



Baptist Churches
of NSW & ACT

Agile Church

Re-Imagining Church Structure &
Strategy for Mission

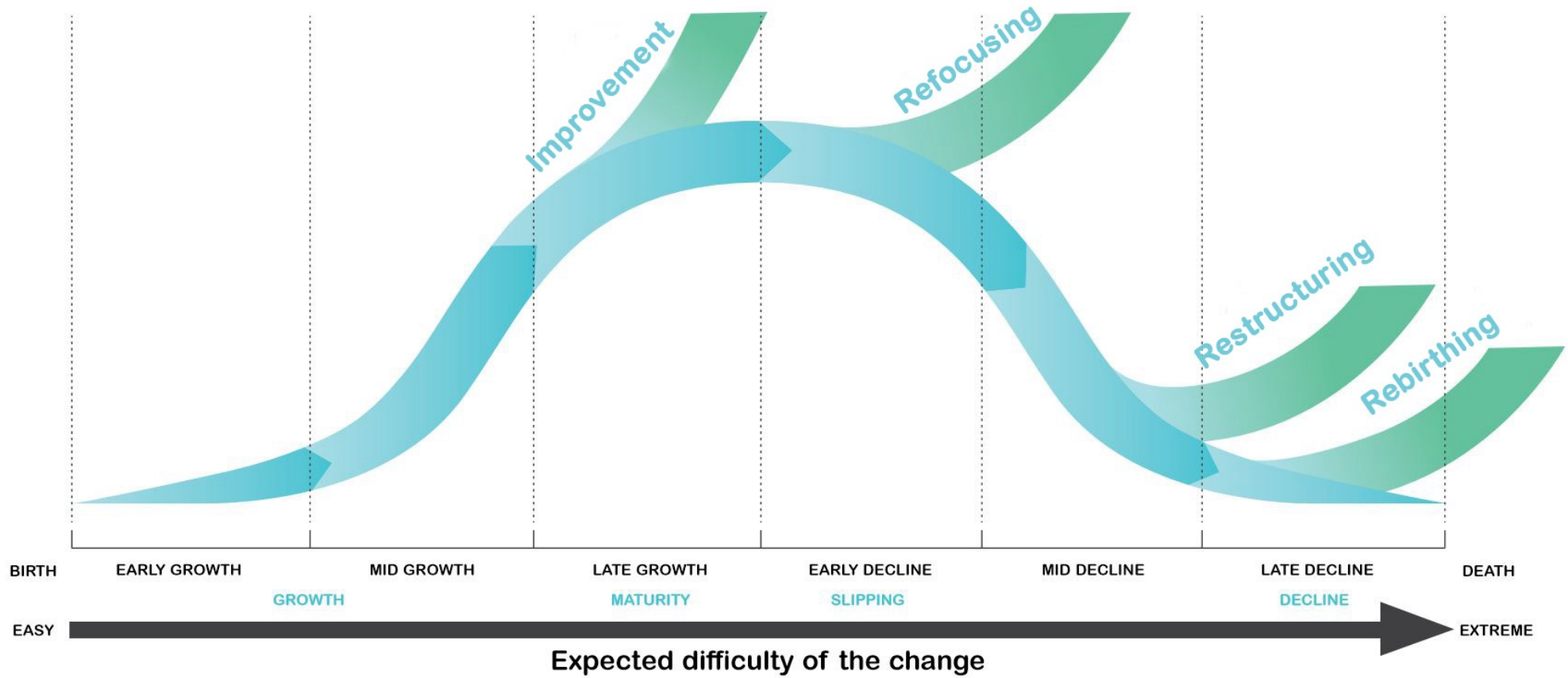
Biblical Reflection

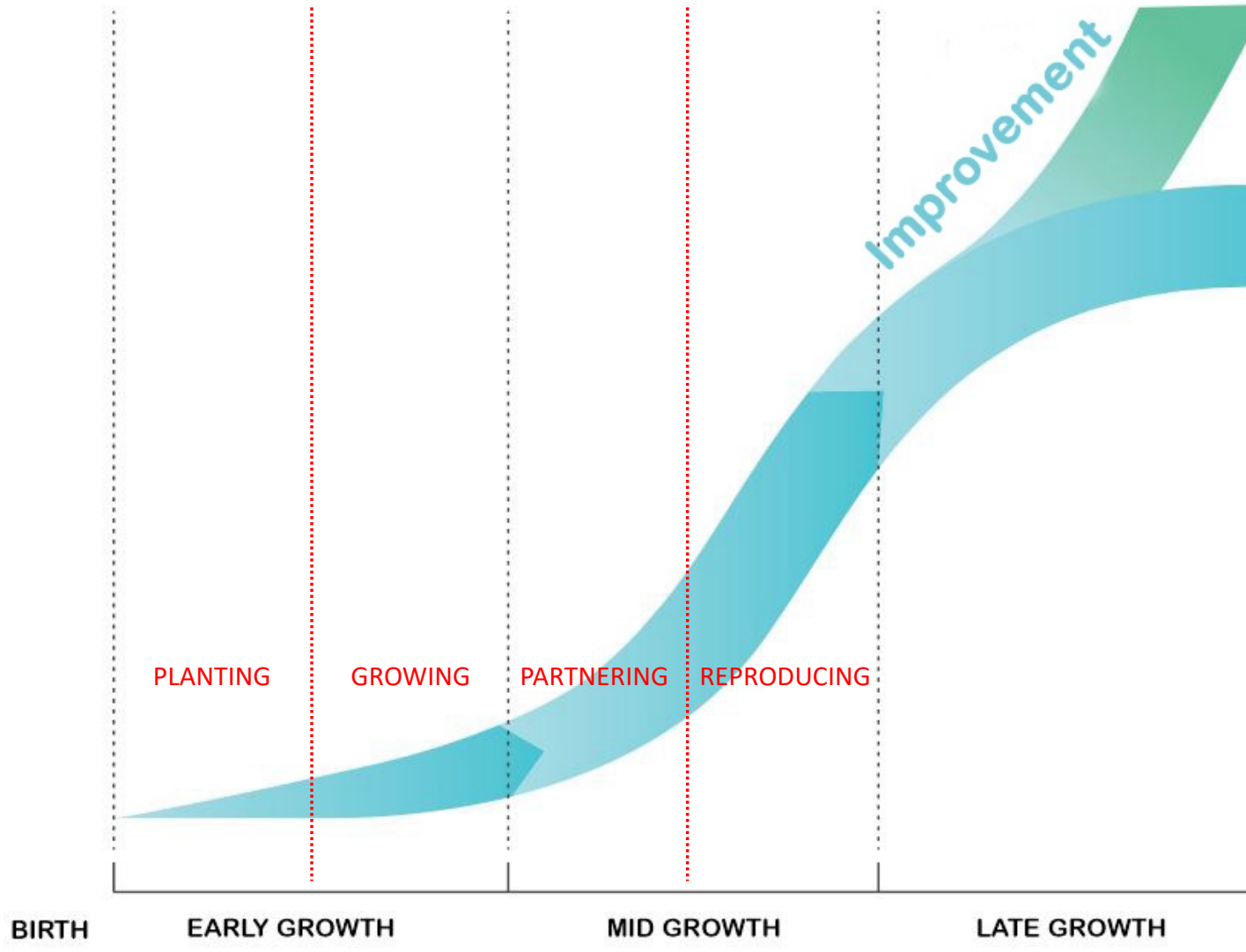
What metaphors do we see in Scripture for the church and how do they inform our structure and strategies?

Rationale: Why we need to reimagine our church structures and strategies

1. The research shows that most churches don't change at the rate the community around them does. This impacts their engagement and mission within the neighbourhood, beginning the slow decline.
