



CCN LEADERSHIP TRAINING SERIES
LEADERSHIP SEMINAR MAY 10, 2001

**THRIVING OR DECLINING:
BUILDING EFFECTIVE CONTEMPORARY CHURCHES**

Ray Johnston

Senior Pastor, Bayside Church
<http://www.baysideonline.com>

Founder and president, Developing Effective Leaders

INTRODUCTION

_____ SYSTEMS vs. _____ SYSTEMS

TOP TEN ESSENTIALS
FOR DEVELOPING THRIVING CHURCHES

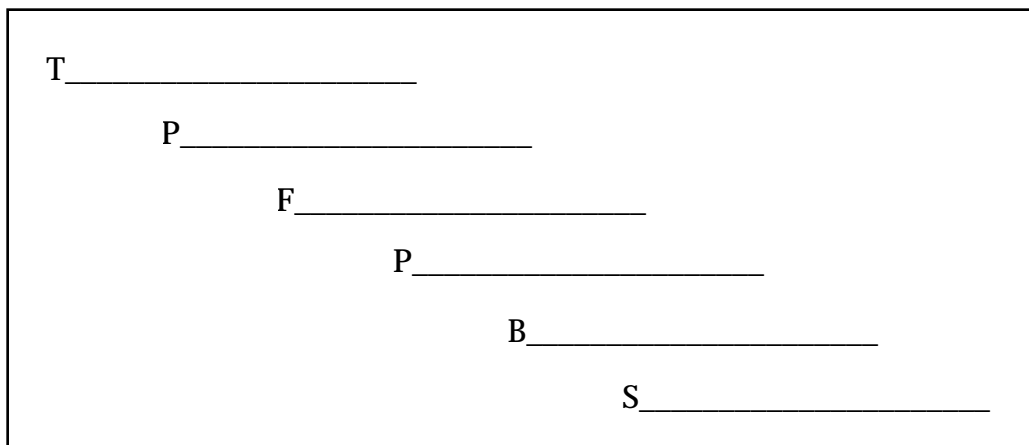
10. P _____

“People love to see people of passion. Set yourself on fire and people will come to watch you burn.”

-- Charles Spurgeon

9. CORE _____ & _____

UNHEALTHY CORE VALUE SYSTEMS



8. A BALANCED MINISTRY _____

CASUAL Ready To VISIT	CURIOUS Ready To GROW	COMMITTED Ready To SERVE
OUTREACH MINISTRIES	SPIRITUAL GROWTH MINISTRIES	EQUIPPING MINISTRIES

7. INTENTIONALLY CREATE _____

6. PRIORITIZE MINISTRY TO _____

5. GROW _____

FULL TIME: The Future Is Above The Line

DRAFT _____

PART TIME: The Future Is Soccer Moms And College Students

50 PLUS: The Future Is Retired People

FREE: The Future Is Anyone With Intel Stock

4. MOBILIZE _____

__KNOWING WHAT THE STEPS ARE

Bayside
Willow Creek
Saddleback

What are the steps?

How are they communicated?

__Spiritual Gifts

__Removing the Handcuffs

__Call For High Levels of Commitment

__Become A Learning Organization

3. BUILDING HEALTHY _____

2. PRIORITIZE BUILDING _____

1. CLIMATE _____

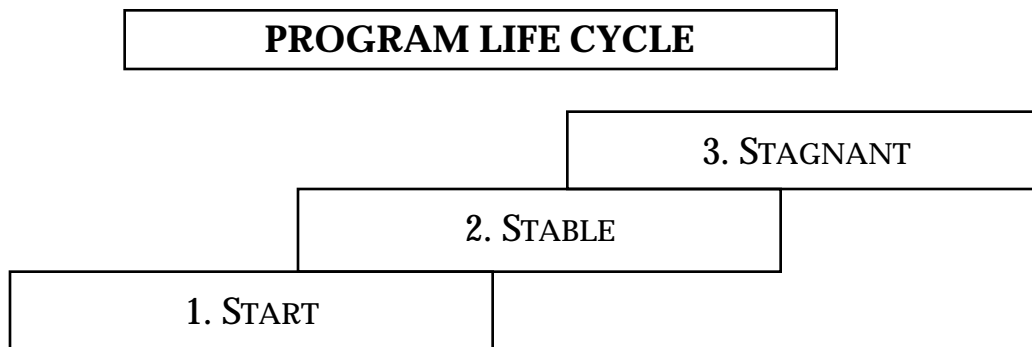
__ F _____

__ MODEL HEALTHY _____

__ ENCOURAGEMENT (PUBLIC AND PERSONAL)

__ GRACE: FAILURES ARE _____ ON THE ROAD TO GROWTH

__ DEVELOP A HIGH RESISTANCE TO DISCOURAGEMENT



STAGE CHARACTERISTICS						
STAGE	Energy Level	Task (Goal)	Time Frame	Motivation	Support Base	Central Factor
1. START	Enthused	Meeting Needs of People	Future	Vision For Reaching People	Small and Enthused	Vision-Centered
2. STABLE	Momentum	Refining the Program	Present	Cohesive program	Larger & Hopeful	Program- & People-Centered
3. STAGNANT	Decline	Survival	Past	Coercion Guilt "Should"	Smaller w/Little Hope	Program- & Tradition-Centered

Resources

Miller, Lawrence M. *Barbarians to Bureaucrats: Corporate Life Cycle Strategies*. 1990:

Fawcett. An exploration of organizational behavior—secular, but highly insightful.

Planting Thriving New Churches. Book and tape kit developed by Ray Johnston and available from Bayside Church's Web site, <http://www.baysideonline.com/>