



Transforming an Established Church (Intention through Implementation)



When you are up to your neck
in alligators, it's difficult
to remember that your main
objective was to drain the swamp.

Source: Unknown

BLUEPRINT FOR TRANSFORMING AN ESTABLISHED CHURCH

STEP	BLUEPRINT
A	EVALUATION & FOCUS
B	STRATEGY FOR THE CHURCH
C	LEADERSHIP DEVELOPMENT
D	SHEPHERD-GROUP ESTABLISHMENT
E	ESTABLISHING A NEW TESTAMENT MODEL

STEP A EVALUATION & FOCUS

ACTIVITY

SELECTION OF AN EVALUATION TEAM

EVALUATION OF PRESENT PHILOSOPHY & METHODOLOGY

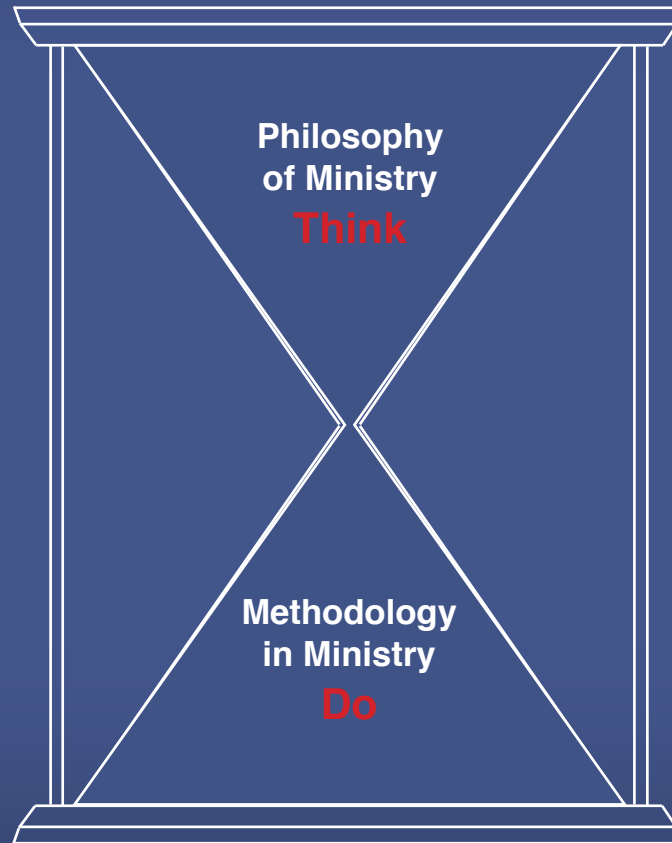
SURVEY OF MEMBERSHIP'S PERCEPTION OF THE CHURCH

STUDY & RESEARCH

DURATION

SIX MONTHS

FUNDAMENTAL ISSUE



FOCUS

BIBLE

2 So the twelve summoned the congregation of the disciples and said, “It is not desirable for us to neglect the word of God in order to serve tables. 3 Therefore, brethren, select from among you seven men of good reputation, full of the Spirit and of wisdom, whom we may put in charge of this task. 4 But **we will devote ourselves to prayer and to the ministry of the word.**”

(Acts 6:2-4)

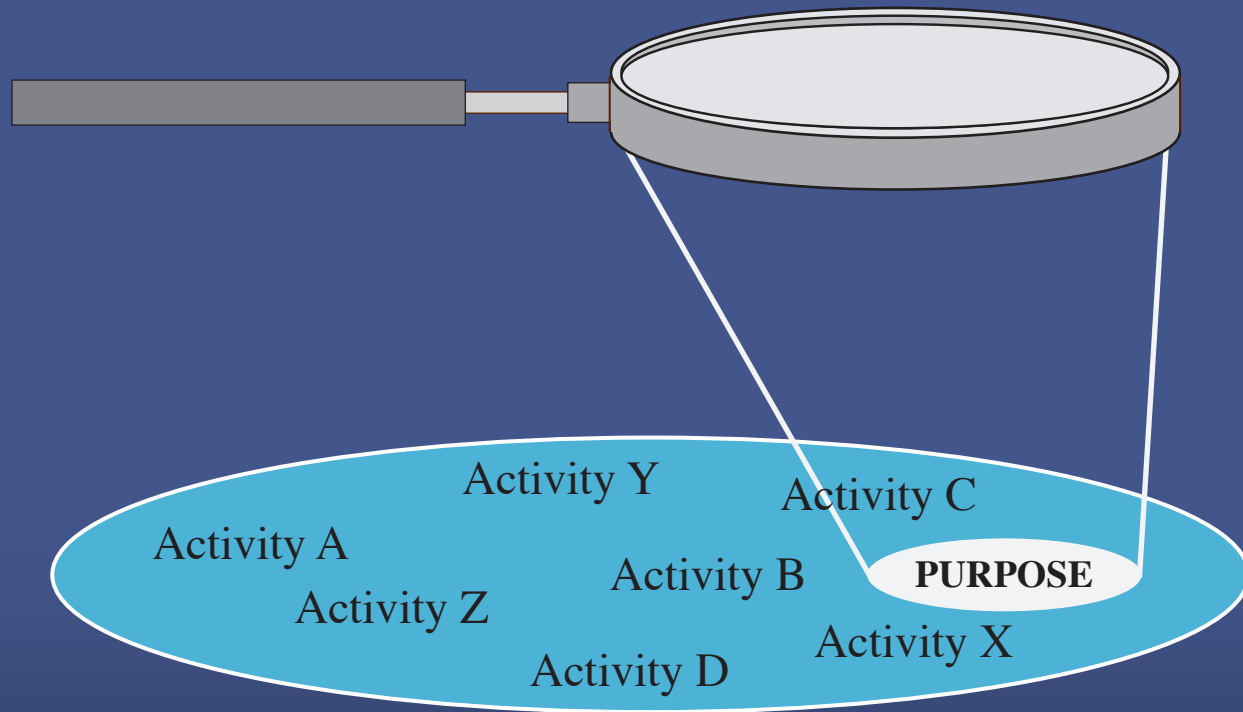
CREATING EXCELLENCE

Focus enable leaders to invest available resources toward implementing successful and lasting change. How do you acquire focus? By eliminating unfocused activities and understanding the steps to successful implementation. (p 33)

