



Discovery Session

1. Encounter

“And they were all filled with the Holy Spirit and began to speak in other tongues as the Spirit gave them utterance” (Acts 2:4, NKJV).

2. Message

“But Peter, standing with the eleven, lifted up his voice and addressed them: “Men of Judea and all who dwell in Jerusalem, let this be known to you, and give ear to my words. ¹⁵ For these people are not drunk, as you suppose, since it is only the third hour of the day. ¹⁶ But this is what was uttered through the prophet Joel” (Acts 2:14-16, ESV).

3. Process

“And they devoted themselves to the apostles' teaching and the fellowship, to the breaking of bread and the prayers. ⁴³ And awe came upon every soul, and many wonders and signs were being done through the apostles. ⁴⁴ And all who believed were together and had all things in common. ⁴⁵ And they were selling their possessions and belongings and distributing the proceeds to all, as any had need. ⁴⁶ And day by day, attending the temple together and breaking bread in their homes, they received their food with glad and generous hearts, ⁴⁷ praising God and having favor with all the people. And the Lord added to their number day by day those who were being saved” (Acts 2:42-47, ESV).

Assessing Current Reality

ROW 1	<ul style="list-style-type: none"> Positive, supportive attitude Uncertainty of future demands Visionary with high commitment level 	<ul style="list-style-type: none"> Strong sense of mission and purpose among every member High level of “ownership” 	<ul style="list-style-type: none"> High visibility and understanding of purpose and missions Common purpose throughout ministries of the church 	<ul style="list-style-type: none"> Lowering of members’ understanding of purpose New members do not sense church’s purpose 	<ul style="list-style-type: none"> Purpose is lost Mission is not understood
ROW 2	<ul style="list-style-type: none"> Mutual dependency requires everyone to be involved or leave All members willing to work 	<ul style="list-style-type: none"> High percentage of individuals’ time and identity committed to the church Volunteers easily found 	<ul style="list-style-type: none"> New members quickly find a place to become involved High level of enthusiasm among membership for participation 	<ul style="list-style-type: none"> Members assume others can get the job done More paid staff to “enhance” ministries Original members feel “We have done our part” 	<ul style="list-style-type: none"> Programs eliminated for lack of participation Difficult to find volunteers 10 percent of members do 90 percent of work
ROW 3	<ul style="list-style-type: none"> Minimal organization Spontaneity in decision making 	<ul style="list-style-type: none"> Function of ministry determines form Structure created in response to needs Traditions begin to form 	<ul style="list-style-type: none"> New programs created to respond to new needs Delegation begins New roles and responsibilities created 	<ul style="list-style-type: none"> Few new programs added Forms of ministry begin to determine function Structure creates needs rather than responds to needs 	<ul style="list-style-type: none"> Programs deleted for lack of funds Primary goal is preservation/survival
ROW 4	<ul style="list-style-type: none"> Members are receptive Objectives are quickly accomplished 	<ul style="list-style-type: none"> Changes easily adopted and integrated Suggestions from all levels of membership 	<ul style="list-style-type: none"> New proposals given serious consideration Church leaders responsible for initiating and implementing 	<ul style="list-style-type: none"> Few changes proposed Few changes considered that radically depart from status quo 	<ul style="list-style-type: none"> “We’ve never done it that way before” Rationalizations often made for why things can’t be done
ROW 5	<ul style="list-style-type: none"> Morale is high Self-esteem is in the process of being formulated 	<ul style="list-style-type: none"> Morale is higher Self-esteem easily affected by circumstance and short-term successes/failures 	<ul style="list-style-type: none"> Morale is highest Self-esteem at its highest level Confidence is contagious that goals can be reached 	<ul style="list-style-type: none"> Morale polarizes into groups of high and low Self-esteem develops uncertainties 	<ul style="list-style-type: none"> Few have high morale Frustration and/or despair by leaders in not knowing how to stop decline Self-esteem lowers
TOTAL					

The above chart is adapted from “Congregational Self-Study,” Northwest Parish Nurse Ministries.
<http://www.npnm.org/congregational%20Self-Study.pdf>.

VISION

Vision is the current understanding of God's preferred future for a congregation that is cast by leadership and owned by membership.

VISION

Vision is the current understanding of God's preferred future for a congregation that is cast by leadership and owned by membership.

RELATIONSHIPS

Relationships refers to activities to include people in the life of the church such as evangelism, outreach, assimilation, and discipleship.

VISION

Vision is the current understanding of God's preferred future for a congregation that is cast by leadership and owned by membership.

RELATIONSHIPS

Relationships refers to activities to include people in the life of the church such as evangelism, outreach, assimilation, and discipleship.

PROGRAMS

Programs are the functional attempts to provide projects, ministries, services, activities, and training for people connected to the congregation.

VISION

Vision is the current understanding of God's preferred future for a congregation that is cast by leadership and owned by membership.

RELATIONSHIPS

Relationships refers to activities to include people in the life of the church such as evangelism, outreach, assimilation, and discipleship.

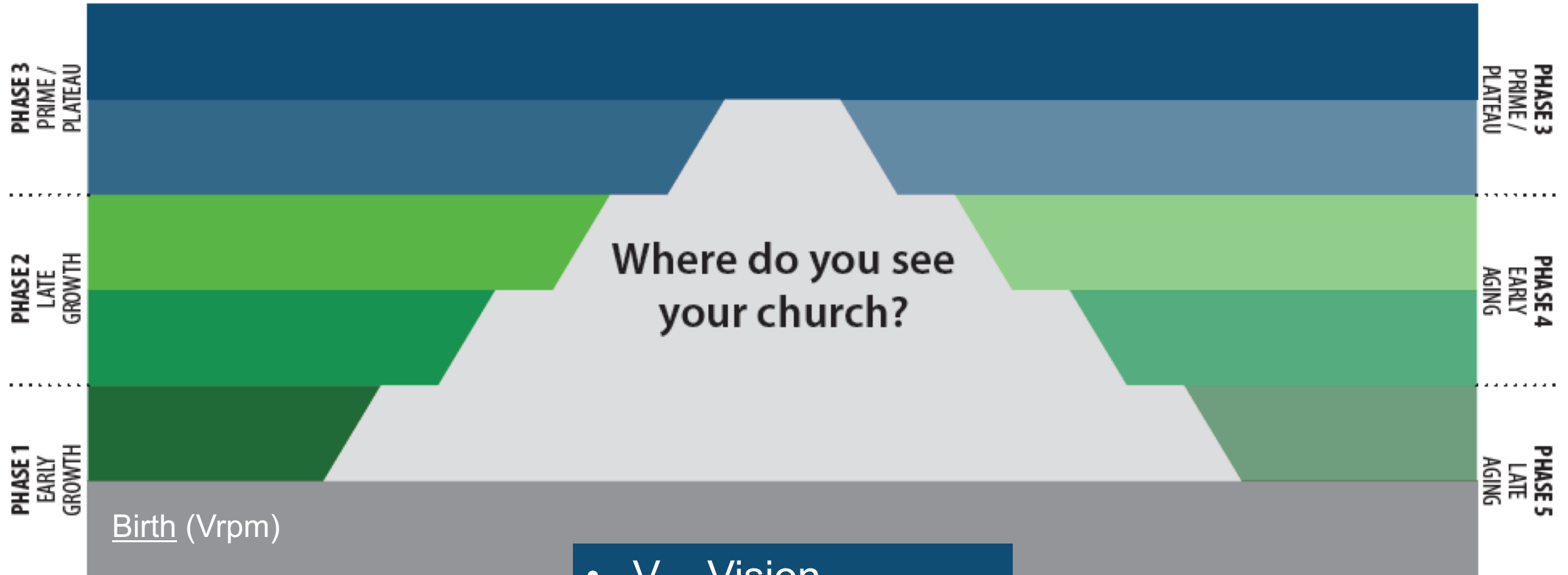
PROGRAMS

Programs are the functional attempts to provide projects, ministries, services, activities, and training for people connected to the congregation.

MANAGEMENT

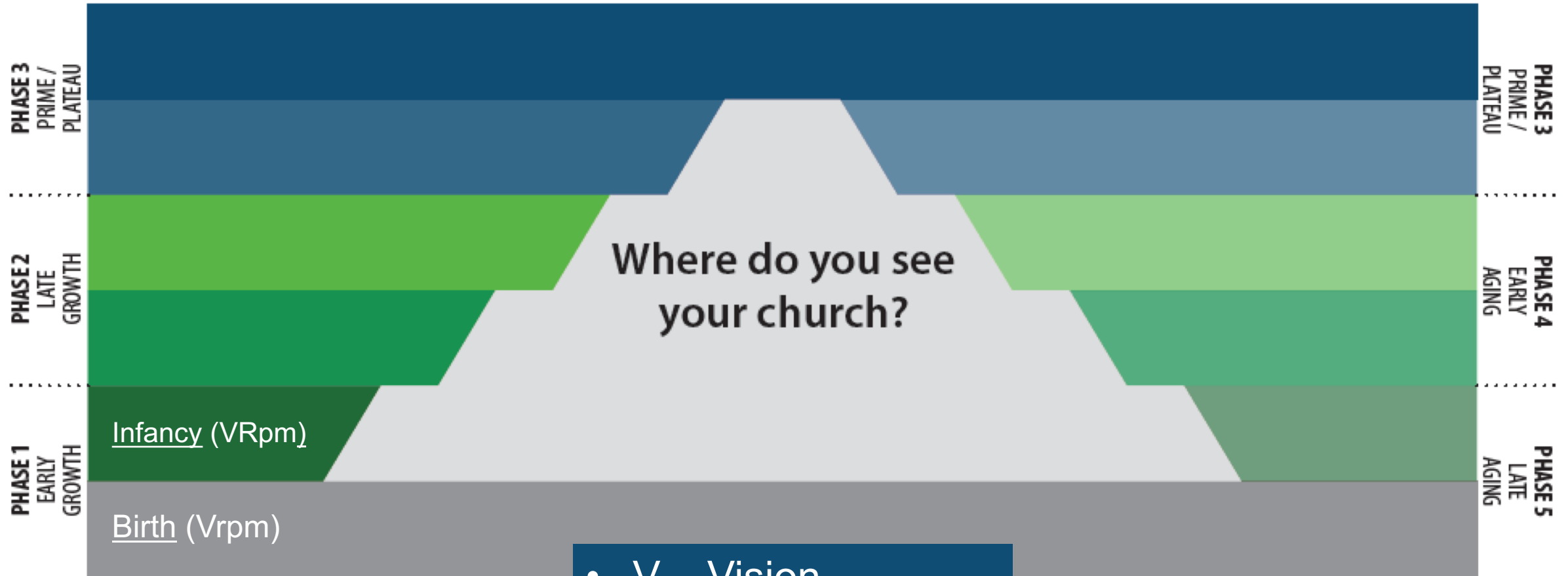
Management refers to the systems and structures that work to undergird the fulfillment of vision, and the implementation of relationships and programs. It includes the administration of resources, day-to-day operations and overall efficiency.

