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THE GROWING PEOPLE PROCESS

TRANSFORMATION OUTCOMES versus inputs, COLLABORATION and COMMUNICATION of STRATEGY

DEVELOP LEARNING INTERVENTIONS IN LINE WITH STRATEGY

RESULT
FOCUSED, GROWING AND ENGAGED CHURCH MOVING MORE TO ECCLESIA

COMMUNICATE THE NEW GOALS FOR THE YEAR

REVIEW WITH PEOPLE + AMEND

MULTIPLICATION versus SPIRITUAL ADDITION

TRAIN IN MARKETPLACE OUTREACH

IDENTIFY AND SUPPORT GIFTS,

CONTEXTUISE MESSAGE,

USE WIDER BODY, DEPLOY NOT EMPLOY

CLARIFYING OUR CALL AND GIFTS

EQUIPPING, EMPOWERING, ENGAGING, SENDING OUT
PRINCIPLES BEHIND THE FRAMEWORK

CMA (Christian Management Australia) has released material on essential standards for Church Workplaces and Christian Workplaces. Some of the principles that exist here are similar to those and include:

- Bringing the charismatic and missional style churches into one church
- Encouraging the open sharing of Goals and developing training according to them and communicating this well as to why certain learning is advocated.
- Encouraging the evaluation of methods with the people and then feedback to the community
- Clarifying and serving the Calling of People - versus serving church vision even if outside church activities
- Priesthood of All Believers and Every Member Ministry (1 Peter 2:9) to allow less pressure on pastors
- More effective methods of Empowering Establishing and Equipping of the Saints
- Moving from “Connecting to a Church” to Measures of Transformation
- Moving away from Attraction Model to Discipling Model - Platforms for Community Engagement not Concert Attendance
- Moving towards “Numbers deploying and Actively Participating” versus “Numbers attending Church”
- Changing the staffing structure from appointing ministry roles to appointing by critical Functions such as HR and Communications
- Principle that Quality Relationships result in engagement more than content
- Allowing Debate and Questioning as a key tool for Learning
- Encouraging greater unity with other Christian denominations and Christian organizations to demonstrate unity and honoring expertise
- Bringing back prophecy into services
- Encouraging Trust and Believing the Best in Others
- Moving from Teaching to Learning with emphasis on outcomes not input
- Bringing back the Five Fold Ministry (Eph 5)
- Multiplication and one on one Disciple making (2 Tim 2:2) not just group discipling
- Open Communication and Shared Mission
- Church Accountability and Lives that Invite Inquiry
- Moving from “Shouting on the Mountaintop” to “Immersing in the Culture”
- Encouraging lots of resources to be given to people even if from different parts of the Body of Christ
- Honoring People and Fair Treatment “All men will know you are my disciples if you love one another” (John 13:34)
- Encouraging Creativity in Spiritual formation and Cross fertilization of Ideas
- Interactive Action Learning that support developing a genuine relationship with God
- Going to Nonbelievers in their situation and Walking with Them (Missional Community) rather than inviting people to our environment
- Supporting Christians in the Marketplace (Being Salt and Light)
FAQ

Is it prescriptive?
No as you can choose what parts you feel God is laying on your heart. If you disagree with an element you can leave that part or choose your own way of implementing an indicator. If you wish to be known as a Quality Church there will be requirements there.

What if I disagree?
Denominations could take this as a tool as amend indicators to suit.

How can you change large issues through a quality framework?
This framework allows debate over keys areas and ideas for implementation. As such it quickly expands knowledge without the old methods of conferences or workshops which often cover material not relevant.

What if I feel overwhelmed and don’t know where to start?
We recommend the best place to start is with the diagnostic tool. Then see the implementation hints. We have several versions that are more tailored to the state of growth in your church. Use your mentors and leadership team to give you feedback or do a survey and ask the congregation where they think you are strongest or weakest (recommendations in notes). The greatest way to understand is to start going through pieces and discussing it with your mentors. You cannot expect to understand all aspects immediately as it is contains a lot of different aspects but by working through it you will find understanding increases. Use the diagnostic tool.

