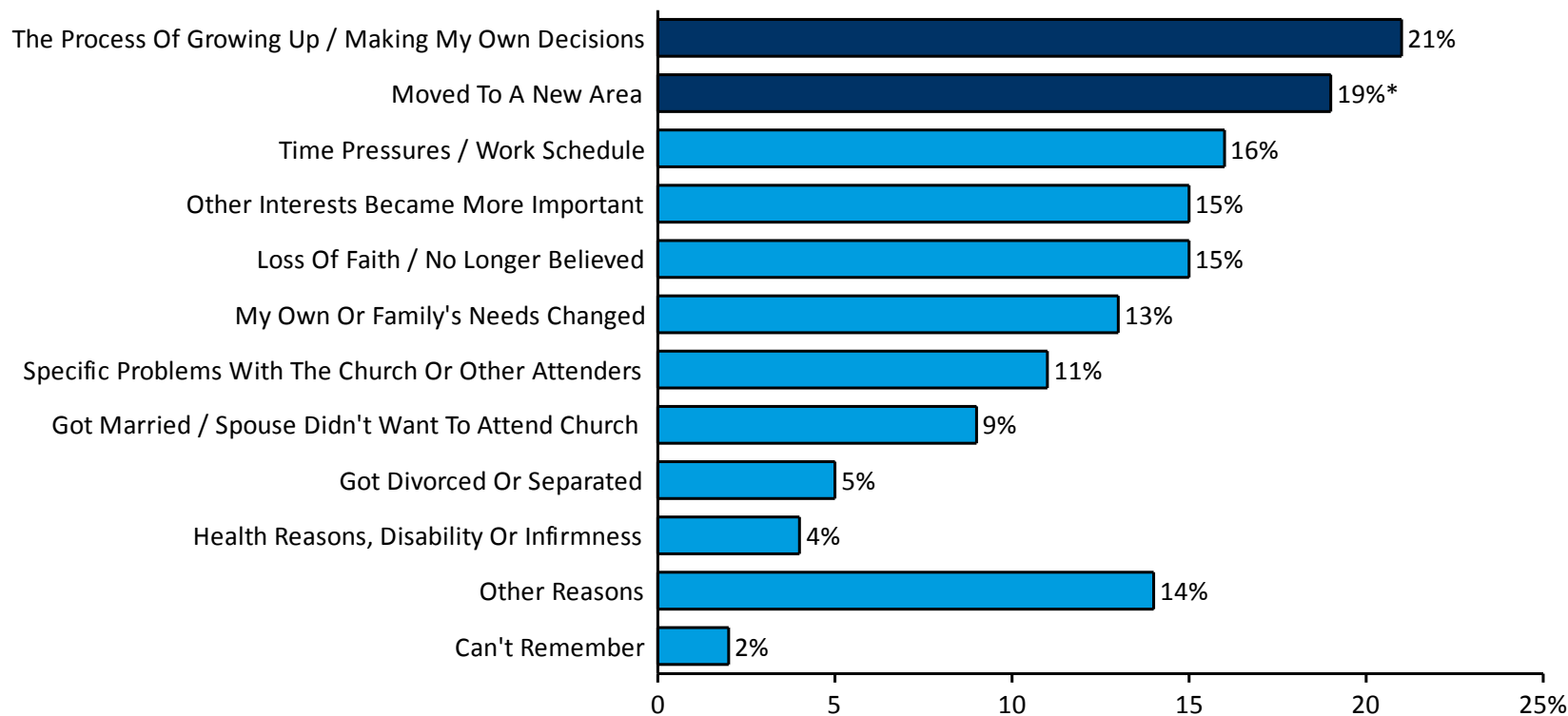
Transition Ready – Dropout Rates

Dropout %	Secondary / Post School	Left Home
Anglican	33%	43%
Lutheran	13%	19%
Reformed	5%	13%
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

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

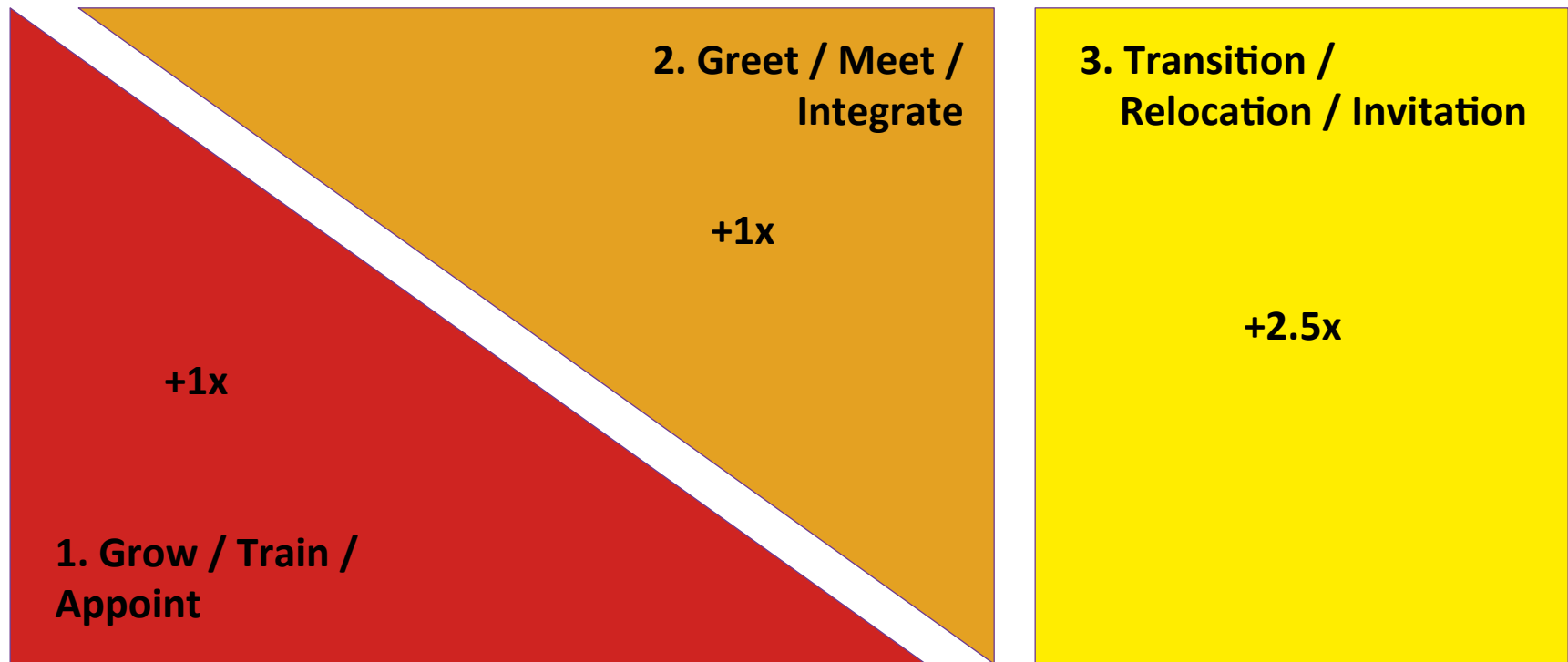
Percentages do not add up to 100% because respondents could select more than one response

