

# Growing Your Church from the Inside Out

## *Becoming an Outward Focused Church*

By Church of God GoFinish Team

Our goal is to become a “\_\_\_\_\_ focused church!”

**Scripture: Acts 2:46-47**

*So continuing daily with one accord in the temple, and breaking bread from house to house, they ate their food with gladness and simplicity of heart, Praising God and having favor with all the people. And the Lord added to the church daily those who were being saved.*

What it said then and what it means now:

“With one accord” – \_\_\_\_\_.

“In the temple” – \_\_\_\_\_ the church ministering to each other.

“Breaking bread from house to house” – \_\_\_\_\_ the church ministering to unchurched community.

“With gladness” – \_\_\_\_\_ in ministry.

“Having favor” – people responding to \_\_\_\_\_.

“The Lord added to the church” – outreach produces \_\_\_\_\_.

## Outline

**Reorganize the inside.**

**Focus on the outside.**

**Act now.**

## Introduction

### The trap of being an “inside focused” church

- Inward focus is like a subtle bear \_\_\_\_\_.
  - What makes it subtle is that it is hidden.
  - It’s not obvious—it just sort of happens.
  - But when you realize you are caught in one, you then know you’re in big trouble.
    - Many churches are caught in the “\_\_\_\_\_ focused trap.”
- No church starts out with an inward focus.
- \_\_\_\_\_ mentality.

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- The \_\_\_\_\_ of being inward focused.
  - \_\_\_\_\_ diminishes.
  - Programming becomes all about *what the Christians want for themselves*.
  - The \_\_\_\_\_ service begins to cater only to those in the body of Christ.
  - Jesus is \_\_\_\_\_.

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- The 2020 Faith Communities Today (FACT) study of more than 15,000 U.S. religious congregations revealed that 7 out of 10 U.S. churches have 100 or fewer attendees in weekly worship services. The average church size in the USA is around 200 people and the average attendance is \_\_\_\_\_ people each week.
- Carl George in his book titled *How to Break Growth Barriers* says that \_\_\_\_\_ % of all Protestant churches in North America never break the 200-attendance mark.
- Why do they remain small and inward focused?
- It's not:
  - \_\_\_\_\_. *Most leaders we know want their church to reach more people.*
  - A lack of \_\_\_\_\_. *Many small church leaders are incredibly faithful in prayer.*
  - \_\_\_\_\_. *People in smaller churches love people in a very real way.*
  - \_\_\_\_\_. *Growth can start in the most unlikely places.*
- The reason is not spiritual, it is \_\_\_\_\_.

### **Why aren't churches growing?**

Small churches are \_\_\_\_\_ to stay small.

- They organize, behave, lead, and manage like a *small* organization.
  - Think about it! There's a world of difference between how you organize a corner store and how you organize a larger supermarket.

The pastor does \_\_\_\_\_.

- The expectations that small churches put on the pastor are significant.
  - He or she is supposed to prepare a message, lead the Bible study, show up early to set up chairs, organize the next event, make hospital visits, recruit volunteers, AND make sure to care for themselves well enough that they don't burn out.
- Here's why this will not work in a church that is growing:

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The pastor is the primary \_\_\_\_\_.

- Pastoral care involves more people than just the pastor.
  - When the pastor must visit every sick person, do every wedding, every funeral and make regular house calls, he or she becomes incapable of doing other things.

The lack of \_\_\_\_\_ issue.

- This is the number one problem we hear in church revitalization: *where do I find leaders?*
- Good leaders don't randomly assemble.
  - They are attracted by clear and compelling missions like the mission and vision of the church.

Micromanagement.

- If you need permission every time you need to buy paper towels or repaint an office, you have a control issue.
  - Many boards and committees who micromanage do so because that's where most people simply default.

○ \_\_\_\_\_

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## The Process of Restructuring

### Change the church culture

A church's culture is the \_\_\_\_\_ in which the church functions.

Words tend to \_\_\_\_\_ the culture of a church. Every word you speak has benefits and baggage. The language you choose defines your church's culture in the minds of the people you lead and the people you serve.

Thoughts on culture

Culture is easily \_\_\_\_\_. It can be recognized as healthy or \_\_\_\_\_. There are \_\_\_\_\_ of culture such as a lack of communication, turf wars, fear, control, lack of freedom, silos etc.

The personality of the pastor is very important in order to maintain a healthy culture. Culture is created from the \_\_\_\_\_ and sustained at other levels of the church.

Adopt new cultural principles.

### Four cultural principles statements:

Principle one: "The goal of our church is to be the \_\_\_\_\_ we can be, reach our potential, serve people better and glorify God. To do this, we must be intentional and perpetual."

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Principle two: “We will make our church a safe, secure \_\_\_\_\_ to share ideas.”

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Principle three: “We will build a ‘one-team’ mindset to avoid departmental \_\_\_\_\_.”

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Principle four: “We will \_\_\_\_\_ slogans, short-term and numeral goals.”

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## Change the church attitudes

A church’s attitude determines its direction. It is a proven fact that when a person is being interviewed for a job, attitude counts for \_\_\_\_\_ and knowledge \_\_\_\_\_.