2. When new churches are started, they outgrow existing churches with transfer, de-churched and unchurched people. The main reason for this is the focus new churches place on cultural exegesis, contextualization and growth.
3. Existing churches equipped with these same skills are more likely to keep pace with the broader community and/or be committed to church multiplication as a means of doing so.
4. Governance and structures that are iterative are key to outward focused, reproducing churches.

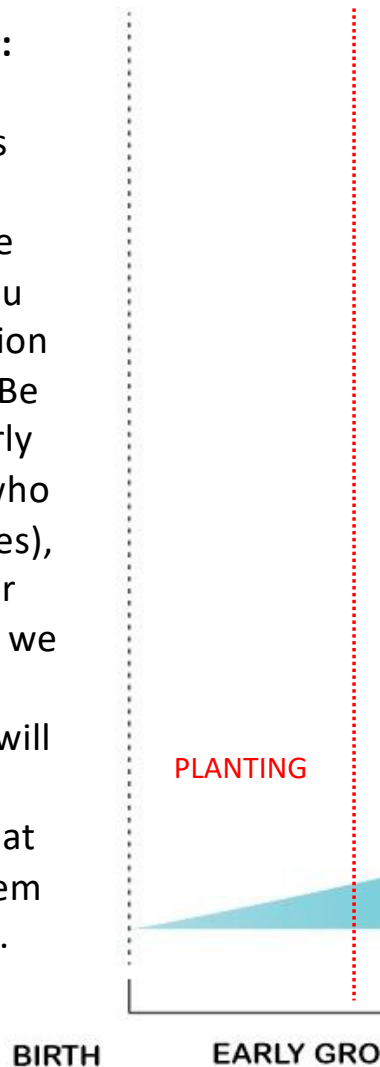
Churches need structures and strategies that cause them to i) better engage with their community ii) reflect theologically on their observations iii) and adapt regularly to embrace a reproductive life cycle.