Source: 1998 Australian Community Survey

3E Best Practice

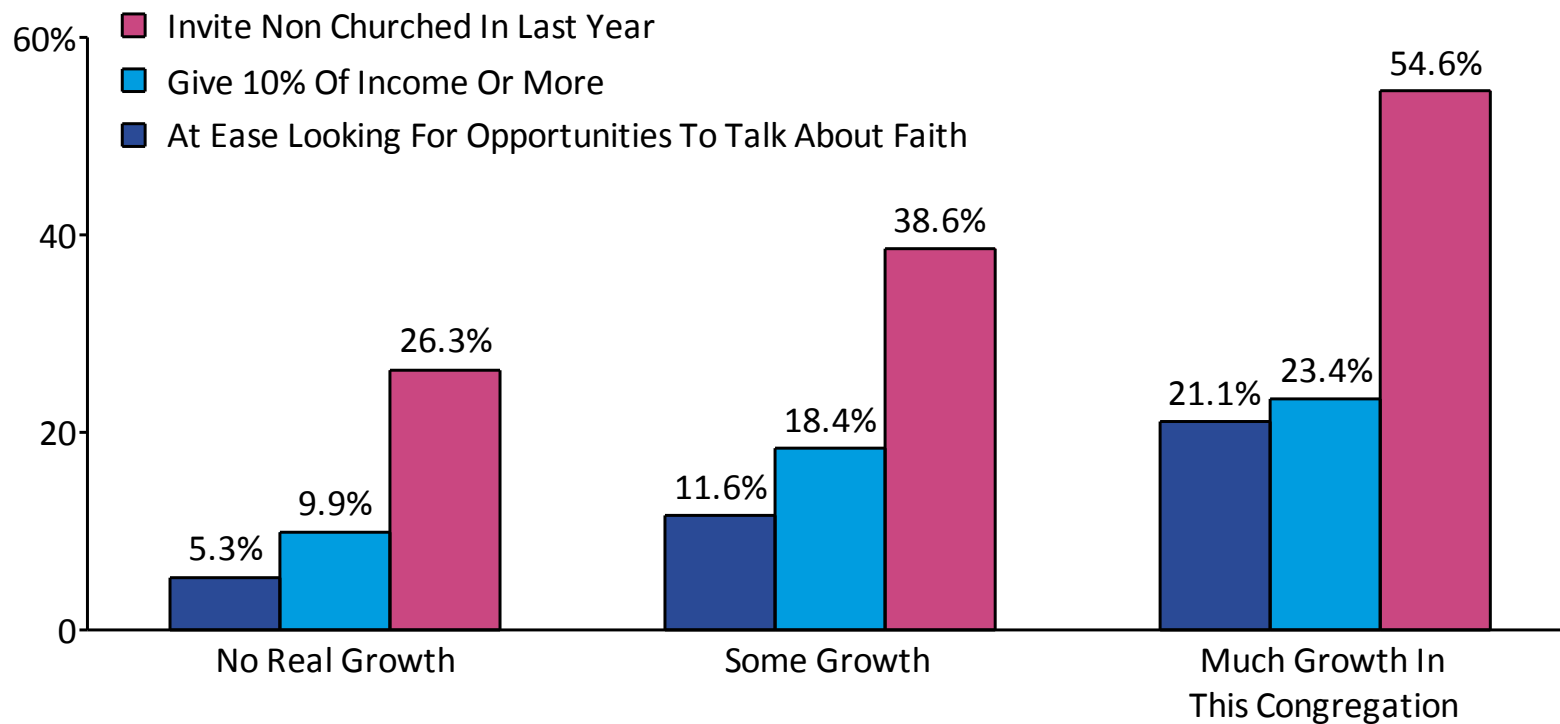
Intergenerational / Integrated

'Disciple Making Disciples'



3E Best Practice

Intergenerational / Integrated



Source: NCLS 06, Anglicans only

4 Framework For Improvement

Where Do You Currently Stand and What Are The Implications?

Best Practice	Low				High
A. Leadership Commitment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B. Scale & Resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C. Intentional Disciple Making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D. Transition Ready	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
E. Integrated	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

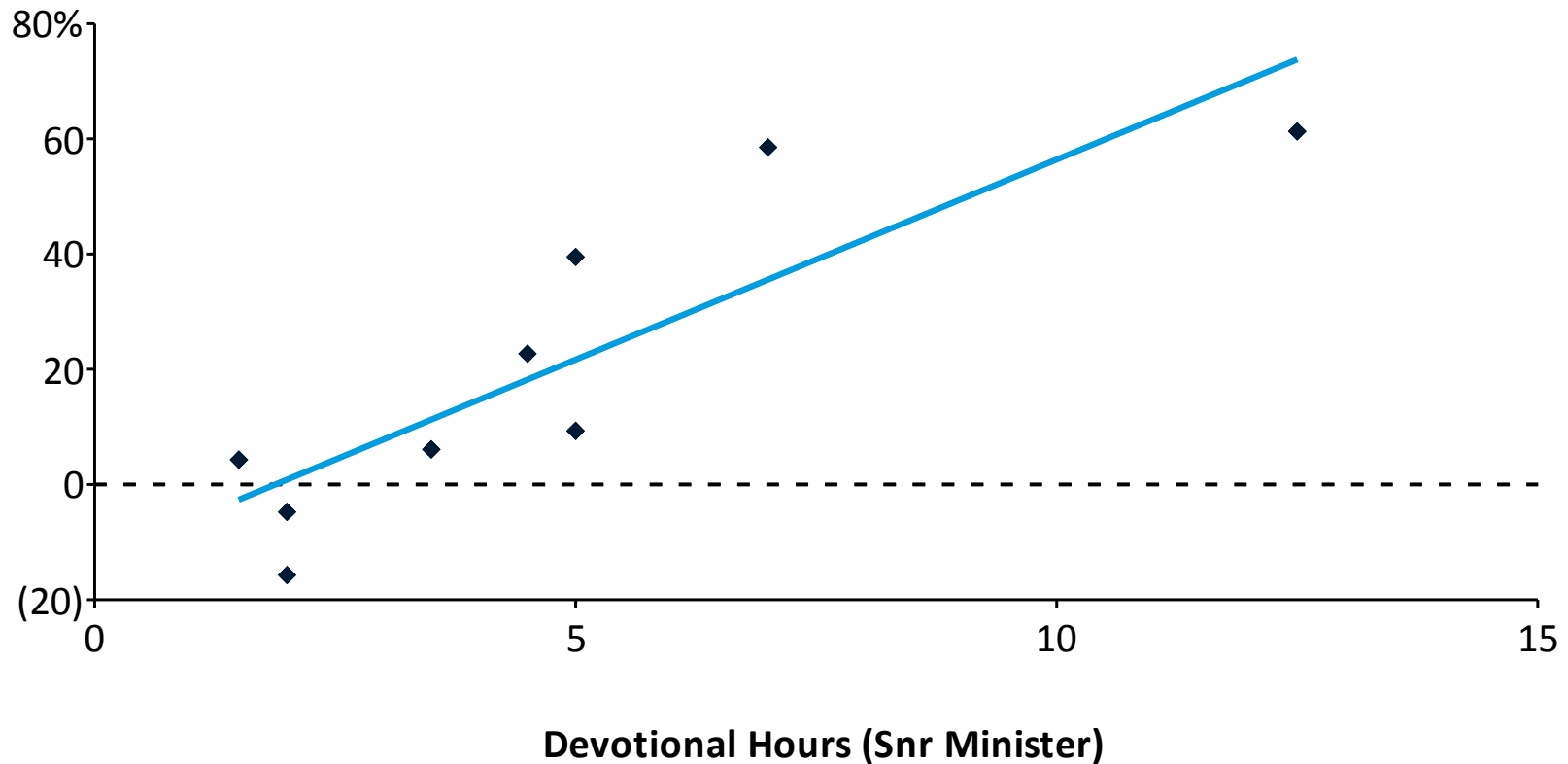
Confident, Well Trained Disciple Making Disciples

