
GETTING STUFF DONE IN TODAY'S CHURCH

MAY 20, 2021



AGENDA

The New Norms of Church
The “Rents” that Must Be Paid
Power of Goal-Oriented Leadership
Meetings that Get Stuff Done

When you leave, you will have the following to help build a healthy environment for enabling vision and strategic planning:

1. “Norms” and “Rents” for understanding "today's church"
2. Steps for inviting others into goal-oriented leadership
3. Guidelines to develop efficient meetings that inspire and actually get stuff done

TODAY'S CHURCH*

90% have less than 300 members

1% have 1,000 or more

80% of Americans believe in God

18% attend church on any given Sunday

Active attendance is considered 1x/month

*These numbers are pre-pandemic. The future is still being formed.

CHURCH-WIDE NORMS*

- Budget: \$1400 Per Attendee
- 1 Full-time Staff for every 75 Average in Worship
- 45-55% of Budget is for Payroll
- Maximum Attendance is 80% of Seating Capacity
- 10-30% of First-Time Visitors Are Retained
- 45% of Average Worship Attendance Active Volunteers
- 40-50% of Average Worship Attendance Active in Groups

*These numbers are pre-pandemic. The future is still being formed.

Numbers

A significant percentage of people need to be participating visibly in some aspect of the church's ministry.

It is important for this target number to be clearly agreed on by the church leaders and the staff. Ironically, when target numbers are not established, the ministry is typically more likely to be judged by numbers than if the target numbers are clearly established.

Programs

In order to “earn the right” to experiment with changes, the leadership needs to provide the church with a few visible, effective programs that give people “something to talk about.”

Enthusiasm

The joyful enthusiasm and positive attitude of the staff, volunteers, and the congregation themselves are essential to building trust in the church.

NORMS and RENTS

Which RENT do you find most challenging to pay?

NUMBERS INVOLVED
PROGRAMS WITH A BUZZ
ENTHUSIASM and POSITIVITY

GOALS

**If you aim at nothing,
you will hit it every time.**

-Bill Tucker
Program Manager, General Dynamics, 1995

**Vision without action is a dream.
Action without vision is a nightmare.**

-Snapple Bottlecap, 2007

GOALS

Goal-Oriented Leadership That Works

- Clear goals with measurable outcomes
- Tasks to complete goals scheduled on a timeline
- Team of people willing to take responsibility
- Leader willing to work ahead to plan meetings that get stuff done
- Pastors and successful leaders willing to mentor others in church leadership

GOALS

10 Steps for Goal-Oriented Leadership

1. Dream to the point that you need to rely on God.
2. What goals do you want to accomplish with your ministry?
(Start with churchwide goals or ministry description!)
3. Refine each goal such that it is measurable.
4. When do you want to accomplish each goal? Those are your deadlines.
5. Breakdown the goal into tasks that, if completed, will lead to accomplishing that goal.
6. For each of these tasks, refine them so that their completion is easily measurable.
7. Assign deadlines for each of these measurable tasks.
8. Assign a member of your team to each task as its shepherd.
9. Create a master timeline of all the tasks and the goals they support.
10. Each meeting then becomes a review of your goals and how you are progressing together as a team to accomplish those goals that originally inspired you.



An Example

OVERALL GOAL • By the end of 2022, every church member can confidently speak and/or write about their relationship with God, and each church member has shared the Gospel with someone else by bringing them to church or personally witnessing their faith to another person.

2021 Benchmark (What do we want to accomplish this year on this goal?)

By the end of 2021, we will have at least 20 opportunities in worship or small groups for individuals to share their faith and we will have 100 more visitors to our church worship services than in 2020.

April 1 Milestones

Begin presenting faith sharing moments in worship for at least one Sunday every month and begin producing one shareable video about someone's faith story each month.

Specifically invite the congregation into a season of sharing thoughts about their church over social media.

July 1 Milestones

Hold quarterly Faith Sharing 101 classes with enough mentors to provide one-on-one help to participants.

Send Community Ambassadors to 4 events where our church interacts with the community.

October 1 Milestones

Plan and schedule monthly invitable events for all of 2022.

Recruit and train 5 new Community Ambassadors.

Review past progress, make new milestones, and plan execution of the goal in 2022.



MAKING MEETINGS WORK

Agendas Matter

- Standard Church Meeting Agendas
 - **General Category Reports** – A series of topics is covered where the person with knowledge about that area reports a status. There is usually no goal or task associated with this report. The person reporting just has to report something.
 - **Personal Agendas Create Ideas** - New ideas are usually introduced on an ad hoc basis and there is no guiding plan to evaluate the new ideas. Turning down an idea becomes turning down a person. The committee has a sense that they are in charge of some things but doesn't feel a direction. Your visionary people will get antsy and feel the need to create.
 - **Accountability, Accomplishments, and Other Endangered Species** – Meeting attendees can often leave meetings with the feeling that nothing was accomplished and that next month it will be a reheated version of what they just experienced.

MAKING MEETINGS WORK

Different Kind of Church Meeting

- Gather updates before the meeting
- Stay focused on the mission
- Build good stories
- Set clear expectations
- Leave with purpose
- Get stuff done

MAKING MEETINGS WORK

Value of Organized Chair

- It takes the pressure off a team that is already trying to figure out how to do their tasks.
- It allows the team to “trust the process” more easily. When you are headed down the rapids in a strange boat, you want a guide leading the way.
- You manage the team members, import joy into chaos, tell good stories, and work directly with team members to ensure results.

MAKING MEETINGS WORK

Agenda Prep

- **The Agenda is more than just an agenda.** Yes, we'll let people know what's going to happen in the meeting, but we'll do more than that.
 - We want people to walk out of the meeting with great stories and clear next steps.
 - The agenda is our excuse to check in on the tasks before the meeting and make sure we are moving forward.
- **Challenge:** The typical good agenda takes an hour to prepare, maybe two. That's because you're calling, emailing, and sometimes carrying the load yourself, to ensure that there's good news to report. A common mistake is to invite committee members to come to the meeting "to report." This allows their way of telling the story to set the climate of the group. Instead we set the tone and establish the story.

MAKING MEETINGS WORK

Five Sections of the Agenda

- **GATHERING** – Prayer and a check-in question that focuses on hope, dreams, celebration like “Where have you see God’s Spirit at work this past month?”
- **GROUNDING** – Review the mission and purpose of this committee to set the tone and connect with the higher purpose.
- **UPDATES** – Build momentum reporting the updates gathered already
- **INPUTS AND DECISIONS** – Specific questions, decisions, or group thinking that needs to happen. (Not long discussions)
- **SENDING** – Review assignments, set next meeting, pray to close

LET’S LOOK AT A TEMPLATE! (handout)

For questions or to request a copy of this presentation
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