LIFE CYCLE STAGES OF A CHURCH



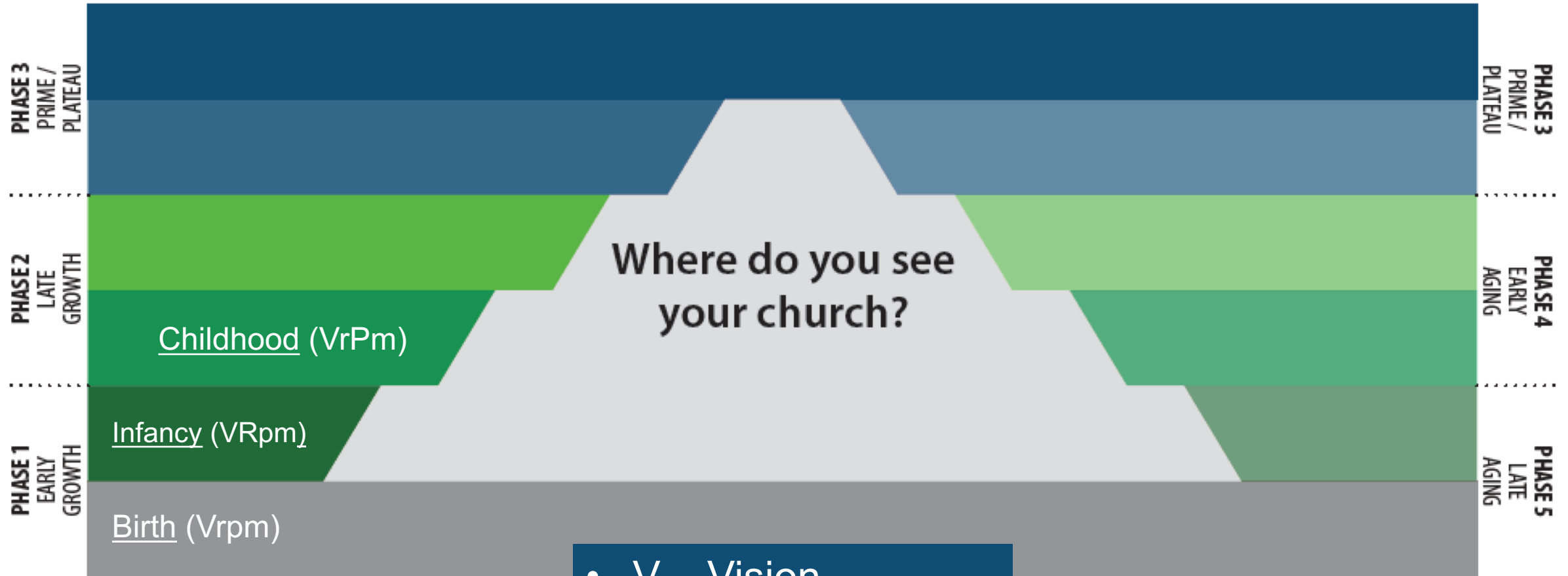
- V – Vision
- R – Relationships
- P – Programs
- M – Management

LIFE CYCLE STAGES OF A CHURCH



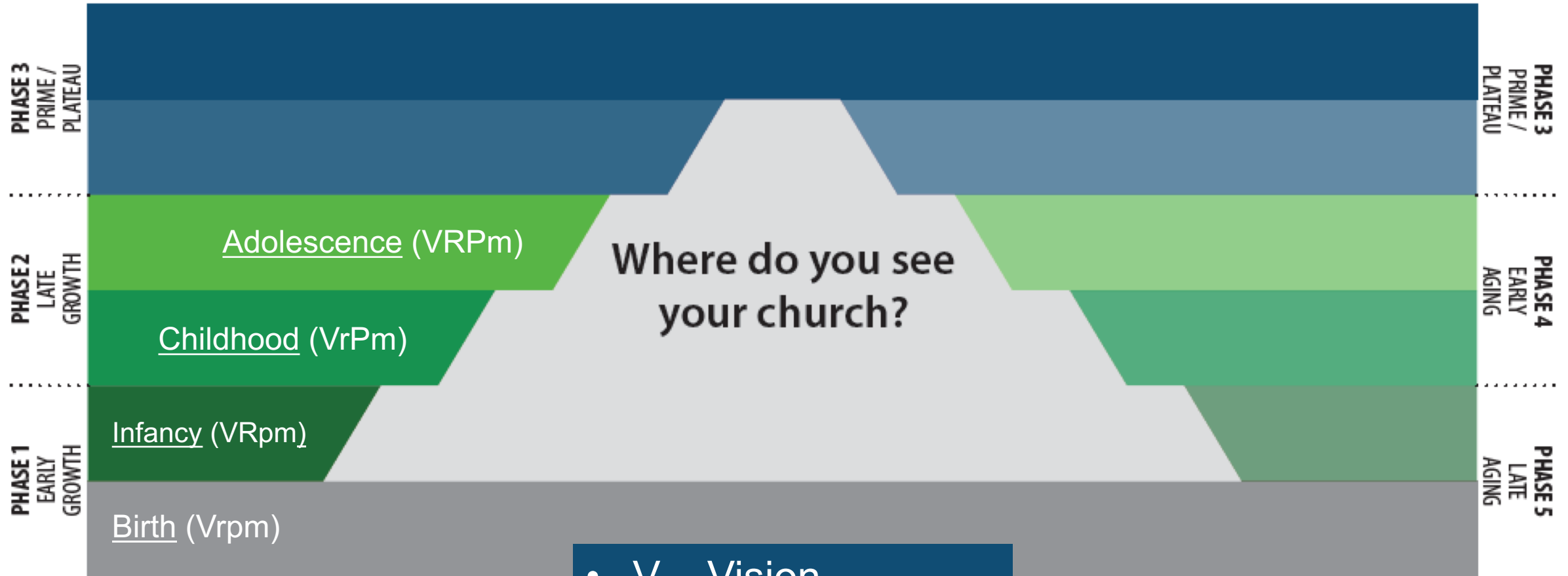
- V – Vision
- R – Relationships
- P – Programs
- M – Management

LIFE CYCLE STAGES OF A CHURCH



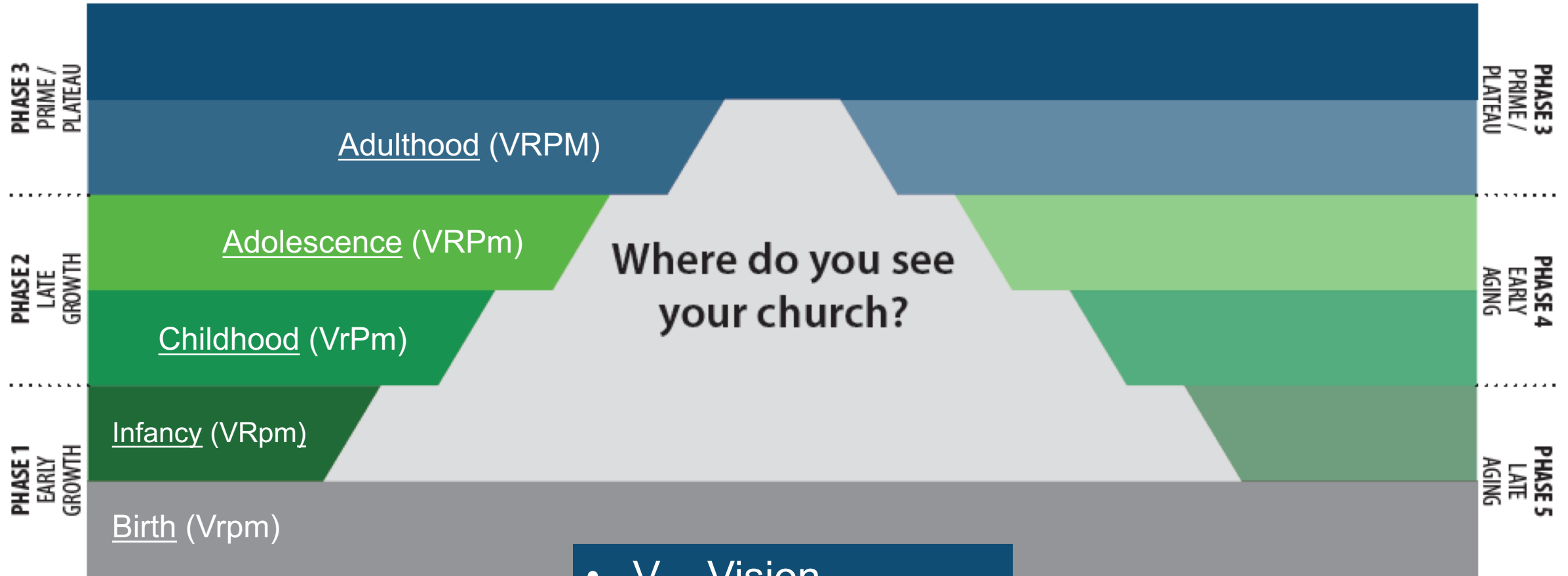
- V – Vision
- R – Relationships
- P – Programs
- M – Management

LIFE CYCLE STAGES OF A CHURCH



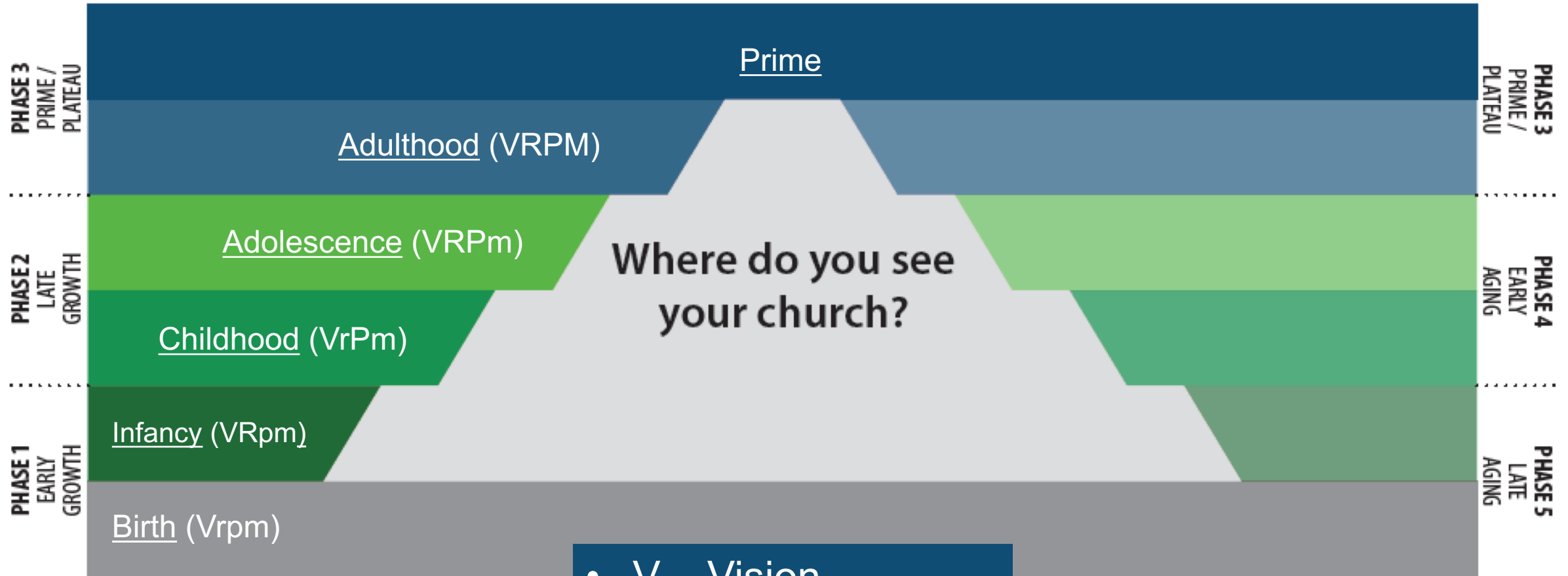
- V – Vision
- R – Relationships
- P – Programs
- M – Management