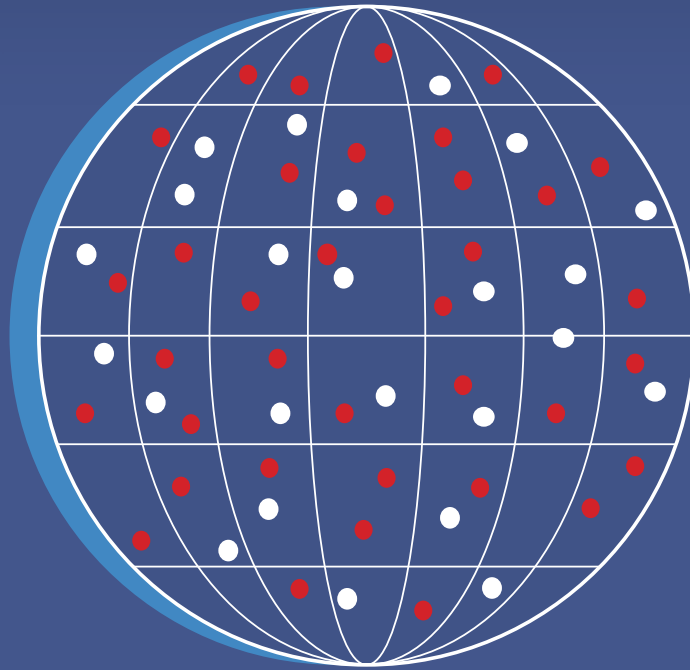
To master focus, you must **develop the ability to manage your interests**, determining when and for how long you should award each your undivided attention. (p 207)

Focus makes successful, lasting, and profitable change possible. (p 219)

