

BREAKING GROWTH BARRIERS

1. Specific Growth Barriers (Carl F. George):

- i) The 200 barrier.**
- ii) The 400 barrier.**
- iii) The 800 barrier.**
- iv) The Care barrier. (ie. The expectation that all care will come from the paid clergy rather than from mutual ministry and the priesthood of all believers)**

2. Characteristics of small churches:

- i) A strong sense of belonging that alienates visitors and new people.**
- ii) Familiar strangers – know a lot about each other, but no genuine intimacy.**
- iii) Identity based on past.**
- iv) The mistaken belief that everyone knows everyone in the church.**
- v) We exist for us.**
- vi) Resistant to change.**
- vii) The tendency for everyone to want to do what is right in their own eyes, sometimes to the detriment of other individuals and often at the expense of the church. (eg breach of policies, protocols and procedures)**

3. Changes that must take place in order to break through the 200 barrier:

- i) Decide to grow, which means some things must go and some things must change.**
- ii) The role of the Senior Pastor will be that of leader rather than primary care giver or primary minister.**
- iii) Minimize core ministries.**
- iv) Each core ministry to have a paid staff overseer, or non paid overseer who adheres to the vision and submits to the leadership.**
- v) The roles of Senior Pastor, staff, partners/members and board made clear:**
 - Senior Pastor = leader.**
 - Staff = manage core ministries.**
 - Board = governance.**
 - Partners / members = ministry.**
- vi) High percentage of people in Small Groups with a strong philosophy of growing each group to divide and multiply regularly.**
- vii) Celebrate big days so that people get used to the idea of bigger attendance and the accompanying vibe.**
- viii) “The shoe should never dictate how big the foot should grow.” The 80% full rule says that you need more room, and you create more room by a larger building or using the same building twice (or more) to accommodate the people. (remembering the critical mass principle).**

4. BREAKING THE 400 BARRIER.

- i) If a policy governance board is already established and accepted and operational,**
- ii) And an excellent, fruitful staff team is already managing,**
- iii) Corporate prayerfulness needs to be kept on the front burner,**
- iv) And an evangelistic cutting edge needs to continually be sharpened:**
 - Into the community contacts.**
 - Programs and events that bring people regularly on to the church campus.**

5. BREAKING THE 800 BARRIER.

- i) Staff who continually stay sharp by “up-skilling.”**
- ii) Intentional team building at staff level.**
- iii) Ongoing training with all volunteers.**
- iv) Staff maintaining spiritual, emotional and physical health with good boundaries, margins and disciplines.**
- v) Niche marketing.**

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