

*How to Lead Your Church in
Discovering and Living into a
God-Given Future*

Tom Harris, President
Interim Pastor Ministries

tom@interimpastors.com



The Christian church has been the **bedrock** of American life for centuries, but much has **changed** in the last 30 years as the church's influence on America has been fading.

Pew research states, “The **decline** of Christianity continues at a **rapid rate.**”

The Church in America

Median Size: 137 in
2000; 55 in 2022

60-90% plateaued
or are in decline.

3500-7000
churches close
every year

As many as 100,000
are showing signs
of decline toward
death

THE LIFE CYCLE OF TOO MANY CHURCHES





Eliminate Obstacles: What are Some Obstacles in the Church that Need to be Snowplowed?

A large orange circle on the left side of the slide, partially cut off by the edge.

Top 5
Common
Obstacles

Visionless

Lack of Leadership

Inward-focus

Resistance to Change

Spiritual Lethargy

THE LIFE CYCLE OF TOO MANY CHURCHES



...a continuous renewing process

"The future will grow out of the past by design or by accident. We in the church must be futurist and shape the future before it shapes us."

*Dr. Robert Humphrey,
The Life Cycle of Churches, Pediatrics Journal.*

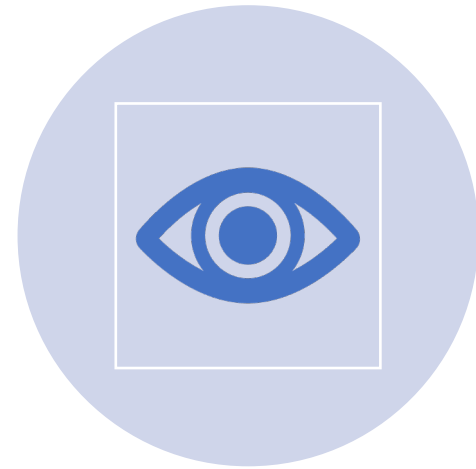


The church keeps from descending the negative side of the curve by going back to the basics. Keep dreaming new dreams. Take the necessary action by adjusting the structure and strategy of the church to fulfill the purpose of the church. A healthy church is in a constant state of change.

The Way Up is...



CHURCH HEALTH



VISION



**INTERIM
PASTOR
MINISTRIES**



Serve and Strengthen Churches
During Pastoral Transition For
Greater Missional Effectiveness