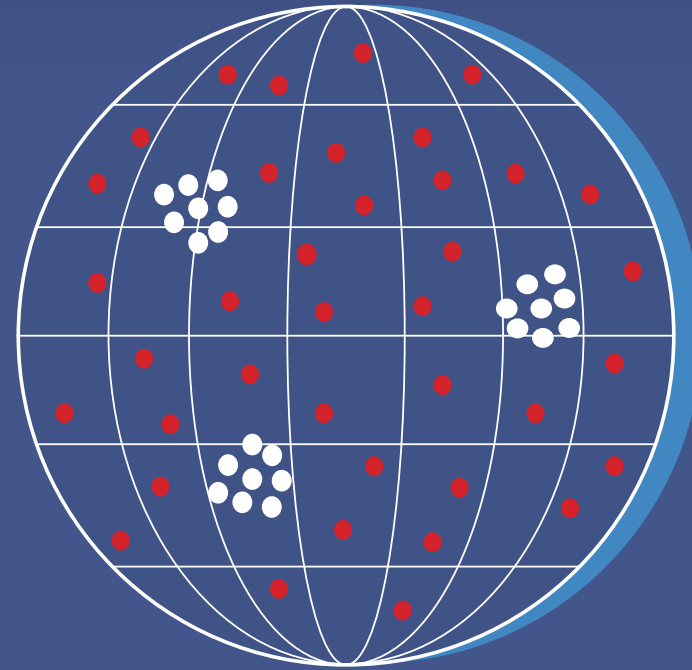
FOCUS ON THE IMPORTANT



PURPOSE OF THE CHURCH



SCATTERED
to **PROCLAIM**



GATHERED
for **GROWTH**

● = CHRISTIAN
● = NON-BELIEVER

STEP B STRATEGY FOR THE CHURCH

ACTIVITY

DEVELOP A BIBLICAL PHILOSOPHY FOR THE CHURCH

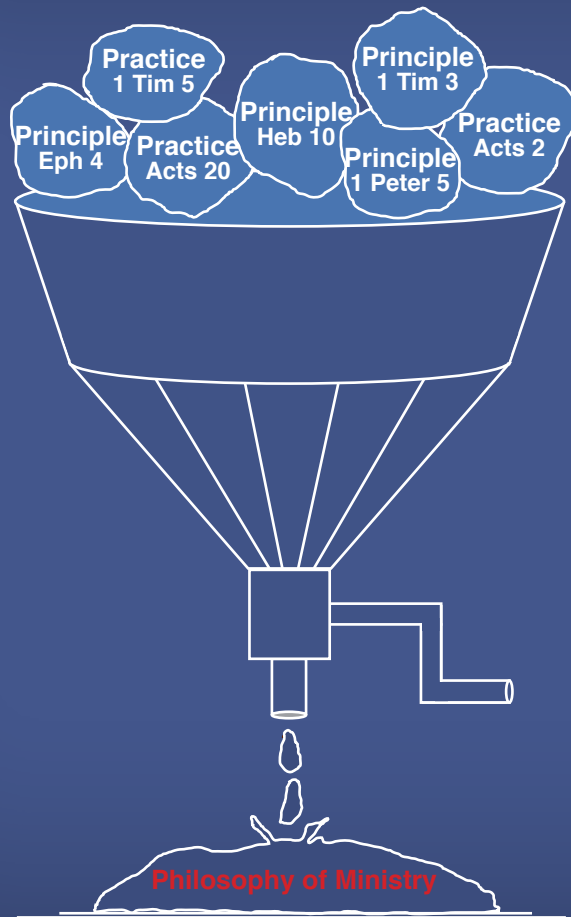
DEVELOP A CORRESPONDING BIBLICAL METHODOLOGY

DEVELOP A STRATEGY FOR CHANGE

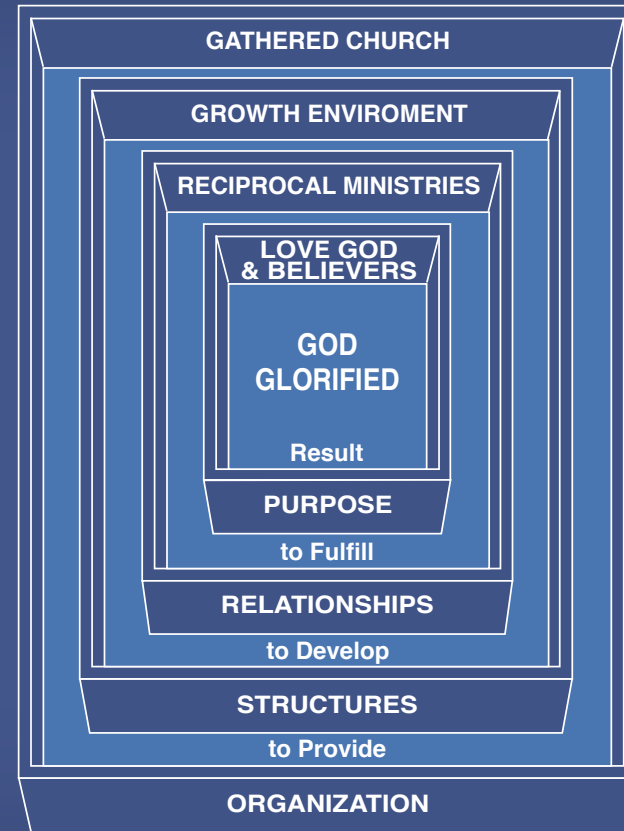
DURATION

SIX MONTHS

DEVELOPING A BIBLICAL MINISTRY PERSPECTIVE



Leads To



Methodology in Ministry



LEADERS

The essential thing in organizational leadership is that the leader's style pulls rather than pushes on people. **A pull style of influence works by attracting and energizing people to an exciting vision of the future.** It motivates by identification, rather than through rewards and punishments. (p 80)

