



Growth Assessment

DEAN HAWK

WRONG MOTIVES FOR GROWTH

1. Personal gain, glory, or _____.
2. Personal _____ benefit. "If I grow this thing I can get a larger salary."
3. Acceptance – "If I have a church of _____ size I will have arrived."
4. Bigger is better.
5. _____ becomes the goal.
 - a. People of the church become the pawns to fulfill a goal.
 - b. We become more frustrated by who wasn't there than rejoicing and ministering to who did come to church that day.
 - c. We compromise the mission.
 - d. Growth is the fruit of our labors not focus of our endeavors.
6. We resist allowing something to die and rest in peace.

John 15:2 He cuts off every branch in me that bears no fruit, while every branch that does bear fruit he prunes so that it will be even more fruitful.

HEALTHY MOTIVES FOR GROWTH

1. "Lord, help us to be a _____ organism!"

THE LAW OF THE LEAK

Our church will never grow beyond your weakest dyke in the dam.
We challenge each of our teams to NOT be the weak link.

2. "Lord, help us to reach, touch, and impact people's lives; _____, _____, and _____."
 - The goal has to be about building _____ Kingdom of God not _____ kingdom.

GUAGES TO CHECK

1. My personal _____:
 - a. As the leader goes so goes the people.
 - b. Am I in custodian mode or builder mentality?
 - c. Am I tired, depressed, or frustrated?
 - d. Am I feeling lonely, hurt, or offended?
 - e. Am I going to the Word for my daily "manna" or to just "crank out a sermon?"
 - f. Am I delegating appropriately or carrying too much myself?

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2. My _____, marriage, family, and kids.
 - a. Ministry is a team sport.
 - b. Am I spending quality time with my spouse and kids?
 - c. Am I running too fast that I am leaving my spouse or staff behind?
 - d. Am I addressing the needs of my family?

3. My _____ & leadership

Challenge question: If you were to move to another city to lead another church and they will pay for any and all staff you desire to bring with you and pay all moving expenses. Who would you bring and who would you leave?

Samuel Chan: "The first time you give serious thought to firing someone you should go ahead and do it. The chances of them ever recovering are minimal."

4. Our _____:
 - a. What have you become comfortable with and don't see anymore?
 - b. Most cosmetic changes are minimal in expense.
 - c. If you walked into your church restrooms in another building or location how would you judge that store or restaurant?
5. Our weekly _____:
 - a. Are we delivering our very best every service . . . every weekend?
 - b. Are we spending the best amount of time where it needs to be spent?
 - c. Have our services become predictable?
6. Our people _____.
 - a. How are people connecting and attaching to one another?
 - b. What is the path for someone new to build relationships?
7. Our _____ and mission.
 - a. People want to be a part of something that has purpose and a destiny!
 - b. The bigger the vision the more people it will attract.
 - c. **Vision is a people attractor, people connector and people collector.**

TO COUNT OR NOT COUNT?

1. Tracking attendance is one of the gauges on the dashboard of our church that helps us assess our progress and fruit.
2. Typically people who are opposed to counting, or against numbers, are leaders who's church attendance is stagnant or in decline.
3. That which we fear is typically the thing that stands between us and our victory!



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4. When we track attendance, it makes us aware if there is a problem. When we look for problems it reveals when something is broke. When we fix what is broke we see our attendance reflect it.
5. Church Metrics.com
 - a. A free resource tool provided by Pastor Craig Groeschel & Life Church.
 - b. Track attendance for every department, plus offerings, salvations, services, and campuses.
 - c. App for your phone or ipad with “dashboard”

THE JOY OF NUMBERS

1. You begin to learn the ebb and _____ of your congregation.
2. You can more effectively prepare for growing seasons.
3. We began to be intentional about maintaining _____ during low seasons and low holiday weekends.
 - We turn “negatives” into WINS!