
LEADERSHIP RETREAT

Leadership Retreat Agenda

Suggested Meeting Etiquette

- Turn off your phone.
- Use laptop only for notes and research, no e-mail, checking scores, or geocities ;)
- Don't use social media (facebook, instagram, twitter, etc...)
- Value our time together.
- Speak concisely, ask questions, and don't monopolize discussion.

We get so little time together as a team. Let's honor each other and be all here.

Friday, October 19th

Session 1: Dinner, Devotional & Prayer

Session 2: Celebration & Affirmation of Mission, Vision & Values

Saturday, October 20th

Session 3: Breakfast & Prayer

Session 4: Personal Histories and Strengths

Session 5: Breaking Size Barriers Discussion

Session 6: SWOT

Session 7: Action Planning

Session 2: Celebration & Mission Affirmation

Our Mission, Vision & Values

Mission: To make Christlike disciples in the nations.

Vision: To help people take their next steps in finding and following Jesus.

Values: Loving, Authentic, Growing, Generous, Optimistic, and Missional

Is this still our mission, vision, and values? What values are beginning to be seen that we have not documented? Should we adjust these in any way?

Successes of the past year

- **Baptisms:** 46 since April (53 in this calendar year)
- **Discipleship:** 599 weekly this year (up 124)
- **Worship:** 1199 this year (up 115); launch of Traditions venue
- **City Care:** 327 people involved this year (126 first time volunteers)
- **Online:** 253 weekly this year (up 96)
- **Membership:** 48 so far this year
- **Leader Development:** Hosted GLS, 3 new local ministers licenses & 2 DL
- **Compassion:** Launched Mercy's Gate, Immigration Center staff, Woodrow
- **Family Ministries:** Full census programing at all services birth - 8th grade.
- **Facilities:** Chapel remodel, Gym remodel, Office remodel, improved way-finding
- **Student Ministry:** Added a 2nd Student Ministries Pastor to accommodate growth
- **Other:** _____

Questions:

How has our congregation changed in the last year?

What excites you about what we are doing as a church?

What's unclear to you about what we are doing as a church?

Session 4: Personal Histories & Strengths

(several options are listed here...use just one per year)

Personal Histories

Go around the room and answer the following questions about yourself:

- Where did you grow up?
- How many siblings do you have, where did you fall in the order? (only, first, middle, youngest, etc...)
- What was the most difficult or important challenge of your childhood?

Share what you learned about each other that you didn't know.

Personal Strengths

What is each person's most important quality that contributes to the strength of our team? What is it you appreciate most about this person?

- (UPDATE WITH ALL STAFF & BOARD FULL NAMES IN ALPHA ORDER)
- Bob _____
- Nancy _____
- Judy _____
- Ralph _____
- etc...

Share your answers one at a time. Each team member will have a chance to respond with comments, observations, or questions.

Points of accomplishment and personal goals

Each group member will receive 1 post-it sheet to draw a picture representing the following:

- Top of the sheet, draw a picture or pictures representing the 1-3 accomplishments you are proudest of from the past year. (can be personal or professional)
- Bottom of the sheet, draw a picture or picture representing 1-3 goals you have for the next year. (can be personal or professional)

We will have 10 minutes to draw our pictures. (you might practice in the space below so you are ready when we get to this exercise)

Each person will have 1 minute to share their responses.

Session 5: Breaking Church Size Barriers Discussion

General Size Barriers that Churches Face (from Sticky Church by Larry Osborne)

- The 40 Person Barrier (The Track Star Leadership Structure)
- The 75 Person Barrier (The Doubles Tennis Team Leadership Structure)
- The 200 Person Barrier (The Golf Team Leadership Structure)
- The 400 Person Barrier (The Basketball Team Leadership Structure)
- The 800 Person Barrier (The Football Team Leadership Structure)

Tim Keller “Process Managing Church Growth” whitepaper

What are some of the general trends and challenges that growing churches face?

- Increasing Complexity (structure, programming, communications)
- Shifting Lay-Staff Responsibility (staff led to lay led back to staff led)
- Increasing Intentionality (planning timeline gets further out as the church grows)
- Increasing Quality of Production (excellence must increase at each barrier)
- Increasing Openness to Change (“for now” vs “forever”)
- Losing Members because of Change (we all have size preferences, no size is correct)
- Shifting Roll of Ministers (from doers to equipers)
- Structuring Smaller (groups, teams, etc...)
- Emphasis on Vision & Strengths (saying “no” is more important than saying “yes”)

How does the 800+ person church grow?

- More intentional internal and external communication system and processes.
- Being “non-judgmental” of church size (small is not “good”, large is not “bad” & vice versa)
- Form smaller decision-making bodies. Fewer people in on each decision.
- Allow multiple de-centralized power centers.
- Staff who are specialist, competent, get the vision, and need little ongoing training, mentoring, “fixing”.
- Focused role of Senior Pastor on preaching and vision casting.
- Operations/Administration must move to other staff members.
- Trust. The very large church runs on trust.
- Senior Pastor becomes less accessible.
- Staff has more power than board in daily decision making.
- Board sets long-term direction and creates ends, means, and limitations policies.
- Allow executive staff more decision-making power than entire staff.
- Allow directors more power to hire and release.
- Trust of Sr. Pastor and staff from congregation and board.
- Strong communication between staff and board.

Session 6: SWOT ANALYSIS

Unique Strengths

- What are the top 2-3 things that have led to our successes (last year, last 4+ years)?
- What are the top 2-3 things that we are offering that other churches are not offering that is leading to the growth we have been experiencing?
- What are the good things people say about us?
- What are we known for within the community?

What's Happening Around Us/Weaknesses

- What trends are you noticing in people's lives or in our city that we need to be paying attention to?
- What are the weaknesses in our current: structures, staffing, volunteer teams, ministries, facilities, programing, etc...?

Opportunities

- Based on our unique strengths, weaknesses and what's happening around us, what 3-5 pieces of advice would you have for our staff team as we lead into this next season?

Threats

- What are the top 3-5 barriers we are facing that could limit our growth and health as a church?
- What are 1-3 things we are doing that do not align with our mission, vision and values that we need to consider eliminating?

Session 7: Action Planning

The goal of this final session is to identify 2-3 high level goals for the next year.

Based on our current church size reality, research on breaking church size barriers, and our discussion; what 2-3 things should we do in the next year in order to take our next steps in accomplishing our mission.

Prayerfully answer the following questions on your own...

(Your answer to these questions should not be something that is always important. We are looking for the most important things to do that we need to do over the next 12 months)

Question 1: If we don't accomplish _____ in the next year we will have failed at following God's leadership to leverage our strengths against the needs of our community.

Question 2: If we do not _____ our church will not break the 800 barrier and be able to develop and missionalize 1,200+ people consistently.

Personal Review and Evaluation of the Suggestions

Evaluate with the following questions:

"Is this something that is always important"

"When are we not focused on this?"

"How is that different from every year?"

Identify the 2-3 Goals Which Rise to the Top as Most Important

- Have everyone share their answers to the questions and whiteboard them. (You'll notice several that rise to the top)
- Agree together on the top 2-3 that rise to the top.
- These top 2-3 goals become the basis for the development of the Annual Ministry Action Plan by the church staff.
- The completed Ministry Action Plan is presented to the Church Board for approval prior to the start of the next church year.