

A
THREE-YEAR
CALENDAR
FOR
BREAKING
THE 200
BARRIER

**REQUIRED READING FOR
CHURCHES THAT WANT
TO GROW . . .**

TEN STEPS TO
BREAKING
THE 200 BARRIER
Bill M. Sullivan

Growth ideas for the smaller church is a topic of great interest today. How can churches be enabled to move from the “survival” size category to the “sufficient” size category? Author Bill M. Sullivan identifies the causes that keep such growth from taking place, then provides some of the most helpful laws that you can find for breaking the 200 barrier. In addition to explaining the steps to such growth, he predicts the critical time factor involved.

[Picture] **Dr. Bill M. Sullivan**, author

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- Step 1: Examine Your Motive
- Step 2: Intensify Your Praying
- Step 3: Increase Your Faith
- Step 4: Set a Barrier-Breaking Goal
- Step 5: Think Through Your Plan
- Step 6: Focus on the Critical Few
- Step 7: Create Excitement

Step 8: Launch a Growth Thrust

Step 9: Evangelize

Step 10: Lead the Change

BREAKING THE 200 BARRIER CALENDAR

BY

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Church Growth

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PREFACE

This calendar is a working document for the Thursday afternoon PALCON III seminar on Breaking the 200 Barrier. It is a free gift to pastors of churches with a membership between 100 and 250.

Our research has led us to believe that not only do churches differ according to size but that certain factors affect growth depending on the size of the congregation.

Size is not the only characteristic that distinguishes churches. Demographic and economic factors are also involved, but size is a significant place to begin. Other factors will be dealt with in succeeding efforts and resources.

This calendar is provided by the Church Growth Division of International Headquarters Church of the Nazarene. It bears with it the prayer that it will be a welcome and enabling resource for the pastors of churches that are up against the barrier that stops most churches “dead in their tracks.”

May God help you and your church to experience an exciting new era of growth as you “calendar” your plans to break the 200 barrier.

INTRODUCTION

Calendars and clocks can bind us to a rigid schedule or they can liberate us from the tyranny of the urgent. A simple date and time grid is one of the most effective management tools known to human beings. Properly used, it can support priorities and improve effectiveness.

This calendar has been provided to help implement TEN STEPS TO BREAKING THE 200 BARRIER. Even though the steps are simple, organization is required in order to make sure that they are accomplished. This calendar will help you plan exactly when to implement a particular step. Many other helpful suggestions are also given.

The principal reason that we seldom are changed by the inspiration received at a conference is that we have no plan for putting what we have learned into practice. Without some regimen for changing our behavior patterns we quickly drift back into our well established habits. This calendar helps us program the insight and inspiration gained from the 200 Barrier book. It provides a grid for scheduling when we intend to take a specific step.

Use this calendar for planning the next three years of your church. Work into your regular program the 10 steps for breaking the 200 barrier. Keep this calendar at your right hand every working day. It will become your road map to an exciting destination.

The most fundamental change that any church ever makes and the most formidable barrier ever encountered is the transformation involved in breaking the 200 barrier. A negligible percentage of churches ever make it. But very likely your church can do it when you carefully program to achieve the goal. This calendar will help you “beat a path” to your objective.

YEAR 1

INSTRUCTIONS & DIRECTIONS

This is the month of beginning in your 3 year planning calendar. It is a supplement to the book Ten Steps to Breaking the 200 Barrier by Bill M. Sullivan. If you have not yet read the book in its entirety, enter a date on the current month calendar as the time when you will have finished reading the book. Now is also the time when you or your secretary should fill in the dates on this calendar for the next three years. A 10 year calendar is included in the back of this calendar for your convenience. After you have filled in the dates for all three years, use your annual pocket/desk calendar and any other calendars you use in your planning, and enter all the dates of your church program. Denominational churches should include associational calendar items also.

Since this calendar is built on the observation that churches usually pass through the barrier in less than three years, it is recommended that no time be wasted in getting the plan into action.