How do I know if this works?
Organizations have been using most of these principles for many years with good results. These principles work and a lot have been documented in the many church surveys on growth that exist. These are backed up by surveys such as Fresh Expressions, Reveal, and NCD and summaries of these are in the notes. There is evidence on the effectiveness of Investors In People on their site. The stats are overwhelming about the decline in Christianity. We believe there are many things we can do differently and can afford to keep doing the same things and expecting a different result. Any form of accountability is healthy and keeps us integral. We cannot guarantee this will work as it depends on the quality and extent of implementation and there are of course other factors affecting church growth in society. This framework only covers certain aspects of church growth.

We do hope to bring many testimonies down the track of its value and will continue to adapt the framework as we get more and more quality input. There is never a fixed one off solution but we have to adapt to the needs of society through contextualizing the gospel. This is the example that Jesus gave us.

Is this saying we should not have teaching?
No this is just challenging the method of teaching and encouraging more recognition of participatory methods so we ask ourselves to what extent are people learning. Teaching is not teaching is we are not learning- it is talking.

No One church can do everything?
If we use the principles of empowerment and trust (referring to other resources in the body not worrying if people will leave or if their resource is biblical enough) and good communication we may find that we can offer way more than we have using other methods. Offering a balanced church is critical. We must move away from one church specializes in one area. This has been proven in church studies from NCD.

What is the Cost to use this?
At the moment it is FREE to limited number of churches but after that we will charge a fee to have the rights to use this. Those signing up will benefit from publicity as seeking to become a church following quality standards.
Help find their Unique calling and support them in that

Use Resources Of Whole Body

Train to Outreach in Market Place

KEY INDICATORS
Bringing back Ecclesia and Priest Hood of all Believers

Transformation outcomes

Interactive Learning Collaboration with People

One on One Discipling Move from Ministry to Function

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Develop clear goals and culture for the year ahead & communicate regularly. (Without Vision People Perish)

Learning interventions are determined from the strategy.

1. Consider developing transformation outcomes, goals, stories, church we see statements, values virtues for the year ahead & communicate frequently and visibly for new people.
   (Note 2 Note 10)

2. Review good examples of strategic plans.
   (Note 1 Principle of Working as a Body and Adding excellence to Faith)

3. The implications of Servant: Hearted Leadership are considered and organic church principles.
   (Note 19)

4. Moving from “Connecting to a Church” to Measures of Transformation as a key success criteria.
   (Note 10 Encouraging movement away from a social club environment to serving God together)

5. Representative groups (Leaders, newer people, long standing members) consulted when developing the plan (for example through a survey or focus meetings, blogs or suggestion box).

6. Research indicates the value of keeping key areas of Church life in balance with emphasis on the wealthiest areas (E.g. prayer, word, prophecy, needs outreach, worship, community, discipling, structure, spirituality, ministry)

7. Moving from Church Focused to Everybody Focused. Supporting outreach in the Marketplace. (Note 2 Processes to support individual Caring are considered)
   (Note 42)

8. Moving from “Helping Church Ministry” to “church helping my ministry”.

9. The definition of “Ecclesia” and returning authority to believers is considered to its impact on the working of the church. The constitution could reflect this.
   (Note 3 Note 19)

10. Consideration given to sharing key functions with other churches to leverage the capability of the church.

11. Resources from many Christian organisations are promoted to ensure a good cross section of support is available.

12. Working with Other Christian Organisations to increase our impact and demonstrate unity to the world (Example: River of Life Conf.org).

EQUIP BELIEVERS

PHILIP 4:10-23

Workers are raised and sent out into the harvest. (Go and Make disciples- matt 28)

Empower and Multiply

Evidence is sought that members are actively engaged. Activities are evaluated.

INTEGRITY - Possible Applications of the Principles

1. Congregants could be invited to find out their calling and offered an opportunity to find their place to serve and then establish them in the faith.
2. Consideration to be given to including in the principle of teaching the original meaning of debating as experienced in Jesus’ time.
3. The concept of being led to prayer and finding the original meaning of debating as experienced in Jesus’ time.