1. We Can vs. We Can’t

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2. Them vs. Us

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3. Principles vs. Preferences

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4. Proactive vs. Reactive

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## Change the leadership model

- Give people \_\_\_\_\_.
- Organize a Church \_\_\_\_\_ Team (more about this in the next section!)
- Develop small \_\_\_\_\_ and teams.
- Put the right \_\_\_\_\_ in the right \_\_\_\_\_.

## Ministry improvement areas:

### 1. Guest services / hospitality

- \_\_\_\_\_

### 2. Children's ministry

- \_\_\_\_\_

### 3. Order of service

- \_\_\_\_\_

### 4. Church website

- \_\_\_\_\_

### 5. Assimilation / connections / guest follow-up

- \_\_\_\_\_

### 6. Facility appearance

- \_\_\_\_\_

## Focus on the outside Introduction

An outward focused church ultimately creates \_\_\_\_\_ insiders.

Many factors contribute to the creation of a healthy church, but \_\_\_\_\_ focus is non-negotiable.

Externally focused churches realize that \_\_\_\_\_ for the sake of others is a pathway to joy.

## Practices of outward focused churches

Good deeds and good are handmaidens and work \_\_\_\_\_.

\_\_\_\_\_

The "Ministry of Presence" is vital to the health and well-being of \_\_\_\_\_.

\_\_\_\_\_

\_\_\_\_\_ happens inside and outside the four walls of this church.

\_\_\_\_\_

The way to inwardly build a church is through \_\_\_\_\_ service.

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## Where do we begin?

Learn from the \_\_\_\_\_

Live in the \_\_\_\_\_

Believe in the \_\_\_\_\_

Leaders are change agents.

- Church life isn't the same as it was 100 years ago. As \_\_\_\_\_ change, so do churches.
- The most difficult part of church revitalization is dealing with the \_\_\_\_\_ that are affected by change.

### Three questions:

Where are we as a church?

Where do we want to go?

How do we get there?

### Three graphics:

Life cycle of a church graphic.

Stagnation or growth?

New life cycle for the church

**Needed: a strategic (long term) action plan**

<u><b>AREA</b></u>	<u><b>OLD</b></u>	<u><b>NEW</b></u>
<b>Leaders</b>	<b>delegation</b>	
<b>Pastor</b>	<b>preacher</b>	
<b>People</b>	<b>spectators</b>	
<b>Groups</b>	<b>fellowship</b>	
<b>Teams</b>	<b>acceptable</b>	

**Go EPIC! Empowering People / Inspiring Change.**

### Ultimate Goal

Church health is a work of God. Here are the indicators:

Biblical **teaching** and preaching

Steadfast **prayer**

Trained **leaders**

An **outward** focus

Continuing **evangelism**

**Discipleship** training

Inspiring **worship**

Wise **administration**

Empowered **laity**

Team and small **group** ministry

Ministry in the **community** and **marketplace**

Generosity in **giving** and use of gifts

## The Church Action Team (CAT)

This empowered team functions to lead the church through the growth process.

- The lead \_\_\_\_\_ is always the team leader.
  - The pastor can also select an assistant team leader if needed. This could be a talented lay leader, or a staff person.
- The team should reflect the \_\_\_\_\_ of the congregation with respect to age, gender, vocation and they should be spiritually mature and gifted.
- Prospective \_\_\_\_\_ include any staff (paid or volunteer), departmental leaders, church council members, small group leaders (men's and/or women's ministry) and influential lay leaders. You are looking for those who exert influence over the church (the patriarch, matriarch, or others).
- These are the leaders who will generate \_\_\_\_\_ buy-in or trust in the process.
- It tells the congregation that changes are not just the pastors \_\_\_\_\_.
- The \_\_\_\_\_ of the team is in direct proportion to the size of the church. We suggest 5 to 7 for a small church and up to 15 to 20 for larger congregations.

### Big Idea of the Church Action Team.

- CONNECT – CARE – GIVE.
- Help the church become a “**people focused**” congregation.

### Tasks of the Church Action Team

Refine / restate \_\_\_\_\_ and \_\_\_\_\_.

Determine target \_\_\_\_\_ (people we want to reach)

Review and refine the church's work with \_\_\_\_\_.

Conduct \_\_\_\_\_ inspection—check everything.

Organize new \_\_\_\_\_ ministries to the community (outreach goal: 10% of immediate community).

### Sample outreach ideas:

Hold a family movie night in a public place.  
 Honor first responders in a church service.  
 Sponsor a breakfast/lunch for public school teachers.  
 Provide a free community lunch.  
 Host a big rummage sale but make it “free to all.”  
 Hundreds more! Google “sample church outreach ideas.”

## Act now

Don't **talk**, just **act**.  
 Don't **say**, just **show**.  
 Don't **promise**, just **prove**.

\_\_\_\_\_ is the “process of putting a decision or plan into effect.” Ideas are useless unless used.  
 The proof of their value is in their implementation. Until then, they are in \_\_\_\_\_.

*Benjamin Franklin said, “Well done is better than well said.”*