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Thanks for your interest in attending the Acts 2 Journey Intensive and for your interest in church health. The need for leaders like you who are dedicated to local church health has never been greater.

The Need

- Three out of four AG USA churches are plateaued or declining in attendance.
- Since 2010, 25.2 percent of AG USA churches have closed.
- For six of the last eight years, more AG USA churches have closed than have opened, resulting in a total net loss of 306 churches over that time span.
- 3,044 churches have closed in the past decade, compared to 2,537 AG USA churches closed in the decade before that.

Acts 2 Journey Effectiveness

- Since the Acts 2 Journey began in 2010, nearly 1,700 AG USA churches have engaged the process. Nearly 40% of declining churches to engage were at higher levels of attendance for the next five years.
- Plateaued and declining churches have experienced lasting improvement in the areas of guest assimilation and discipleship for the following decade.
- Less than six percent of Acts 2 Journey participating churches have closed.

While we celebrate the new life that God continues to bring to Acts 2 Journey churches, we also recognize that thousands of churches lack access to the direction they need.

Our team began hosting Intensive Trainings in 2018 with one objective in mind: **To expand access to the Acts 2 Journey.** We aim to do this by equipping district and network leaders, church health directors, presbyters, and experienced pastors to lead pastors and their teams through the Acts 2 Journey cohort and its ongoing implementation after the cohort experience concludes.

- Since 2018, 25 networks have begun hosting their own Acts 2 Journey cohorts using facilitators trained at these Intensives.
- Two-thirds of Acts 2 Journey cohorts are led by trained facilitators at the network level.

The contents of this folder are designed to orient network leaders who are interested in embedding Acts 2 Journey cohorts into the network's culture. The booklet contains foundational information that our team has compiled in an effort to answer frequently asked questions from the perspective of potential facilitators, networks, and local church pastors.

We hope our time together provides a clear pathway for you to engage in the vision to see a healthy church in every community.

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THE IN-PERSON ACTS 2 JOURNEY COHORT

Each in-person **ACTS 2 JOURNEY COHORT** is made up of multiple churches that have committed to attend four weekend retreats over the course of 9-12 months.

The quality of leadership by the lead pastor throughout this transformation journey is critical. This is why each retreat weekend has two components:

FRIDAY afternoon or evening (approximately 3 to 4 hours) is dedicated to providing teaching to lead pastors and spouses about the importance of their leadership development related to time management, conflict resolution, leading change, and building teams. These sessions equip them to lead their teams through the process outside of the retreat settings because the facilitators are not present at those meetings, and the church team needs to begin looking to their lead pastor for leadership in these areas rather than depending on the Acts 2 Journey facilitators.

SATURDAY is for the lead pastors and their teams. In these interactive sessions, pastors and teams assess their current reality, calibrate their mission, discern God's preferred future (vision), commit to biblical values, and create an operating plan tailored to their context involving the five functions described in Acts 2:42-47. Pastors are asked to bring 8-15 people from their church—people who will help them plan the future of their congregation.

LEAD PASTOR SESSIONS IN THE ACTS 2 JOURNEY

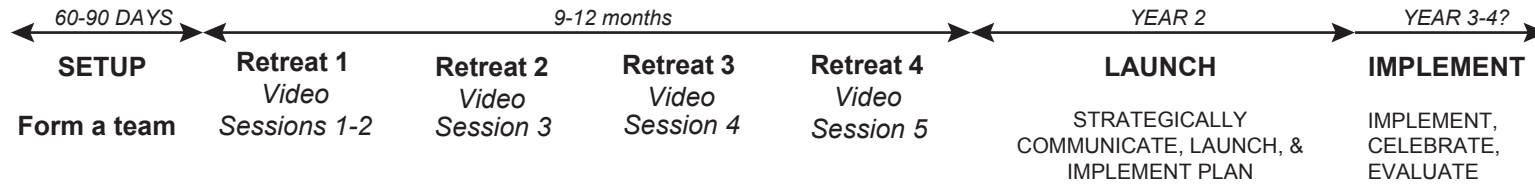
“The Acts 2 Journey changed more than just my church. It truly changed me!”

While every pastor fills what society has clearly identified as a leadership role for their local church, not every pastor has had access to actual leadership training, especially what is needed to lead a change journey in the local church.

ACTS 2 JOURNEY LEAD PASTOR SESSIONS have been specially chosen to equip pastors and spouses for the unique requirements of their leadership role. Some of the themes addressed include:

- Guiding Change in the Local Church
- Priorities that Maximize Impact
- Recruiting and Developing Leaders
- Conflict Management
- Overcoming Insecurities
- Effective Communication

ACTS 2 JOURNEY COHORT: OPERATIONAL OVERVIEW



	COHORT = 10+ CHURCHES				INDIVIDUAL CHURCHES	
PREPARATION <i>2-3 months?</i>	FRIDAY* <i>2-4 Hrs</i>	FRIDAY <i>2-4 Hrs</i>	FRIDAY <i>2-4 Hrs</i>	FRIDAY <i>2-4 Hrs</i>	LAUNCH <i>3-6 Months</i>	IMPLEMENT <i>Post Launch</i>
Who to include on the vision team:	Guiding Change in the local church	Dealing with Conflict	Developing People	Intentional Communication	<i>Planning for Launch - 8-10 wks</i>	Evangelism / outward focus
Select 8-15 leaders	Priorities that Maximize Impact	Addressing and overcoming leadership insecurities		One-year preaching calendar template	Align Strategic Calendars: - Preaching - Events	Fellowship / Guest Assimilation process
Include staff	Prepare for Saturday session				Recruiting and preparation	Age / stage aligned discipleship plan
May include board	SATURDAY** <i>3-6 hours</i>	SATURDAY <i>3-6 hours</i>	SATURDAY <i>3-6 hours</i>	SATURDAY <i>3-6 hours</i>	Fresh eyes facility assessment	Gift discovery / training for ministry service
Include key lay leaders	Establish Current Reality	Review mission and vision	Review of Retreat 1-2	Review of Retreats 1-3	Strategic launch to the congregation	World / US Missions involvement
Aim to reflect the gender, age, and ethnic diversity of the church and surrounding community	Mission & vision	Culture defined	Blending Spirit and strategy	Best practices for communication and launch	<i>Launch Series - 5 Messages</i>	Worship / Prayer Plan
	5 Functions assessment	Identify current negative values	Strategic Plan - 5 Functions of Acts 2:42-47	Present draft overview of 2-3 year plan	<i>*Rebranding happens</i>	
	"I dream of a church..."	Create list of 5-9 core values	HOMEWORK Finalize draft of Strategic plan	NEXT STEP Expand team & Launch	Execute / adapt written plan	
	HOMEWORK Vision Statement	HOMEWORK Core values list (5-9 values)			NEXT STEP Implement strategic plan for next 2-3 years	

* Each **FRIDAY** session is for lead pastors and spouses *only*

** Each **SATURDAY** session is for lead pastors and their vision teams.



ACTS 2 JOURNEY REPORT

A SPIRIT-EMPOWERED

CHURCH

ACTS 2 JOURNEY INTENSIVE
MARCH 27-29, 2025

ACTS 2 JOURNEY REPORT

Strengthening Existing Churches

CURRENT REALITIES IN THE U.S. ASSEMBLIES OF GOD

*adjusted formula - churches must have existed in 2018 and must have reported at least once in the last five years to be included.

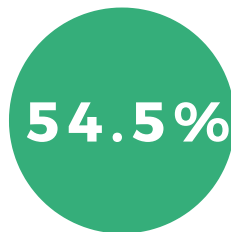
WORSHIP ATTENDANCE RANGE	NUMBER OF CHURCHES	WORSHIP ATTENDANCE
LESS THAN 100	7,985	357,268
LESS THAN 200	10,050	636,993
1,000+	232	538,456
2,000+	83	300,440

The average church size is 135.5. The median church size is 61.

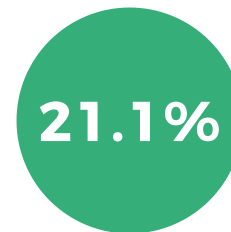
TOTAL GROWING CHURCHES



TOTAL DECLINING CHURCHES



TOTAL PLATEAUED CHURCHES



1 MILLION

people attend AG churches that are plateaued or declining in attendance.

ACTS 2 JOURNEY REPORT

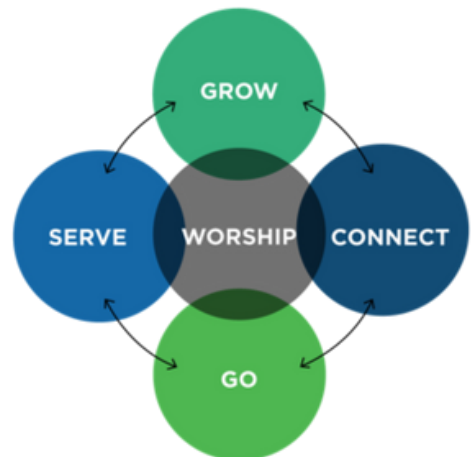
Strengthening Existing Churches

ACTS 2 JOURNEY

With the information we have received, it is imperative that our Fellowship focus not only on church planting but also on strong, Spirit-empowered, established churches. It is for that reason we have launched the Acts 2 Journey.

The Acts 2 Journey is a one-year cohort designed for lead pastors and their vision teams. Together, each church revisits their mission, vision, and values. They synergize the components of the Acts 2 model and create a strategic plan for each function derived from Acts 2:42-47.