Principle of Synergy

4. Consistency is valued and encouraged to openly discuss flexible Ministry.
5. Learning interventions tailored to the individual for example through one on one coaching and/or career coaching. (Principle of Unity and Love)
6. Leadership development - enabling a group to create synergy e.g. workplace domain groups, outreach domain groups, ministry development (Principle of creative and cross fertilisation of ideas)
7. Learning interventions tailored to ministry development.
8. Leaders encourage discussion and development into groups.
9. Leaders encourage discussion and participation in training courses or bible schools.

Acid Test

10. Learning interventions tailored to enactment of the strategy.

Monitoring and Evaluation

11. The impact of DVD’s is considered in the principle of being led to prayer and finding the original meaning of debating as experienced in Jesus’ time.
12. The impact of DVD’s is considered in the principle of being led to prayer and finding the original meaning of debating as experienced in Jesus’ time.
13. The impact of DVD’s is considered in the principle of being led to prayer and finding the original meaning of debating as experienced in Jesus’ time.

Principle of Unity and Love

14. New Christians and seekers followed up positively and basic tools given.
15. Use of current learning methods are considered to suit the different learning styles of people. E.g. Themes, Visual Props, Reinforcement.
16. Small group leaders provide guidance or mentored.

Principle of Integrity

17. New leaders are identified, developed and given opportunity to practice their skills.
18. Leaders provide guidance or mentored.
19. Leaders develop transformation outcomes, goals, stories, church we see statements, values virtues for the year ahead & communicate frequently and visibly for new people.

Principle of Honesty

20. Emerging leaders are identified, developed and given opportunity to practice their skills.

Principle of Honesty and Integrity

22. Principle of Honesty and Integrity.

Principle of Integrity

23. Principle of Honesty and Integrity.

Principle of Unity and Love

24. Principle of Honesty and Integrity.

Principle of Unity and Love

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22. Principle of Honesty and Integrity.

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Principle of Honesty and Integrity


Principle of Integrity

27. Principle of Honesty and Integrity.

Principle of Unity and Love

28. Principle of Honesty and Integrity.

Principle of Integrity

29. Principle of Honesty and Integrity.

Principle of Unity and Love

30. Principle of Honesty and Integrity.
### CHURCH HEALTH FRAMEWORK

#### PRINCIPLES

<table>
<thead>
<tr>
<th>PLAN AND COMMUNICATE</th>
<th>IDENTIFY LEARNING</th>
<th>INTERVENTIONS REQUIRED TO MEET GOALS AND VIRTUES</th>
<th>REACH OUT AND ESTABLISH BELIEVERS</th>
<th>EQUIP BELIEVERS (Eph 4:12)</th>
<th>EMPOWER AND MULTIPLY</th>
<th>ENGAGE AND REVIEW</th>
</tr>
</thead>
<tbody>
<tr>
<td>Develop clear goals and culture for the year &amp; communicate regularly (Without Vision People Perish)</td>
<td>Learning interventions are determined from the strategy</td>
<td>The Church proactively seeks to reach seekers and then establish them in the faith.</td>
<td>Good practice learning and development methods are developed to ensure quality learning takes place.</td>
<td>Workers are raised and sent out into the harvest. (So and make disciples - Matt 28)</td>
<td>Evidence is sought that members are actively engaged. Feedback is sought from the congregation.</td>
<td></td>
</tr>
</tbody>
</table>

#### INDICATORS …….. Possible Applications of the Principles

1. Examples of learning interventions: -
   - Essential Principles for New Christians (Wheel tool),
   - How to test. How to find your calling
   - How to pray. Developing a Genuine Relationship with God
   - How to interpret the Bible,
   - How to prophesy, How to disciple, How to develop a strong family unit
2. Learning interventions are prioritised according to the needs of the congregation and to the strategic goals so strategically linked to goals
3. New Christians and seekers followed up proactively and basic tools given.
4. Pathway to growth is clearly defined and Tools and other Christian ministries could be actively advertised to encourage people to be responsible for their own growth.
5. The impact of youth camps, children's outreach, social outreach and church plants are considered as research shows they are one of the most effective outreach methods.
6. The role of mentorship and coaching.
7. Evidence is sought that members are actively engaged and growing.
8. An assessment of what is working and what is not is encouraged, with evidence sought from congregation. Note 25
9. (Online surveys are an easy free method).