If you plan to use a committee (small or large) to assist you, enter the date of the first meeting. If initially you will be working alone, calendar the dates you will be doing your beginning plans.

PLANS

Checklist:

- Read book Ten Steps to Breaking the 200 Barrier.
- Fill in all of the dates for all three years of this calendar. See 10 year calendar at back of this book.

- Take time to prayerfully examine your motive for planning to break the 200 barrier. You may want to schedule a day or perhaps a prayer retreat to carefully consider this matter.
- If desired, appoint a committee to assist pastor with the project.
- Calendar the dates you plan to announce the program to church board/congregation.
- Make a survey of all space facilities in your buildings and nearby in the community. An average attendance goal of at least 300 is assumed by the end of the third year.
- Intensify your praying personally for effective evangelism/church growth.
- Schedule a time this month or next to publicly seek corporate prayer for effective Evangelism/Church Growth.
- Calendar dates for group prayer times.
- Outline on the calendar your plans to increase your faith this year. Plan to read at least one faith building book every three months. Schedule other opportunities as they occur.
- Take time to think through your plan using chapter 5 as your guide.
- Schedule an evangelistic crusade/revival for each of the six growth periods.

INSTRUCTIONS & DIRECTIONS

Set a barrier breaking goal. If you have not already done so, work backwards from the end of your calendar establishing annual attendance goals. You may also want to project spring and fall attendance goals and perhaps even monthly goals. Be sure to take the summer and winter “slumps” into consideration. Remember growth tends to come in “spurts” rather than extended gradual increases. “Do it now” is the best advice. It’s possible to break the barrier in a single year. So if the situation seems right, go for it!

When you begin to set a barrier breaking goal remember the characteristics of good goals. They must be: 1. Challenging; 2. Obtainable; 3. Specific, and 4. Appropriate. Make your goal big enough that God will have to help you in order to reach it. But don’t set it larger than your facilities will accommodate or your present structure and leadership can manage. Be sure you are specific in setting numerical goals listing the dates by which you plan to reach them.

PLANS

Our three year attendance goal is _____

Second year goal _____

First year goal _____

Continue praying for effective Evangelism/Church Growth.

- Read faith inspiring passages in the Bible (see list in appendix).
- Enter your favorite faith inspiring passages throughout your calendar for frequent re-reading.
- Plans completed and calendared for corporate prayer on behalf of Evangelism and church Growth.
- Check here if program has been presented and explained to Church Board.
- Check here if you have chosen to use a committee to assist you with the plan and have notified the members of the date of the first meeting.
- Check here if you have explained your plans to the entire congregation.
- Check here if you (perhaps with committee) have worked through the process of determining the critical few activities on which your church plans to focus.
- Schedule personal evangelism training schools for each of the evaluation & preparation periods.
- _____

INSTRUCTIONS & DIRECTIONS

You are now in the third month of the first year of your plan. Three months is the maximum amount of time that should be used for preparation. For example, you may have used June, July and August to prepare for the fall growth period or you may have used December, January and February to prepare for the spring growth period.* In either case three months should be the maximum. Of course you don't have to take three months for preparation and naturally you will evaluate the program from time to time. Don't hesitate to change your plans as you go along. Remember "a plan is what we intend to do if we don't do something else!" Even the best of plans will need some revision.

The preparation process requires at least some attention to all ten of the imperatives of the 10 Steps book. Succeeding months will be given to actual implementation, evaluation, and further planning of remaining growth plans and periods.

*In geographical areas where climatic conditions cause some adjustments to these growth periods be sure to make the necessary adaptations.

PLANS

Our three year attendance goal is _____

Second year goal _____

First year goal _____

- Check here if you have enlisted the prayer support of your congregation for this evangelism/growth effort. Have regular times of corporate prayer been entered in this calendar?
- Check here if you have read at least some of one or more faith inspiring book/books.
- Check here if you have seriously considered ways of creating excitement in your church. Do you have a specific plan for doing what you think is appropriate in your situation?
- Check here if you have made plans to start new groups in your church and list them below:

Your goal should be at least 60 groups of all kinds, including S.S. classes, fellowship groups, music groups, work groups, recreation groups and any other kind of group that helps socially incorporate people into the fellowship of the church.