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



What will we do with the children?

What do we know?

What struck you from this morning?

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

¹⁰ ...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: ^dThe LORD our God, the LORD is one. ⁵ You shall love the LORD your God with all your heart and with all your soul and with all your might. ⁶ And these words that I command you today shall be on your heart.

What does the Bible say?

Deuteronomy

⁷ 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.

⁸ You shall bind them as a sign on your hand, and they shall be as frontlets between your eyes. ⁹ 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?’ ²¹ 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, ³⁷ “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 ^ahe asked them, “What were you discussing on the way?” ³⁴

But they kept silent, for on the way they had argued with one another about who was the greatest. ³⁵ 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. ¹⁴ 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

¹⁵ Truly, I say to you, whoever does not receive the kingdom of God like a child shall not enter it.” ¹⁶ 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. ² “Honor your father and mother” (this is the first commandment with a promise), ³ “that it may go well with you and that you may live long in the land.” ⁴ 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...

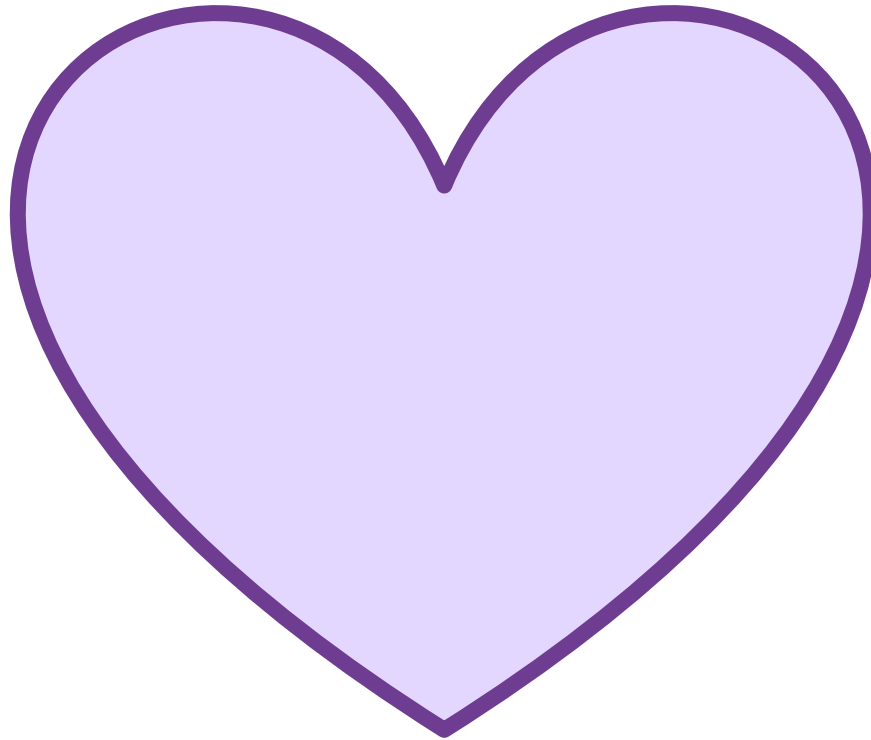
Family responsibility

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



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

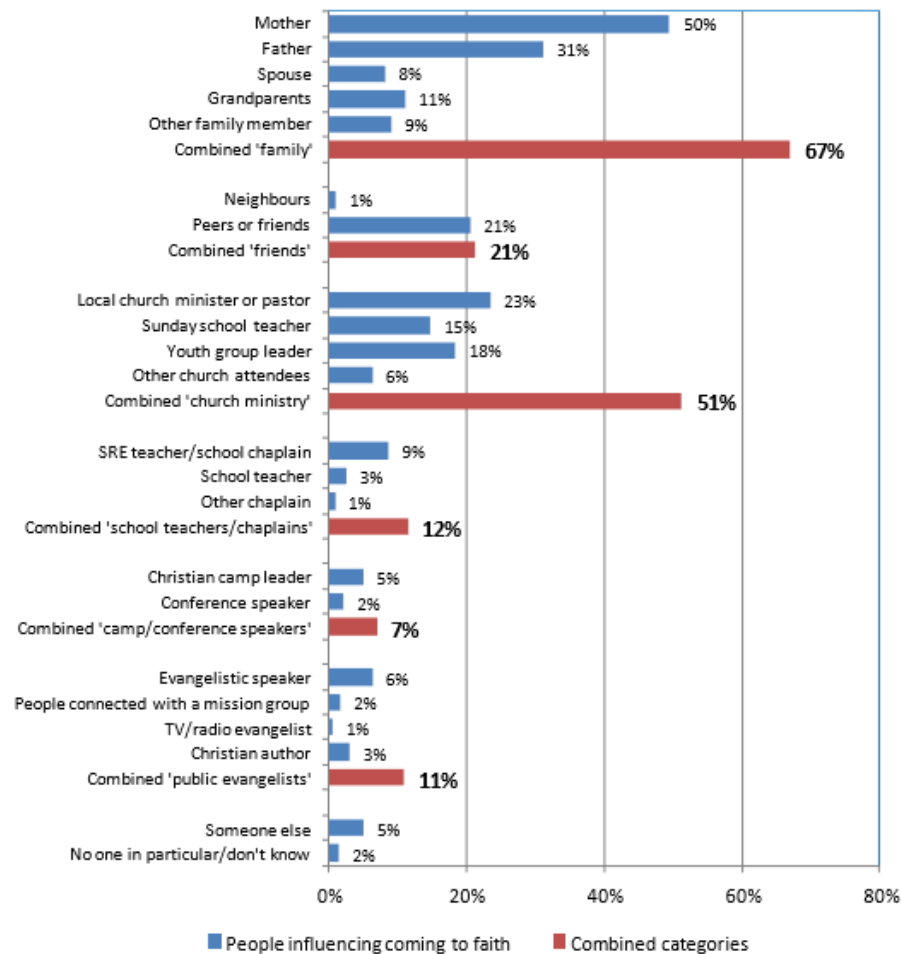
These commandments that I give you today are to be upon your hearts.