- CONNECT** Engaging and maintaining loving relationships
- GROW** Developing and mobilizing the people
- SERVE** Acting with clear direction and outward focus
- GO** Reproducing and multiplying God's mission in other peoples and places
- WORSHIP** Pursuing and obeying God passionately



In the Acts 2 Journey cohort, we help churches to address these 10 questions:

1. Why do we exist? (Mission)
2. Where are we going? (Vision)
3. How should we behave? (Values)
4. How will we get there? (Strategic Plan)
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, locally, globally, and personally? (Go)
10. How will we help them encounter God? (Worship)

ACTS 2 JOURNEY REPORT

Strengthening Existing Churches

ACTS 2 JOURNEY STATISTICS

1,685

AG USA churches have taken the Acts 2 Journey. Outside the US, more than 500 churches have received training in Acts 2 Journey principles.

53

of the 66 AG USA districts have had at least one church engage in the Acts 2 Journey

40%

of declining churches to engage the Acts 2 Journey remain at higher levels of attendance for the next five years.

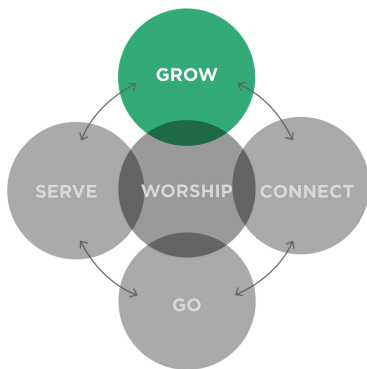
30%

of all Acts 2 Journey churches are *already growing numerically* at the time they engage--a rate higher than the rate of growing churches across the AG (19.2%)

ACTS 2 JOURNEY REPORT

Strengthening Existing Churches

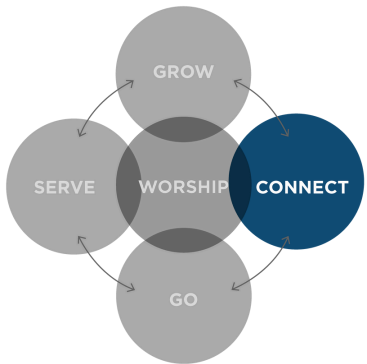
ACTS 2 JOURNEY STATISTICS



DISCIPLESHIP & MOBILIZATION EFFECTIVENESS

Acts 2 Journey churches show a nearly 25% improvement in the discipleship metric by the fifth year after the journey. Clearly, the Acts 2 Journey helps churches develop a discipleship strategy and place a growing priority on Spirit-baptism.

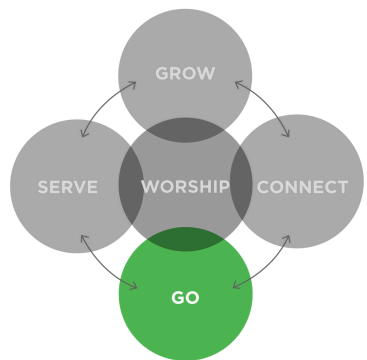
STRENGTH



ASSIMILATION EFFECTIVENESS

Acts 2 Journey churches show a 17.7% improvement in guest assimilation beginning in year two after the journey, and the percentage continues to increase through year fourteen.

STRENGTH



MISSIONAL EFFECTIVENESS

The number of reported conversions in Acts 2 Journey churches is not keeping pace with attendance increases. Churches must place greater emphasis on engaging new people, especially those who are not yet Christians.

CHALLENGE

ACTS 2 JOURNEY REPORT

Strengthening Existing Churches

PREVENTING CHURCH CLOSURE



5.9%

of all Acts 2 Journey-participating churches have closed or moved to PAC status since the Acts 2 Journey began.



25.2%

of AG USA churches have closed during the same time period.

Only 99 of the 1,685 churches to engage the Acts 2 Journey have closed, or just 5.9% of the total participants over the thirteen years (2010-2023). This is compared to the overall closure rate of 25.2% for all AG USA churches during that same time period.

Personality styles among pastors we serve

D-style personalities tend to be direct and decisive, sometimes described as dominant.

I-style personalities tend to place an emphasis on shaping the environment by influencing or persuading others.

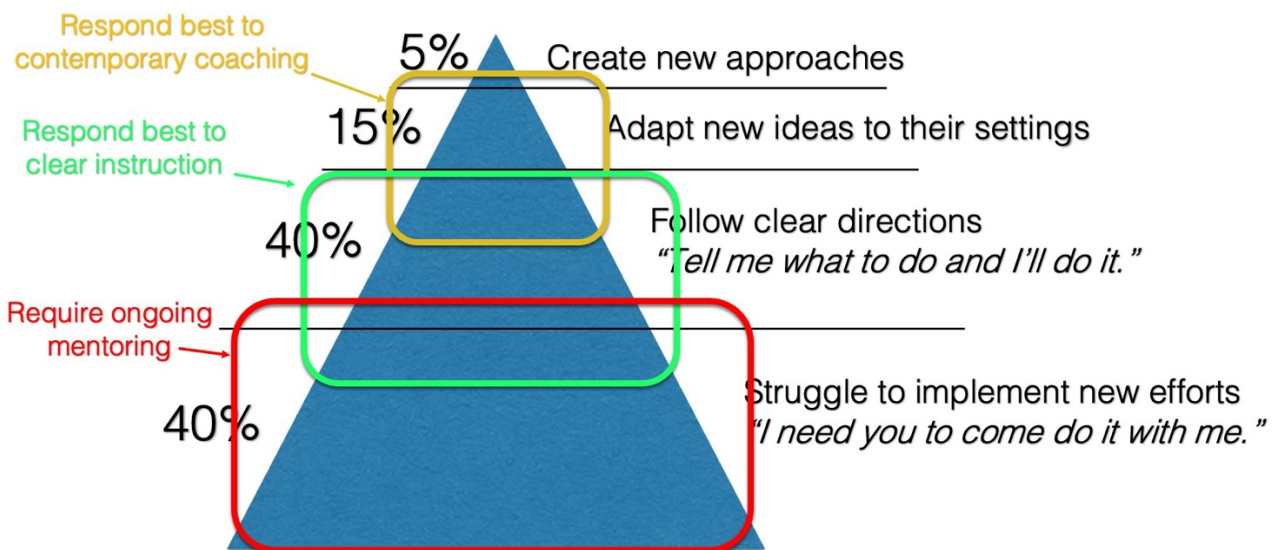
S-style personalities tend to place an emphasis on cooperating with others within existing circumstances to carry out a task. The S Personality Type is known for being steady, stable, and predictable.

C-style personality place an emphasis on working conscientiously within existing circumstances to ensure quality and accuracy. C personality styles are accurate, precise, detail-oriented, and conscientious.

- **20%** of pastors have a D or I personality type (more comfortable with vision).
- **80%** of pastors have an S or C personality type (more comfortable with values).

After years of working with leaders across the style continuum, a pattern has clearly emerged:

- S- and C-style leaders commonly react to the need for vision with a discomfort, even an evident trepidation.
- Conversely, D- and I-style leaders struggle with patience for the work of developing clear values. To them, values can seem like busy work or unproductive detail assignments that are hard to measure and provide rare affirmation of success.



DISC Personality / Leadership Styles

The chart below offers a summary of the leadership styles applied to various aspects of pastoral leadership and demonstrates the differences among each style.

	“D”	“I”	“S”	“C”
1. Leadership base	Strategic-base	Motivational-base	Relational-base	Ethical-base
2. Leads best from the...	Board room	Podium	Restaurant booth	Chalkboard
3. Strongest in...	Strategic thinking	Presentation skills	Building partnerships	Skill development
4. Inner motivation	Do what needs to be done	Do more than the rest	Do what we can	Do what’s right
5. Leads best with...	Vision	Vision	Values	Values
6. Leadership is measured by...	Production	Influence	Trust	Integrity
7. Top priority	Purpose before people	Purpose needs people	People before purpose	People need purpose
8. Key ability	Delegate	Celebrate	Model	Challenge
9. Takes action by...	Developing a plan	Raising an army	Building a relationship	Championing a cause
10. Responds to...	Problems/ challenges	People/contacts	Pace/consistency	Procedures/ Constraints
11. Vulnerable in...	Management	Isolation	Change	Disorder
12. Fears...	Passivity	Negativity	Conflict	Manipulation
13. Response to conflict	Fight back	Flight; withdraw	Avoid	Tolerate; ignore
14. Say weakness can be...	Mercy	Attention to detail	Making decisions	Unproductive busyness
15. Tends to ignore...	Feelings	Constraints	Need for change	Need to delegate
16. Highest Christian expression	Go	Believe	Love	Obey
17. May connect best to traits of...	Apostle / Prophet	Evangelist / Apostle	Pastor / Teacher	Prophet / Teacher
18. Decadal dominance*	2000s - current	1980s - 1990s	1930s -1950s	1960s - 1970s

**Intended as estimates and not precise measures*

Acts 2 Journey Vision Team Sessions

Brief instructions for each **Table Talk** are provided on the next page.