When individuals feel that they can make a difference and that they can improve society in which they are living through their participation in an organization, then it is much more likely that they will bring vigor and enthusiasm to their tasks and that the results of their work will be mutually reinforcing. (p 91)

Leader creates the understanding, participation, and ownership of the vision. (p 103)

Greatest task in making strategy succeed will be the ability to transform the organizational culture. (p 113)

If an organization is to be transformed, the social architecture (culture) must be revamped. (p 139)

CREATING EXCELLENCE

Three major obstacles to excellence:

- **Short-term orientation**
- **Shallow thinking**
- **Quick-fix expectation.** (pp 37-38)

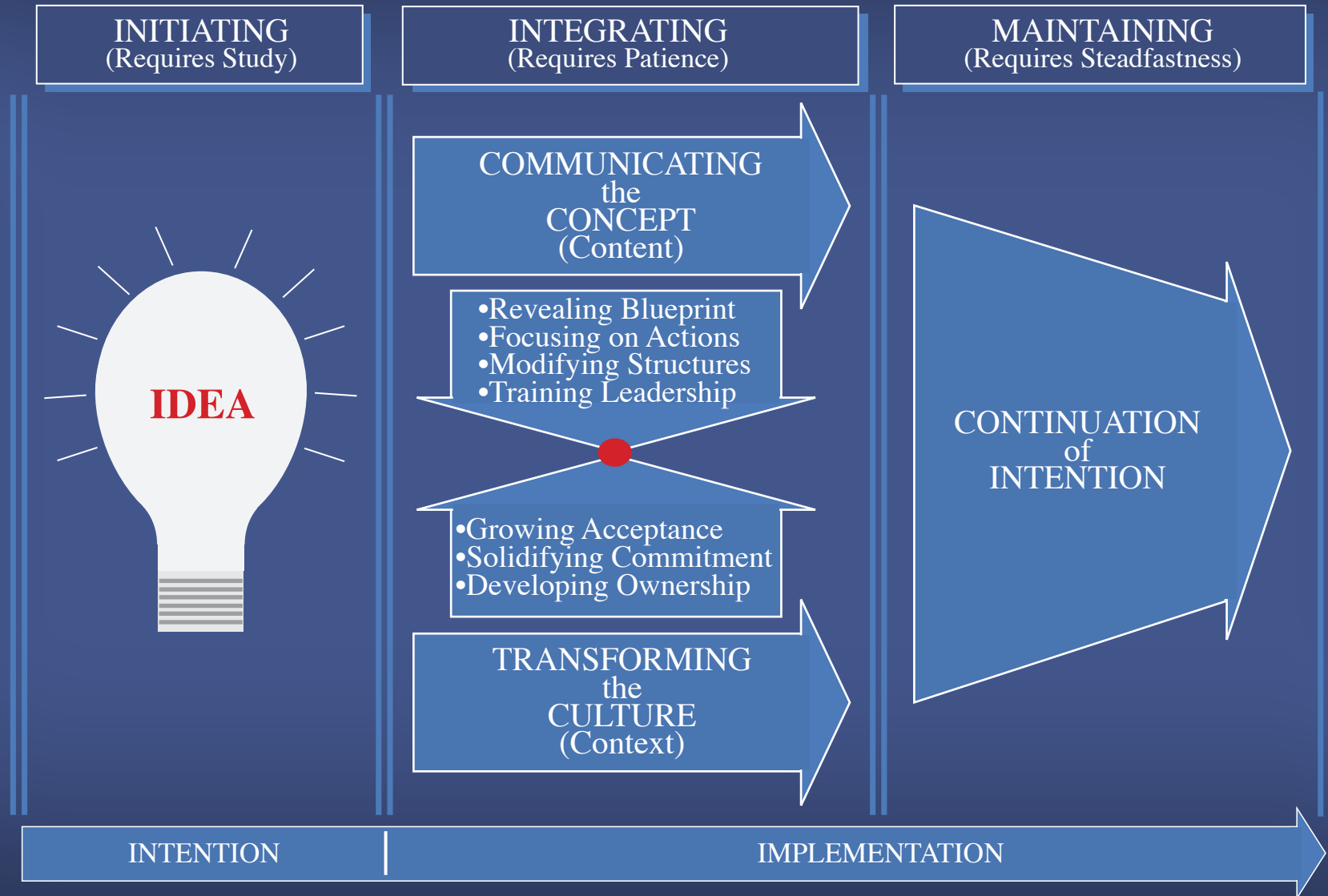
A strong, successful culture is even more than the way things get done, it's also the unique ways people unify behind a common purpose, deliver superior performance, and pass skills along to others. An excellent culture is a resource, an asset that helps implement corporate strategy. (p 63)

