

CITIZENS CHURCH

BREAKING 200

Session One

Structure Bigger to Grow Bigger

- A bigger vision requires a bigger structure
- There are no solo acts past 200 in attendance
- Real barriers to growth are most often not spiritual, they are structural

Session Two

The Pastor Who Does Everything

- If you do everything, your ministry will only be as large as your personal reach
- If a pastor/leader does everything, it's a denial of how the church is structured
- Lead Pastors: stop leading, controlling, initiating, attending, and knowing everything
- Do the most of what you're best at and where you add the greatest value to the mission

Session Three

Scaling Pastoral Care

- 98% of pastoral care is having *someone* who cares; it doesn't need to be a pastor
- The goal is not create a church where everybody knows everybody, but to create a church where everyone is known - there is a big (scalable) difference
- Groups and Serve teams need to have pastoral care built in to them

Session Four

Finding the Right Leaders

- Growing churches don't buy great leaders, they build them - look within
- The best leaders you have may not be on your current board or team - pray for them
- No fiefdoms (matriarchs or patriarchs) where a person is protecting power
- Always place the need of the organization head of the needs of the individual
- Embrace excellence over inclusion

Session Five

Moving from Teams that Do to Teams that Lead

- Effective churches build teams of leaders, not just doers
- Leaders have followers, make things happen, and love responsibility
- Give volunteers a challenge, be organized, hold volunteers accountable, play favorites, pay leaders in non-financial currency

Session Six

Aligning Your Church

- Clarity + Simplicity + Alignment = Scalability
 - This is the basis for our new structure
- A clear vision, a simple mission, and buy-in to a system that supports it

Session Seven

A New Way to Make Decisions

- Almost nothing gets accomplished if everyone has a say
- The board's role is to support the vision and guard integrity
- Staff led, board guided, and people gifted decision making is best

Session Eight

Stop Making Excuses

- You can make excuses or you can make progress, but you can't make both
- Excuses: The soil is harder here - Our context is different - We don't have money - Our people won't do that - The church down the road took all the people.
- "Whether you think you can or you can't, you're right." Henry Ford