LIFE CYCLE STAGES OF A CHURCH



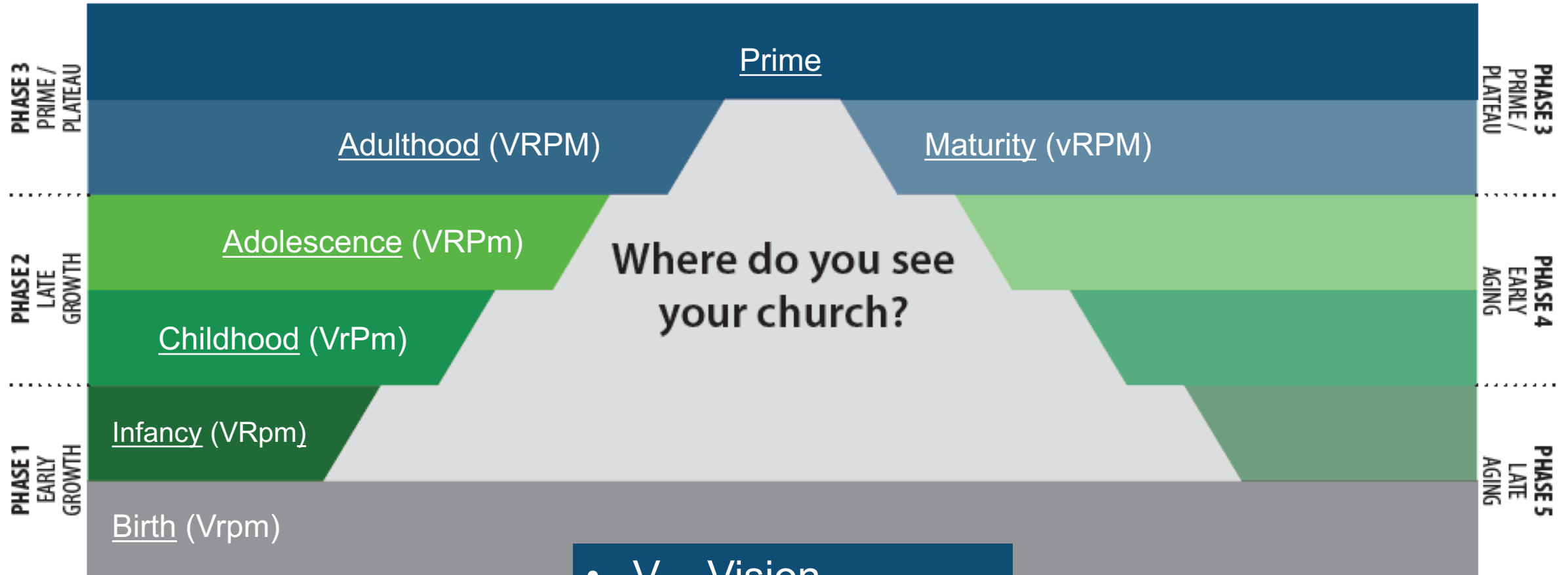
- V – Vision
- R – Relationships
- P – Programs
- M – Management

LIFE CYCLE STAGES OF A CHURCH



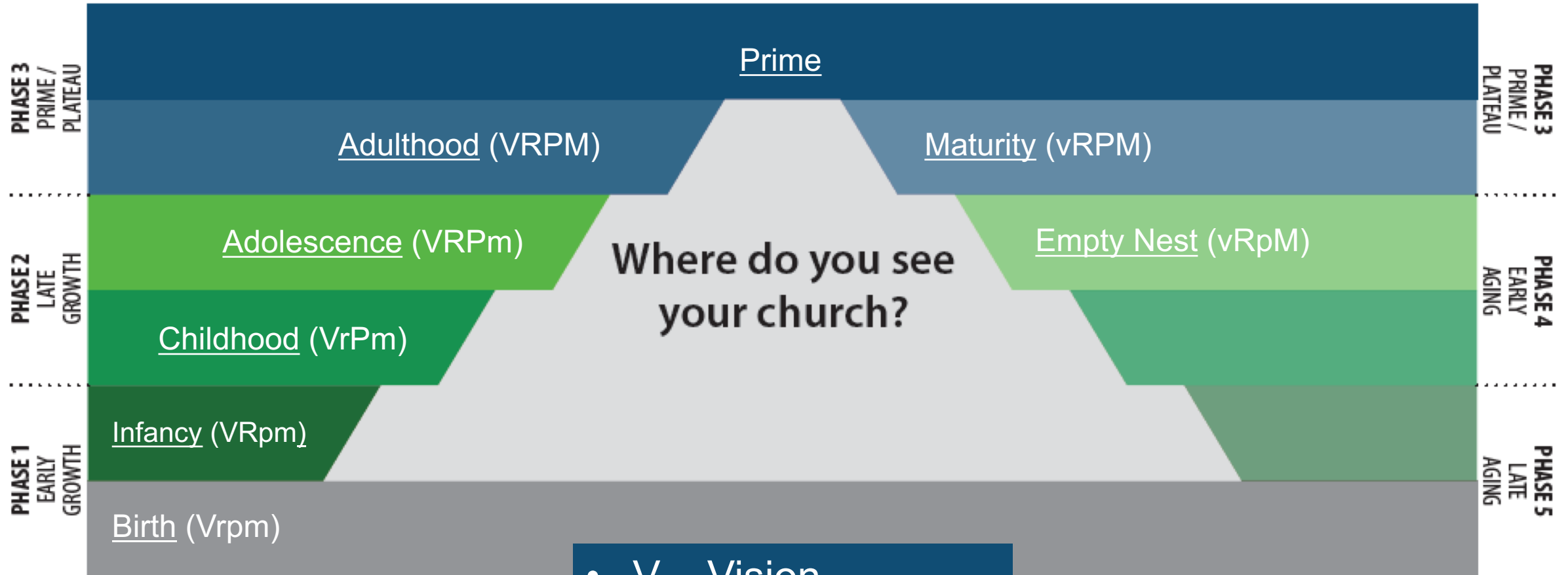
- V – Vision
- R – Relationships
- P – Programs
- M – Management

LIFE CYCLE STAGES OF A CHURCH



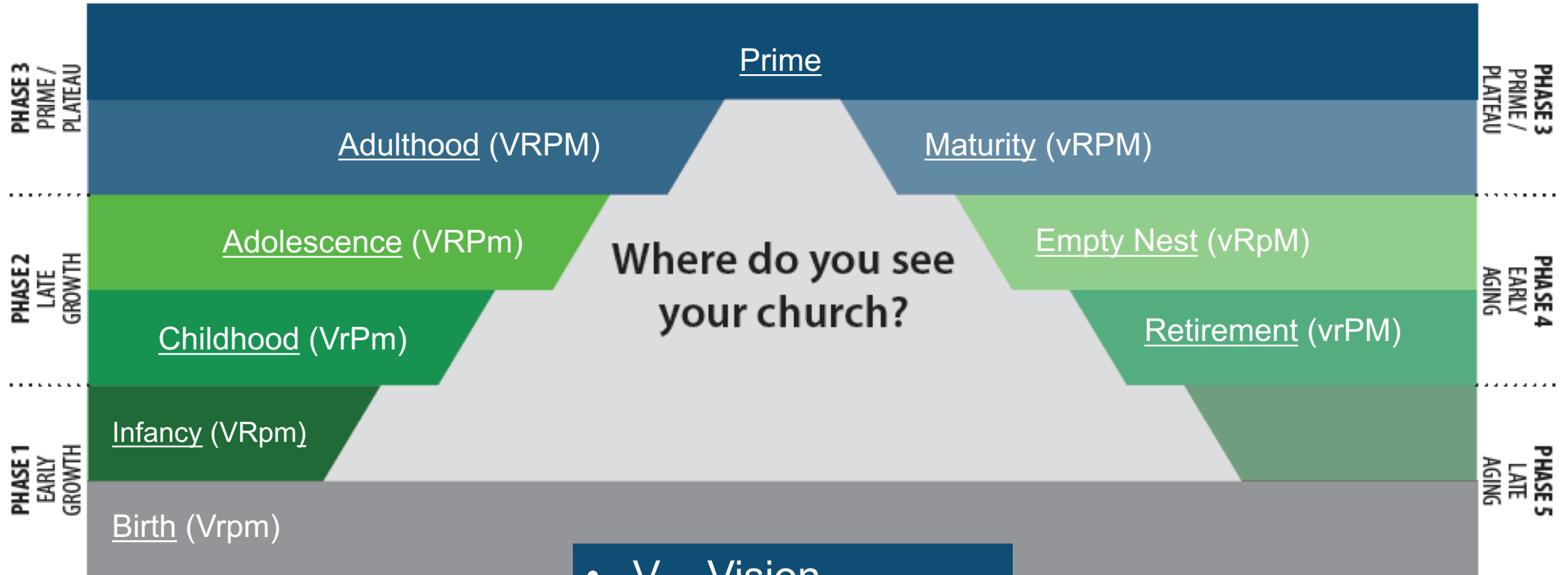
- V – Vision
- R – Relationships
- P – Programs
- M – Management