### Additional Notes

- **Note 1:** Essential Principles for New Christians
- **Note 2:** Consider principle of moving from Church Focused to Community Development
- **Note 3:** Consider principle of moving from Few called to mission to every believer
- **Note 4:** Consider principle of "Numbers equipped to be sent out " not numbers attending Church
- **Note 5:** The organisational structure
- **Note 6:** The organisation develops a clear vision for the year ahead and communicates this repeatedly and visibly.
- **Note 7:** This could be in the form of transformation outcomes, stories, values, learning competencies. Moving from inputs to outputs
- **Note 8:** Review examples of strategic plans
- **Note 9:** Learning interventions are determined from the strategy
- **Note 10:** The Church proactively seeks to reach seekers and then establish them in the faith.
- **Note 11:** Good practice learning and development methods are developed to ensure quality learning takes place.
- **Note 12:** Workers are raised and sent out into the harvest. (So and make disciples - Matt 28)
- **Note 13:** Evidence is sought that members are actively engaged. Feedback is sought from the congregation.
- **Note 14:** The organisation develops a clear vision for the year ahead and communicates this repeatedly and visibly.
- **Note 15:** This could be in the form of transformation outcomes, stories, values, learning competencies. Moving from inputs to outputs
- **Note 16:** Review examples of strategic plans
- **Note 17:** Learning interventions are determined from the strategy
- **Note 18:** The Church proactively seeks to reach seekers and then establish them in the faith.
- **Note 19:** Good practice learning and development methods are developed to ensure quality learning takes place.
- **Note 20:** Workers are raised and sent out into the harvest. (So and make disciples - Matt 28)
- **Note 21:** Evidence is sought that members are actively engaged. Feedback is sought from the congregation.

### Supportive Outreach

- **Note 22:** A process exists to find out why people have left and feedback is seriously considered
- **Note 23:** Training in the prophetic is given and the gift encouraged.
- **Note 24:** Communication of successes can empower others to want to join in.
- **Note 25:** Prioritising growth and withholds to self reflect has been shown to be important in church growth studies

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IMPLEMENTATION HINTS FOR LARGER CHURCHES

1. This is intended to be worked on with your own mentors/ coaches or leadership team. Notes explain many of the indicators but you can discuss them with your mentors. Contact us through the website if you struggle with implementation.
2. Share the Framework with your leadership team and get their buy-in and feedback of areas to focus on.
3. Answer the questions on the application form- this will help narrow down where to start. You may need to employ a coach or mentor to take you through this.
4. Grade the indicators with a number out of 5 (5 being strongly implemented). Choose those that score the lowest but also those items that would make the biggest difference. Do not start on small items.
5. Consider the resources you have to devote to this- something may have to be stopped to allow time for focus on the new.
6. You could consider appointing an operations manager to oversee the implementation and ensure things are moving forward according to set priorities.
7. If wish to formally commit to this – complete the application form and pray about whether you need coaching assistance. As this framework becomes known there will be great advantages to publically declaring you are working towards this and we may have a website that shows churches who are dedicated to ensuring certain principles are taking place to help the public know who to trust.

IMPLEMENTATION HINTS FOR SMALLER CHURCHES

Some of these items may be too much to take on initially. See the young church version.

1. Try to complete the application form as this is a coaching tool to help implement the framework. Even if you cannot fully complete it can you submit what you have as a requirement for using this tool and a coach can assist you
2. You can work at your own pace discerning the leading of the Holy Spirit as to what is the right timing for some of these things. Not reinventing the wheel can help by finding formats and models that have worked for other churches. Some ideas and systems are already shown here which you can use.
3. You could choose 3 or 4 items that you feel would make the biggest contribution and work on those. Starting at a clear statement of your goals/ transformation goals and then deciding on learning competencies in light of these is a good start for any church where this is not in existence. Alternatively you could appoint various leaders to spearhead implementation. Otherwise you may wish to grade the 6 principles across the top (out of 5) and choose the lowest scoring one. For example if empower came in as 1 and the others higher you would choose those areas in empower.