Leadership Style: *Directing*

In new situations and group formation people are looking to you for clarity, direction and motivation. Be clear and regularly remind people who we are (our values), why we exist (our purpose), where we are going (our vision), how we will get there (our strategy) and what is required of them (our behaviours).

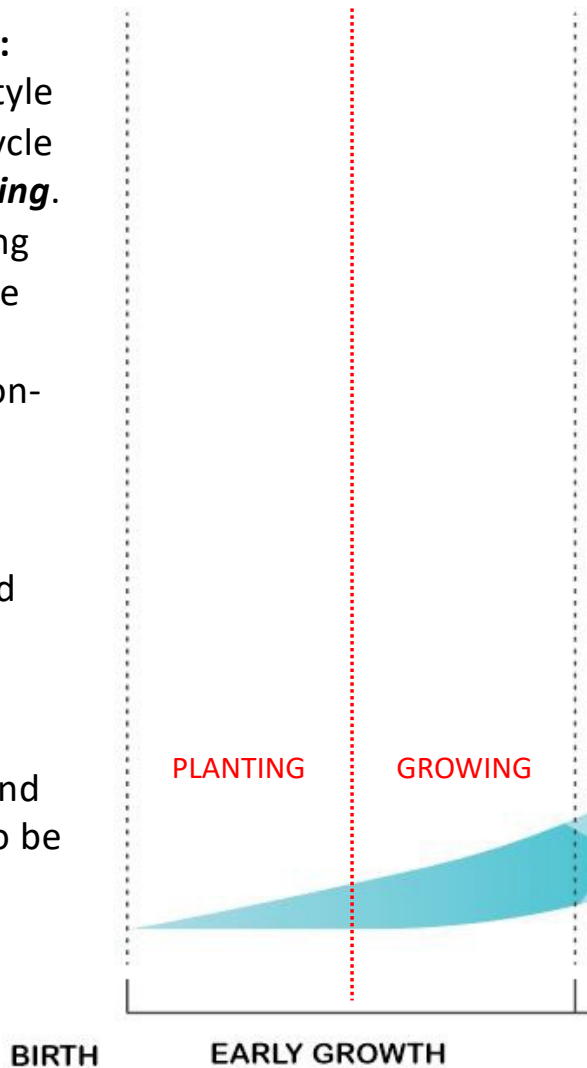


Observations

- The leader is the driving personality or face of the new work
- Identified apprentice leader(s)
- The leader is connecting with other local churches and community leaders
- A collaborative culture where people are coordinating, contributing and cooperating in an informal way
- The group and leader(s) prioritise reaching new people
- There are very few, if any, rules (policies and systems)
- Characterised by creativity and innovation
- Numerical growth of people is starting to generate financial growth
- Experiencing growing pains and complexities requiring leaders to think more strategically about ministry

Leadership Style:

The leadership style in the growing cycle is primarily **training**. People are looking for you to provide them with the knowledge and on-the-job training required to fulfil their area(s) of responsibility and be mobilised for mission. What training can you offer internally and what will need to be outsourced?