	Retreat 1 (Video Session 1)	Retreat 2 (Video Session 3)	Retreat 3 (Video Session 4)	Retreat 4 (Video Session 5)
Morning (3 hours)	<p>Introduction Transformation Life Cycle Assessment</p> <ul style="list-style-type: none"> - Table Talk #1 <p>The need for fresh vision</p> <ul style="list-style-type: none"> - Table Talk #2 - Leap of faith - Bridge of Hope 	<p>Review of Retreat 1</p> <ul style="list-style-type: none"> - Table Talk #9 <p>Five levels of leadership</p> <p>Church size characteristics (McIntosh Grid)</p>	<p>Review of Retreat 1 and 2</p> <ul style="list-style-type: none"> - Table Talk #12 <p>How will we get there? (Strategy)</p> <p>How will we engage new people? (Evangelism)</p> <ul style="list-style-type: none"> - Table Talk #13 	<p>Review of Retreats 1-3</p> <ul style="list-style-type: none"> - Table Talk #18 <p>Begin hearing presentations</p> <ul style="list-style-type: none"> - Provide brief feedback
Afternoon (3 hours)	<p>(Video Session 2)</p> <p>Why do we exist? Mission</p> <p>Vision development exercises 1st vs. 4th Century Assessment</p> <ul style="list-style-type: none"> - Table Talk #3 <p>Amanda Game</p> <ul style="list-style-type: none"> - Table Talk #4 <p>The Power of Your Story</p> <ul style="list-style-type: none"> - Table Talk #5 <p>Biblical Functions Assessment</p> <ul style="list-style-type: none"> - Table Talk #6 - Table Talk #7 <p>Constructing Vision Statement</p> <ul style="list-style-type: none"> - Table Talk #8 	<p>Values-Based Culture</p> <p>How should we behave? (Core values)</p> <p>Values vs. Preferences</p> <p>Identifying Negative Values</p> <ul style="list-style-type: none"> - Table Talk #10 <p>Creating core values</p> <ul style="list-style-type: none"> - Table Talk #11 	<p>How will we treat them when they arrive? (Fellowship)</p> <ul style="list-style-type: none"> - Table Talk #14 <p>How will we disciple them? (Discipleship)</p> <ul style="list-style-type: none"> - Table Talk #15 <p>How will we train them to serve? (Ministry)</p> <ul style="list-style-type: none"> - Table Talk #16 <p>How will we help them encounter God? (Worship)</p> <ul style="list-style-type: none"> - Table Talk #17 	<p>Church presentations</p> <ul style="list-style-type: none"> - Feedback <p>Preparing to Launch the Strategic Plan</p> <p>Launch Sunday</p> <ul style="list-style-type: none"> - Table Talk #19 <p>Managing Change Communication</p>
Homework before next meeting	<p>13 Weeks of Prayer ASEC chapters 1-9</p> <p>Create vision statement</p> <p>Finalize Dream statements</p>	<p>Develop written core values with descriptive sentences ASEC chapter 10</p>	<p>Build a plan for five functions Create draft for presentation ASEC chapters 11-17</p>	<p>Finalize strategic plan and presentation</p> <p>Set a date for public launch</p>

Effective **Table Talks** are critical to the success of the Acts 2 Journey cohort. Brief instructions for each Table Talk are shown below. The length of each Table Talk is at the discretion of the facilitator and will depend on the size of each team. During Table Talks, facilitators should monitor tables for questions or concerns. Each team should appoint a scribe to record key points. Pastors should speak last.

Retreat 1 (Video Sessions 1-2)		Retreat 3 (Video Session 4)	
Table Talk #1: Life Cycle Assessment (20 min)	After completing the assessment, each team member shares with the group about where they have placed the church on the life cycle. The team then reaches a consensus together on the church's life cycle stage.	Table Talk #12: Review of Retreats 1-2	Work as a team to refine drafts of vision statement and core values. <i>Facilitators may choose to have each table share vision/values with the group. Other tables can be invited to give feedback: "What did you hear?"</i>
Table Talk #2: The Need for Fresh Vision (10 min)	Teams join in discussion and prayer, agreeing to take a "leap of faith" from their current life cycle stage to a new future.	Table Talk #13: How will we engage new people? (20+ min)	<ul style="list-style-type: none"> Teams are not expected to conclude Table Talks 13-17 all in one day. <i>Unfinished conversation and strategy steps will be homework.</i> Teams might benefit from having large notepads taped to the wall so that each member can see what ideas are being written. <i>On-screen countdown can be used to help pace discussion.</i>
Table Talk #3: First Century vs. Fourth Century (15 min)	Teams work together to discuss whether their current practices resemble first- or fourth-century church practice	Table Talk #14: How will we treat them when they arrive? (20+ min)	Work as a team to answer the questions in the workbook and begin crafting evangelism strategy. Refer to dream statements from Retreat 1.
Table Talk #4: Amanda Game (20 min)	Follow instructions in workbook. Rotate through the team to give 2-3 people a turn as "Amanda." Continue this exercise as homework.	Table Talk #15: How will we disciple them? (20+ min)	Work as a team to answer the questions in the workbook and begin crafting fellowship strategy. Facilitators supply ideas, let teams work.
Table Talk #5: The Power of Your Story (20 min)	Pair up with another team member (not a family member). For three minutes, share the story of how you came to Christ, then switch roles.	Table Talk #16: How will we train them to serve? (20+ min)	Work as a team to answer the questions in the workbook and begin crafting fellowship strategy. Facilitators assist teams as needed.
Table Talk #6: Biblical Functions Assessment (15 min)	Work individually to rate the church in each function then share ratings for each function with the group.	Table Talk #17: How will we help them encounter God? (20+ min)	Work as a team to answer the questions in the workbook and begin crafting worship strategy. <i>Facilitators give instruction on homework.</i>
Table Talk #7: "I Dream of a Church..." (20 min)	Work as a team to draft statements for each of the five functions. "If money and personnel were not a factor . . ."	Retreat 4 (Video Session 5)	
Table Talk #8: Constructing the Vision Statement (20 min)	Work as a team to begin crafting a vision statement based on the earlier discussions and provided parameters. <i>Facilitators give homework plan.</i>	Table Talk #18: Review of Retreats 1-3 (15 min)	Teams make final preparations to present 8-minute draft version of their vision and strategy that they will later present to the congregation.
Retreat 2 (Video Session 3)		Table Talk #19: Launch Sunday preparation (as time allows)	<ul style="list-style-type: none"> As time allows, <i>facilitators should pause between presentations to solicit feedback from others in the room. Create a celebratory atmosphere.</i>
Table Talk #9: Review of Retreat 1 (20 min)	Team members share what they have been reflecting upon. <i>Facilitators may choose to have each table share vision statement with the group.</i>	Table Talk #19: Launch Sunday preparation (as time allows)	
Table Talk #10: Identifying Negative Values (15 min)	Work as a team; follow instructions in the workbook. <i>Facilitators may need to provide direction and examples.</i>	Teams begin dating and defining how they will communicate the plan to the congregation.	
Table Talk #11: Creating Core Values (20 min)	Work as a team to create drafts of core values. <i>Facilitators give instructions on homework prior to Retreat 3.</i>		



Acts 2 Journey Facilitator Process

A2J Facilitator Level II

Leads Acts 2 Journey cohorts nationally as assigned by the Executive Director

LEVEL II FACILITATOR REQUIREMENTS

- Attend the Acts 2 Journey Intensive (20 hours)
- Complete the Trainer Pre-Work course and exam
- Shadow Level I or II Facilitator for remaining two Retreats (18 hours)
- Written approval from District official
- Be shadowed by Level II Facilitator
- Pay \$100 yearly licensing fee



A2J Facilitator Level I

Leads individual churches or small groups of churches through the A2J cohort

LEVEL I FACILITATOR REQUIREMENTS

- Attend the Acts 2 Journey Intensive (20 hours)
- Complete the Trainer Pre-Work course and exam
- Shadow Level I or II Facilitator for two Retreats (18 hours; must include Retreat 1)
- Written approval from District official
- Pay \$100 yearly licensing fee



A2J Practitioner

Leads own church leadership team through the A2J cohort.

PRACTITIONER REQUIREMENTS

- Attend the Acts 2 Journey Intensive (20 hours)
- Complete the Trainer Pre-Work course and exam
- Submit Report Form for all completed Retreats
- Pay \$100 yearly licensing fee

Acts 2 Journey Facilitator Course Overview

01 Introduction

02 The Makeup of a Typical Cohort

What experiences have you had in ministry that you could draw upon to assist leadership teams in discovering God's vision for their church?

03 The Job of an Acts 2 Journey Facilitator

Describe a time when you helped people believe for a new day in the face of a challenging current reality.

04 Life Cycle Stages of Congregational Development

Describe a time when you helped people believe for a new day in the face of a challenging current reality.

05 Helping Teams Develop Vision

06 Finding Vision: Insights from the DISC Profile

What is your DISC type? Describe how your temperament has helped shape you as a leader.

07 Characteristics of Values-Based Leaders

08 Helping a Church Find Its Engine

Describe a time when you have led a team to discover vision.

09 Vision Activity: The Amanda Game

10 Creating Vision Statements

11 Facilitating Core Values Discussions

Describe a time when you led a team that was experiencing conflict. How did you find resolution? How might you draw upon these experiences as a facilitator?

12 Guiding the Creation of Core Values

Share some core values that you have developed for your own life and ministry.

13 Facilitating Strategy Discussion

14 Developing the Strategic Plan Presentation

A Spirit-Empowered Church Exam

75 questions over the content of *A Spirit-Empowered Church*



Church Health

WHAT IS THE ACTS 2 JOURNEY?



A FACILITATOR'S GUIDE

What is the Acts 2 Journey?

A Facilitator's Guide



Since its launch in 2010, the Acts 2 Journey has demonstrated marked success in helping hundreds of churches achieve greater impact and ministry effectiveness.

So, what is it that makes the Acts 2 Journey effective?

With a great number of church health and growth strategies available to today's pastors and church leaders, what is it that sets Acts 2 Journey apart?

These pages reveal the key contributors to church health and the essential methods we've discovered to help the local church achieve them.



1. There is hope for every local church

“The kingdom of God isn’t about numbers; it’s about stories. Every local church, regardless of size, can write them.”

Sadly, pastors and church leaders don’t always engage the Acts 2 Journey experience filled with hope. Many have lived in their struggling reality for so long that a “culture of CAN’T” dominates. They’ve envied the stories of others but often faced the painful reality that they lack the people, the resources, and the abilities in their setting to see the ministry success they had hoped for.

