

2023

SMALL

CHURCHES  
CAN MAKE A

BIG

DIFFERENCE

HGM

HEALTHY, GROWING, MULTIPLYING

CHURCHES

**All churches matter. Big churches matter. Medium-size churches matter. Small churches matter. Small churches are just as vital to the body of Christ as big churches are. Every church can have an incredible impact on its community, no matter the size of its Sunday attendance.**



**The smaller church is the norm, not the exception. Fully half the Christians in the world attend small churches, and, in the places where Christianity is increasing as a percentage of the population, you're more likely to see the multiplication of small churches than an increase in the size of large churches.**

**No matter what size your church, there are 5 important questions each church and pastor must answer:**

- **Is your church culture healthy?**
- **Is the Gospel being taught?**
- **Is there a vision for reaching people?**
- **Are new leaders being equipped?**
- **Are lives being changed?**



"If we want our smaller churches to make a big difference, it's going to require us to make some changes to \_\_\_\_\_, and changes to the \_\_\_\_\_ we lead."

**Albert Einstein is credited with originating the saying, but John Maxwell made it pithy: "If I always do what I've always done, I'll always get what I've always gotten."**

# 3

# BARRIERS THAT LIMIT OUR IMPACT

## \_\_\_\_\_ BARRIERS

You can't push a button to control the Holy Spirit. You can't orchestrate the blessings of God.

## \_\_\_\_\_ BARRIERS

You can do all the right things, but still not experience growth if the culture isn't right in the church.

## WHY CHURCHES OFTEN RESIST CHANGE:

- Preserve \_\_\_\_\_
- Maintain \_\_\_\_\_
- Conserve \_\_\_\_\_
- Protect \_\_\_\_\_
- Remain \_\_\_\_\_

# BARRIERS

---

If you want your church to grow and make a difference, you have to change the way it is organized and structured



## HOW TO HANDLE 3 TYPES OF BARRIERS

Spiritual barriers can be addressed through

---

Cultural barriers can be navigated with

---

Structural barriers can be navigated with

---

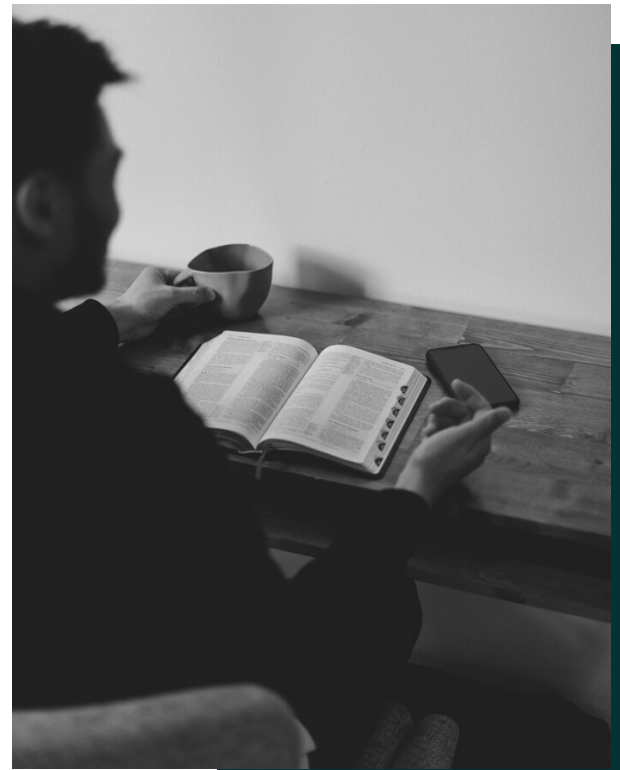


# 5 HABITS TO HELP ANY SIZE CHURCH MAKE A BIG DIFFERENCE

## 1. GROW

---

The Pastor is the key and must take personal responsibility for leading your church to experience growth.