- Check here if you have planned your 1st growth thrust and are all set for the launch.

INSTRUCTIONS & DIRECTIONS

If you haven't yet launched a growth thrust then this is the time to begin. Go for it! Like David, encourage yourself in the Lord. Give the plan all the energy and enthusiasm you can muster. Don't waste your time on 80 or 90 percent commitment. This demands 100% now! Remember, your motivation is to reach the lost for Christ, not to satisfy your ego. This is not for your benefit regardless of what your critics may claim. This is for the Lord. He is pleased when the lost are found and there is rejoicing in heaven over just one sinner who repents.

PLANS

Our attendance goal for growth period

1 is _____

Month 1 _____

Month 2 _____

Month 3 _____

- Check here if your plans for growth period # 1 are ready to be launched this month (or sooner).

INSTRUCTIONS & DIRECTIONS

Begin now to celebrate your victories. If you reached your 1st month's goal, celebrate it. If you didn't reach your goal then celebrate something good that happened--a new convert or new family or an answer to prayer. It is important to keep the people excited and encouraged about the church. If they feel good about their church and its activities it will increase their tendency to invite others and to give a positive Christian witness.

PLANS

Our average attendance last month was _____

Our goal for this month is _____

- Check here if you reached or exceeded your first month's goal.
- Check here if you enacted means for creating excitement during month one.
- Check here if you have plans for creating even greater excitement during month two.

INSTRUCTIONS & DIRECTIONS

This is the third month of the 1st growth period. It is also the sixth month of the first full year. At the end of this month you may enter a period of vacations, holidays or inclement weather. If so, attendance may at least slow down, if not actually decline some. A decline may not necessarily occur but don't let it demoralize you or your people if it does. Keep positive and keep working. Don't go into hibernation or go on a 3 month vacation. Use it as a time of evaluation and planning for growth period number 2.

But this is the month for some of your best gains. Keep working diligently for large attendances and many converts. Also be certain to get new converts incorporated into the fellowship of the church and on a discipleship development track.

PLANS

Our average attendance last month was _____

Our goal this month is _____

Check here if your plans for completing the first growth period are in place.

INSTRUCTIONS & DIRECTIONS

This may be the month to evaluate. You are halfway through the first year. You may have completed the first growth period. You may be facing the “summer slump” or the “winter wane.” The “snow birds” may have migrated or the rainy season set in. In any case it’s time to evaluate your progress. Unless you have built evaluation into your plans you will not have planned adequately. Don’t hesitate to change your plans if you need to but don’t give up on a program too soon. Remember, your people still aren’t nearly as familiar with the program as you are.

PLANS

Our 6 month attendance average is _____

Our annual attendance goal is _____

- Check here if you have a time set on the calendar to evaluate the first 6 months of the program.
- Check here if you have announced to your congregation the prayer plans for the next few months.
- Check here if you have done additional reading of faith inspiring books/materials.
- Check here if you have listened to a message by a person of great faith.

What do you plan to do in the future to increase your faith?

Check here if you are personally praying more regularly for evangelism and church growth in your church now than you were before you began this effort?

INSTRUCTIONS & DIRECTIONS

It is not sufficient to get new people to visit your church. It is absolutely essential that they are incorporated into the fellowship of your church. Among other things this means becoming friends with about seven people in the church. This is not easy to facilitate but it will make the difference, in most instances, whether or not the new people stay with the church. Now is a good time to give special attention to improving the incorporation program in your church. Read carefully The Master's Plan for Making Disciples by Win and Charles Arn.