Repeatedly, pastors say to us, “Finally, someone understands churches like ours,” or, “Finally, there’s a plan that we can engage, one that can fit our situation.” We have worked hard to design the Acts 2 Journey experience in a way that’s accessible to any congregation, but it’s restored hope that makes a better future possible. Hope might prove to be the greatest gift we can give to any of these leaders, and frankly, no success is likely until we do.

Note to Facilitators

See these friends, listen to them, and believe in them.

When we’re willing to bring hope to the truth of their realities, these pastors and church leaders can find it safe to begin believing again.

At the journey’s start, you might be the only one in the room who can believe in what others can’t yet envision, but if you truly walk beside those who are struggling and genuinely care about their efforts, you give them every opportunity to lift their eyes in hope once again.

2. God has a unique, Spirit-empowered dynamic for every congregation

“The Acts 2 Journey isn’t a one-size fits all walk through someone else’s story. It’s a journey of spiritual and strategic discovery unique to every congregation.”

While the Acts 2 Journey experience is designed for any congregation regardless of their current reality, most churches we’ve engaged in recent years are currently plateaued or even in a significant period of decline. And we’ve proven that we can help them!

Because we believe in the uniqueness of each church’s journey, there isn’t a local church who can’t do this! The Acts 2 Journey experience fits every church because it is their journey we are walking, and we are determined to help pastors and leaders discover the path and the vision they were meant to pursue.

Note to Facilitators

Stand on the foundation of your own story and be able to look beyond to the stories unfolding around you.

Your own story demonstrates your credibility and can illustrate how you learned to find vision and build strategies around it, but your story can’t provide the vision or even the strategies others are to pursue. This intentionally unique pursuit may well be the greatest reason for Acts 2 Journey’s success in helping local churches find a new day.

3. Every pastor needs a team

“People who care, people who believe, people who can think, people who will dream...”

To join the Acts 2 Journey experience, each pastor must bring a team to walk alongside in this journey. Rare is the leader who can guide a church to a new day alone. Such efforts really aren't healthy and seldom endure when the leader is gone.

With a team, we find a clearer assessment of current realities, a shared vision that better fits the congregation's story, a wider array of gifts and leadership capacities, and greater levels of influence in the congregation that will help when it's time to launch the strategic plan. Plus, the Acts 2 Journey experience can create or deepen a partnership between pastor and team that will benefit the local church for years. The fun and encouragement of working together can make all the difference.

Note to Facilitators

Engage the members of the team and prioritize the value of their full participation.

While some are accustomed to their seat at the leadership table, many are not. Some seem to stand back, waiting for their pastor to have all the answers or bring clarity to each point of discussion. Interact with team members and their ideas as you present or in break times. Don't simply focus on the pastor at each table. Encourage the pastor to offer his or her ideas after others have spoken so the team can share their perspectives first. Only when the entire team is fully participating can you help them learn to function more effectively as a team.

4. Honest assessment provides the “burning platform” from which to launch an effective change journey

“We simply can’t stay here! Our intended future is beyond the boundaries of our current reality.”

At the beginning of the Acts 2 Journey experience, the idea that something must change in our local church isn’t shared by everyone on the team—sometimes not even the pastor. Status quo can be a comfortable friend.

Assessment brings healthy disruption to the status quo . Exploring the church’s lifecycle has often provided the “light bulb” moment when one realizes that we can’t stay on our current course indefinitely. Some of the other Acts 2 Journey assessments, though simple in nature, help underscore the things we’re missing.

There are two types of urgency—survival and missional. Survival urgency says we change or we die, and more than a few teams have had to confront this harsh reality. Missional urgency, however, says we’re not getting the job done. There are people we’re not reaching, needs we’re not seeing, priorities we’re no longer engaging. This missional urgency is the motivation we seek in the Acts 2 Journey experience.

Note to Facilitators

Be that powerful voice for Christ’s mission and the change it may demand.

Until the pain of staying put becomes greater than the pain of change, most will keep doing what they’ve always done. You must call them to more. As a facilitator and consultant, you can often challenge these teams in ways their local leaders cannot, and when they have grown confident of your concern for their efforts, they will listen and rise to the moment.

5. Everything starts with vision

“Lost vision in the pew is the primary cause of plateau in the local church.”

Once assessment has underscored our need and nurtured a hunger for a new day, a truly missional vision is the key catalyst to a new future. In Acts 2 Journey, we define vision as the unique expression of Christ’s mission for our local church—our description of the church we believe we are meant to become

The vision is the “engine” that drives us forward. We find that engine at the place where leaders’ collective passion, congregational abilities, and community need intersect. In truth, only a vision born of our true passion can launch a new lifecycle and begin to transform our church. Vision statements that fail to stir our hearts will never achieve the goal, no matter how clever they may seem. Only when our hearts truly engage what our eyes hope to see will we find the necessary stamina to face the challenges ahead.

Note to Facilitators

Help the team find their life-changing vision.

Too often vision statements can be stale expressions of traditional expectations that have already failed to capture our hearts. Or they can be well-meaning summaries seeking to cover everything we already do. Remember that you’re helping these friends turn a ship that may groan with every new movement. Only a vision that truly pounds in the hearts of leaders can endure the challenges those leaders will face. And that vision must be expressed creatively to capture the hearts of those they will lead.

Don’t let your teams settle for vision statements that don’t move them. Help them find their shared passion, and you will have helped them find their best future.

6. Outward focus is the essential catalyst for greater church health

“100% of your church’s growth potential is found in people who aren’t there yet.”

When a congregation has lost the vision that once drove it forward, a natural “inward focus” quickly fills the gap. Our preferences, our favorite ways, and the ministries that meet our own family’s needs become our priorities, and we are usually unaware that our church’s rate of decline has begun to accelerate. That’s why the Acts 2 Journey experience gives high priority to “lifting our eyes” and “moving beyond our walls” in pursuit of Christ’s mission.

Our research has clearly demonstrated a direct correlation between a local church’s efforts of community engagement and the overall health of that congregation. Every step outward brings a corresponding step toward greater overall effectiveness.

Note to Facilitators

Be a champion for reaching beyond our walls.

The Greatest Commandment makes it clear that Christ’s kingdom is about “loving Him and them,” and when we do, He takes care of us (Mt. 6:33).

It is here where your voice must be strongest. Nearly every team discovers through assessment that their congregation’s efforts of evangelism are the weakest of the Acts 2 Journey five functions. Only by connecting with new people can a new lifecycle truly emerge. So, make sure that each church emerges from their journey with a real plan to do that.

7. Aligning values and strategies around a clear vision will most effectively propel the local church toward the fulfillment of Christ's mission.

“Most churches don't really need answers...they need better questions.”

While finding clear vision is essential to launching a new lifecycle for your local church, it's also the easiest part. The greater work comes when we begin defining what it will take to get there. Identifying values that can create a new culture and strategies that can aim our best efforts toward the path we hope to travel are the greater challenge.

We start with values, both existing and aspirational, and likely discover some of what's been hindering our efforts in the past. Armed with these new ways to reshape our culture, we then turn to the steps it will take to get there. In the Acts 2 Journey experience, each church responds to key strategic questions that help shape key steps in evangelism, assimilation, discipleship, gift-oriented ministry, and worship. Vision supported by the right values and the best real steps to get there is the local church's most effective path toward fulfilling Christ's mission.

Note to Facilitators

Help the teams understand this alignment and work to achieve it.

Most plateaued or declining congregations spend a lot of **energy** in seeking “magic bullet” strategies to bring growth to their church. In fact, they may have come to the Acts 2 Journey experience with such an expectation.

The actual reason for their struggles is in lacking vision or an unhealthy culture no strategy can easily fix. You must help them find direction and reshape their values before any strategy steps can be effective. When those initial pieces are locked together, the remaining parts of their puzzle more easily slide into place.

8. Strategy and the pursuit of the Spirit are not in opposition, but each requires the other to fulfill one's purpose.

“God is the greatest planner in the history of the world. The question is, do you think He will let you in on His plans for your church?”

At the beginning of the Acts 2 Journey experience, for some, spirituality and strategic planning seem to oppose each other. Assuming spontaneity as a sign of spiritual activity can be especially common among Pentecostal and Charismatic congregations. But Spirit and strategy are meant to work together.

In the A2J experience, we ask questions and seek their answers, but those answers aren't our own. Vision, values, and the plans we will make can't afford to be mere products of our own thinking. Instead, we emphasize seeking God's direction together and listening to how He guides our collective thoughts and plans.

At the same time, many churches talk often of what they hope to become but fail to develop a plan to get there. Their high-minded ideals provide great motivation, but without a plan, no steps are ever taken to reach even the most genuine ambitions. The Church at its best is the body of Christ, a humanity knit together by love for one another and both guided and empowered by God Himself.

Note to Facilitators

Insist on a Spirit-empowered journey.

Such a priority calls teams to regular times of worship and prayer together, seeking God's clear direction for every step. You'll occasionally need to help some teams move beyond platitudes and spiritual-sounding generalizations to the formation of specific steps toward their new future.

9. Communication is critical

“Vision can be creatively stated, but values must be crystal clear, and strategy must plant our feet firmly on the ground.”

Another key to the success of the Acts 2 Journey experience can be found in the intentional planning for communicating the strategic plan to the congregation. “Vision Sunday” plays a major role. However, like the journey itself, Vision Sunday is a process, not an isolated event. Initiating the plan must be strengthened by preparatory steps with leaders, ongoing repetition of messaging, and effective use of the pulpit to map out the journey ahead and invite the congregation’s full participation.