LIFE CYCLE STAGES OF A CHURCH



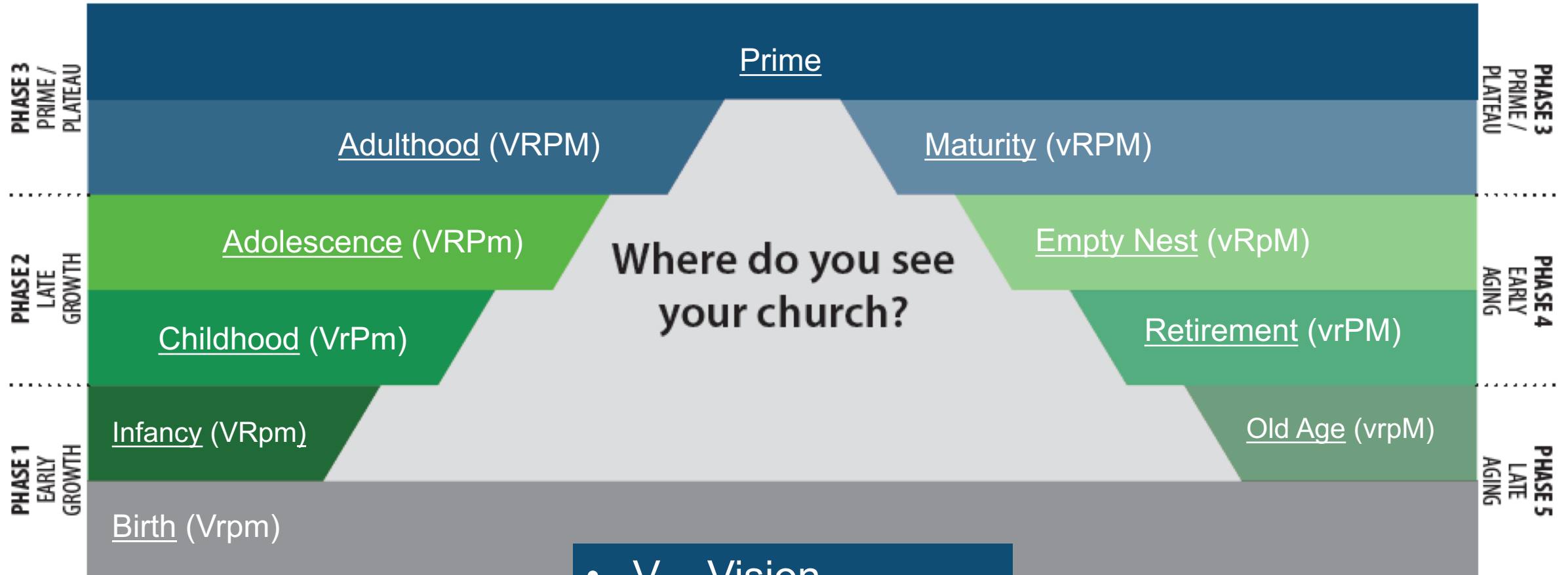
- V – Vision
- R – Relationships
- P – Programs
- M – Management

LIFE CYCLE STAGES OF A CHURCH



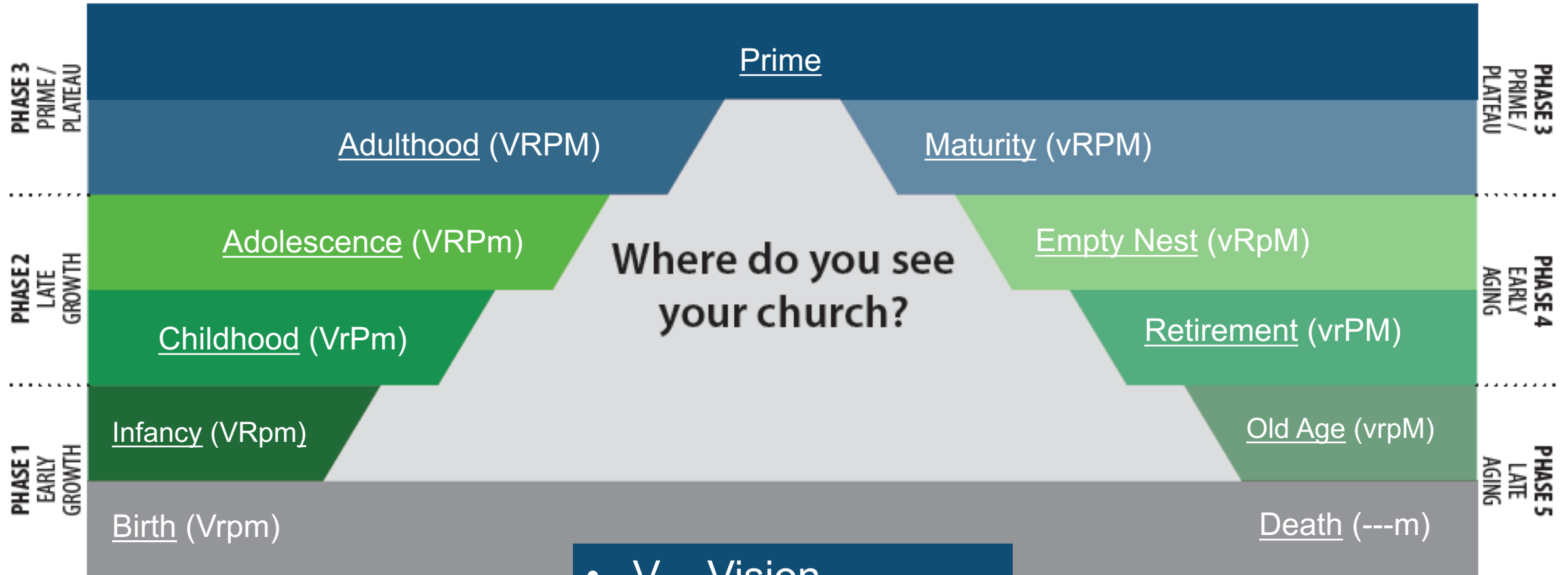
- V – Vision
- R – Relationships
- P – Programs
- M – Management

LIFE CYCLE STAGES OF A CHURCH



- V – Vision
- R – Relationships
- P – Programs
- M – Management

LIFE CYCLE STAGES OF A CHURCH



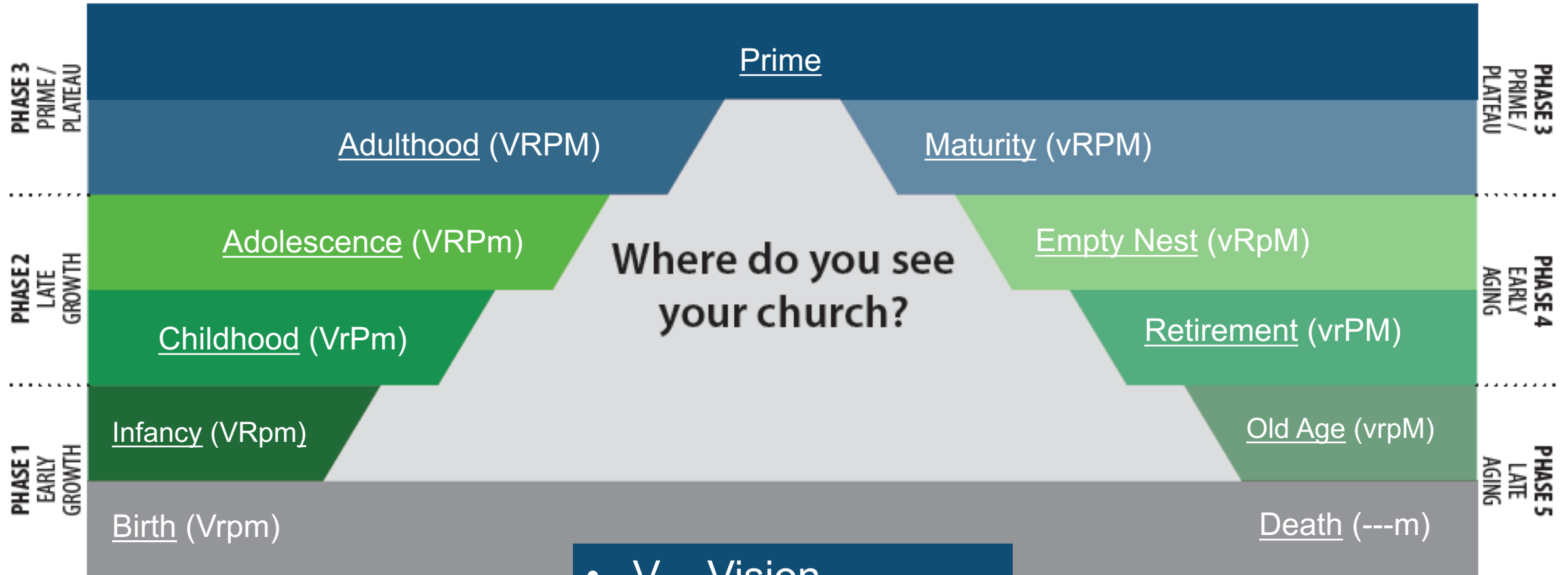
- V – Vision
- R – Relationships
- P – Programs
- M – Management

Assessing Current Reality

ROW 1	<ul style="list-style-type: none"> Positive, supportive attitude Uncertainty of future demands Visionary with high commitment level 	<ul style="list-style-type: none"> Strong sense of mission and purpose among every member High level of “ownership” 	<ul style="list-style-type: none"> High visibility and understanding of purpose and missions Common purpose throughout ministries of the church 	<ul style="list-style-type: none"> Lowering of members’ understanding of purpose New members do not sense church’s purpose 	<ul style="list-style-type: none"> Purpose is lost Mission is not understood
ROW 2	<ul style="list-style-type: none"> Mutual dependency requires everyone to be involved or leave All members willing to work 	<ul style="list-style-type: none"> High percentage of individuals’ time and identity committed to the church Volunteers easily found 	<ul style="list-style-type: none"> New members quickly find a place to become involved High level of enthusiasm among membership for participation 	<ul style="list-style-type: none"> Members assume others can get the job done More paid staff to “enhance” ministries Original members feel “We have done our part” 	<ul style="list-style-type: none"> Programs eliminated for lack of participation Difficult to find volunteers 10 percent of members do 90 percent of work
ROW 3	<ul style="list-style-type: none"> Minimal organization Spontaneity in decision making 	<ul style="list-style-type: none"> Function of ministry determines form Structure created in response to needs Traditions begin to form 	<ul style="list-style-type: none"> New programs created to respond to new needs Delegation begins New roles and responsibilities created 	<ul style="list-style-type: none"> Few new programs added Forms of ministry begin to determine function Structure creates needs rather than responds to needs 	<ul style="list-style-type: none"> Programs deleted for lack of funds Primary goal is preservation/survival
ROW 4	<ul style="list-style-type: none"> Members are receptive Objectives are quickly accomplished 	<ul style="list-style-type: none"> Changes easily adopted and integrated Suggestions from all levels of membership 	<ul style="list-style-type: none"> New proposals given serious consideration Church leaders responsible for initiating and implementing 	<ul style="list-style-type: none"> Few changes proposed Few changes considered that radically depart from status quo 	<ul style="list-style-type: none"> “We’ve never done it that way before” Rationalizations often made for why things can’t be done
ROW 5	<ul style="list-style-type: none"> Morale is high Self-esteem is in the process of being formulated 	<ul style="list-style-type: none"> Morale is higher Self-esteem easily affected by circumstance and short-term successes/failures 	<ul style="list-style-type: none"> Morale is highest Self-esteem at its highest level Confidence is contagious that goals can be reached 	<ul style="list-style-type: none"> Morale polarizes into groups of high and low Self-esteem develops uncertainties 	<ul style="list-style-type: none"> Few have high morale Frustration and/or despair by leaders in not knowing how to stop decline Self-esteem lowers
TOTAL					