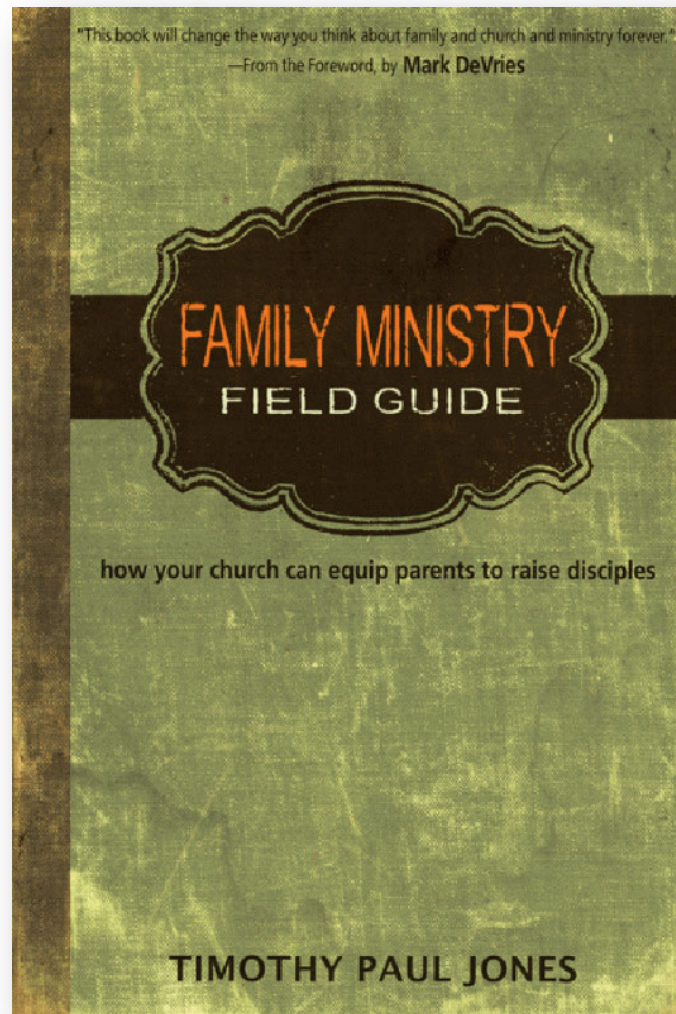
⁷ Impress them on your children. Talk about them when you sit at home and when you walk along the road, when you lie down and when you get up.

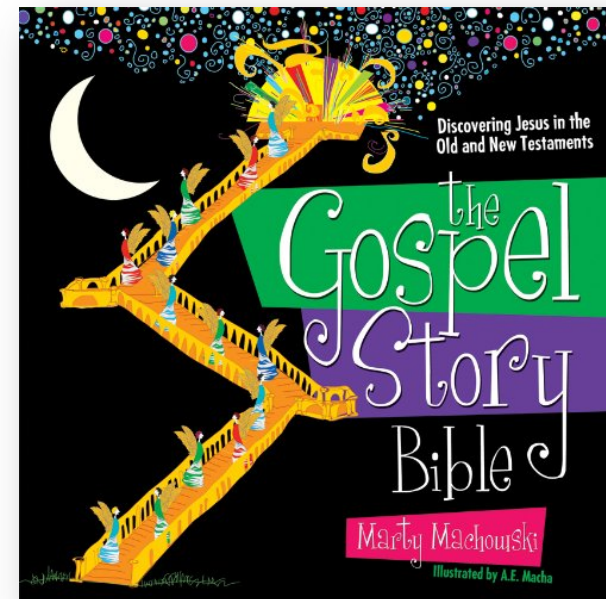
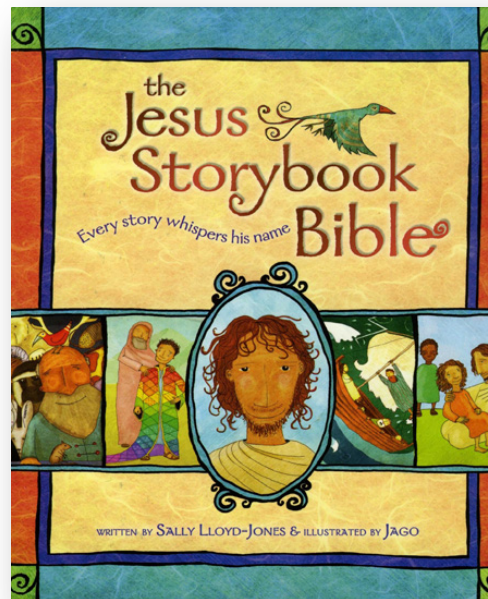
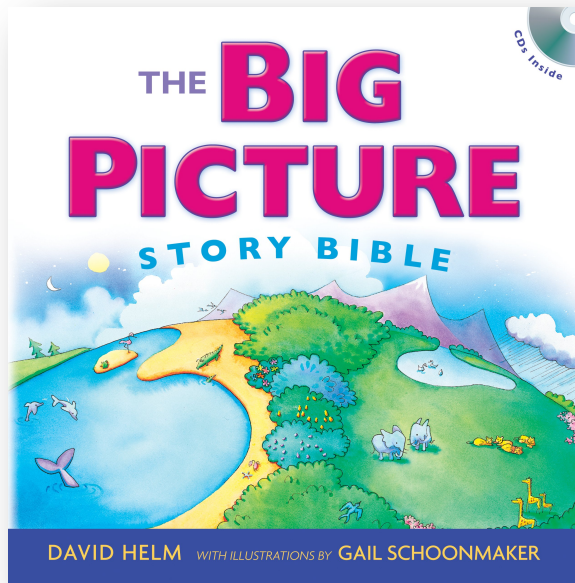
From Family Discipleship Perspectives and Practices Survey 2010

	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 faith¹¹,
Sydney Anglicans, NCLS 2011**