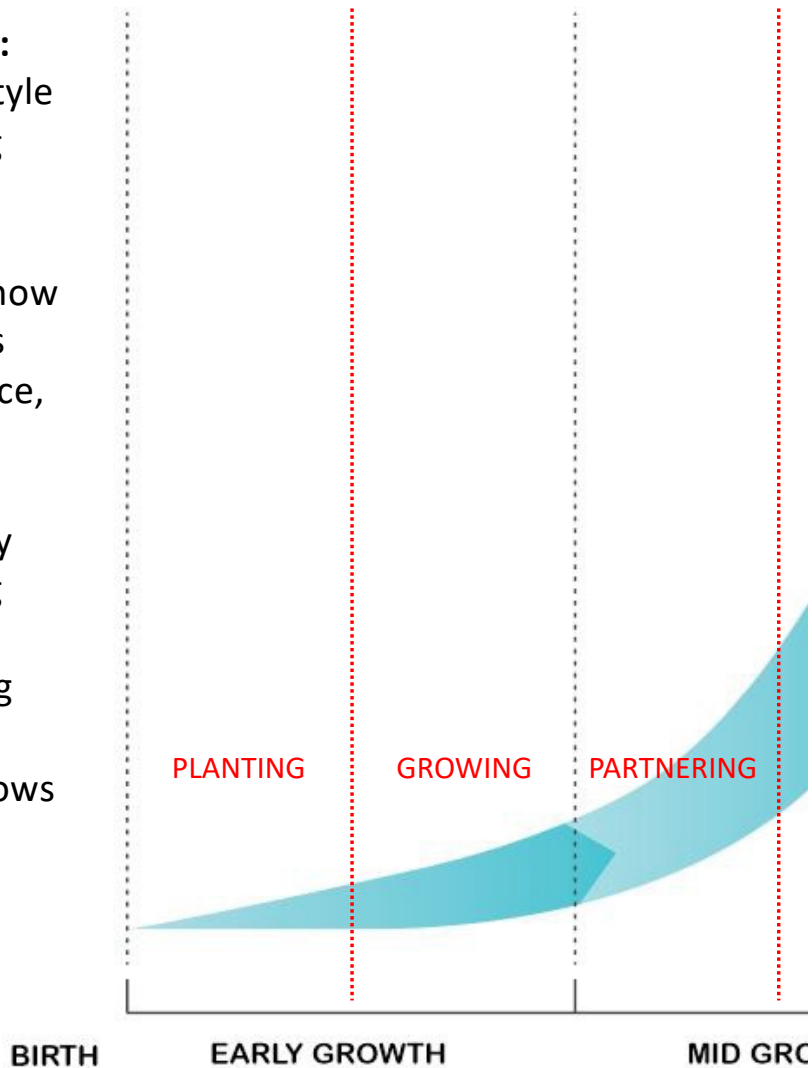


Observations

- Prioritises integrating new people and training leaders
- Recently established a more formal leadership structure including a combination of lay leadership, church government, staff leadership and volunteer ministry teams
- Decision making process has developed clear boundaries, allowing leadership to release decision making to more people
- A stewardship and generosity culture in place contributing to the reproduction and expansion of ministry
- Focuses energies and resources primarily internally
- Experiencing isolation or disconnection from other churches and faith-based organisations requiring leaders to think more strategically about partnerships
- Known in the community

Leadership Style:

The leadership style in the partnering cycle is primarily **coaching** and **networking**. By now there are leaders and teams in place, facilitating the ministry of the church. Internally you are coaching and supporting, rather than doing the work of ministry. This allows time to broaden your networks beyond the local church.

