Dr. Tom Clegg
Missional Transformation Network
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Breaking Growth Barriers
I. The five major levels of church growth.
A. Single **Cell**

Size: **0-200**

Key: the **Pastor**

Strength: Work is done by a **few** and relationships are **key**.

Barrier: “**Doing it all myself.**”
B. Community

Size: **201-400**

Key: the **People**

Strength: **Everybody** knows each other and there are **enough** resources to meet needs.

Barrier: “**Everybody knowing everything about everyone.**”
C. Corporation

Size: 401-1000

Key: the Staff

Strength: The City is affected and strong name recognition.

Barrier: “Must begin to function like a business.”
D. Critical Mass

Size: 1001-2000

Key: Aggressive Leadership Development

Strength: The people arise and actively minister to each other.

Barrier: “All leaders doing fewer things and more time developing others.”
E. Conglomerate

Size: 2001+

Key: Not good leaders...GREAT leaders!

Strength: Leadership generates it’s own energy.

Barrier: “Sufficient leadership development.”
II. Five Factors which Inhibit Growth
1. The desire to preserve 
   social intimacy.
2. The desire to 
   maintain control.
3. The desire to 
   conserve memories.
4. The desire to protect 
   turf.
5. The desire to remain 
   comfortable.
III. **Lessons You Must Learn To Sustain Growth**
Lessons...

A. You must stay focused.
B. To move to the next level, you must keep casting the vision.
C. People will view a church according to the size it was when they first came in.
D. Existing leaders will seldom be your new leaders.
Five Reasons

1. They want relationships to remain the same.
2. They will not give up what they used to be to become what they’re supposed to be.
3. Unwilling to relinquish rights and assume new responsibilities.
4. They want to keep going as leaders but they do not want any new sacrifices.
5. They are not willing to give up anything else.
Lessons...continued

E. Must **constantly raise up** new leaders.

F. Growth requires **losing** some **people**.

G. **Personal** growth precedes **corporate growth**.
   
   1. Model leadership.
   2. Motivate others to lead.
   3. Mentor others.
   4. Multiply leadership.
IV. Pastoral Commitment to Growth

- Assume leadership of the church
- Work hard
- Work smart
- Add staff level leadership
- Mobilize lay leadership
- Accept loneliness of leadership
- Shepherd vs. Rancher
V. **Congregational Commitment to Growth**

- Make the pastor the tribal chief
- Behave like sheep
- Pay the money
- Be willing to work hard
- Be willing to accept new people
- Be willing to accept new methods of caring
- Be willing to step aside for new leaders
VI. **Motivating** the Static **Church**

A. Prayer
   1. Change those inside
   2. Bring new ones in

B. Communicate - Pastoral Calling

C. Reconnect with your community

D. Get outside help
VII. Avoid **Stalling Out** at Any Level

A. Keep adding staff level leadership
B. Birth new groups for new people
C. Leadership mode of equiffer
D. Pastor’s function: Rancher
E. Facilities
F. Church government must adjust with size
VIII. Four Keys to Adding Staff

- Integrity
- Identical Values and Philosophy
- According to Giftedness and Passion
- Total personal loyalty
IX. Two Final Thoughts

- You must never allow natural **circumstances** to rob you of your spiritual **momentum**.

- You must keep **growing** even when your key spiritual leaders do not.
Let’s Keep In Touch!
tom@tomclegg.com
515.778.7799
www.tomclegg.com