"EVERY LEADER HAS LIDS ON THEIR LIFE. THE ISSUE IS NEVER WHETHER YOU HAVE LIDS. THE ISSUE IS WHAT ARE YOU GOING TO DO ABOUT THEM?"

-JOHN MAXWELL

"LIFE IS LIKE A BICYCLE. TO KEEP YOUR BALANCE, YOU MUST KEEP MOVING."

-ALBERT EINSTEIN

"YOU ARE THE AVERAGE OF THE FIVE PEOPLE YOU SPEND THE MOST TIME WITH."

-JIM ROHN

---

Think what life will be like in three years if you don't allow your bad habits to stop you.

---

### SECTION REFLECTION

- What are one or two action steps you will put into action from this section?

## 3 TYPES OF LEADERSHIP LIDS AND HOW TO LIFT THEM

LIDS \_\_\_\_\_

ACTION STEP: \_\_\_\_\_ *how you will address the needs personally.*

LIDS \_\_\_\_\_

ACTION STEP: \_\_\_\_\_ *to help you with them.*

## LIDS THAT ARE

---

ACTION STEP: \_\_\_\_\_ *because you can't change them.*

## 2. FOCUS ON THE

**A CHURCH SERVICE SHOULD HAVE TWO THINGS:**



**PRACTICAL WAYS TO BRING PURPOSE AND POWER TO YOUR CHURCH SERVICE**

- PAY ATTENTION TO \_\_\_\_\_
- EVALUATE \_\_\_\_\_
- INVOLVE \_\_\_\_\_
- PRACTICE, PRACTICE, \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

**Make Sunday the priority!**

### **SECTION REFLECTION**

- What are one or two action steps you will put into action from this section?



3.

# FOR GROWTH

"Everybody ends up somewhere in life. A few people end up somewhere on purpose. Those are the ones with vision." – Andy Stanley

"No army can withstand the strength of an idea whose time has come." – Victor Hugo



Do you have a clear vision of how God wants your church to grow?

How do you know God's vision for your church?

Have you settled in your heart what God has given you as a vision for your church to grow?



Ask God, "What is your vision for the church I pastor?"



"People lose their way when they lose their why." – Gail Hyatt

"Where there is no vision, the people perish."

Proverbs 29:18



## 5 IDENTIFIERS OF A STRONG VISION

- **If the vision is**

\_\_\_\_\_

- **If it \_\_\_\_\_ of the community**

- **If the vision serves as**

\_\_\_\_\_

- **If the vision inspires**

\_\_\_\_\_

- **If the vision**

\_\_\_\_\_

\_\_\_\_\_ **and progress**



## WHO communicates the vision?

The simple answer is that vision is initially communicated by the \_\_\_\_\_. However, the answer to this question changes over time. It expands. Vision should be developed at the senior-leadership level, so naturally, that's where the communication begins, but over time we want the \_\_\_\_\_ to be communicators of the vision.

## WHAT are some ways to communicate the vision?

The Lord says to Habakkuk: "Write the vision, and make it plain on tablets, that he may run who reads it." Habakkuk 2:2

## FIVE WAYS TO COMMUNICATE VISION:

- \_\_\_\_\_ show how every part of your church's vision is biblically based
- \_\_\_\_\_ symbols and diagrams can be powerful communication tools because they elicit strong passions and emotions
- \_\_\_\_\_ slogans, maxims, mottoes, and pithy phrases are remembered long after sermons are forgotten - in other words, make the vision memorable
- \_\_\_\_\_ Jesus used stories to help people understand and relate to His vision. Matthew 13:34 (LB) says, "Jesus constantly used... illustrations when speaking to the crowds... He never spoke to them without at least one illustration."
- \_\_\_\_\_ always give practical, clear, and concrete action steps (next steps) that explain how your church intends to fulfill its vision

## HOW often should vision be communicated?

Make sure to communicate the vision \_\_\_\_\_.

What are one or two action steps you will put into action from this section?