Some suggested important items:

- A clear document of goals and values for the next few years to ensure everyone.
- Considering how you may help people in their calling. Fundamental to having engaged empowered people.
- Considering interactive learning methods to ensure the uptake of material and making strong disciples
- Good procedures for new people and new Christians as this is the life blood of the church and shows how well it is reaching out.
- Encouraging one on one discipling (facilitates connection/relationships, encourages outreach, Defines Calling, Meets Pastoral needs, tailored growing and learning and new connections to build ministry)
- Engaging the congregation in what is working and what is not (ensuring engagement)
- If you wish to use the framework- please complete the application form below.
Diagnostic Tool to assess the most effective place to start church health initiatives

Would you like to know how your church is doing compared to some of the best research studies conducted? This tool has been developed from assessing the results of many major research studies. We have collated the key findings and put together some questions to help you assess where you are in line with those findings. It seeks to make substantive findings accessible to churches in an easy to use tool.

Score 1 point if you meet the indicator fully, half if partially, and then add the score in total

Diagnostic Tool

- Do you put good resources into children and youth work as this is where the greatest conversions come from?
- Do you have a clear outline of where you are going in the next few years?
- Do you have transformation outcomes rather than attendance measures?
- Do you have a Church planting strategy as this has been shown in surveys to be one of the more effective outreach methods?
- Is your church missional in the sense that its existence is based around reaching those not currently in the church?
- Have you considered organic/natural church development principles as ones that represent the early church model more closely?
- Most conversions come from the younger generation. Do you know what the younger generation want?
- Do you support people’s calling and provide processes as opposed to a job in the church?
- Do you teach them how to share their faith in the marketplace?
- Do you delegate and empower people so they are engaged not just spectators?
- Do you provide a clear pathway to growth?
- Do you seek to have a balance of all major areas of church life and work on the weakest area (see NCD material for research)?
- Do you inspire a sense of Church ownership?
- Do you provide a chance to serve needs in the community?
- Do you encourage people to take responsibility for their own growth and not just rely on what church offers?

You can then work on those areas that you were unable to tick or score the lowest after prioritizing them.

If in doubt begin developing some good transformation outcomes in terms of what you want to see in the lives of others or in the above areas.
APPLYATION FORM

(Return to jane.j@iinet.net.au)
This is also a coaching tool that will help you get started identifying areas. It also provides us feedback which helps us keep improving the tool.

Name of Church:

Location:

Size:

Name of person responsible for implementation:

What is motivating you to consider the framework?

Do you have a leadership coach?

List 5-10 items you are doing well.

\[\text{Grade each of the indicators from One to Five, Five (5) being lowest and One (1) the strongest in your church currently. Add the total of each column and list in order of the highest score. This will give you a rough guide as to certain areas to take priority but resources and the Holy Spirit must guide this. Most things flow out of a good plan.} \]
\[1. \]
\[2. \]
\[3. \]
\[4. \]
\[5. \]
\[6. \]

5 items you would like to work on this year: (If this is hard to narrow down choose 15 and then out of those choose 5 that will make the biggest impact).

5 items you ideally would like to deal with if resources appear:
Annual report to be completed and submitted by 30 November each year

Progress made this year and difference each has made to the church:

Issues not addressed and reasons:

Testimony you wish to leave for use with others considering piloting the framework:

Any improvements to the framework you wish to suggest:

**NOTE**

A logo will be issued that can be displayed on your website to indicate you are working towards growing people and your site listed on our website so the public can see who is choosing to work towards this quality framework.

Coaching resources can be applied for to help with implementation (costs to be negotiated with the coach)

All fees are being waived at the moment so we just asked that to honor our hard work you are faithful to complete the annual report.
BACKGROUND TO THE FRAMEWORK

These notes are shown on the website

WHY A FRAMEWORK?

This is an exciting initiative that could possibly change the face of the Church and its impact on the world. A Church Framework has been written to communicate good practice ideas on how to help a Church fulfil its calling and make strong disciples. It is a tool to engage the people in the vision based on the principle "without vision the people perish". It seeks to address the issue of lack of church engagement of young people and evidence that conversions and hence real growth come from the youth.

McCrindle research for Australia say top reasons why people don’t attend church are:

47% say church is irrelevant,
26% don’t accept how it is taught,
24% say don’t attend because of the outdated style
22% issue with clergy/pastors/ministers

It consists of 6 Principles which are well accepted principles to address these issues. Under each one are possible applications of those principles. There are implementation hints in the notes.