PLANS

INSTRUCTIONS & DIRECTIONS

Creating new groups to contain growth is one of the most important aspects of continued growth. But groups are difficult to start. More is required than getting six to ten people to agree to form a group. Assignments to groups seldom work. Groups need to form around a concern common to the group members. Starting a group against these odds requires persistence. But it will pay unbelievable dividends. In fact you probably won't keep growing unless new groups are formed regularly. So stay with the task. Don't ever give up.

Next month may begin the second growth period. Are you prepared? Are your goals set and your plans in place? Did you evaluate the first growth period? Did you make any revisions in your plans?

PLANS

Our average attendance for first 9 months is _____

Our annual attendance goal is _____

- Check here if you have completed an evaluation session of the first six months.
- Check here if any revisions recommended by evaluation have been implemented.
- Check here if plans for renewed prayer emphasis are in place.
- List the 3 critical few activities on which your church will focus in the months ahead:

1. _____

2. _____

3. _____

INSTRUCTIONS & DIRECTIONS

This is it! The final growth period of the first year of your plans to break the 200 barrier. Remember, you need to get completely through the barrier by the end of three years--sooner, if possible.

It is very important that when you reach the end of this first year that your attendance not only is greater but the infra-structure of the church is also expanded. You should have several more S.S. classes and several more groups of other kinds. Don't let this slip. It is essential to growth.

The goal is making disciples not just increasing numbers. Make sure you have an operating plan for leading people to put their trust in Christ.

PLANS

Our attendance goal this month is _____

Out annual attendance goal is _____

- We have started _____ new groups in the past 9 months.
- On the continuum below, circle the number that represents the improvement in morale, assuming that 1 represents the condition of morale when you began 9 months ago.

1	2	3	4	5	6
9 mos ago	better	much better	great improvement	super	fantastic

- _____
- _____
- _____

INSTRUCTIONS & DIRECTIONS

PLANS

Attendance goal for this month _____

Attendance first nine months _____

INSTRUCTIONS & DIRECTIONS

PLANS

YEAR 2

INSTRUCTIONS & DIRECTIONS

This is the beginning of the second year. By now you should be experiencing significant growth--an average annual increase of between 25 and 50. If so take advantage of your momentum. Intensify the efforts that have been effective to this point. If growth has not yet increased much then this is the year to make it happen. In either case, the next three months are critical planning months. You must evaluate the past year and adjust your plans for the year ahead. Be sure you are ready for the next growth period (the third of six). It is vitally important to encourage your congregation, especially your lay workers. Don't allow last year's efforts to come to naught for lack of persistence and follow-through, or for lack of faith or confidence. Let the people know your commitment and anticipation of reaching your goal. Help them realize that the numbers are important because it is the only reliable means of measuring your effectiveness in reaching the lost for Christ. Remember to focus on the activities that produce the best results and during this year don't let anything side track you from your number one priority--Evangelism.

PLANS

Annual average attendance for past year _____

Goal for this year _____

At least two evaluations and planning sessions are scheduled for this month.

INSTRUCTIONS & DIRECTIONS

Pastor/Leader faith and detail are called for now. Have you come to claim a faith scripture as your own? Do you believe God wants His church to grow? Do you believe He wants the church you lead to grow? Are you willing to pay the price for growth? Do you have the courage to face the challenges of growth?

PLANS

- We have scheduled this month a major planning and preparation session to make certain that we will be ready for growth period number 3.
- In order to achieve our attendance goal for this year we are making plans to try to start _____ new groups.
- Our prayer support is in place and stronger now than a year ago.
- I am willing to pay the price for my church to grow.

INSTRUCTIONS & DIRECTIONS

Finalize your plans for the third growth period. Remember you are trying to reach new people, incorporate them into the fellowship and win them for Christ. New move-ins are in need of friendship; try befriending them. Family and friends of your members are receptive people, especially in times of crisis or need. Don't allow your members to give up on these people. Give prompt and careful attention to first time visitors (Win Arn says 2nd, 3rd, and 4th time visitor follow-up is even more important). There are many good and worthwhile activities in which you and the church can engage--but for this year and next give your energies almost exclusively to finding, reaching and winning lost souls for Christ. Trust me, the other necessities will come, but a long sad history teaches us that evangelism does not grow out of the other good practices of the church. Unless evangelism is prioritized it seldom occurs. So keep the focus on winning the lost!