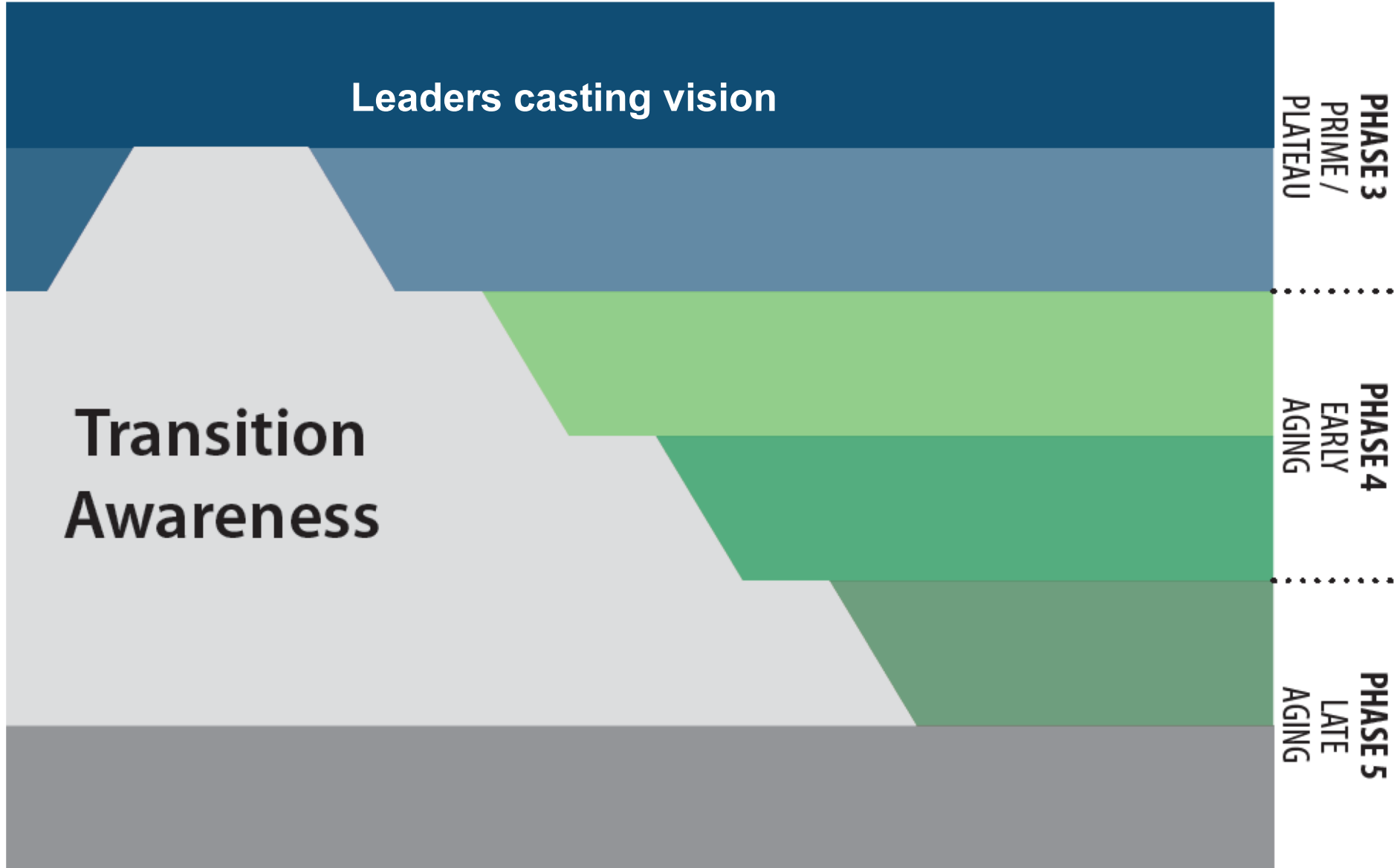
The above chart is adapted from “Congregational Self-Study,” Northwest Parish Nurse Ministries.
<http://www.npnm.org/congregational%20Self-Study.pdf>.