SECTION REFLECTION

## 4. BUILD A \_\_\_\_\_



**"If you want to run fast, run alone. If you want to run far, run together." - African proverb**



If you want your church to have a greater impact, focus on involving more people.

Whenever we need to build teams, we begin by \_\_\_\_\_.

"One of those days Jesus went out to a mountainside to pray, and spent the night praying to God. When morning came, he called his disciples to him and chose twelve of them, whom he also designated apostles." Luke 6:12-13

"He told them, 'The harvest is plentiful, but the workers are few. Pray the Lord of the harvest, therefore, to send out workers into his harvest field.'" Luke 10:2

## KNOW THE BIG DIFFERENCES BETWEEN \_\_\_\_\_.

There is a big difference between a volunteer and a leader, and your church needs both. Your job as a pastor is to equip people to do the work of the ministry, not to do all the ministry yourself. This requires a steadfast commitment and an intentional plan to recruit and invite people to participate. Some people in your church want to be volunteers. They need to be given opportunities to serve. Other people in your church are gifted to be leaders.

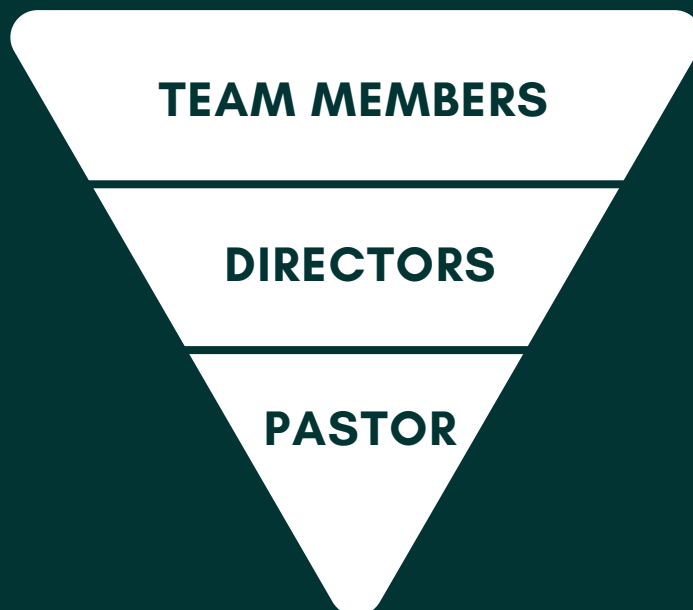
## YOU \_\_\_\_\_ VOLUNTEERS, BUT YOU \_\_\_\_\_ LEADERS.

## INSPIRE PEOPLE TO \_\_\_\_\_.

Churches that break growth barriers inspire people to serve and lead in a way that also helps them follow Jesus. Use sermons and clear communication to invite a large group of people to serve at one time, or turn your existing volunteers into recruitment specialists by changing their job descriptions.