5-Stage Process

CONNECT

ASSESS

ACT

PLAN

SEARCH

The Goal

to prepare the church for
optimal kingdom effectiveness

*How to Lead Your Church in
Discovering and Living into a
God-Given Future*

Tom Harris, President
Interim Pastor Ministries

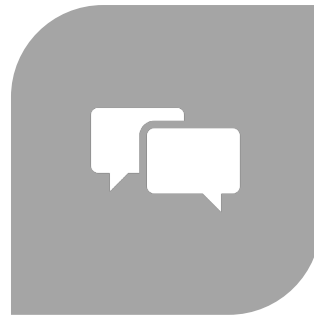


Build a Guiding Coalition

RECRUIT CHURCH WIDE PARTICIPATION



PRAYER



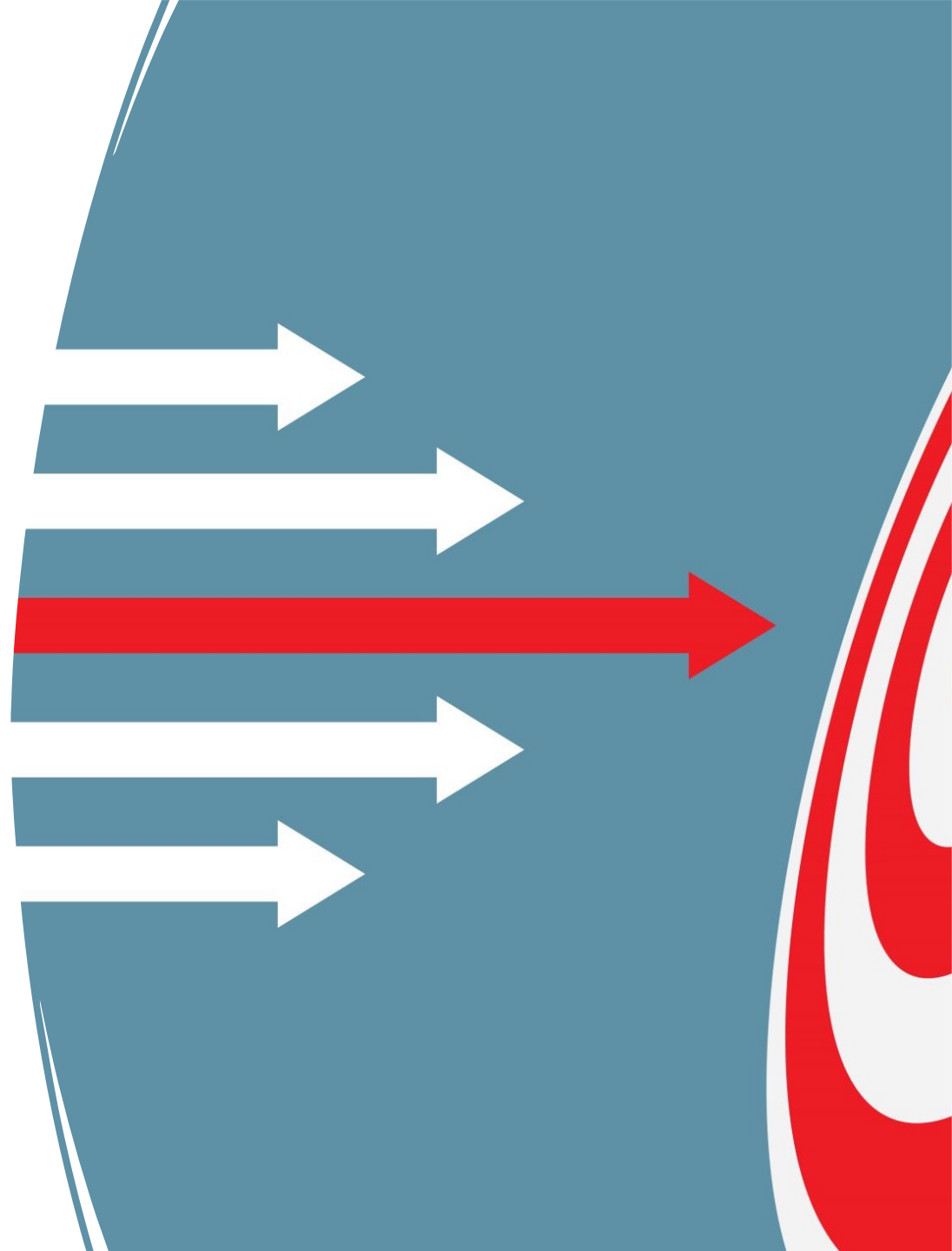
DIALOGUE



DISCERNMENT

STRATEGIC ACTION PLAN

7 STEPS

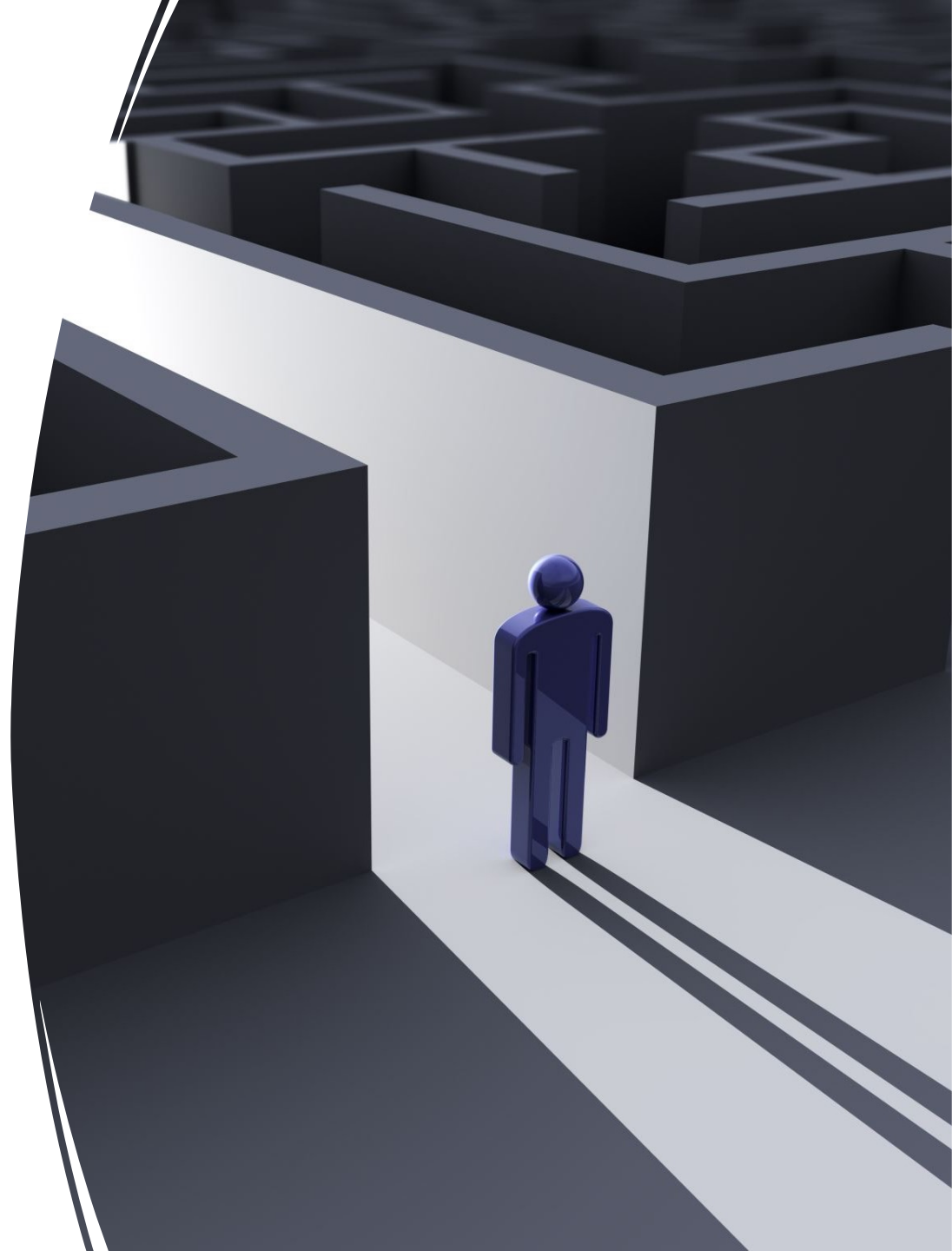




1. Affirm Purpose



Why do
we exist?