PLANS

- I believe God wants the church to grow.
- At least one major preparation session is scheduled for this month.
- A strong emphasis on soul winning is already operational for the coming growth period.
- An evangelistic crusade/revival is scheduled as part of the Church's plans to reach the lost.

□ Everything is on schedule for the next growth period.

INSTRUCTIONS & DIRECTIONS

Growth period No. 3 begins this month. You must be in full swing now. Time passes so quickly. The tendency to postpone because of unforeseen situations must be resisted. The admonition “do it now” is most appropriate. The demands of this emphasis may be wearing on you right now but remember “no pain, no gain.” If you will stick with the strategy, you will enjoy good results. What you will see will be far more exciting than an attendance register board. You will see changed lives. The stories of going from death to life, from darkness to light, from emptiness to fullness in Christ will exceed your imagination. Nothing is as exciting to a church as the victory of new believers.

PLANS

Our attendance goal for the next three months is _____

Our average attendance for the past three months is _____

Our average attendance goal for this year is _____

- A strong prayer emphasis has been reactivated.
- Pastor and people are strong in their faith that God wants His church to grow.
- We have a sharp focus on the critical few activities that produce new converts.
- Excitement is running high in the congregation.
- The plan to increase attendance during growth period number 3 has been launched and is operational.

INSTRUCTIONS & DIRECTIONS

Pastor, are you leading the growth thrust? At your present size the congregation will expect you to be totally involved in anything you ask them to do. Lyle Schaller's "Shepherd - Rancher" analogy is correct. As you grow well beyond the 200 barrier you will need to begin to function as a rancher. But for now you must still function in the shepherd role, not for administrative reasons but for leadership reasons. It takes a lot of energy to get growth going. You'll need to "run hard" to keep your people motivated.

PLANS

Our average attendance last month was _____

Our attendance goal this month is _____

- I am regularly contacting at least 30 people every week.
- Every 1st time visitor, the 1st week of this month, has been called.
- A well organized and staffed plan of incorporating new prospects is in operation.
- We have started at least one new adult S.S. class.

INSTRUCTIONS & DIRECTIONS

You should be averaging 150-200 this month. That will probably indicate a yearly average attendance of 135-150. If you are behind this pace, better step on the gas. If you are enjoying unusually rapid growth your trajectory may be 100 beyond this. However, the more typical growth pattern is still outstanding by any measurement. But by the end of this month you really need to be averaging 150 or the last half of the 3 year strategy will have to be a real barnburner! But that's not impossible either. Remember growth tends to come in big bursts, not gradual increases.

PLANS

Our attendance goal this month is _____

INSTRUCTIONS & DIRECTIONS

This is the halfway point of the three year plan to break the 200 barrier.

How do you feel? Exhilarated or exhausted, or both? No matter, you can't give up now. You still have 18 months to go and once you escape the "gravity effect" of the 200 barrier you'll want to take on the next challenge and go for 500! It's not the numbers that are so satisfying; it's the people whose lives are turned around for the good. Reaching people for Christ is the most satisfying event a Christian can experience.

Now is the time to begin getting ready for growth period number 4. You will want to plan several sessions for evaluation and adapting your plans. Be "fiercely pragmatic" to quote Donald McGavran. If what you have been doing hasn't been working then abandon it. Come up with another plan that you are more confident will work. Of course no plan will work unless you work it. So don't abandon a perfectly good plan when you haven't given it a chance to work.

This month and the next two are crucial planning months. Don't allow other priorities to rob you of this important time for getting prepared for growth period number 4.