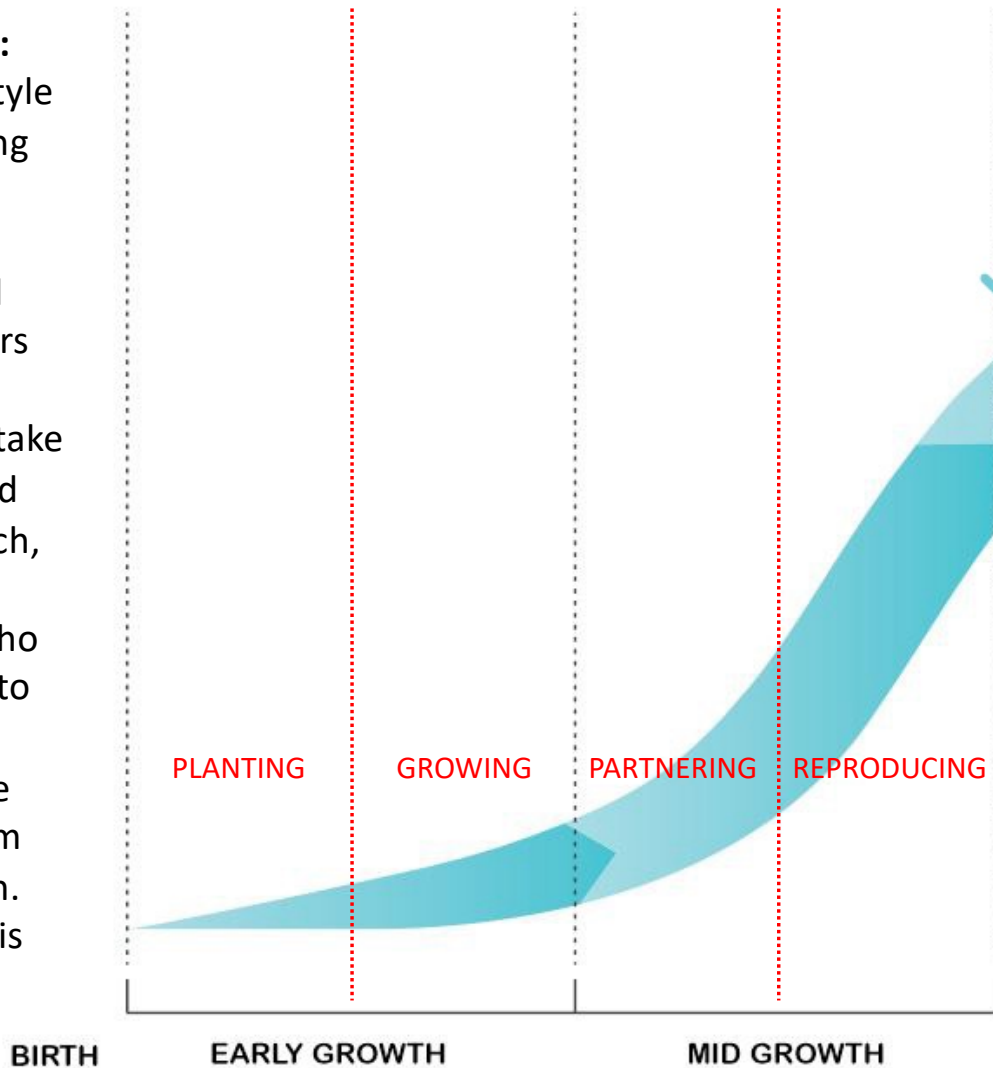


Observations

- Affiliation with the Baptist Association and developing partnerships with its related agencies
- Engages in broader Baptist movement activities
- Reproducing and multiplying at all levels and in all areas of ministry
- Coaching and mentoring other planters
- Intentional about developing leadership through an effective leadership development process
- Beginning to identify a specific vision for the future direction
- Shifting from leadership personalities to empowering and releasing team-based leadership where roles and responsibilities are clearly defined

Leadership Style:

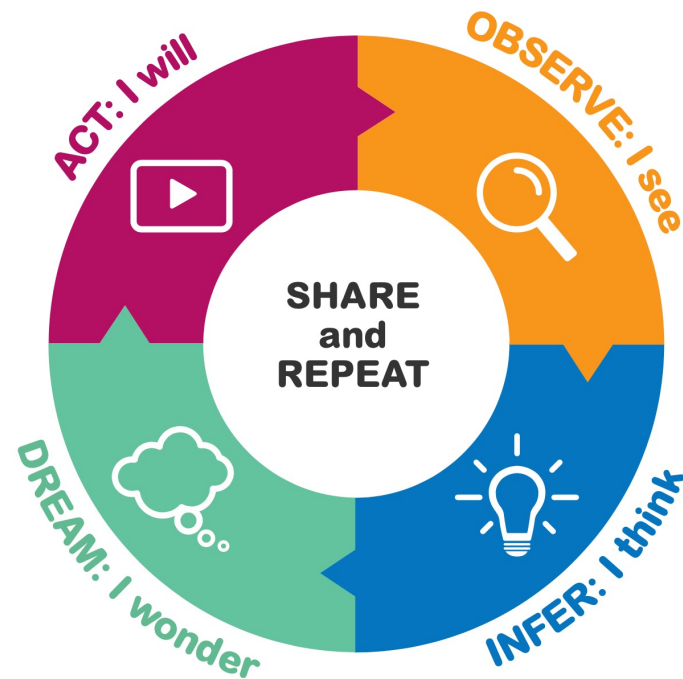
The leadership style in the reproducing cycle is primarily **releasing** and **supervision**. God has placed leaders within the new church who will take their learning and start a new church, service or congregation. Who are they? Speak to them about this. Commit to a date and support them to develop a plan. Communicate this to the church. Release and supervise.



Observations

- A fresh and expanded vision to multiply at specific times e.g. every 3 years
- A healthy balance between refreshed vision and healthy systems and structures to support the vision
- Staffs and structures around growth engines including church planting and/or multisite
- Prioritises sending and releasing people into roles beyond the church
- Taking a leading role within the region
- Budgets financial support for local mission and church planting
- Attendance numbers have increased each year
- There has been a consistency and stability within the leadership
- A pipeline of leaders who want to be sent

A missional consultancy process to develop agile church structures and strategies



A toolkit for missional consultancies

- Prayer walking
- Community Mapping ([watch a video](#))
- Cycle of Contextualisation and Culture Stack
- 5 Whys Analysis (root cause identification)
- Postmortem
- Other

Session 4: A case study - using the process and toolkit in a church consultancy