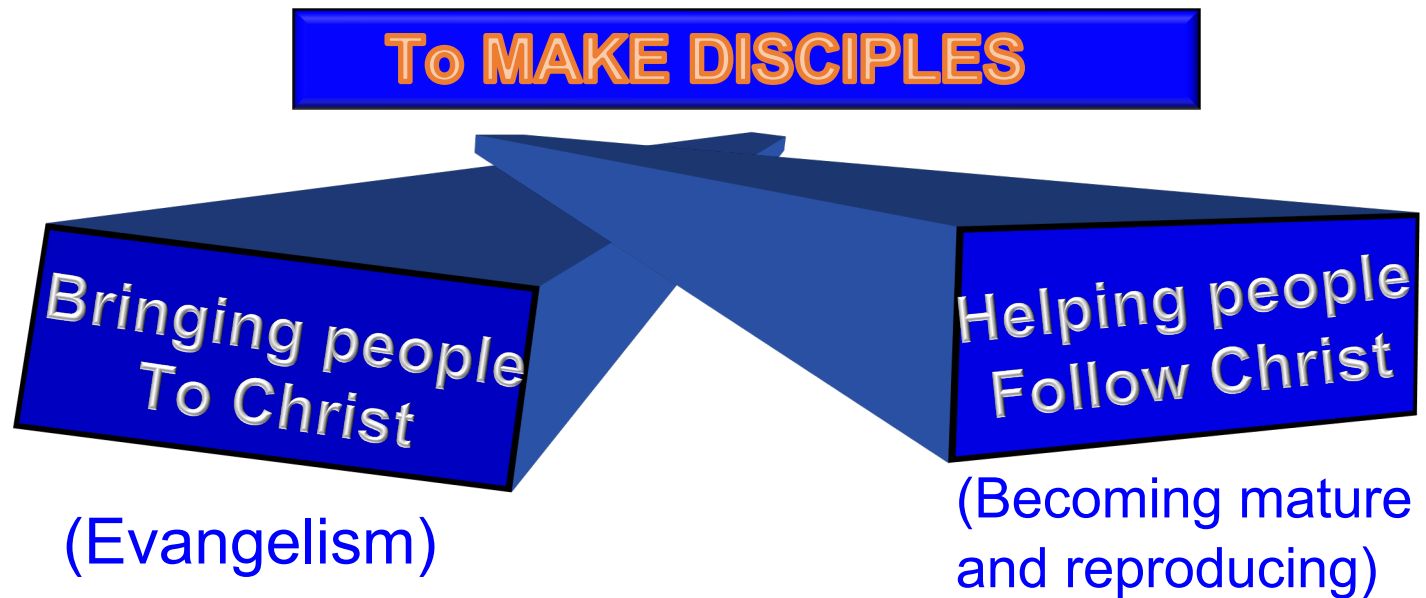
2. Write a Biblical Mission Statement



What task has God
assigned us?



What task has God given His Church?



Introduce Others to Jesus and
...

To Inspire Them to Live Like
Him

OUR
MISSION

(Grace
Church)

Ministry Development Team

Developing Our Mission Statement



PEACHTREE
CHRISTIAN
CHURCH



Mission Statement for PCC





3. Identity the Church's Values

Why do we do
what we do?

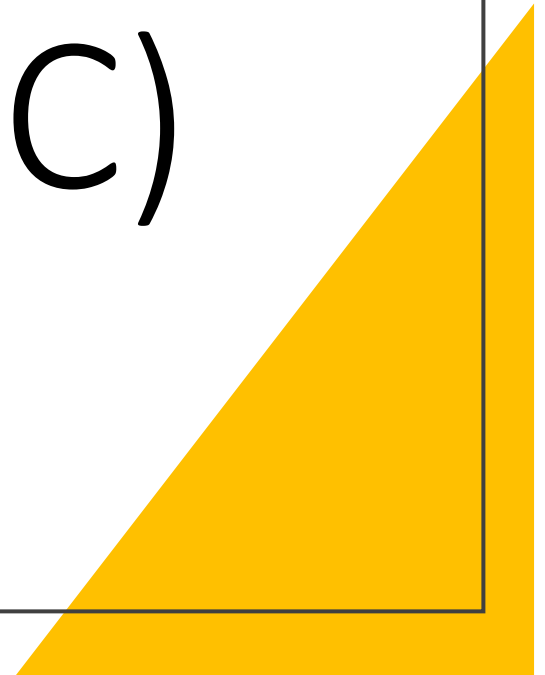
CHURCH'S CORE VALUES AUDIT

Directions: Using the scale below, circle the number that best expresses to what extent the following values are important to your church (actual values). Work your way through the list quickly, going with your first impression.

	Not Important	Somewhat Important	Neutral	Important	Most Important
1. Fairness: Being treated impartially, without bias or prejudice	1	2	3	4	5
2. Authenticity: Being real and genuine; without hypocrisy	1	2	3	4	5
3. Family: People immediately related to one another by marriage or birth	1	2	3	4	5
4. Bible Knowledge: A familiarity with the truths of the Scriptures	1	2	3	4	5
5. World missions: Spreading the gospel of Christ	1	2	3	4	5

We Value (GC)

Family, Community, Good
Works, Grace, People, Prayer



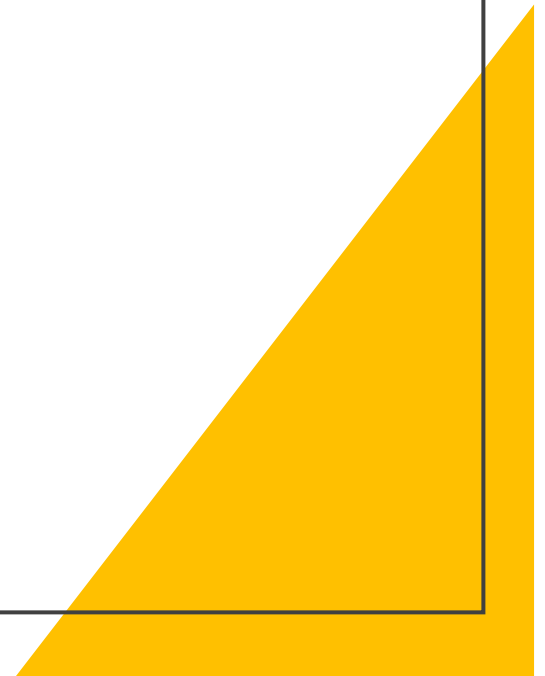
A close-up, low-angle shot of a human hand reaching upwards, palm facing up. The hand is positioned in the lower foreground, with fingers slightly spread. The background is a soft-focus landscape under a bright, glowing sun, likely at sunrise or sunset. A faint rainbow is visible in the sky, arching over the horizon. The overall color palette is warm, dominated by yellows, oranges, and soft blues.