LIFE CYCLE STAGES OF A CHURCH

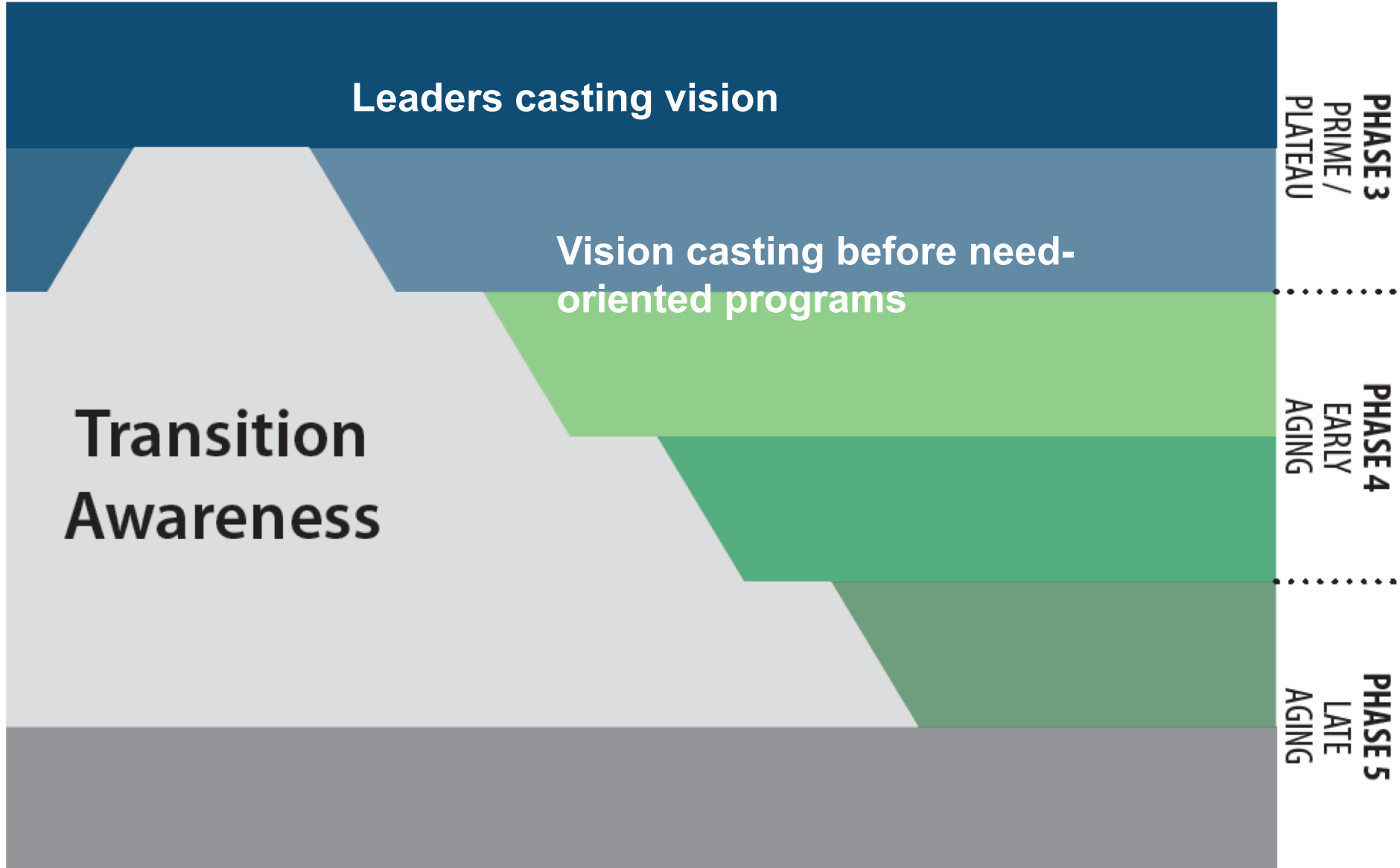


- V – Vision
- R – Relationships
- P – Programs
- M – Management

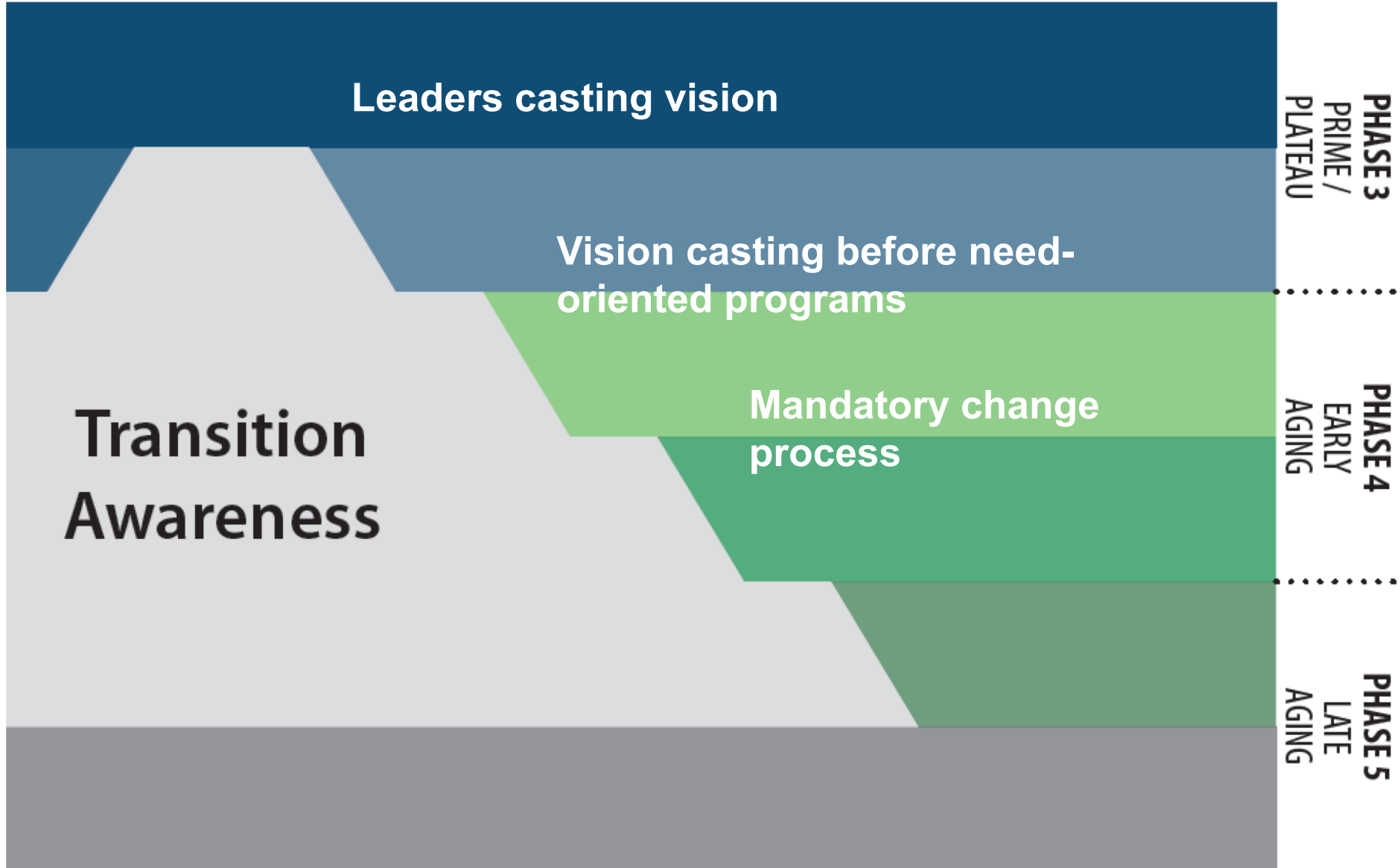
LIFE CYCLE STAGES OF A CHURCH



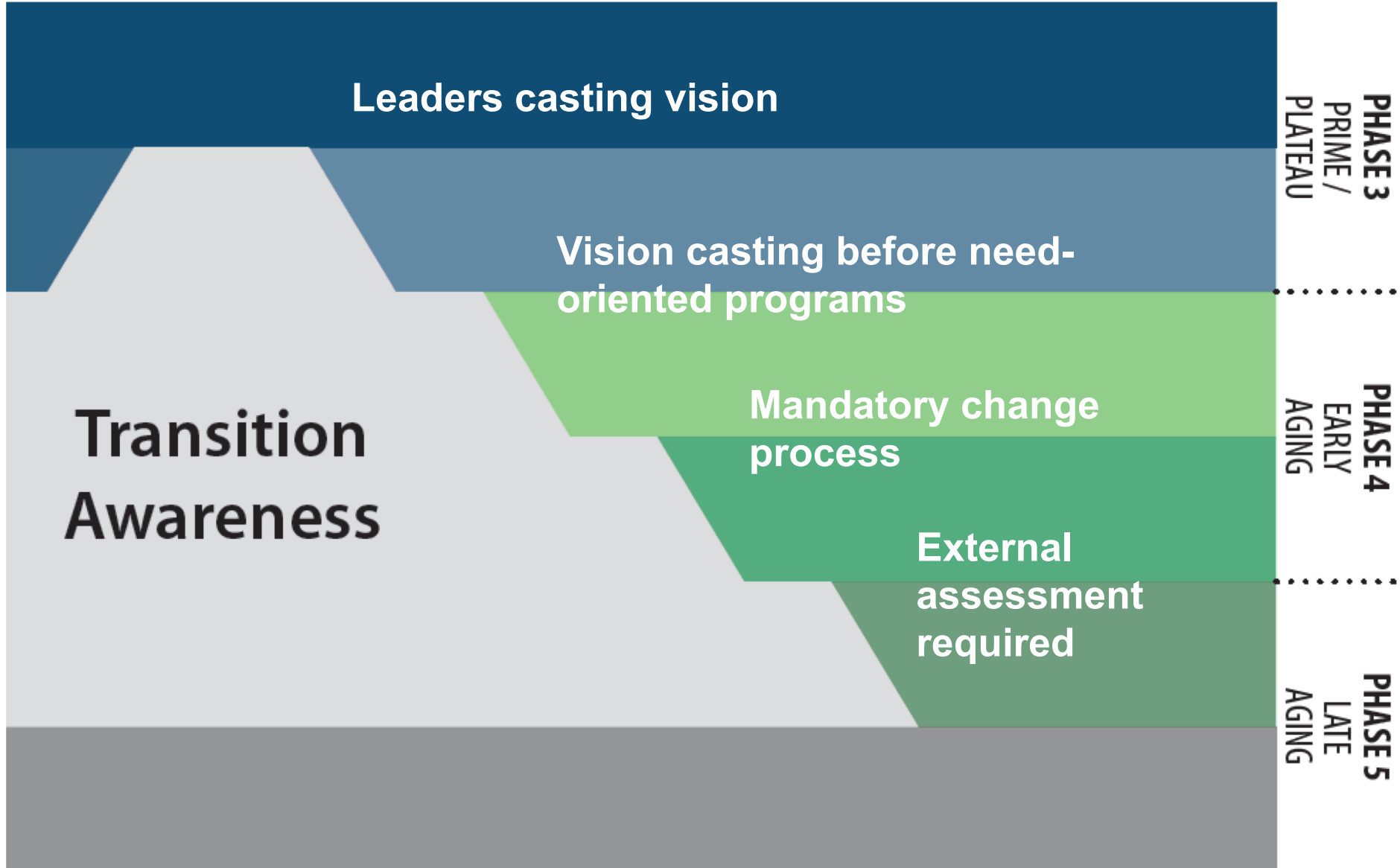
LIFE CYCLE STAGES OF A CHURCH



LIFE CYCLE STAGES OF A CHURCH



LIFE CYCLE STAGES OF A CHURCH



LIFE CYCLE STAGES OF A CHURCH

The background features a solid blue color. In the lower half, there are two overlapping green triangles. The triangle on the left is smaller and has the text 'You are HERE' inside it. The triangle on the right is larger and is positioned behind the first one, creating a sense of depth.

You are **HERE**

LIFE CYCLE STAGES OF A CHURCH



You are **HERE**

You are being
called to **THERE**

LIFE CYCLE STAGES OF A CHURCH

Leap of Faith



You are **HERE**

You are being
called to **THERE**

LIFE CYCLE STAGES OF A CHURCH

Leap of Faith



Bridge of Hope

You are **HERE**

You are being
called to **THERE**

A healthy church is one that...

- Engages and maintains loving relationships
- Develops and mobilizes the people
- Acts with clear direction and outward focus
- Reproduces and multiplies his mission in other peoples and places
- Pursues and obeys God passionately

3 Steps for Initiating Change

1. Explore the true **urgency**.

3 Steps for Initiating Change

1. Explore the true urgency.
 - **Missional urgency** is better than **survival urgency**.

3 Steps for Initiating Change

1. Explore the true urgency.
 - Missional urgency is better than survival urgency.
 - Your passion for the urgency is the single biggest reason your team will accept change.

3 Steps for Initiating Change

1. Explore the true **urgency**.
 - **Missional urgency** is better than **survival urgency**.
 - Your **passion** for the urgency is the single biggest reason your team will accept change.
2. Build the right **team**.

3 Steps for Initiating Change

1. Explore the true urgency.
 - Missional urgency is better than survival urgency.
 - Your passion for the urgency is the single biggest reason your team will accept change.
2. Build the right team.
 - People who care, dream, believe, think

3 Steps for Initiating Change

3. Ask the best **questions**.

3 Steps for Initiating Change

3. Ask the best **questions**.

What is our **vision**?

3 Steps for Initiating Change

3. Ask the best **questions**.

What is our **vision**?

To fulfill our vision, what must our **priorities** be?

3 Steps for Initiating Change

3. Ask the best **questions**.

What is our **vision**?

To fulfill our vision, what must our **priorities** be?

What **steps** will we take to fulfill our vision?

3 Steps for Initiating Change

3. Ask the best **questions**.

What is our **vision**?

To fulfill our vision, what must our **priorities** be?

What **steps** will we take to fulfill our vision?

What should we **continue** doing?

3 Steps for Initiating Change

3. Ask the best questions.

What is our vision?

To fulfill our vision, what must our priorities be?

What steps will we take to fulfill our vision?

What should we continue doing?

What should we do differently?

3 Steps for Initiating Change

3. Ask the best **questions**.

What is our **vision**?

To fulfill our vision, what must our **priorities** be?

What **steps** will we take to fulfill our vision?

What should we **continue** doing?

What should we do **differently**?

What should we **stop** doing?

3 Steps for Initiating Change

3. Ask the best **questions**.

What is our **vision**?

To fulfill our vision, what must our **priorities** be?

What **steps** will we take to fulfill our vision?

What should we **continue** doing?

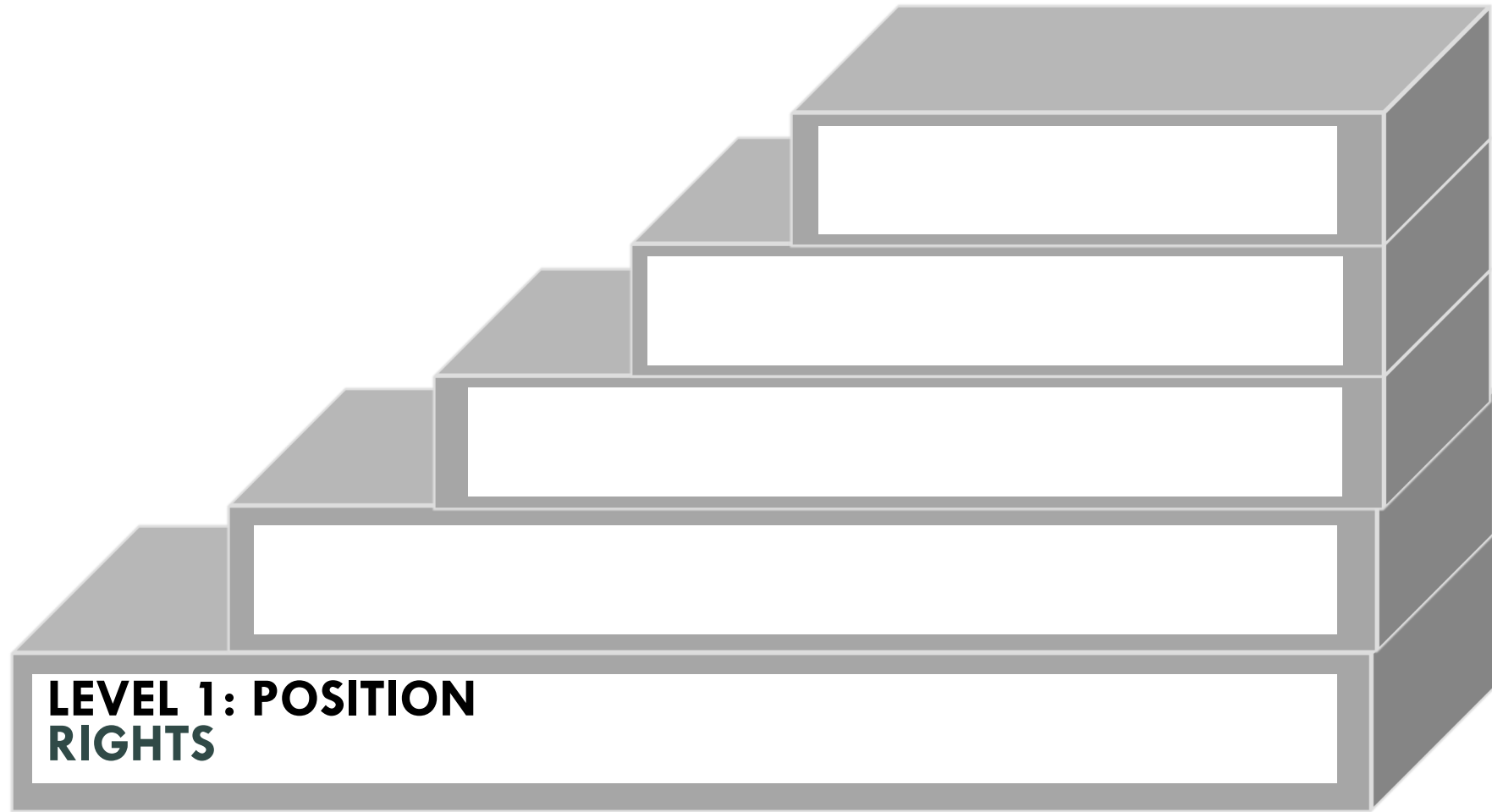
What should we do **differently**?