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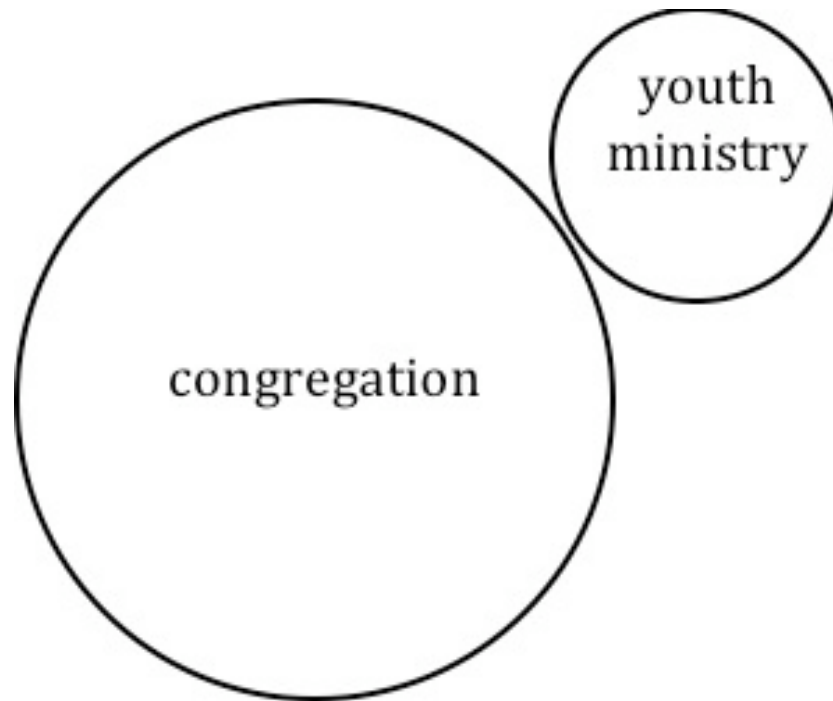
4. Integrated Ministry

Titus 2:1-8

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

³ 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. ⁴ Then they can urge the younger women to love their husbands and children, ⁵ 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.

⁶ Similarly, encourage the young men to be self-controlled. ⁷ In everything set them an example by doing what is good. In your teaching show integrity, seriousness ⁸ 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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QUESTIONS

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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

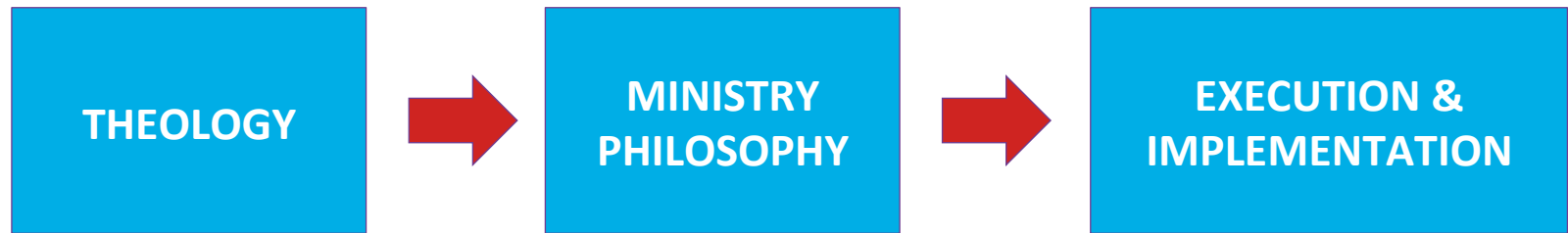
ARCHIE POULOS



WHY IS INTEGRAL NOT INTEGRATED?

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Engagement

Your
responsibility



Micro
manage

Your
experience



My
ministry

Your
task



Our
task



DEVON think

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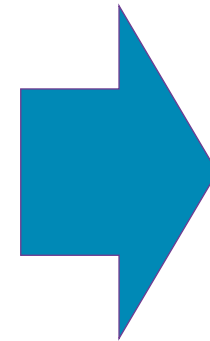


IMPLEMENTATION IS A KEY CHALLENGE

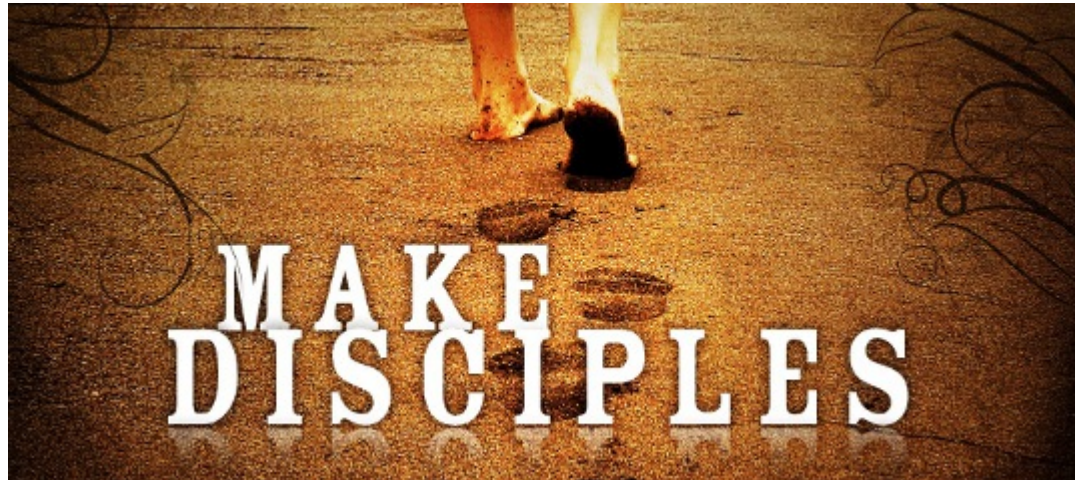
PETER MAYRICK



Can't see the woods
For the trees



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
DISCIPLES
PRISON

MINISTRY

Prayer Ministry

Pastoral

Care Ministry

Media Ministry

ESL

Healing Ministry



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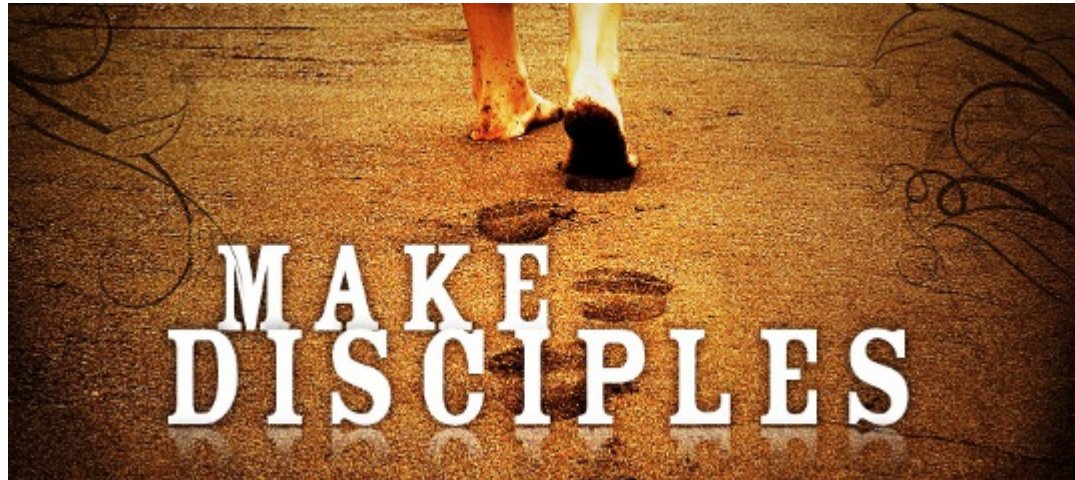
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Clear focus on a few key areas / ministries.