PLANS

Average attendance for the first six months of year 2 was _____

Attendance goal for second full year is _____

- At least two full sessions for evaluation and planning have been scheduled each of this and the next two months.
- We are willing to abandon plans and programs that aren't working and develop a new strategy that we are more confident will work.
- We now have _____ more groups (including S.S. classes) than we had 18 months ago.
- I will do additional reading about mountain moving faith this month and the next two.
- We will attain additional members in a plan of personal evangelism so they will be prepared to help with the harvest during growth period 4.

INSTRUCTIONS & DIRECTIONS

Keep preparing for growth period number 4. Do your best to train 3 - 5 additional personal evangelists during this evaluation and planning time so you can deploy 5 - 10 personal evangelists every week of the fourth, fifth and sixth growth periods. Evangelism Explosion III is probably the most comprehensive plan of instruction in personal evangelism and, all things considered, it is probably the best.

Create new groups, even though some of the ones you created earlier have already ceased to exist. Remember, the mortality rate for groups is high and the life expectancy is short! But you won't grow unless groups multiply. Admittedly it's a "chicken or the egg" question for it isn't always clear whether growth comes because we multiply groups or as we grow groups multiply. But it is worth the effort to keep facilitating the generation of new groups. By now you should be able to identify 20 - 30 groups in your church and your goal should be to double that number! It will happen. Just keep "pecking away" at it. As they say, "It's hard by the yard, but a cinch by the inch."

PLANS

- We have two planning meetings scheduled for this month.
- I will share with the congregation the renewal of my confidence that God wants the church to grow.

□ We have plans to start several new adult groups.

INSTRUCTIONS & DIRECTIONS

Better tune up your prayers. You are going to need all the spiritual power your people can pray down. Does this sound like a utilitarian use of prayer? I hope not. It's only intended to emphasize our dependence on God. "Unless the Lord builds the house, they labor in vain that build it" (Psalm 127:1). How are you doing with increasing your faith? Have you followed the steps outlined in Chapter three? Have you helped build the faith of the congregation? Do you have any lingering questions about your motivation? I'd be surprised if you didn't. The command to win souls and the need to count noses are just too intertwined from a practical point of view to not at times be confusing as to what is the real goal. Keep searching your heart--and keep increasing your attendance. I believe you'll come out on the side of the angels.

By now you should have a strong prayer program functioning regularly (not everyone but a faithful group). You should also have a congregation with greater faith.

PLANS

- We have strengthened our existing growth strategy or planned a new and hopefully better one.
- We have given special attention, as needed, to creating excitement in our worship services.

- We have maintained a sharp focus on the “The Critical Few” activities.
- We are keeping the priority on evangelism.
- We have a plan for providing the additional space that our growth is requiring.
- We have trained additional lay workers for growth leadership.
- We are prepared to add paid staff as growth and ministry requires.

INSTRUCTIONS & DIRECTIONS

Growth period number 4! By the end of this year you'll need to average between 200 and 300, depending on whether you're in the fast lane or the super-sonic lane! So give it everything you've got during this growth period. You've been working at this almost 2 years. You should have more and better trained workers; more groups, more excitement and you are probably preaching much better!

PLANS

Our average attendance for the past 9 months is _____

Our attendance goal for this year is _____

Our attendance goal for this month is _____

- I regularly visit/make a personal contact with at least 30 people each week.
- Our personal evangelism teams will visit prospects weekly during this 4th growth period.
- We have the following exciting plans for the next three months:

1. _____

2. _____

3.

INSTRUCTIONS & DIRECTIONS

The weight of leadership is building up. The constituency is twice what it was when you began nearly 2 years ago. But you probably don't have any more staff. (Do you have plans?) The size of the worship service is demanding better direction, better preaching and more excitement. But it's all on you. Is it worth it? Oh yes! It'll get better. All those groups are not without problems either. It's difficult enough to keep a record of them much less to keep them all under control. You may have to do some more growing as a leader-manager. Span of control is always a problem.