Assessing an organization's culture is the first step any executive must take before considering if and how a culture needs to be built, adopted, or changed. (p 72)

Lasting patience comes from living in the long term, which means constructing an environment in which everything you and your people do is linked to the future. Again, that does not mean that you neglect the short term, but it does mean that you must fully consider the future impact of your actions.
(p 240)



TRANSLATING INTENTION INTO REALITY



STEP C LEADERSHIP DEVELOPMENT

ACTIVITY

SELECT POTENTIAL LEADERSHIP

SPECIAL TRAINING FOR POTENTIAL LEADERS

DURATION

- ONE YEAR TRAINING—INITIAL GROUP
- TRAINING ONGOING THEREAFTER



The NEED LEADERSHIP

✓	✓	✓	✓
✓	✓	✓	✓
✓	✓	✓	✓
✓	✓	✓	✓

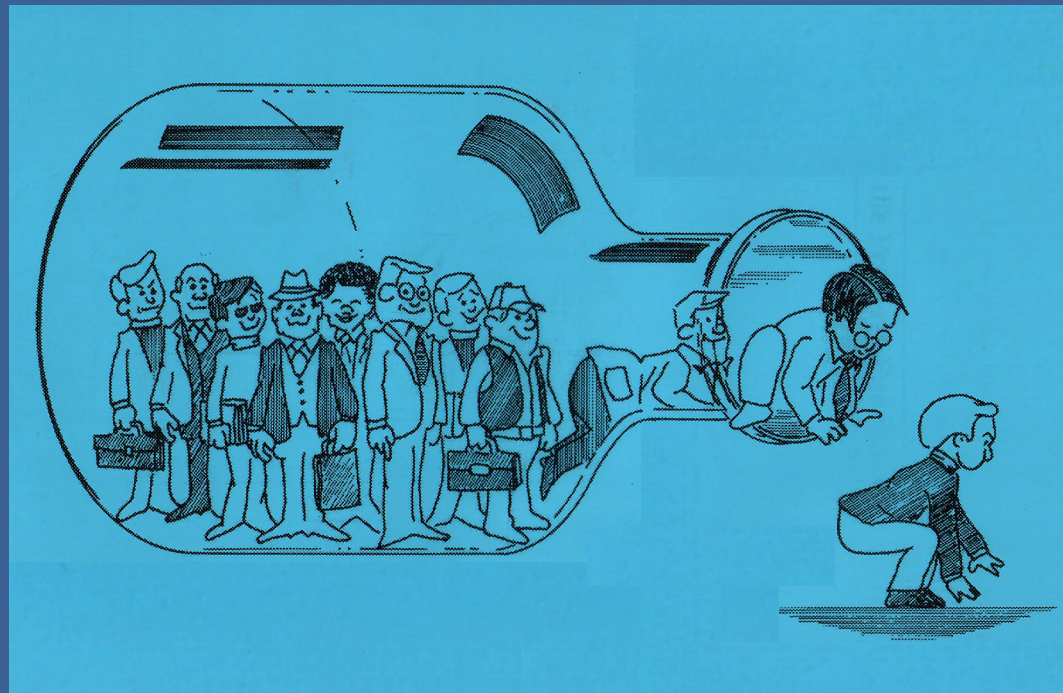
Requirement

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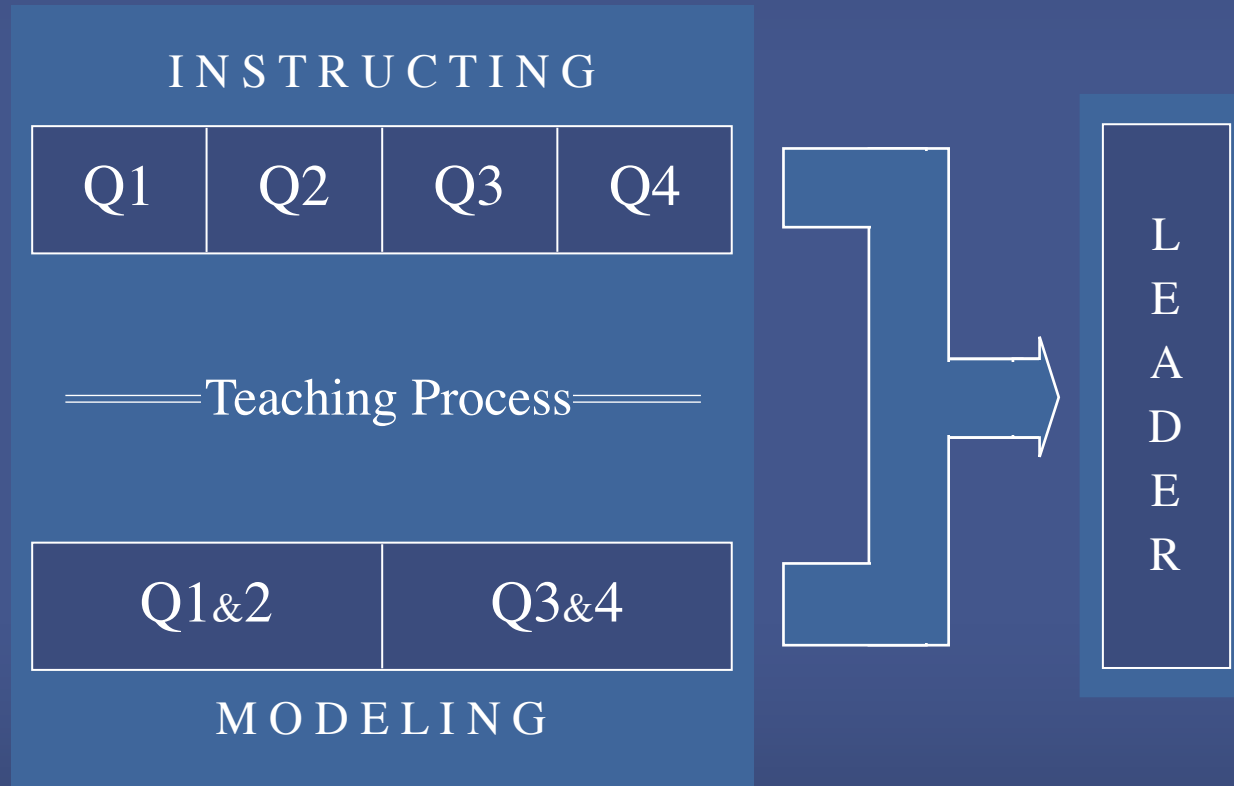
	✓		
		✓	