Clear focus on the right people
We are in the people business

Clear focus on the right people

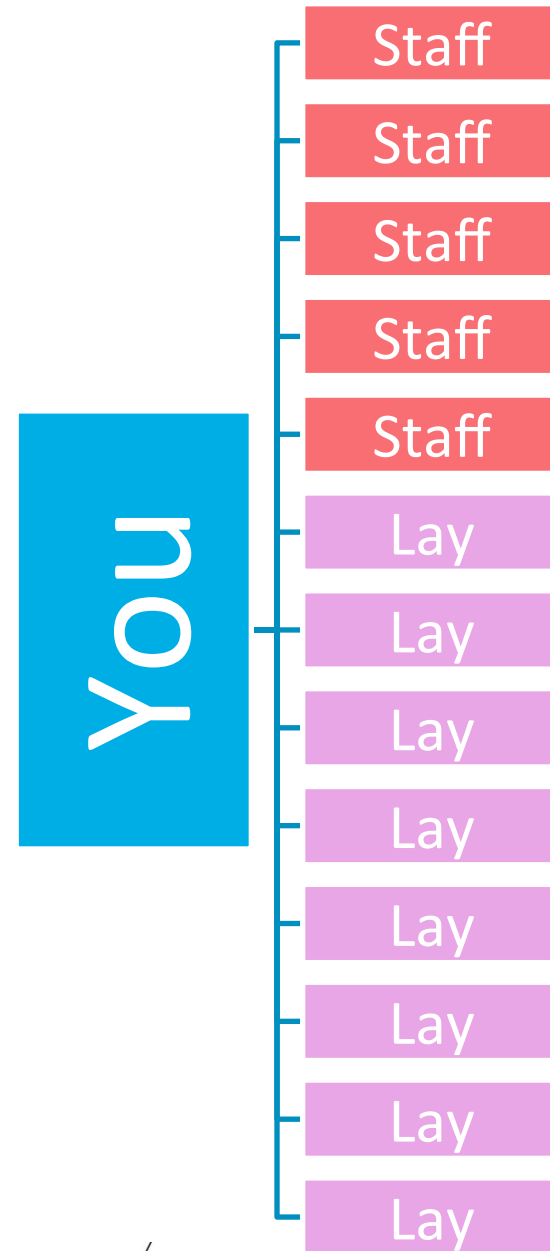
Intentional Discipleship & Coaching



Clear focus on the right people

Intentional Discipleship & Coaching

How many people
Can you disciple?



Clear focus on the right people

Intentional Discipleship & Coaching



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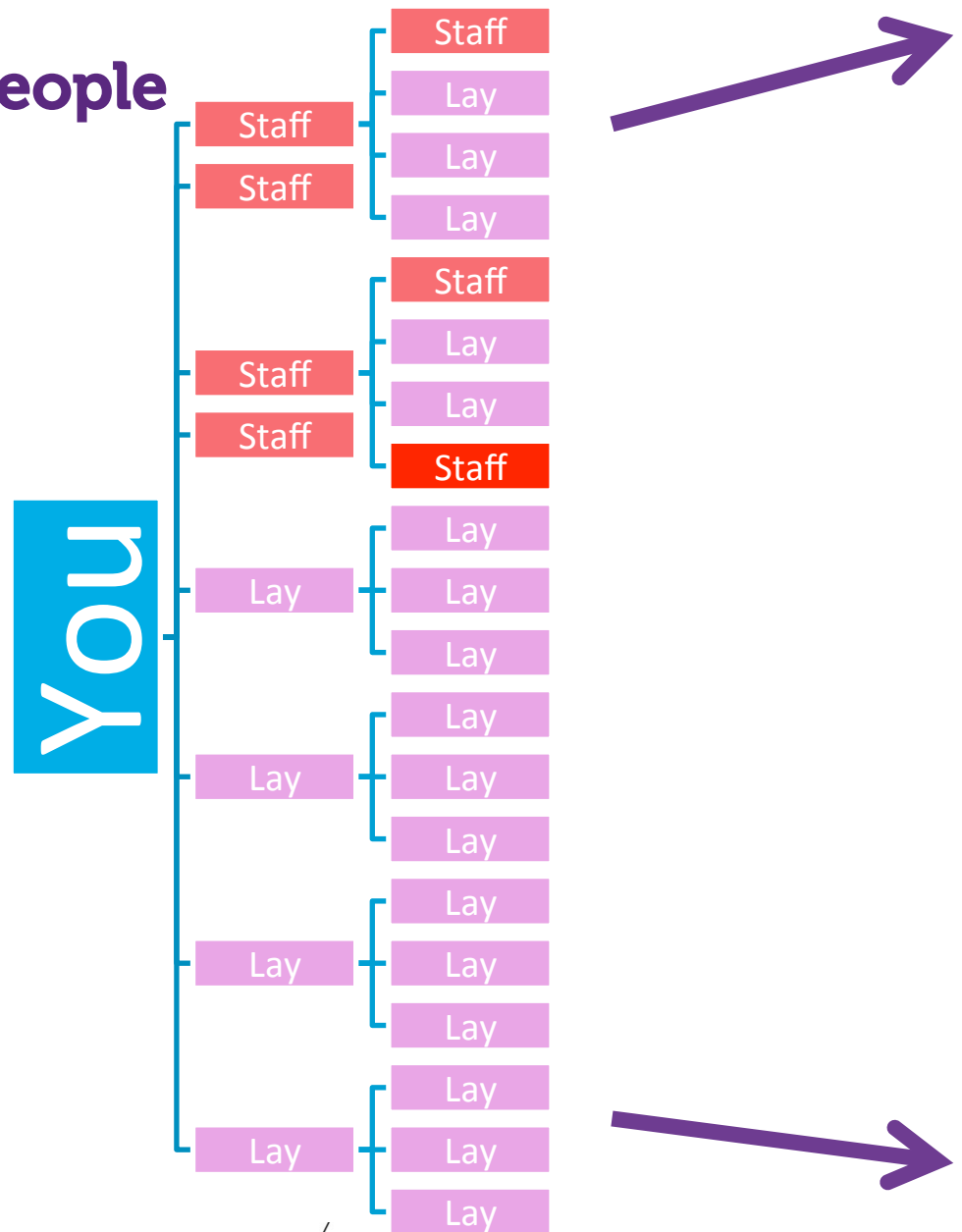
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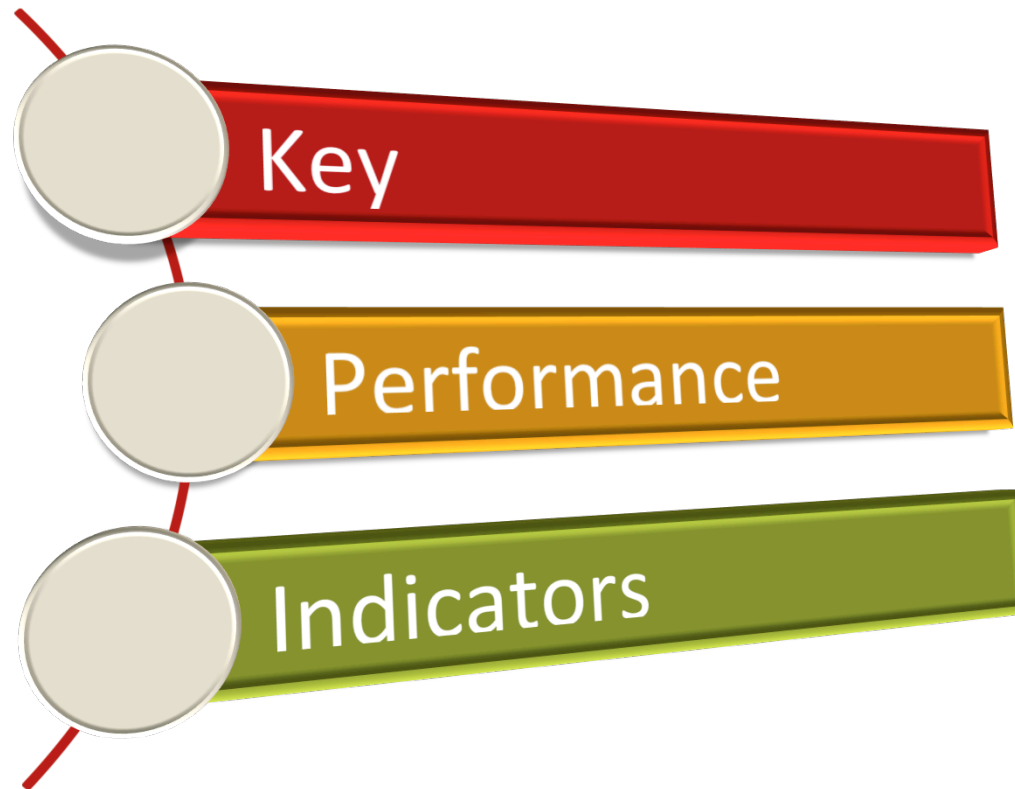