Intentional communication is the backbone of any effective change journey. In the Acts 2 Journey experience, teams will develop and practice their presentations, develop print pieces to support their communications, and learn best practices for nurturing excitement for the vision God has given. Since these plans have been made by a team of key influencers rather

than just the ideas of a single leader, there’s already a sense of “we” and “us” that will aid congregational buy-in and allow the enthusiasm to spread quickly.

Note to Facilitators

Help teams keep the main thing the main thing.

For “Vision Sunday,” encourage teams to focus most heavily on their vision. Sharing the related values and a few pieces of strategy are important to demonstrate the existence of a plan, but nothing matters more on this initial day than inviting each person to “go where we’re going.” The best goal is to have the congregation aim their own hearts toward that vision and collectively proclaim “we’re in!”

Encourage the team’s best efforts as they plan to unveil their work. Be sure they find ways to demonstrate the “us” reality of these plans, rather than simply having pastor be the spokesperson for the group.

10. Every local church is designed for His mission, every pastor is in place for this moment, and every individual has gifts and abilities to be used to strengthen His Church.

“No local church has a future until its dreams become greater than its memories.”

The A2J experience is all about the pursuit of a Spirit-inspired future we have yet to achieve or experience. Certainly, the past isn't disregarded as it provides our foundation. In fact, we are always three congregations in one—the church we have been, the church we're becoming, and the church we will one day be.

But our assessment revealed that something must change, and this journey has helped bring both a new destination and the new map into focus. What remains to be determined is our resolve to walk the road we've uncovered.

The A2J experience starts with hope but ends with commitment and the belief that we are made for this moment. This has been more than just a year of activity and planning. It has been an investment in a future that will span decades and even generations for our local church's health and missional effectiveness.

This has been the pursuit of a new life cycle and with it, much new life.

Note to Facilitators

End this journey with an awareness of new beginnings.

The steps achieved have provided the planning for a new adventure. Now, it's time to begin living it.

Like Joshua of old, every pastor and team member must now hear their commission: Be strong and courageous, because you will lead these people to inherit the land I swore to their ancestors to give them. (Joshua 1:6)

Lead pastor sessions in the Acts 2 Journey

“The Acts 2 Journey changed more than just my church. It truly changed me!”

While every pastor fills what society has clearly identified as a leadership role for their local church, not every pastor has had access to actual leadership training, especially what is needed to lead a change journey in the local church.

A2J lead pastor materials have been specially chosen to equip pastors and spouses for the unique requirements of their leadership role. Some of the themes addressed include:

- Leading Change
 - Priorities in the life of the leader
 - Recruiting and Developing Leaders
 - Conflict Management
 - Overcoming Insecurities
 - Effective Communication
- and more!

Note to Facilitators

Use these settings for relationship building.

Connect with these key leaders and cultivate an environment where their relationships with one another can also grow. Friday sessions not only give you an opportunity to provide content that will make a difference for these pastors, but also create moments where you can listen to their ideas, their struggles, and build valuable trust that will enhance your effectiveness with their teams.

This is a journey and often the best part of any journey is found in those with whom you travel. Make the most of the Friday sessions and your ability to help these congregations will increase exponentially.



ACTS 2 JOURNEY COHORT SAMPLE COST STRUCTURE

Below is a projection of the total investment from a Network to host an in-person Acts 2 Journey cohort.

Typically, host Networks charge a registration fee for each participating church to help cover all or part of the cost.

The projections below are based on a 10-church cohort with 100 total attendees conducted by one facilitator from the National Office:

Facilitator Travel*	\$1,500/retreat	x 4 retreats	\$6,000
Facilitator stipend*	\$1,000/retreat	x 4 retreats	\$4,000
Church Participation fee (due to National Office)	10 @ \$100/retreat	x 4 retreats	\$4,000
Food (lunch and breaks)	\$800/retreat	x 4 retreats	\$3,200
Venue	\$100/retreat	x 4 retreats	\$400
Notebooks/binders	\$5/participant	x 100 participants	\$500
Materials/Copies	\$125/retreat	x 4 retreats	\$500
Miscellaneous	\$100/retreat	x 4 retreats	\$400
TOTAL for the year:			\$19,000

* Could be reduced/eliminated for a Network-led cohort.

Acts 2 Journey Memorandum of Understanding

Participating District/Network | District/Network A2J Facilitator | A2J National Team

The Acts 2 Journey (A2J) Memorandum of Understanding outlines mutual understandings and commitments between the A2J National Team, the District/Network A2J Facilitator, and the District/Network hosting the A2J cohort. This document is based on relationships of trust and includes specific responsibilities for all parties.

Mutual Understanding and Commitment

In cooperation with the District/Network hosting the A2J cohort and the trained Facilitator, A2J National Team agrees to:

- Provide regularly updated resources to the Facilitator to effectively conduct the A2J cohort as a Spirit-led, biblical process toward congregational transformation.
- Provide ongoing access to the online Trainer portal.
- Provide regular opportunities to connect with the A2J National Team and trained Facilitators in other AG Districts and Networks to share best practices.
- Provide a mentoring structure to assist Districts/Networks in creating a support and accountability structure for A2J alumni pastors and teams.
- Assist the host District/Network in promotion, planning, and recruiting churches for A2J cohorts upon request.

In cooperation with A2J, the District/Network Facilitator agrees to:

- Engage in the A2J as a Spirit-led, biblical process toward congregational transformation.
- Facilitate retreats and other pastor/team meetings (as necessary) over the twelve-month period of the A2J cohort.
- Provide A2J with information on participating churches by filling out the Retreat Report on the Trainer Portal.
- Pay a licensing fee of \$100.00 per year to A2J beginning the month of the A2J cohort's first retreat.

In cooperation with A2J National Team, District/Network hosting the A2J cohort agrees to:

- Coordinate logistics and provide administrative oversight to A2J retreats during the twelve-month period of the cohort.
- Give \$400.00 per year per participating church to the A2J Initiative (or \$100.00 per A2J Retreat per participating church).
 - Example:
 - The host District/Network charges a fee of \$1,000 per church to cover expenses (meals, facilitator honorarium, photocopied materials, binders)
 - 10 participating churches = \$10,000
 - - \$4,000 (to A2J Initiative)
 - \$6,000 to cover District/Network expenses

FACILITATOR AGREEMENT

Name

City, ST ZIP

Signature

Date

DISTRICT/NETWORK AGREEMENT

District/Network

Superintendent

Signature

Date

A2J AGREEMENT

Austin Jacobs, Director
1445 N Boonville Ave
Springfield, MO 65802

Signature

Date

Retreat 1

Books for Attendees

Copies of *A Spirit-Empowered Church* by Alton Garrison should be made available at Retreat 1. Each lead pastor receives a complimentary copy of the book. Additional copies should be made available to team members for \$10 each.

- Request copies of *A Spirit-Empowered Church*. Request quantity based on projected attendance total.
- Communicate registration information to Acts 2 Journey office (lead pastor name, email address, church name)
- Send proceeds from Retreat 1 book sales to Acts 2 Journey office (checks made out to Acts 2 Journey)

Registration

The District team is responsible for registration for Retreat and subsequent retreats. Communication with pastors concerning dates, times, and locations is vital to the success of this event.

- Date: _____
- Location: _____
- Schedule: Friday—_____ (Pastors and spouses only)
Saturday—_____ (Pastors, spouses, and vision team)

Event Location

The District team is responsible for reserving a location for Retreat 1 and subsequent retreats (may be multiple locations depending on interest). Often this is a host church(es) in a central location. The District will communicate with the host church determining food and set up details.

- Communicate location(s) with the Acts 2 Journey office at least 1 month prior to Retreat 1
- Designate a District representative to be in attendance and assist at all sessions of Retreat 1

Media Set-up at Event Location

- Designate on-site media contact to receive and set up presentation items
- Projector with VGA/HDMI-hookup / projector screen
- Audio hookup / microphone for presenter

Room Set-up for Friday

Friday's Pastors Session includes lead pastors and their spouses only.

- Space to accommodate pastors and spouses from each church
- Tables and chairs in a "classroom" or "board room" set-up
- Refreshment table in back of room

Room Set-up for Saturday

Saturday's Pastor and Vision Team Session includes pastors and a vision team from each church

- Space to accommodate all participants
- Tables and chairs--one church per table
- Participants seated with full view of presenter
- Refreshment table in back of room/lobby

Refreshments

The District team is responsible for refreshments at all retreats. Refreshment details may be delegated to host church at District's discretion.

- Coffee, water, and snacks available throughout Friday and Saturday
- Lunch for all participants

Materials

The District team is responsible for providing materials for Retreat 1.