4. Discover a God-Given Vision

Vision

Where are we headed?

What is our destination?



- 
- Vision is **“a clear mental picture of a preferable future, imparted by God to His chosen servants, based upon an accurate understanding of God, self and circumstances.”**
(George Barna)
- 



What is
God's
Mission and
Desire?

*Where has
God put
us?*

*What has God
given us to work
with?*

OUR VISION

(Grace Church)

Introduce Others to Jesus
(Evangelism)

We envision

OUR VISION

(Grace Church)

To inspire them to live like
Him (Discipleship)


We envision

5. Develop a Strategy

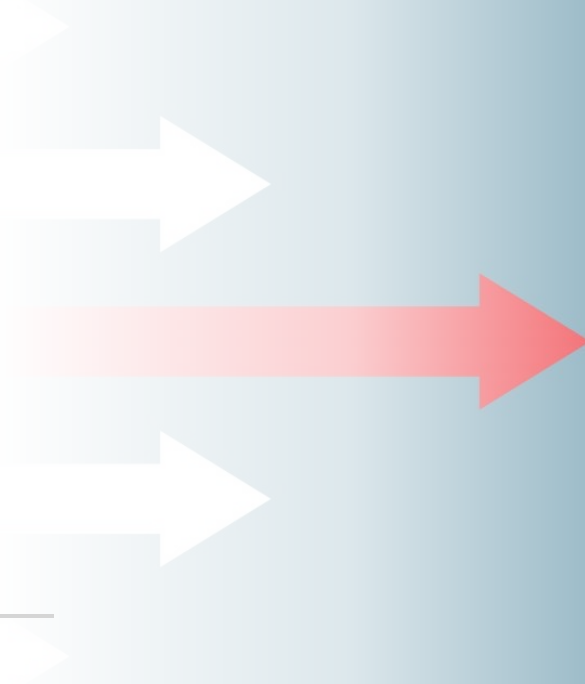


How will be fulfill
our mission & vision?





6. Develop
Goals,
Objectives
and Action
Plan



What Now?



7. Implement the Action Plan



Who?
What?
When?
Where?
How?



One Page Strategic Plan

<i>Excellence Loving Relationships</i>		<i>A Well Mobilized Laity</i>			
Our Goals and Objectives for the next 12 months:					
1. Select a Senior Pastor with strong relationship skills, the gift of leadership, dynamic, biblical preaching/teaching and a passion and plan for evangelism 2. Restructure our Church for greater effectiveness and growth 3. Start 2 new Adult Sunday School Classes		4. Staff and launch a new alternative worship service. 5. Hire a Director of Assimilation to lead a new assimilation program 6. Hire a Director of Mobilization to lead lay mobilization program 7. Improved Evangelism Ministry 8. Expand LIFE Small Group participation			
Our Strategy (Process To Make Disciples):					
Share Christ		Build Believers		Serve Others	
Evangelizing	Assimilating	Worshipping	Maturing	Serving	Sending
Take the message of hope and life in Christ to Greater Atlanta	Include everyone that God sends our way in meaningful and personal relationships	Focus our affections on God, declaring His worthiness to receive all blessing, honor and glory	Reproduce the image of Christ in ourselves and then in those who will repeat the process with others	Serve others through the various ministries of the church as God has gifted each individual	Take the message of hope and life in Christ to the "ends of the earth."
Local Evangelism	Assimilation Process Membership Church-wide Fellowships	Greeters Servers Music Sound Message Ordinances	Sunday School LIFE Groups Life Stage Ministries	Ministry Placement Support Ministries	Community Service Global Missions
Outreach Team	Assimilation Team	Worship Team	Discipleship Team	Ministry Team	Missions Team

Communicate Mission, Vision, Values

- Written Communication
- Verbal communication in varied venues
- Promote ownership by the Church family