Clear focus on the right people

Distributed leadership

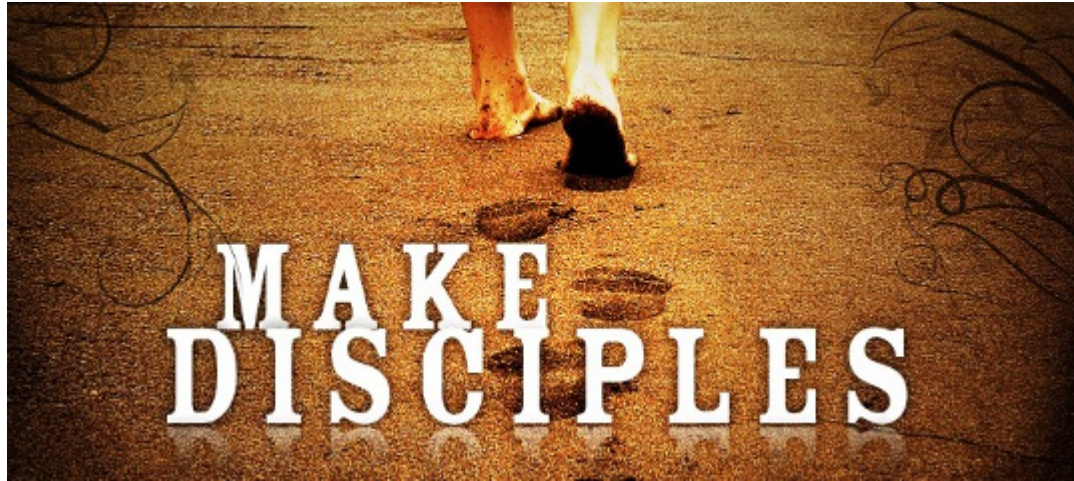
Multiplication





What would I see if we did these things well?