It shows creative ways of empowering people through communicating and involvement in the out workings of the vision, using the talents of people to their greatest extent, encouraging good learning and development techniques and techniques to engage people. It encourages good leadership development and a greater input from congregation members so commitment, giving and creativity can be maximized and real needs met.

They are not obligations nor intended to cover all areas of how to do church. The majority of the concepts are not new ideas or untested theories but well accepted tested concepts. This framework just seeks to bring the best of the best together in one usable tool. A lot of these concepts are well practiced in society but have not made their way into the church with the result that integrity has been lost to some extent.
It is not intended to be ways of measuring the performance of leaders but to communicate that it is the responsibility of everyone as to the success of the church and to ensure leaders are not leading in a vacuum.

The tool was drawn up in the same format and with reference to some of the concepts of the well-tested **Investors in People Standard**. This has been used in organisations around the world for many years to help them increase the likelihood of meeting their goals by recognising the need to invest in people. To see the profound impact Investors in People has had on organizations click here.

https://www.investorsinpeople.co.uk/sites/default/files/Cranfield%20Impact%20of%20IIP%20on%20people%20management.pdf

We are looking for a group of individuals who can spearhead this framework across and within churches and contribute to its development. If you wish to be part of this team please see the end of the document for details and contact us at the website. Also follow up the developments of the framework by signing up to the blog newsletter at www.growingpeopleframework.wordpress.com

**ADVANTAGES OF THE STANDARD**

- Helps grow the church as it empowers and equips the right people to meet its goals
- Helps build strong disciples (Matt 28:18) and promotes marketplace ministry
- Improves the reputation of the church by enhancing trust and relevancy.
- Accelerates collaboration and knowledge sharing and therefore unity
- Descriptive – not prescriptive so you choose which parts you feel are important. It merely describes some possible methods
- Helps minimize disengagement and can therefore potentially increase giving and volunteering.
- Prepares the church for times of revival as they can then handle large numbers well.
- Promotes multiplication which allows greater and deeper growth
- Opens up way of regaining Christian influence in society
THE NEED TO DO SOMETHING DIFFERENT

AAM research shows that the Church as a whole is declining in attendance, and it is failing to win enough people to faith and even replace the number of attenders lost each year. The numbers of those attending church is sustained by the many Christians who have come to our cities from other nations.

McCrindle research quotes for Australia :-

- 5-15% of the population are committed Christians whereas this was over 50% in the 1950’s and 1960’s
- 88% say church is beneficial yet only 1 in 7 attend church monthly.
- Church attendance has gone down 48% since 1976
- Average church age now is 53 yet 4 out of 5 conversions occur under age of 20
- Christian Camps came 5th in top activities in coming to faith ahead of evangelistic event, small group, Christian outreach, introductory series, mission group YET 2 in 3 church goers have not attended a church camp in last 2 years. (47% made a commitment)

- **Barna quotes:** 80% of those raised in church could be disengaged by the time they are 29.
- 2/3 churchgoers say they attend church to “learn more about God.” But less than 1/10 adults say that happened last time they went to church

We must do something to engage GEN Y/Z and Millennials. Can we consider what style they respond to and seek methods that engage them and keep them?

In relation to the growing population of Melbourne Australia, the Church is seriously declining. Without significant missional initiatives by the Church, it is inevitable that attendances will decline even more as the 65,000 people now aged over 75 no longer attend. (Source Rob Issachson, Mission Report).

So this framework seeks to address this.

This material is not unproven ideas but a collection of ideas that have been well tested in organizations for many years. It seeks to bring the church greater understanding of these principles in one easy to read format with practical ideas as to how to implement these principles in practice. Many churches are doing aspects of the framework. We will seek to build up examples of this as time goes on.

**PROPHETIC WORDS TO BACK UP THE TIMING OF THIS**

Haggai has been given to us – It talks about not looking after your own house while God’s house is in ruins. It talks about how we have sown but not reaped. But when the Governor, people and priest joined together God promised that there would be more glory to God than previously. We do sense urgency around the timing of this to allow the Church to be in a good state before revival comes.

Also Isaiah 57:14 “Remove the stumbling blocks out of the way of my people”. Here are some of the stumbling blocks
WHY HASN'T THE CHURCH BEEN MORE INFLUENTIAL?