PLANS

INSTRUCTIONS & DIRECTIONS

This month will bring to a close year 2 and growth period number 4. You need to average 175 minimum (you can still make it from 150 but next year will have to be something else!) Hopefully, you'll be at 200 or beyond. You need to be at 300 by the end of next year. Don't forget "the gravity effect."

PLANS

Our attendance goal for year 2 is _____

Our actual average attendance for year 2 was _____

YEAR 3

INSTRUCTIONS & DIRECTIONS

Okay, let's get serious about paid full-time staff. This is year 3. You have 3 months of evaluation and planning time to get ready for the 5th growth period. But you also must give attention to leading this new giant that has sprung up so recently. Neither the infra-structure that existed when you began this project 2 years ago nor the size of the staff is adequate to serve the needs of a church now averaging 200 and possibly more. If you are on track to reach 300 by the end of this year then you need to have at least one full time paid staff member (not counting a secretary) by the time you begin the 6th growth period. Actually, 2 staff members would be better if you can handle the financial load. Remember, you should have half of a staff-salary when you begin and expect the staff member to produce the other half-salary in growth. Hiring staff takes your church into a new dimension. Increased size brought one change; an increase in staff will bring another. But you can't go back to the simplicity of operation two years ago. And you can't stand still. You must move ahead--assuming you have truly seen the progress and growth outlined in this plan. At the beginning, when you thought through your plan, you know this time would come. Well, it is here, so don't hesitate. Take the next step and move ahead. Enlarge your staff!

PLANS

Our annual attendance goal for year 3 is _____

Average attendance last year was _____

- We have at least one major evaluation and preparation session scheduled for each of the next three months.
- We have started another personal evangelism training class so we can have at least one more team join the group for growth period 5.
- We have begun the process to add a full time paid staff member.

INSTRUCTIONS & DIRECTIONS

PLANS

- We have completed one evaluation session following our second full year in this strategy.
- We have identified areas that need strengthening and have a positive plan for improvement.
- We have made plans to once again try to expand our infra-structure by facilitating the emergence of new groups.
- We are still committed to keeping evangelism the number one priority of the church.
- We are dealing constructively with the space limitations of our facilities.

INSTRUCTIONS & DIRECTIONS

PLANS

- We have completed at least 3 evaluation and planning sessions during the last three months.
- Our prayer support is in place and ready to go for this third year.
- I have done additional reading in faith inspiring literature.
- I am firmly convinced that God wants this church to grow.
- We have been able to keep the focus on just a few growth producing practices.
- I have been growing as a leader and am prepared to give leadership to this greatly expanded congregation.
- I have given serious attention to ways of increasing the excitement of our worship services.
- I feel I have made great improvement in my ability to be positive in attitude and to radiate enthusiasm to the congregation.

INSTRUCTIONS & DIRECTIONS

During growth period number 5 you must definitely move through the 200 barrier. By the end of this year you need to be averaging 300. The reason for this is to escape the “gravity effect.” Some may have set a goal of 500. If so you need to be at 350 to 450. If you are lagging behind your original goals don’t be discouraged. Think of the progress you have made. But make year 3 an all out growth effort. You need to get beyond the “one big happy family” type of church this year. Remember the barrier is a range not a sharp cutoff point. Do your best to get to 300 by the end of this year. This tells you how important this current growth period is. Give this your best shot. Make it the most intensive growth effort to date. Multiply visitation of prospects. Increase the infra-structure to incorporate the new people. Deploy personal evangelism teams to prospects who already are partially incorporated. Work at improving morale. Yes, do everything! Now is the time when you should achieve peak effectiveness.

PLANS

Our annual attendance goal is _____

Average attendance for first three months was _____

- Personal evangelism teams have been deployed to call on prospects during growth period 5.
- New Sunday School Classes have been started.

- Incorporation activities and efforts have been renewed.
- An evangelistic crusade/revival is in preparation for this growth period.