Monitor



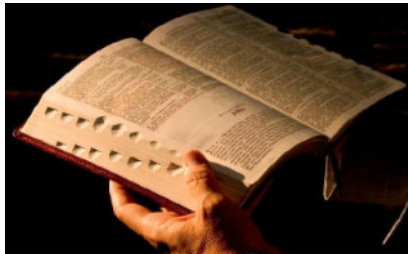
KPIs

KPIs

KPIs

KPIs

KPIs



Implementation is a key challenge

Clear focus on the purpose

Clear focus on a few key areas / ministries

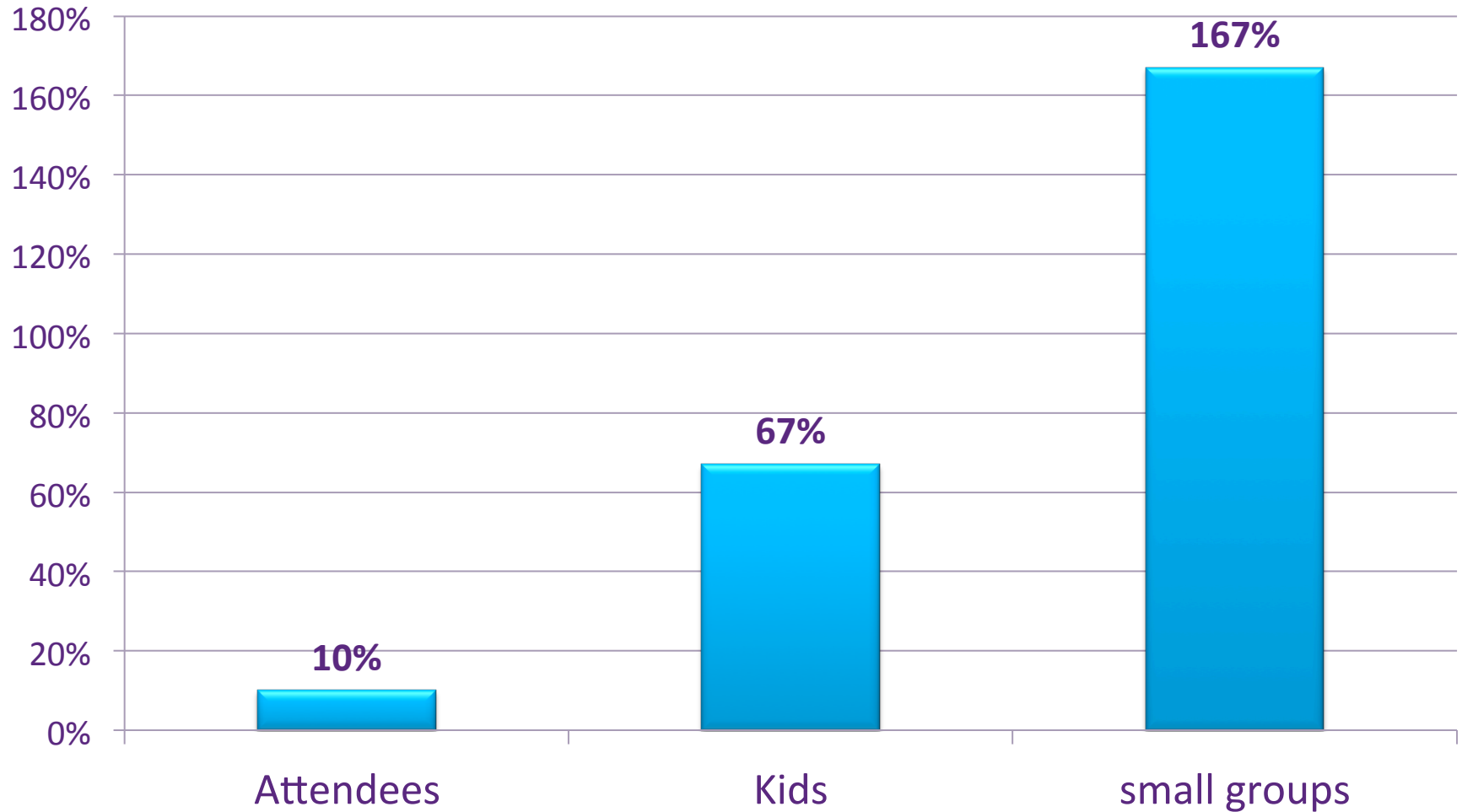
Clear focus on the right people

- Intentional discipling and coaching
- Distributed leadership

Monitor

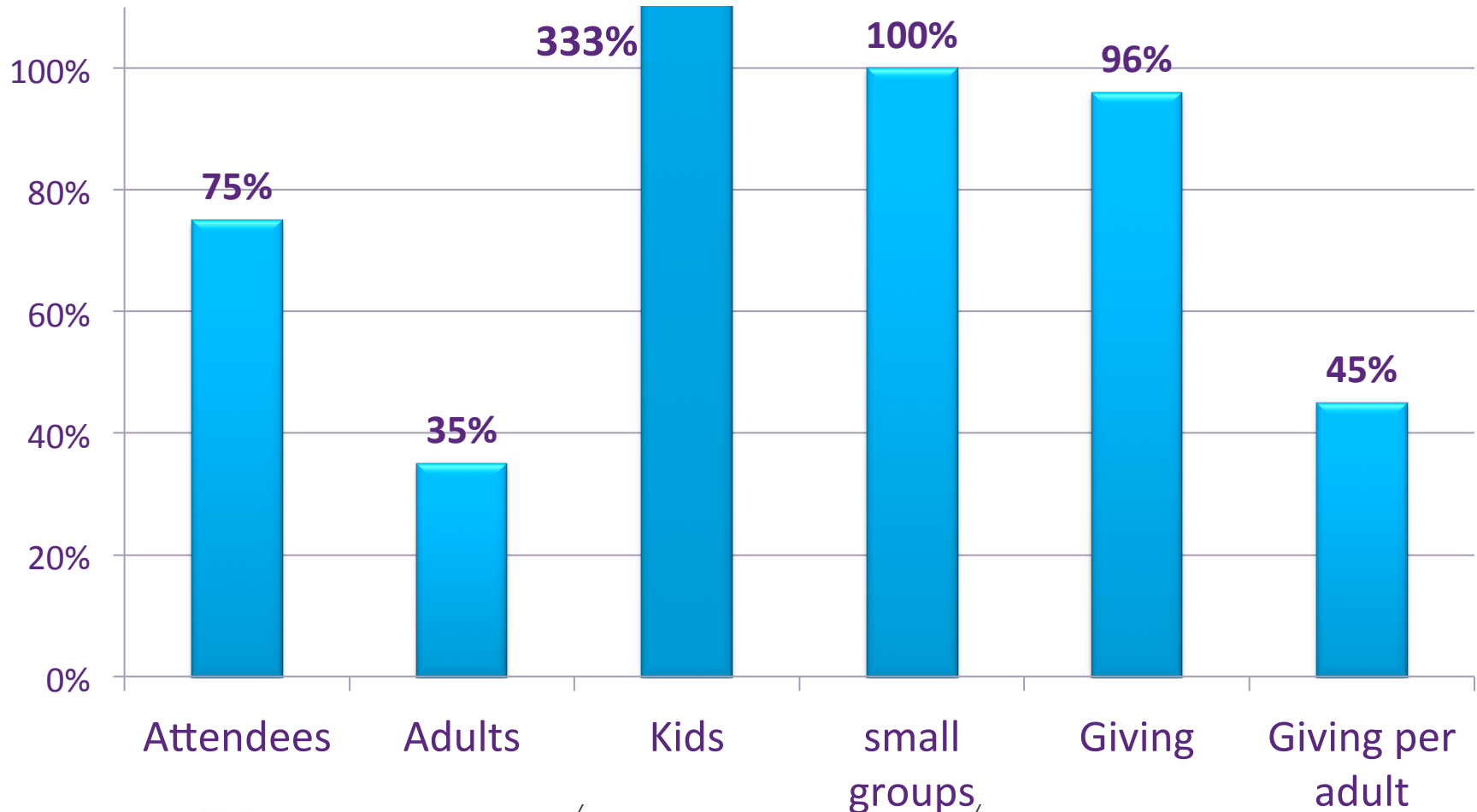
Case Studies

Focus – families and small groups (2 year period)



Case Studies

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



Where can I go to for help?

Accountability

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

CONTACTS



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- Sarie King
 - sarieking@mac.com
- Peter Mayrick
 - peter.mayrick@cmd.training
 - 0411 337 448



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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