Reality

The PROBLEM LEADERSHIP BOTTLENECK



The SOLUTION LEADERSHIP DEVELOPMENT



The SELECTION of POTENTIAL LEADERS

✓	✓	✓	✓
✓	✓	✓	✓
✓	✓	✓	✓
✓	✓	✓	✓

Requirement

≠

P	✓	P	P
P	P	P	P
		✓	

Reality

SPECIAL TRAINING OF POTENTIAL LEADERS ONE YEAR

Q1

Q2

Q3

Q4

INSTRUCTING (SUNDAY MORNING)

#1

Understand
Bible

#2

Christian
Life

#3

Study
Bible

#4

Leading
Group

MODELING (MID-WEEK NIGHT)

Small Group Involvement
of Potential Leaders as Participants

Philippians

James 1–2



STEP D SHEPHERDING-GROUP ESTABLISHMENT

ACTIVITY

ESTABLISHMENT OF SHEPHERDING GROUPS

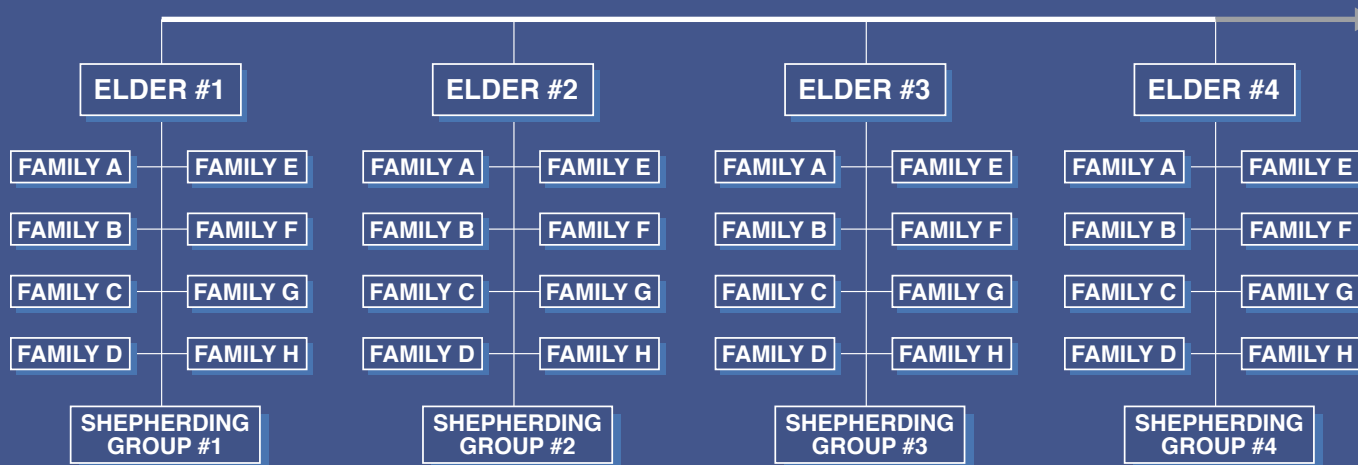
RESPONSIBILITIES OF SHEPHERDING-GROUP LEADERS

DURATION

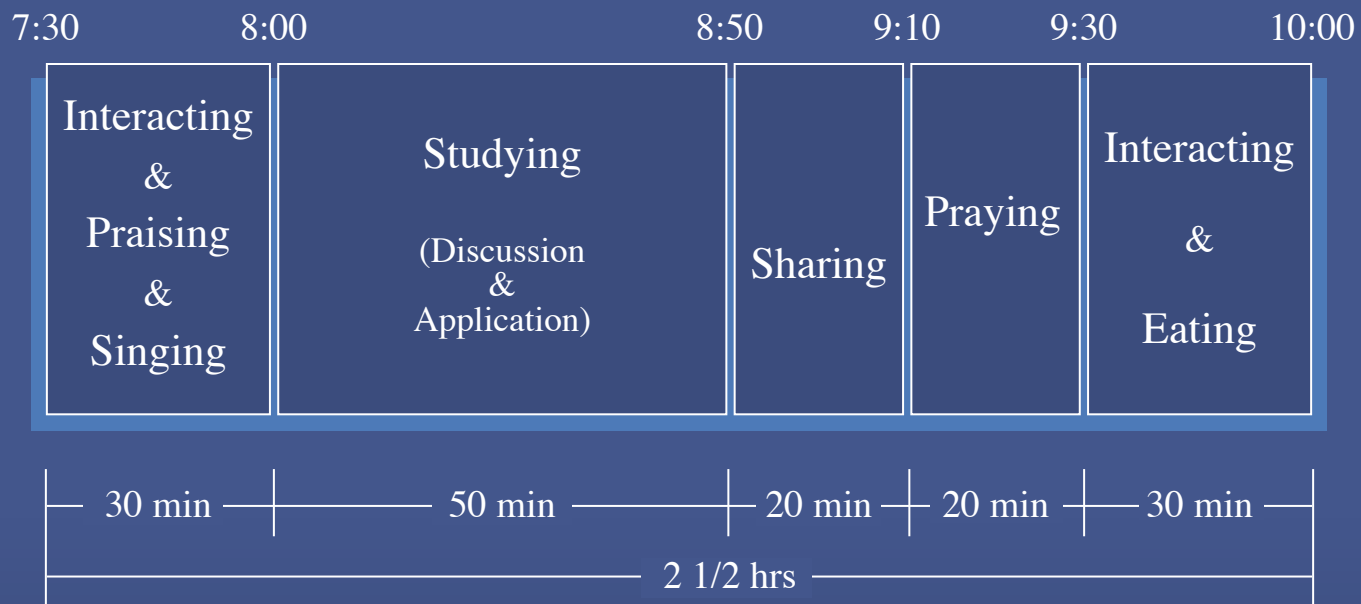
- ONE YEAR — INITIAL GROUPS
- ESTABLISHING GROUPS ONGOING THEREAFTER



ORGANIZATIONAL STRUCTURE SHEPHERDING-GROUP ESTABLISHMENT

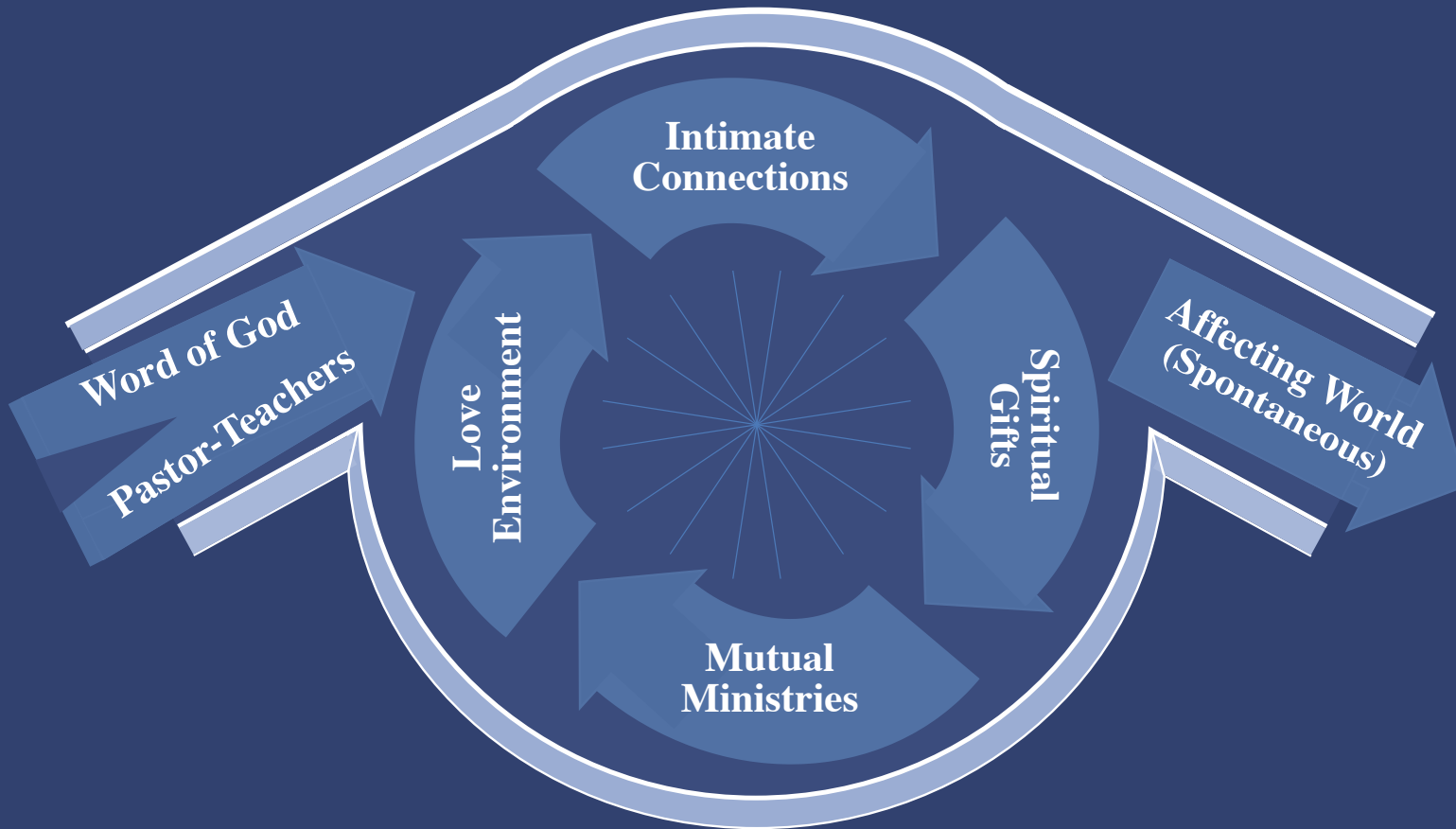


STRUCTURE of SHEPHERDING-GROUP MEETING



FUNCTIONING OF THE CHURCH

Truthing in Love

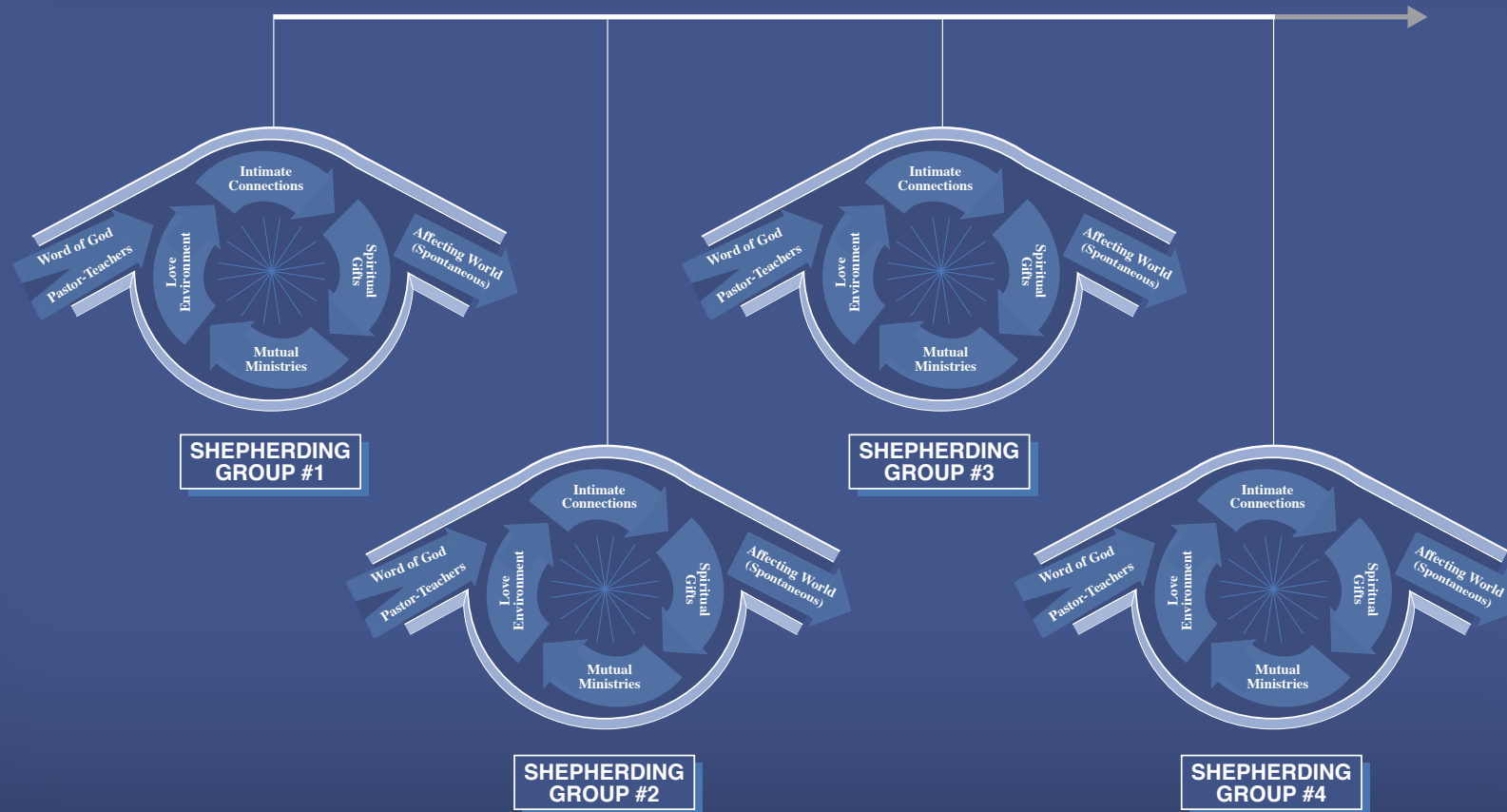


"Equipping the Saints" + "Work of Service"
= "Building Up of the Body"