INSTRUCTIONS & DIRECTIONS

If attendance isn't as great as you were expecting then increase the number of your contacts--not just your own but the entire absentees and prospects. Appeal to your people to make contacts even if they haven't been previously involved. Ask them to increase the rate of their hospitality to new people. The pastor of a great church said the secret of growth is STP--See the People. Nothing is more effective in improving attendance statistics than increasing contacts on prospects for the church.

PLANS

INSTRUCTIONS & DIRECTIONS

This should be a great time in the church. Attendance is probably greater than ever before. So many people have been saved. So many good things are happening. Opportunities abound. Needs are everywhere. It would be easy to get off on a tangent. Concerns for quality call for attention. Allow some energies to be directed toward educational needs but do not allow that emphasis to replace evangelism. It happens so subtly. The good displaces the essential. Almost always growth stops. You must have education. It is part of the great commission, “. . .teaching them. . .” but it will be up to the pastor to make certain that the priority stays on evangelism. It’s so satisfying to implement educational activities and not threatening like evangelism. No wonder the evangelistic priority is so difficult to maintain. This is a good time to begin learning how to develop educational and ministry programs without losing the sharp focus on evangelistic practices.

PLANS

INSTRUCTIONS & DIRECTIONS

Now is the time to begin preparing for the 6th growth period of this 3 year 10 step strategy for breaking the 200 barrier. The 6th growth period will not be the last time the church sees outstanding growth but it does conclude the 3 year plan. So make the most of it. In all probability your average attendance is already at 250 or greater. But the goal is to be at least to 300 by the end of this year. So take advantage of this three month evaluation and planning time. Evaluation of the 5th growth period and the church's current program is still important. This strategy may end in six months but the church won't stop seeking the lost or stop trying to make disciples. Keep striving to be the most authentic expression of Christ's church possible until He returns.

PLANS

- At least three evaluation and planning sessions are scheduled for the next three months.
- We are making plans to train another class of students in Personal Evangelism techniques.
- We are preparing for an evangelistic crusade/revival during growth period number 6.
- We plan to have the entire church praying earnestly for the salvation of the lost during the final months of this strategy.

- I am planning to preach on faith and help the congregation to pursue a more dynamic faith.
- We plan to have a full time staff member by growth period number 6.

INSTRUCTIONS & DIRECTIONS

Once again remind yourself why you have been in this three year effort to break the 200 barrier. Not for numbers sake but to make it possible for the church to reach many, many people for Christ and His Kingdom. Never be intimidated by those who accuse you of self-seeking because the church you pastor is growing. And don't allow Satan to fill your mind with doubts about your motivation. It is obedience to your Lord and zeal for His Kingdom that drives you. And it is love for those who are lost and desperately need Christ and the church. This is why you are involved in this project. This is also the basis of its great importance.

Make this month a time of recommitment to the purposes and goals of the numerical growth of the church. Spend extra time reviewing and praying over the Biblical passages that deal with the expansion of the Kingdom. Think of the many people in your city who do not know Christ as their savior. Pray for them. Seek them--in Christ's stead.

PLANS

INSTRUCTIONS & DIRECTIONS

This month make certain that everything is in readiness for growth period number 6. Don't take detail for granted. Check and double check your communication. Are the new classes ready to start? Have the workers been trained and orientated? Are the new group leaders ready to try to bring additional groups into being? Has the use of existing facilities been maximized? Is your new staff person in place and do they understand this effort and its goals? Do they know you expect them to "hit the ground running?" Pastor, are you still a growing person? You are pastor of a much larger church now than you began 33 months ago. Don't let the church outgrow you. And don't fear that you are already at your maximum ability. Nonsense! You are only using a small percentage of your capacity. You can be more and do more than you have yet dreamed.

PLANS

INSTRUCTIONS & DIRECTIONS

Growth period number 6. Three months of victory. Celebrate what God has done in the life of the church. Remind the people of how much growth has occurred in 3 short years--how many lives and homes have been saved. Call them to reach out even further to others who are still lost in the night of sin.

PLANS