What should we **stop** doing?

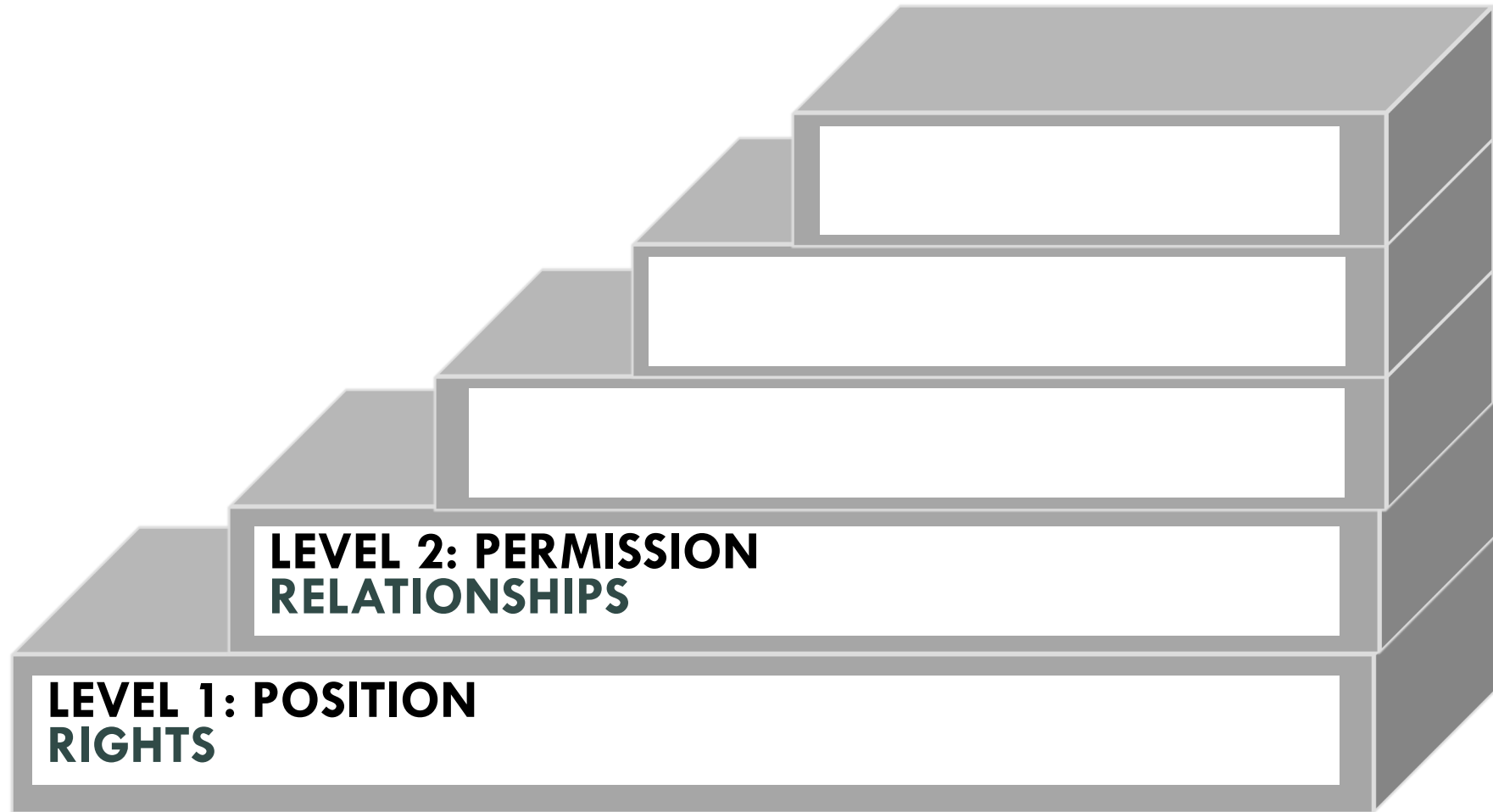
When will we **start**?