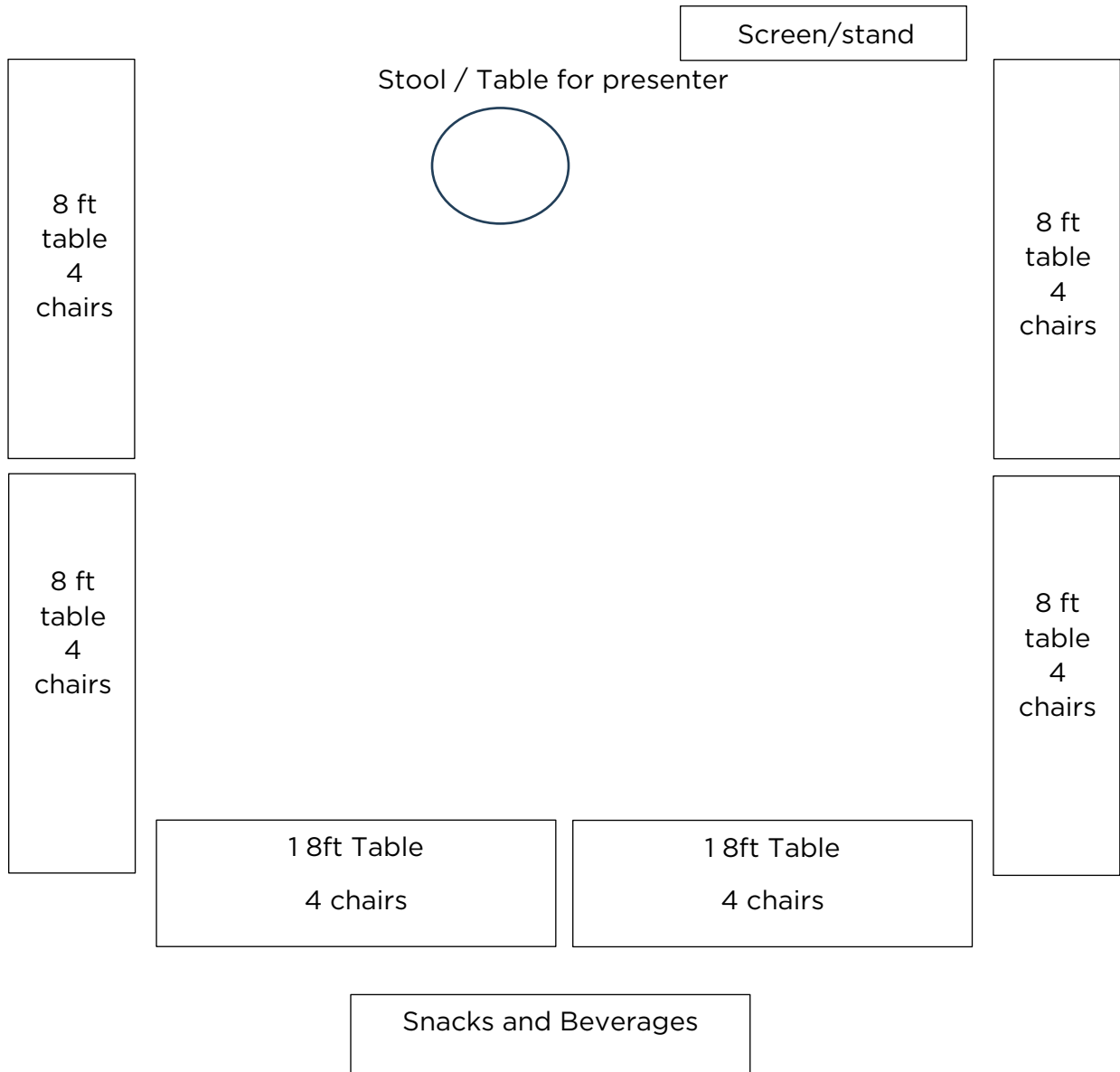
- 1-inch, 3-ring binder for each participant
- Hole-punched copy of the notes for each participant (notes provided digitally in advance by A2J office)

Financial Responsibilities

- Provide Friday/Saturday snacks and Saturday lunch
- Photocopy notes for all session

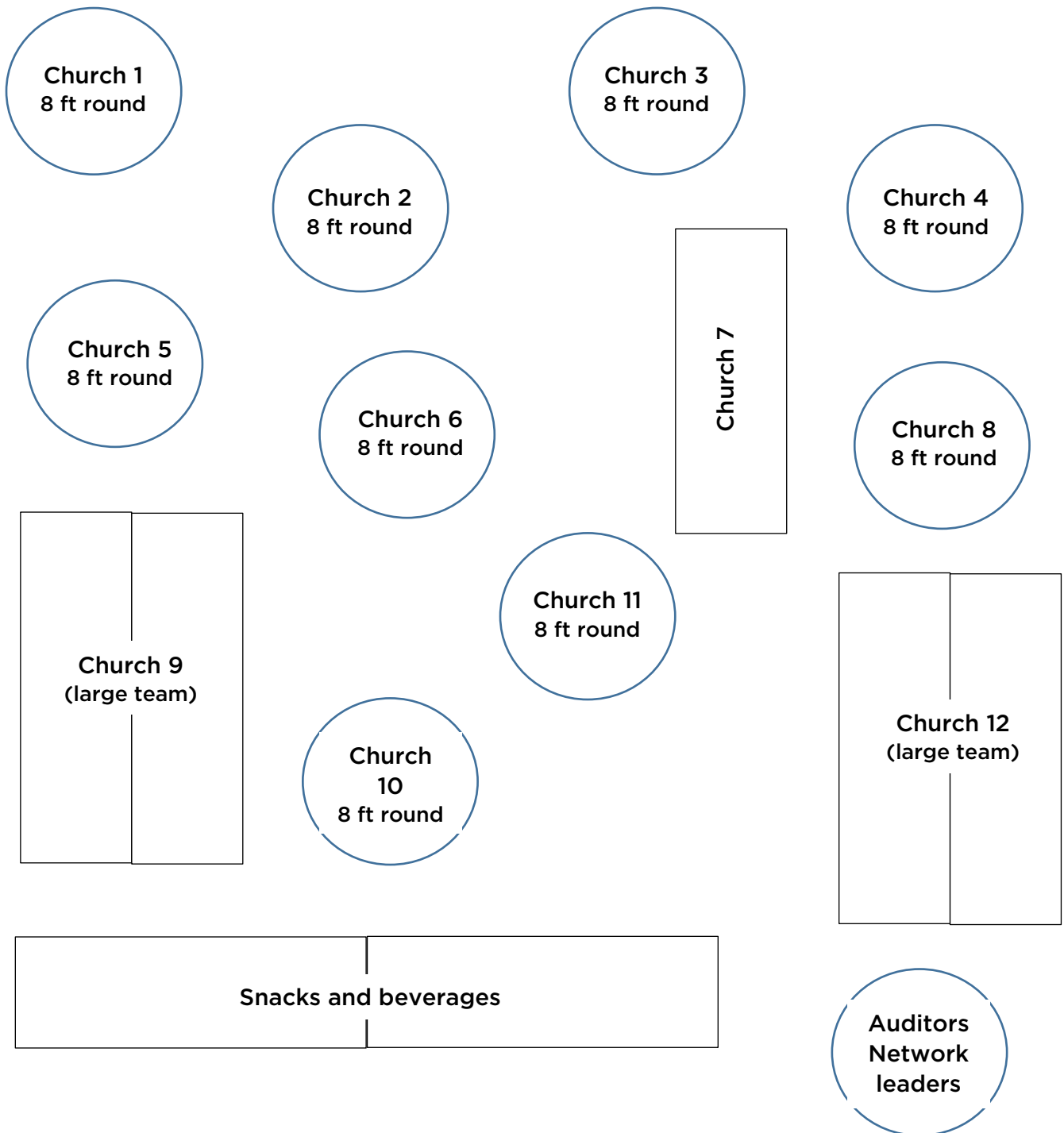
Acts 2 Journey Table Setup - Friday Pastor/Spouse session

This example shows 12 participating churches with 12 pastors and 12 spouses attending. If possible, room setup should allow for attendees to see one another to help facilitate discussion.



Acts 2 Journey Table Setup - Saturday vision team session

This example shows 12 participating church teams. Each team should be seated at its own table. Smaller teams should be seated toward the front and larger teams toward the back. Presentation occurs from the stage with the use of a projector screen.



BUILDING YOUR VISION TEAM



The **ACTS 2 JOURNEY VISION TEAM** is comprised of 8-15 individuals in your congregation who range in diversity including age, gender, involvement, ethnicity, etc.

As you build your team, aim to reflect your community. All team members are asked to commit to attending all four retreats (Saturday only), as well as to participate in between-retreat team meetings. These individuals will help shape and direct the ministry of your church. Below are categories to consider:

Lead pastor	
Pastor's spouse	
Elder / Deacon*	
Worship leader or Worship Team Member	
Hospitality Team Member / People Person	
Audio / Visual / Online Team Member	
Graphics / Social Media Team Member	
Generous Person / Gift of Giving	
New attendee (<5 years at church)	
New Disciple	
Children's Ministry Leader / Parent	
Student Ministries Leader / Parent	
Young Adult / College Student	
Retiree / Long-time Member	
Prayer Team Member / Intercessor	

*Make sure elected leaders are represented on your vision team.



ACTS

GROW TRACK

A.C.T.S. Assessment

CONNECT
CONNECT
CONNECT
GROW
GROW
GROW
SERVE
SERVE
SERVE



Access the digital
A.C.T.S. Assessment



Appendix 4 – GROW

ACTS Assessment

Welcome to the ACTS assessment. God created each person with unique Abilities, Calling, Temperament, and Spiritual Gifts. Together these areas can help you discover the best ways to serve both in the church and in the community.

About Me

Name _____	Spouse' Name _____
Address _____ _____	Wedding Anniversary _____
Phone _____	Children Names, Ages, and Birthdates _____
Email _____	_____
Birthday _____	_____
How long have you been attending this church? _____	_____

My current job/role is:

My current church involvement is:

Appendix 4 – GROW ACTS Assessment cont'd

ABILITIES

As you journey through life, you will discover and develop abilities. These are skills and talents that you have acquired through training and experience. Because some abilities that you have may be more enjoyable than others, please identify which of your abilities are most fulfilling to you.

Directions: Check every ability that you have training or experience in. Of those that you marked, check which ones are most enjoyable to you.