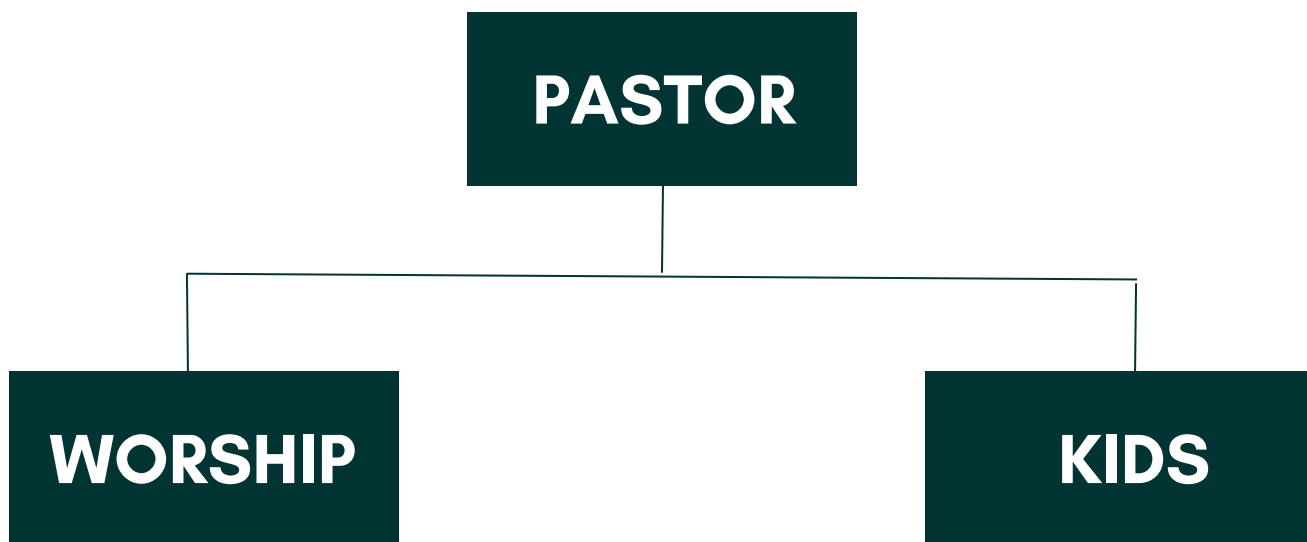
# HOW TO INVOLVE MORE PEOPLE IN MINISTRY

## SMALL CHURCH FLOWCHART



# HOW TO INVOLVE MORE PEOPLE IN MINISTRY

TOP 3 GROWTH ENGINES THAT MOVE THE CHURCH FORWARD



Building a successful team requires more than just \_\_\_\_\_ more people in ministry, it requires \_\_\_\_\_ them.

## 3 COMPONENTS OF TEAM ALIGNMENT THAT CREATE MOMENTUM

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

## SECTION REFLECTION

- What are one or two action steps you will put into action from this section?



# 5. STOP THINKING

---

Plan the next month and quarter together. Have a clear idea of what you want to accomplish and the steps you will take to achieve those goals. This is the first step. Planning enables churches to decide priorities clearly, take actions confidently, and use resources wisely.

## THREE WAYS TO STOP THINKING WEEK-TO-WEEK

**STRATEGIC**

---

**CALENDAR**

**STRATEGIC**

---

**CALENDAR**

- **3 BIG WAVES** - Easter, Christmas, and Fall
- **DEPARTMENT WAVES** - Children and Students

**STRATEGIC**

---

**CALENDAR**

## THREE STARTER QUESTIONS FOR A GREAT PLAN

- **What is your desired outcome? (vision and direction)**
- **What changes are required? (the price you are willing to pay)**
- **How will you get there? (the step-by-step plan to follow)**

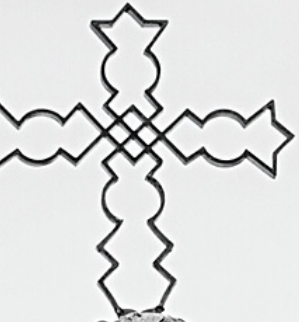
The most challenging element, however, is not the development of the plan: it is sticking with the plan that you created.

### SECTION REFLECTION

- What are one or two action steps you will put into action from this section?



# SOURCES & RECOMMENDED READING



**Dan Reiland, The Pastor's Coach, September, 2018**

**The 200 Podcast, The Dan Reiland Series,**

**Leadership Alone Isn't Enough**

**Nelson Searcy, The Growth Barriers Workshop**

**Justin Lathrop, Church Leaders.com March 4, 2014**

**Karl Vaters, Christianity Today August, 2019**

**John Finkelde, Grow A Healthy Church**

**Tom Rainer, Church Answers, July 8, 2019**

**Chad Hunt, The Unstuck Group**

**Blake Bradford, Church Leadership, September 2020**

**Carey Nieuwhof, The Top 8 Reasons Most Churches**

**Never Break the 200 Attendance Mark**