Some key reasons taken from the source quoted below include:

- Denominational fragmentation, church splits, disunity and not working together
- Reduction in emphasis on Evangelism and Discipleship
- Underdeveloped Learning and Development Techniques in Churches.
- Split between Teacher Role and Leader Function not clear. A lot of key function roles not covered as emphasis on ministry role.
- Not empowering or trusting others in their own Church or resources outside the church
- Failure to train Christians well in how to serve God in their daily occupations
- Confusing Teaching for Learning and not focusing on transformation outcomes but statistics.
- Growth of Consumerism
- Certain Biblical Truths not being taught over the centuries
- Exchanging accountability for people pleasing with a reduction in critical analysis
- Allowing Greek philosophy to divide the sacred from the secular rather than our Hebraic roots of God being over all, through all and in all (e.g.: book of Leviticus and Eph 4:6)
- Biblical literacy decline in both the Christian and wider community
- Breakdown of moral fortitude through media influence and pornography
- Cultural pressures overriding the knowledge of Jesus as the Lord of the marketplace
- Dysfunction and disorder in our own homes
- Failure to teach the next generation our Judeo/Christian heritage (Psalm 78:3-8)
- Lack of God space in the busyness of people’s everyday lives
- Lack of training Christians how to serve God in their daily occupations
- Silo mentalities that cause pastoral disinterest outside the walls of local churches.
- Liberalism through the media infiltrating attitudes in the church
- Misunderstanding about Evangelism and Discipleship in the marketplace
- Scandals and abuses that have undermined trust in the church in the wider community.
- Lack of allowing the prophetic gifting to develop and training in the prophetic

(Source Peter Kentley GME Strategic Plan River of Life)
WHAT IF WE DON'T CHANGE?

Here are a few possibilities of what could happen:-

- Bored people
- Untrained people
- Spectator Christians
- Ad hoc approach which leads to poor quality learning.
- People leaving hurt as they lack engagement with their church often without saying why and we not finding out or showing we care about that
- Unloved people tell others so the reputation of the church goes down
- Hurt Christians who feel no one cares about their views or their calling but they are being used to bolster the ambitions of a few.
- The younger generation becomes more detached as we don't adapt and church becomes predominately older Christians which is not sustainable
- People view church as out of date and uneducated
- Leaders become bottlenecks as decision making centers around a few. We feel we need permission to do things God has led us to and leaders are too busy to facilitate those new ideas.
- We set a model that does not reflect the creativity of Jesus and his people
- We believe we are raising disciples but have never evaluated if this is the case
- We fail to raise leaders with quality leadership skills that work for this generation and the next generation suffers from a disengaged Church.
- We fail to recognize that the greatest support we can give is to empower people in their calling not get them to volunteer below their capacity for a church event. This will not change the world.
- We don't create wealth and power to influence Gods Kingdom.
- We are encouraging our people to become fat with too much content but not enough application (we become hearers not doers)
- WE don't facilitate tailored connection so people don't make genuine friendships which brings disengagement.
- We have poor accountability so we increase the chance of poor decisions being made and unethical behavior
- WE set a standard of saying we don't trust others so they model that by not trusting the church
STORIES FROM EVERYDAY CHRISTIANS OF WHAT COUNTS

Life outside the church –Richard’s story

It’s a long story but in 2008 after twenty-three years of pastoral ministry, I unexpectedly found myself working in the community development sector of local government. In Council, my institutionalised church mind was stretched as I observed God’s work in the world being implemented by agencies other than the church through the development and delivery of policies and programs that were contributing to a more just, equitable and liveable society. Up until then, I’d seen the church as the sole facilitator of the missio Dei (the mission of God).

The change in career also ushered me into the long forgotten world of the congregation member. Gracing the pews was a disconcerting experience. I was alarmed to find how disempowering, uninspiring and theologically inept the average church service could be when you weren’t the leader. I regularly found myself saying to my wife, “Please tell me we didn’t do this to people”. Disillusioned, I stopped attending church as I’d traditionally known it.