Church Gathered

Church Scattered

ORGANIZATIONAL STRUCTURE CONDUCTIVE FOR PROPER FUNCTIONING OF THE CHURCH



STEP E
ESTABLISHING A NEW TESTAMENT MODEL

ACTIVITY

DECISIONS ON STAFF & RESPONSIBILITIES

ONGOING ELDERS' LEADERSHIP OF SHEPHERDING GROUPS

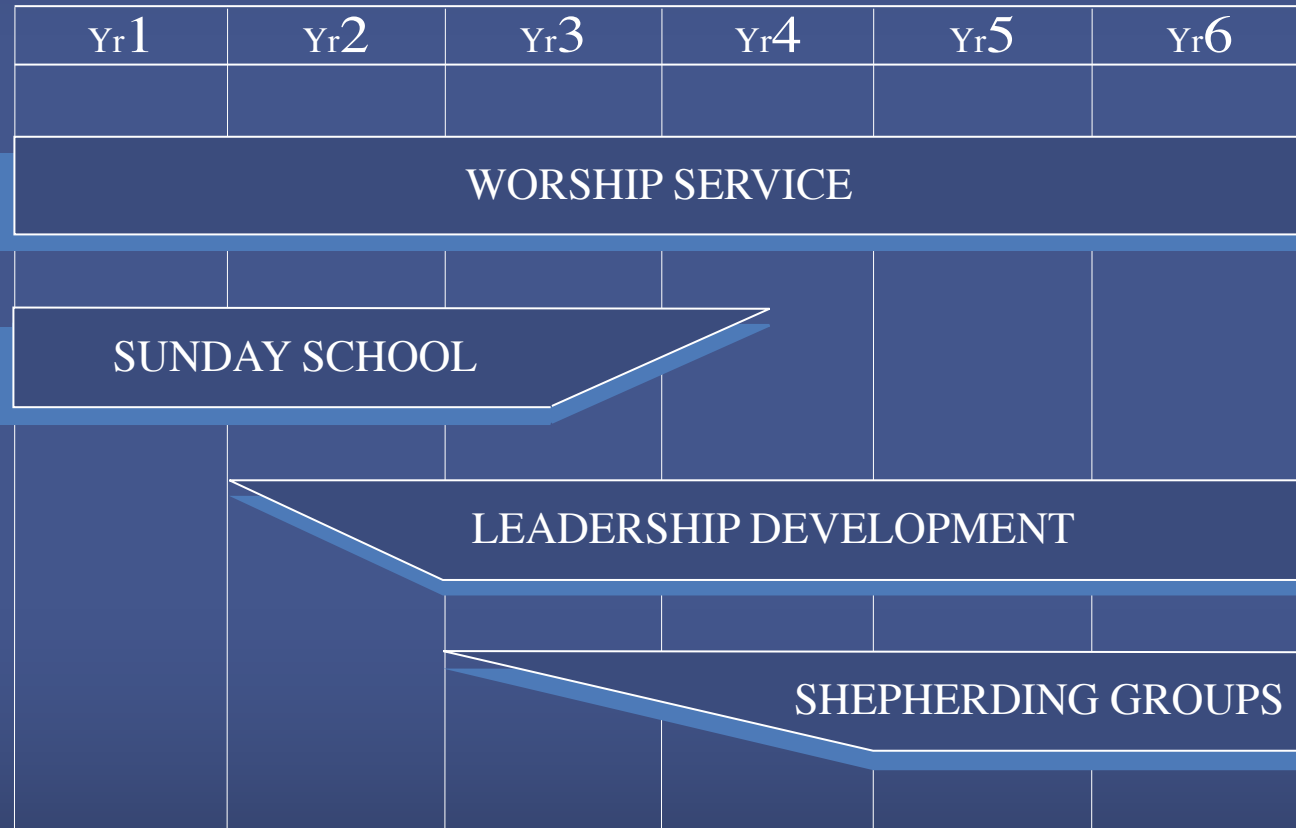
NECESSARY ADJUSTMENTS OF PROGRAMS

DURATION

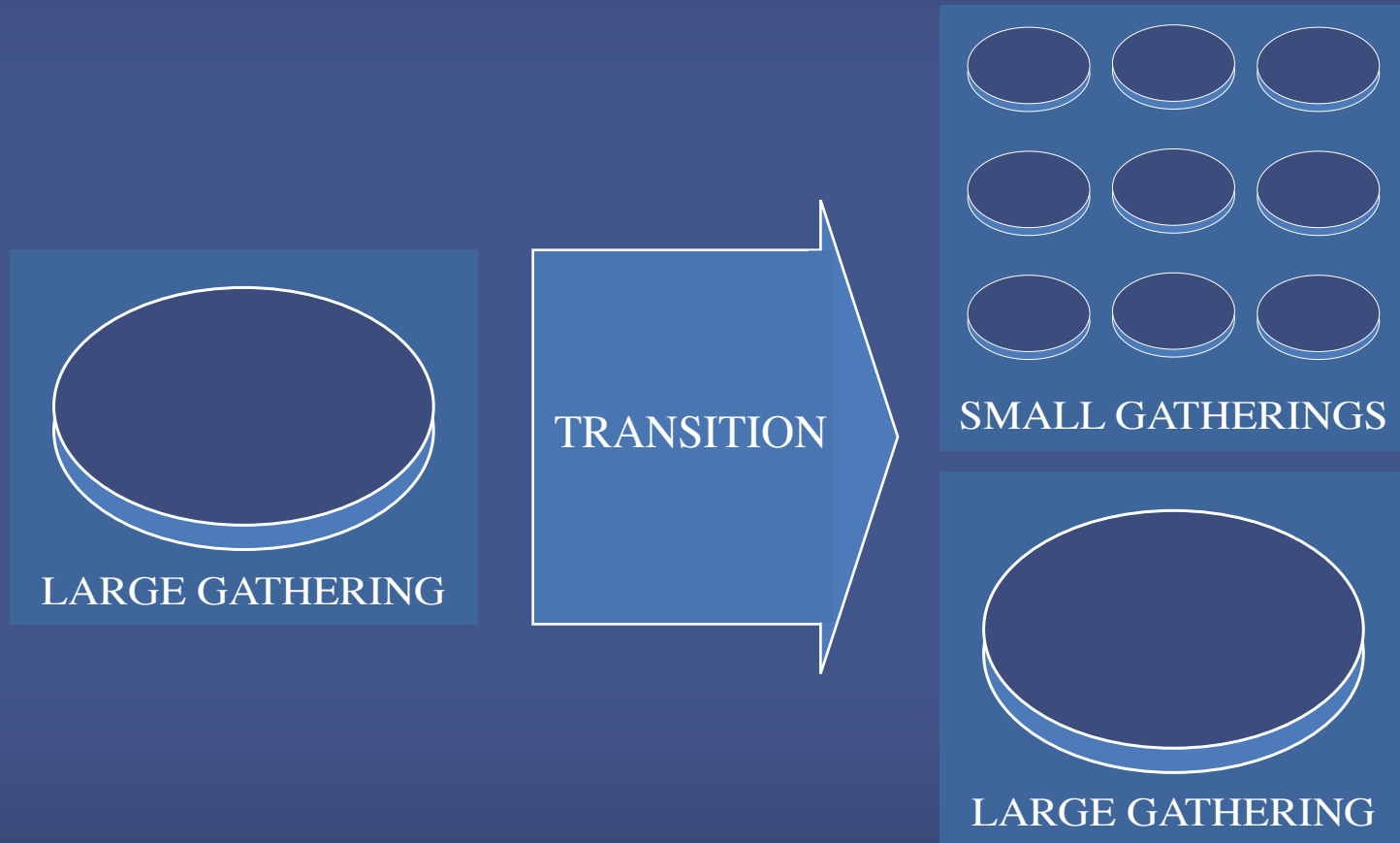
ONGOING EVALUATION



TRANSITION OF MINISTRIES (Adults Only)



TRANSFORMING AN ESTABLISHED ASSEMBLY



TRANSLATING INTENTION INTO REALITY