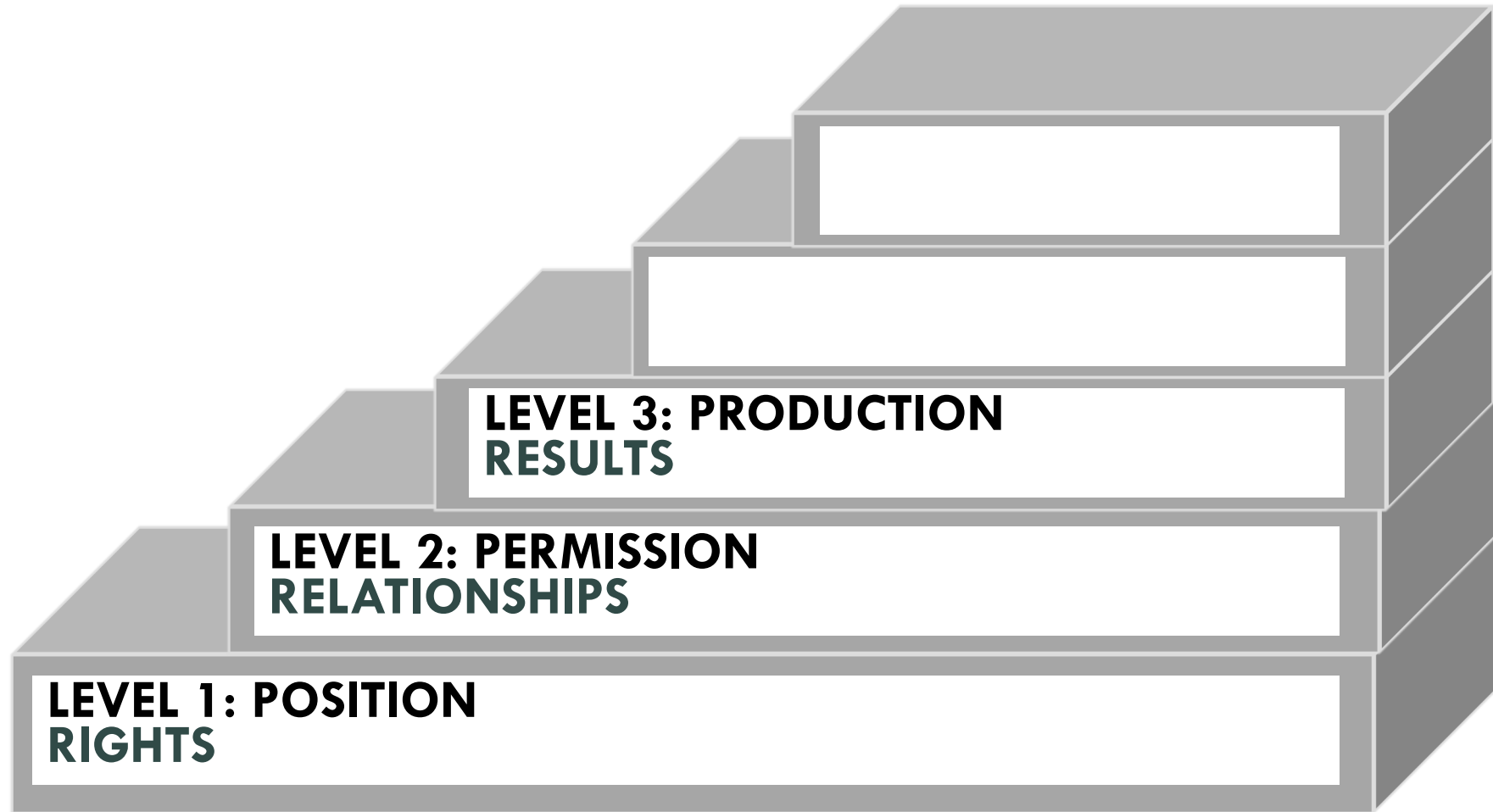
Five Levels of Leadership



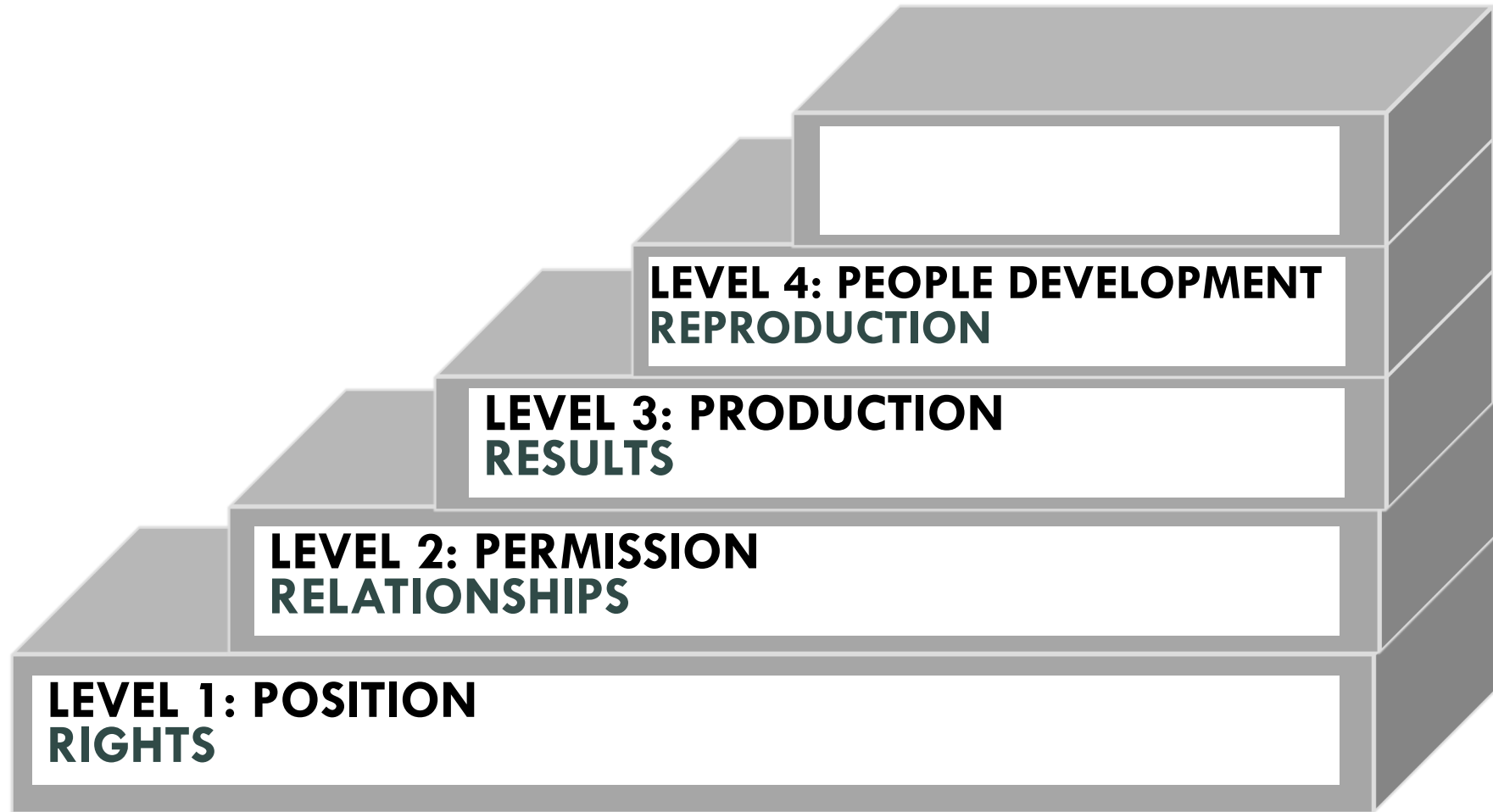
Five Levels of Leadership



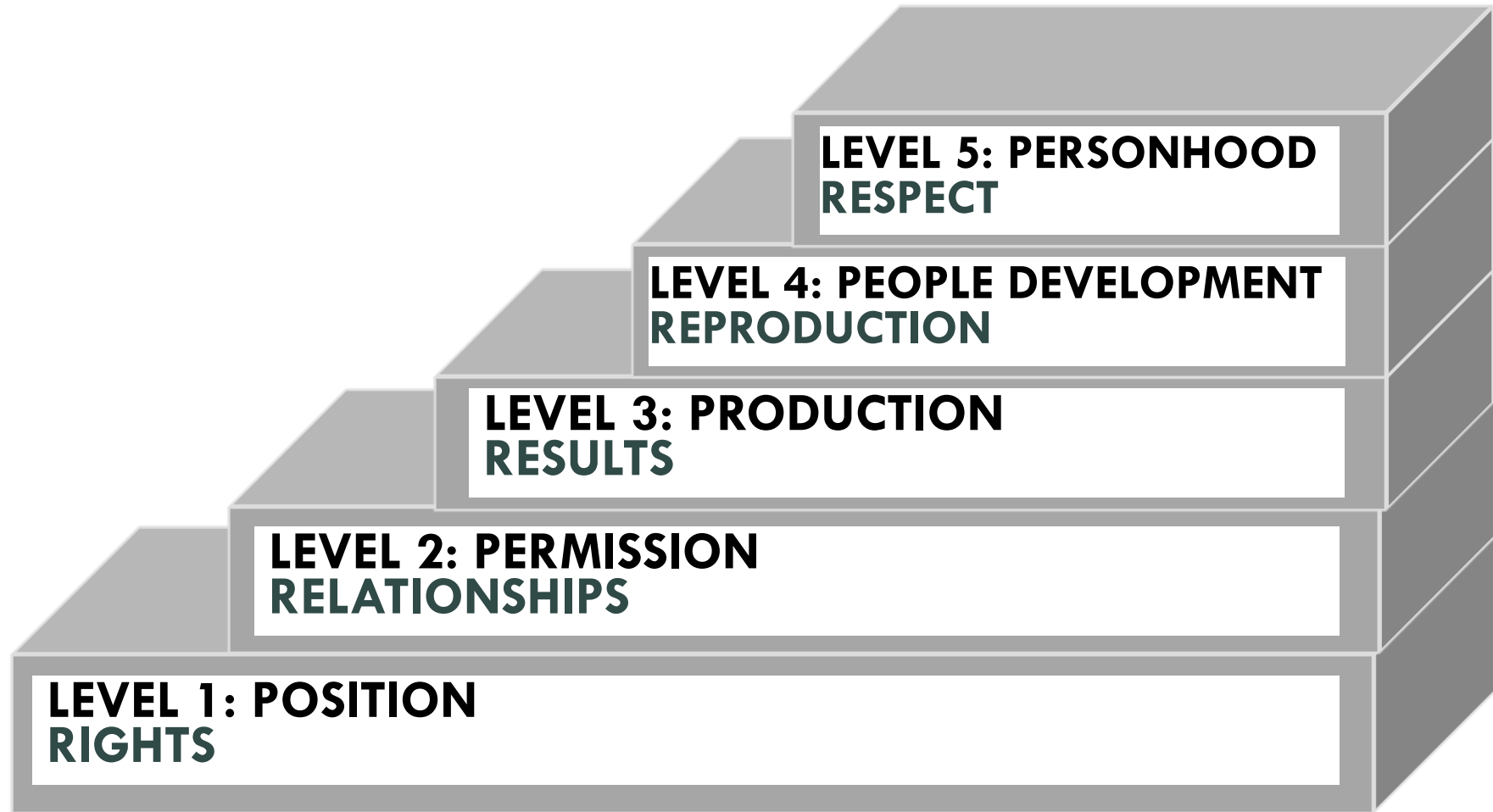
Five Levels of Leadership



Five Levels of Leadership



Five Levels of Leadership



The Acts 2 Journey Cohort addresses ten questions

1. Why do we exist? (Mission)
2. Where are we going? (Vision)
3. How should we behave? (Core Values)
4. How will we get there? (Strategic Plan)



The Acts 2 Journey Cohort addresses ten questions

5. How will we engage new people? (Go)
6. How will we treat them when they arrive? (Connect)
7. How will we disciple them? (Grow)
8. How will we train them to serve? (Serve)
9. How will we inspire them to be missional (local, global)?
10. How will we help them encounter God? (Worship)

FRIDAY PASTOR & SPOUSE SESSION



RETREAT

Guiding Change in
the Local Church

Priorities and
Decision Making

SATURDAY VISION TEAM SESSION



RETREAT

Assess current
reality

Without blaming or assigning fault

Why do we exist?
Mission

Where are we going?
Vision

FRIDAY PASTOR & SPOUSE SESSION

2

RETREAT

Dealing with Conflict and
Difficult People

Becoming the Right
Team Player

SATURDAY VISION TEAM SESSION

2

RETREAT

How should we behave?

Core Values

FRIDAY PASTOR & SPOUSE SESSION

3

RETREAT

Intentional Communication
and Pulpit Ministry

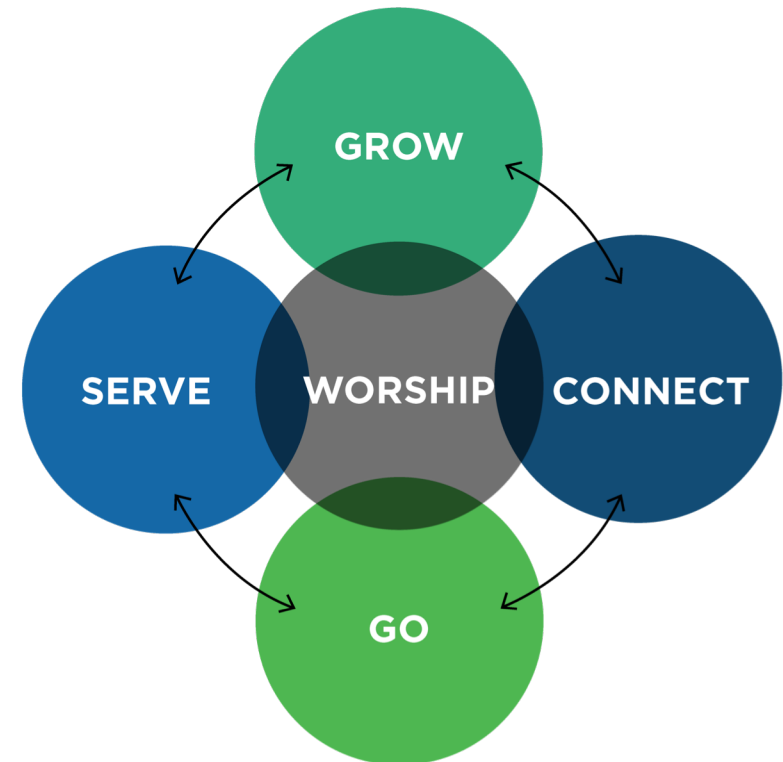
One-year Preaching
Calendar

SATURDAY VISION TEAM SESSION

3

RETREAT

How will we get there?
Strategic Plan



FRIDAY PASTOR & SPOUSE SESSION

4

RETREAT

Insecurities in Leadership

Strategic Communication

SATURDAY VISION TEAM SESSION

4

RETREAT

Presenting the Plan
Creating Congregational Buy-In

Launching the Vision
Date it. Define it. Do it.

WHO IS ENGAGING THE ACTS 2 JOURNEY?

- 32.7% of A2J churches were already growing numerically at the time they engaged the journey.
- 41.7% of churches engaged in the Acts 2 Journey are located in communities of less than 10,000 in population.

AG USA CHURCHES

- 1,589 (12%) are in communities of less than 1,000.
 - 3,961 (31%) are in towns of less than 5,000.
 - 5,607 (43%) are in towns of less than 10,000
-
- 68% welcome fewer than 100 to worship each week.

DECLINING CHURCHES

- Of the 349 “declining churches” to engage the Acts 2 Journey (2010-2017), nearly 44% were at a higher level of attendance within two years (43.8%).
- Among CMN Matching Fund churches, 46.9% were categorized as “growing” in 2019.

PREVENTING CHURCH CLOSURE

- Only 34 of the 1,204 churches to engage the Acts 2 Journey (2010-2019) have closed or moved to PAC status (roughly 2.8% of the total participants over the ten years, 2010-2019).
- Overall, nearly 16% of all AG churches have closed or moved to PAC status during this same time period.

Becoming an
ACTS 2 CHURCH
Through Mentoring



LEADERSHIP MENTORING

Pastors who had a mentor grew churches larger than pastors without a mentor.

▲ Year 1 - **12%** larger

▲ Year 2 - **16%** larger

▲ Year 4 - **25%** larger

Source: Ed Stetzer, Ph.D. and Warren Bird, Ph.D. The State of Church Planting in the United States: Research Overview and Qualitative Study of Primary Church Planting Entities, pp. 18-19. <http://christianitytoday.com/assets/10228.pdf>

LEADERSHIP MENTORING OUTCOMES

 **SEE** the possibilities of their future

 **INVEST** into what God is doing in their lives and ministries

 **PROTECT** what God is bringing about in their lives

 **EXTEND** their influence for God in the world

HEALTHY CHURCH LEADERSHIP COMPETENCIES

- ▲ Spiritual Sensitivity
- ▲ Clarifying and Communicating Vision
- ▲ Team Building
- ▲ Cultural Contextualization
- ▲ Empowering Others

Prior to Retreat 1

1. Form a team of 8-15 influencers from your congregation.
2. Use the A.C.T.S. assessment to get a sense for your team's abilities and gift mix.
 - Download at acts2journey.com/assessment.
3. Use the QR code provided in your handout to review the Discovery Session material online. You can also find a downloadable copy of this slide presentation on that page.