The decision to re-engage with pastoral ministry after two years working at Council wasn’t easy. But I felt compelled to help curate a space centred around God as a relational community; somewhere inclusive in which people were given a voice; where we weren’t too quick to provide answers but gave room for questions and doubt; where love was more important than everyone believing the right thing; light on programs but big on encouraging people to see themselves as carriers of God’s kingdom wherever they went.

Annette’s story (not real name)

I had a great start to my Christian walk with lots of one on one discipling, love, people helping me find my spiritual gifts and then encouraging me to take a part in using them. I was encouraged to study the bible and apply it and understand about evangelism. But having moved area my experiences in church went downhill from there with being subjected to little support in applying my gifts, suspicion or just lack of interest. I was only offered a sermon and a small group which was often more preaching or a DVD. I had little opportunity to build quality relationships as most was content orientated. If we set something up as a ministry it often did not get the support from top leaders and so often fizzled. I kept believing there was a different form out there but each one focused on one thing whereas I wanted all the aspects that I found in the bible. I wanted to pray with my leaders, be encouraged to evangelize in the workplace, help them find my gifts and provide an opportunity for mentoring/coaching that would have kept me engaged. I also wanted leaders of departments to serve the bigger need by bringing in others not taking control of their dept. in the way that suited them. I still believe church can provide all this but I don’t know how much more I can stand from what I see in church today.
POSSIBLE “CHURCH WE COULD SEE” STATEMENT

(To help you understand the framework here is some examples of a church we could see)

- A church that understands the deeper meaning of Ecclesia and the Priesthood of ALL believers.
- A church that is missional, existing for those who do not currently believe, more than to support existing believers.
- A church that understands discipling to a deep level and the principle of reproduction.
- A church that builds community with a purpose not just community.
- A church that places more focus on transformation outcomes than attendance measures.
- A church that understands about the value of functional roles more than roles around ministry
- A church that recognises the greatest growth happens through practice more than academic learning.
- A church that knows what it takes to engage and equip, providing pathways to growth.
- A church that understands that the greatest conversions come from the younger generation and so devote key resources in this area.
- A church where people are free to bring a word, song, picture testimony or a piece of scripture to read in services. Time given to hear from God prophetically in the main meeting (1 Corinthians 14, 26).
- A church that has strong processes in place for enabling people to find their calling and is proactively supporting people in their calling.
- A church where all can see and pray together over its strategy.
- A church that encourages the application of the word just as much as the preaching of it.
- A church where everyone understands “who they are in Christ” and how to engage with God’s presence.
- A church where people are accepted for who they are and immediately encouraged to serve.
- A church that is not afraid to use other resources from outside its walls to grow
- A church that communicates its goals, strategies, values and virtues clearly to the congregation and seeks to find out if it is meeting them regularly. Then re-evaluates.
- A church who knows how to engage the courts of heaven.
- A church that understands that only 5% of the population are now committed Christians and wants to play their part in releasing and providing resources to change that by empowering people in the marketplace to be Christ.
- A church that sees the need for change in its style of presentation, to constantly evolve and reflect cultural trends.
- A church where one on one discipling is encouraged, as modelled by Jesus and Paul.
- A church that actively seeks out feedback from members and allows the body to participate in decision making
- A church strong on encouraging outreach and evangelism, whilst developing training to teach others how to witness.
- A church that is constantly encouraged to greet, encourage and release new people to serve the church.
- A church that understands the effectiveness of Church Planting and Church Multiplication Strategies.
- A church that is visible in the community and involved in the community.
DEVELOPMENT AND MARKETING TEAM MEMBERS WANTED

A Christian church excellence framework has been written to communicate ideas of how best to retain and make strong disciples. It is a tool to allow clarity, good communication, engagement and a coordinated approach. It also provides a greater voice and input from congregation members so commitment and creativity can be maximised and real needs met.

We are looking for a group of individuals who can spear-head this standard across churches

Role:

- Finding or using existing networks to promote the standard particularly at the senior denominational level
- To gain endorsements for the standard
- To work on refining the standard and getting feedback.

Competencies

- Highly networked
- Confident in approaching new senior contacts
- Good business development skills
- Good influencing skills
- Good listener and good communicator.
- Has a pleasant manner and can work well in a team.
- Committed Christian with a strong desire to see an effective Church across Australia and the World.