Training	Experience	Ability	Enjoyment
<input type="checkbox"/>	<input type="checkbox"/>	Art/Graphic design	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Catering/Cooking for large groups	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Cleaning/Organizing	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Communications/Writing	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Counseling: adults _____ kids/youth _____	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Decorating	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Drama/Dance/Creative Expression	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Hosting/Hospitality/Welcoming others	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Landscaping/Gardening	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Management/Leading others	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Marketing/Promotions	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Mechanical/Maintenance and Repair	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Media Production	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Mentoring: adults _____ kids/youth _____	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Music: singing _____ Instrument _____ Which Instrument? _____	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Preaching	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Public Relations	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Researching/Evaluating	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Social Media for an Organization	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Sports/Coaching	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Teaching: adults _____ kids/youth _____	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	Other:	<input type="checkbox"/>

Appendix 4 – GROW ACTS Assessment cont'd

I have taught a class or seminar on: _____

Additional information: _____

CALLING

While some individuals may have a specific calling from God, every Christian is called to serve others. What is it that causes you to be passionate? When you discover what your calling or passion is, then another layer is added to the discovery of how God created you to serve others.

Directions: Circle all that apply to you.

The people I would like to serve most are:

Age Group and Gender	Life Stage	People Who Are	Other
Babies/Toddlers	Singles	Disabled	
Children	Young Marrieds	Divorced	
Teens/Students	Parents	Homeless	
College Students	Single Parents	Homebound	
Adults	Empty Nesters	Hospitalized	
Women	Teen Moms	Poor	
Men	Retired	Prisoners	
	Elderly	Unemployed	
	Widowed		

What motivates me most:

Acquire/Possess	Influence	Perform	Other:
Clean	Lead/Be in Charge	Pray	Other:
Design/Develop	Operate/Maintain	Repair	Other:
Excel	Organize	Serve/Help	Other:

Appendix 4 – GROW ACTS Assessment cont'd

The issues or causes I feel most strongly about are:

Abuse/Violence	Drug Abuse	Homelessness	Poverty/Hunger
Alcoholism	Education	Human Trafficking	Purity
At-Risk Children	Environment	Injustice Issues	Sanctity of Life
Compulsive Behavior	Ethics	Law/Justice System	Sexuality
Deafness	Finances	Marriage/ Family	Spiritual Apathy
Disabilities	Health/Fitness	Parenting	Purity
Divorce	HIV/AIDS	Policy/Politics	Other _____

Additional church issues, ministries, or possible needs in the community that excite me are:

Your experiences can also be used to minister to others. Writing down what you have experienced in your life can help you discover how you have been uniquely prepared to meet the needs of others. Take a few moments to write down your thoughts to the following:

1. My Spiritual Journey

This is how and when I became a Christian:

Meaningful spiritual experiences, times when I have felt close to God:

Appendix 4 – GROW ACTS Assessment cont'd

2. My Painful Experiences

The illnesses, life situations, and other trials you have faced that would help you to relate to and encourage other Christians in similar situations:

3. My Education Experiences

Where I attended school and what I studied:

4. My Ministry Experiences

Directions: Circle all that apply.

Where I have served in the past (if applicable):

Auto Care	Food Ministry	Pastor	Usher
Band	Greeter	Pastor's Spouse	Women's Ministry
Board Member	Hospitality	Prayer/Intercession	Worship Team
Children's Ministry	Media	Receptionist/Admin	Young Adult/College
Choir	Men's Ministry	Security	Youth Ministry
Drama	Nursery/Preschool	Small Group Leader	Other
Elder	Nursing/Medical	Sports Ministry	
Evangelism	Outreach	Teacher	

Appendix 4 – GROW ACTS Assessment cont'd

TEMPERAMENT

Your temperament or personality helps to reveal the special characteristics with which God has blessed you. It can help you more effectively express your abilities, calling, and spiritual gifts.

Use this as a simple guide for a better understanding of yourself and others, but keep in mind that temperament is complex. Remember, God intentionally creates each person with a unique personality.

Directions: Read each list and circle the words that describe you the best.

Choleric	Sanguine	Melancholy	Phlegmatic
Ambitious	Sociable	Organized	Orderly
Problem solver	Carefree	Cautious	Structured
Self-motivated	Spontaneous	Invested in work	Predictable
Competitive	Cooperative	Compliant	Easygoing
Confident	Optimistic	Accurate	Shy
Accomplished	Motivator	Systematic	Submissive
Results oriented	Persuasive	Analytical	Humble
Authoritative	Enthusiastic	Diplomatic	Consistent
Accomplished	Giving/charitable	Efficient	Patient
Enjoys challenges	Respectful	Overachiever	Loyal
Decisive	Seeks excitement	Perfectionist	Dependable
Direct			Sensitive
Aggressive	People pleaser	Indecisive	Avoider
Critical	Impulsive	Avoids risk	Self-protective
Bossy	Difficulty saying no	Uncompromising	Dependent
High expectations	Ignores details	Avoids center of attention	Not spontaneous
Over-involved	Misses deadlines	Withdrawn	Avoids embarrassment
Controlling	Too lenient	Pessimistic	Doesn't value creativity
Total	Total	Total	Total

Count all the items circled in each column and write the TOTAL for each column. Each item circled equals one point. For example, if you circle six words in the Sanguine column, your total is six for Sanguine.

Pastor/Leader Note: For a brief description of the four temperaments go to <http://fourtemperaments.com/4-primary-temperaments> (accessed 2/20/19).

Appendix 4 – GROW ACTS Assessment cont'd

Another important part of your personality is how you prefer to interact with others. Some people enjoy a lot of interaction while others prefer to serve behind the scenes.

Directions: Check the statements that fit you the best.

Extrovert (about 75% of people)	Introvert (about 25% of people)
<input type="checkbox"/> I am energized by spending time with others.	<input type="checkbox"/> I am energized by spending time alone.
<input type="checkbox"/> I like to have many friends.	<input type="checkbox"/> I prefer to have a few close friends.
<input type="checkbox"/> Others say that I am friendly and outgoing.	<input type="checkbox"/> Others say I am quiet or maybe even shy.
<input type="checkbox"/> Group discussions are a great way for me to learn new things.	<input type="checkbox"/> Personal reflection is a great way for me to learn.
<input type="checkbox"/> Initiating conversations with strangers is easy for me.	<input type="checkbox"/> I avoid small talk when I can.
Total	Total

SPIRITUAL GIFTS

A spiritual gift is different from a natural gift or ability. A spiritual gift is given by the Holy Spirit to enable you to serve others and strengthen the body of Christ. Circle any gifts that you think you may have.

Preaching	Discernment	Miracles
Evangelism	Helps	Intercession
Pastor/Shepherd	Hospitality	Deliverance
Teaching	Faith	Prophecy
Wisdom	Administration/Organization	Mentoring
Exhortation	Tongues	Leadership
Entrepreneur	Interpretation of Tongues	Compassion/Mercy
Other	Word of Knowledge	Generosity
	Word of Wisdom	Healing

I am pretty sure I have these gifts:

1. _____
2. _____
3. _____

I think I may have these gifts:

1. _____
2. _____
3. _____

FRESH EYES ASSESSMENT

The purpose of a “Fresh Eyes” Assessment is to make every effort to see your local church and its ministries through the lenses of those who might be seeing these things for the first time.

Acclimation or “visual numbness” occurs when we become so accustomed to seeing something that we no longer notice it. For those of us who attend church services regularly, it takes great effort to see a Sunday morning experience through fresh eyes. That’s why those who are new to our group may be the best resource for this type of assessment.

If you think you’re able to see things through fresh eyes, then take an up-close look at these items:

Entering the Property

1. What impression does our exterior church signage make from the street view?
2. What might the condition and care of our church property suggest about the people inside?
3. Are the appropriate parking spaces evident to first-time guests?
4. Is the preferred entrance clear to first-time guests on Sunday morning? During the week?
5. Is someone available to assist me in these areas, if needed?
6. How can we better extend a welcoming atmosphere to those who have entered our property?

Encountering the People

7. Do we welcome people at the door with warmth and intentionality?
8. Are our people intentionally friendly to guests, or is that primarily the “greeter’s” job?
9. How do we discern the immediate needs of our guests (nursery, children’s ministries, etc.) and their interest in engaging these?
10. Are our hallways and gathering areas warm and inviting to guests, or are they just a place for congregation members to engage their friends?
11. When and how do we ask guests for their personal information?
12. Which is greater, our desire to know our guests, or our desire for them know us?

Experiencing the Building

13. How do we help guests find their way in our facility?
14. Are important locations like restrooms or available nurseries clearly marked?
15. Are our restrooms clean, well-cared for, and up to date in appearance?
16. Who is available to answer guests' questions as they proceed to our auditorium/sanctuary?
17. What impressions do our children's ministries facilities make on parents? (Safety, cleanliness, quality care, anticipated fun, etc.)
18. Who is available to help parents engage security procedures and learn important information such as pick-up processes?

Engaging the Worship Service

19. How do we assist guests once they enter our auditorium/sanctuary?
20. Is our auditorium clean and well-cared for (light bulbs working, technology operational, seat cards and supplies in place, etc.)?
21. Do we acknowledge our guests in a comfortable manner, extending a genuine welcome and providing direction for their desire to gain more information about our church?
22. Are there parts of our service that guests might not understand (communion, liturgical elements, expressions of spiritual gifts, etc.)? How do we explain these?
23. Does each part of our worship service (music, leadership, and preaching) demonstrate gift-oriented ministry and our best efforts?
24. Is our verbiage understandable to guests, or do we make frequent use of "insider" terminology?
25. After the service concludes, do we make a final effort to extend welcome and friendship to our guests?



Church Health

The Challenges of Revitalizing a Church

Revitalizing a church is often more difficult than almost anything else in ministry. Several factors contribute to the difficulty:

- A church in need of revitalization has likely been in decline for an extended time.
- The number of significant issues that need to be addressed is often extensive.
- Many leaders who revitalize find that their previous experience or training has not fully equipped them to meet the challenges of leading in a revitalization setting.
- Many of the remaining church attendees are either content with the state of the church or have become discouraged and lost heart. Many feel overwhelmed by the investment of effort they perceive will be required to bring life back to the church.
- The current pastor and/or leadership team often feels they have already tried every new trend or concept.
- Often the leader/church attenders compare themselves to seemingly thriving churches.
- Church congregants often want to succeed but tend to resist change.
- Change can create concerns within the existing congregation. For example, change often means many people will have to lose their influence in the church, which causes them to resist.
- The process of gaining traction for change may take much longer than anticipated.
- It can be difficult for leaders and congregations to see the small steps of success that are occurring during the revitalization process.
- There is not a lot of financial stability for the pastor or the church itself.
- There are no systems in the church to facilitate health.
- Just simply: **Recalibrating is hard.**



Church Health

The Traits of a Declining Church

This is not an exhaustive list. However, a recalibrating church will undoubtedly experience many, if not all, of the traits listed below:

- Plateaued or declining attendance over a period of 2+ years
- Financial decline or financial insolvency
- Missions support has stopped growing, declined, or ceased altogether.
- No recent or very few conversions (*healthy target = no higher than 5:1 ratio of attendance to conversions year-to-year*)
- No recent or very few water baptisms (*healthy target = no higher than 15:1 ratio of attendance to conversions year-to-year*)
- Significant increase in the average age of attendee
- A decline in younger families and younger generations
- Lack of intergenerational connection and friendship
- An absence of (or almost no) children's or youth ministries
- A lack of clear vision, direction, or plans to accomplish vision
- A lack of process for guest assimilation.
- A low level (or no) guest retention.
- A lack of awareness of the need to make changes.
- An unhealthy climate of control and/or spiritual abuse.
- A lack of local community involvement.
- A sense of comfortability with the current unhealthy church culture.
- A sense of history ("the good old days") that no longer matches the reality of the present.
- A known unhealthy or irrelevant reputation in the community.
- Lack of small groups or other connecting spaces for person-to-person growth.
- The congregation is preference-driven rather than mission-driven.
- The church celebrates unhealthy traditions, status, and influence.
- Creativity and innovation have given way to tradition and "we've always done it that way" mindsets.
- A low percentage of church adherents compared to the population within a five-mile radius of the church.
- A low percentage (<30%) of individuals serving in or through their God-given giftings or right roles.



Church Health

Necessary Attributes of a Revitalization Pastor

Effectively leading a church through revitalization requires healthy pastors who possess a few key attributes.

Attribute #1: Humility

A leader must honestly assess their church's current state; truth is a foundation to gain fresh hope and perspective. Humble leaders ask questions like

- What have the previous pastors done well that might help us today?
- What are some historic missteps this church has made?
- What am I doing wrong as a leader? (Psalm 139: "Search my heart, O LORD").
- If our church were no longer here, would the community miss us?
- What needs to change in the church for it to be healthy?
- What do I need to learn to effectively lead the church toward health?
- Who can teach me what I need to learn?
- What does our community need our church to be?

Attribute #2: Willingness

Change only happens when a leader is committed to personal growth and leading change in their church. It's better to drive change than to be a victim of it. Willing leaders ask these types of questions:

- What are my giftings?
- What are not my giftings?
- Am I willing to be criticized when I make healthy changes in a healthy way?
- Am I willing to do what it takes with a Christlike approach to achieve kingdom-focused ends?
- Do I have a realistic timeframe for the church's turnaround?
- Who is leading on my team who is in their right "fit"?
- Who is leading on my team who is **not** the right "fit"?



Church Health

Attribute #3: Commitment

Leading a church through change can overwhelm leaders, so focused commitment is key. Despite tough times, a true leader must remain determined and courageous to shift the church toward health. Committed leaders remind themselves of the following truths:

- How we participate with what God is doing today plants the seeds for the future of this church.
- Making changes is not about the change itself, but about advancing the mission we're pursuing.
- Making changes is easy when the changes don't affect you.
- This church is God's, not mine. He works through me; I participate with Him
- God desires this church's effectiveness even more than I do.
- The stakes are high, but the reward is even higher.
- Implementing healthy systems and processes will require more time than I anticipate.
- What happened here didn't happen overnight, and it won't be made whole overnight.
- By God's grace, I plant with the hope of a harvest, knowing it takes time. I'm committed to guiding this church through the seasons to fulfill God's will.

Attribute #4: Partnership

Every healthy leader needs a friend, mentor, and team. When leading a church through change, pastors must partner with others: The Enemy thrives in isolation; God works in community.

- **Peer:** Connecting with peers in ministry is crucial for healthy pastors. These relationships offer more than collaboration—they provide support, fun, and remind us we are people outside of our roles. Peer connections foster friendships, which lead to healthier lives, and ultimately, healthier pastors who can guide a church to health.
- **Mentor:** No pastor has all the answers. Like Timothy needed Paul, we all need a mentor for guidance, perspective, and experience. A good mentor provides life, challenge, edification, and correction, whether formal or informal, and is essential for growth.
- **Team:** Few successful leaders revitalize churches alone. Churches often decline when leaders fail to collaborate or grow. Jesus worked with a team and sent others in groups. Christ's approach compels us to re-evaluate not just how we see the task, but also how we accomplish it. Teamwork is essential for success.



Church Health

Attribute #5: Pioneer

The pioneering spirit that drives a healthy pastor who plants a church must also drive the healthy pastor who leads an existing church toward health. Like the early settlers, healthy pastors must face the unknown full of the Holy Spirit and equipped with vision, courage, and determination to overcome obstacles and opposition to see a healthy kingdom work re-established. Here are some identifiers of a pioneering spirit:

- **Have the faith to see possibilities when others can only see ruin.** To revitalize a church, healthy pastors must see beyond the present and carry a vision of what could be. Faith isn't ignoring the past; instead, it's stepping into the tension of reality while believing for transformation through the work and power of the Holy Spirit.
- **Lives a self-motivated life.** Healthy pastors must be driven by a Spirit-inspired vision that fuels them through challenges. Like the apostles on their missionary journeys, healthy pastors must pave paths that didn't previously exist and forge connections no one thought to create. Inspired by the creativity of the Holy Spirit, healthy pastors think outside the box of "We've never done things that way" and instead ask, "What does God want to do right now?"
- **Spreads hope in every connection.** Our ethos is hope, which must first be born in the hearts of those in the congregation. From there, hope must radiate to the community, shaping the church's reputation and impacting everyone, from attendees to passersby.
- **Believes the best is yet to come.** The past of a church should be honored but not lived in. A healthy pastor believes that, in Christ, the church's future will be greater than its past, and its dreams are even greater than its memories.



Metrics for Measuring Church Health

Church Worksheet

1. Missional Effectiveness: the AC ratio (Attendance/Conversions)

- Sunday AM worship attendance divided by number of conversions

Attendance:	<input type="text"/>	Your AC Ratio is: <input type="text"/>
Conversions:	<input type="text"/>	

2. Assimilation: the CW ratio (Conversions/Water Baptisms)

- Number of conversions divided by number of water baptisms

Conversions:	<input type="text"/>	Your CW Ratio is: <input type="text"/>
Water Baptisms:	<input type="text"/>	

3. Kingdom Growth: the AW ratio (Attendance/Water Baptisms)

- Sunday AM worship attendance divided by water baptisms

Attendance:	<input type="text"/>	Your AW ratio is: <input type="text"/>
Water Baptisms:	<input type="text"/>	

4. Discipleship and Mobilization: the CS ratio (Conversions/Spirit Baptisms)

- Number of conversions divided by number of Spirit baptisms

Conversions:	<input type="text"/>	Your CS ratio is: <input type="text"/>
Spirit Baptisms:	<input type="text"/>	

5. Reproduction: the AS ratio (Attendance/Spirit Baptisms)

- Sunday AM worship attendance divided by water baptisms

Attendance:	<input type="text"/>	Your AS ratio is: <input type="text"/>
Spirit Baptisms:	<input type="text"/>	



Metrics for Measuring Church Health

Church Worksheet

Missional effectiveness. *How many attendees does it take to produce a convert in a calendar year?*

The metric compares Sunday morning worship attendance (A) with the number of conversions or salvation decisions (C), A healthy target for the AC ratio should be 5:1 or lower.

Assimilation effectiveness. *Is our church maintaining connection with converts long enough to guide them toward water baptism?*

This metric compares the number of conversions (C) with the number of water baptisms (W). It measures whether the church is maintaining connection with converts long enough to guide them toward water baptism. In a healthy church, the CW ratio is 3:1 or lower.

Kingdom growth: *Are baptized converts becoming full-fledged members of the community of faith?*

This metric compares Sunday morning worship attendance (A) with the number of water baptisms (W). In a healthy church, the AW ratio will be 15:1 or lower.

Discipleship and mobilization effectiveness. *Are converts pursuing Spirit baptism to propel them toward reaching others with the gospel?*

This metric compares the number of conversions (C) with the number of Spirit baptisms (S). In a healthy church, if the CS ratio is less than 3:1—that is, *less than* three converts for every Spirit-baptized believer—then we are failing to mobilize our church for evangelism. If the CS ratio is *greater* than 4:1, however, then we are failing to disciple new converts into a Spirit-filled life.

Target: between 3:1 and 4:1

Reproduction effectiveness. *Are we reproducing Spirit-empowered believers to serve as future leaders?*

This metric compares Sunday morning worship attendance (A) with Spirit baptisms (S). In a healthy church, the number will be greater than 3xAC but less than 4xAC. In other words, if a church's AC ratio is 4:1, its AS ratio should be between 12:1 and 16:1.