

Conditioning the Climate for Growth

The purpose of this module is to:

Instruct and encourage pastors and people to develop positive moral in the church.

Objectives :

- *Work together on building a climate of expectation.*
- *Decide on a project that will bring people together.*
- *Encourage and unite pastor and people.*

I. Introduction

- A. Churches that _____ high morale usually grow numerically. Conversely, _____ churches characteristically possess low morale.
1. So what happens is churches don't see the _____ between morale (how people feel about things) and the direction of the church.
 2. Pastors will often say, "We don't understand why our church isn't growing." But they have not looked at the _____ issue.
- B. The lecture seeks to answer the following questions:
- How does leadership renew lost enthusiasm?
 - How can declining morale be reversed?
 - What factors generate new vitality?

II. Biblical Bases (Colossians 1:28-2:2)

"We proclaim him, admonishing and teaching everyone with all wisdom, so that we may present everyone perfect in Christ. To this end I labor, struggling with all his energy, which so powerfully works in me. I want you to know how much I am struggling for you and for those at Laodicea, and for all who have not met me personally. My purpose is that they may be encouraged in heart and united in love, so that they may have the full riches of complete understanding, in order that they may know the mystery of God, namely, Christ."

- A. A clear and _____ purpose
1. "My purpose is . . . that they may know the mystery of God, namely, Christ."
 2. If we know where we are going, it is more likely that we will enjoy our journey. And if we do not know where we're going, we may not enjoy the journey. Look at Israel's wandering in the desert. They moved around for 40 years without really knowing where they were going and they were miserable.

3. So it is good to know where we are going— to have a clear, _____ purpose.

B. A climate of _____

1. “My purpose is that they may be encouraged in heart . . .”

2. The purpose is that “they may know Christ,” but the climate may _____ whether they come to know Christ. Paul says his purpose is to provide a climate of encouragement.

3. Encouragement is really _____ in our society.

a. So many things combat a _____ outlook and hopeful attitude.

b. People are more apt to _____ about Christ when they have an atmosphere of encouragement and optimism.

4. Encouragement of heart helps people really know God.

C. Unity in love

1. “My purpose is that they may be encouraged in heart and _____ in love . . .”

2. In John 17, Jesus _____ more about unity than sanctification or evangelism. His greatest concern was about Christians getting along.

3. Unity of love, probably more than any other thing, _____ us of the ability to grow a church and to reach lost people.

4. So one of the things we can do to keep growing, both spiritually and numerically, is keep giving attention to loving relationships.

D. An enormous expenditure of _____.

1. “I want you to know how much I am _____ . . .”

2. Establishing a climate where a church can _____ and then doing the right things to see the growth continue is hard work.

E. A dependence upon God’s _____.

1. “To this end I labor, struggling with all his energy, which so powerfully _____ in me” (1:29).

2. We are to _____ on God.

3. Paul writes that he is struggling with all _____ (the Lord’s) energy.

4. The work of the church is not done on human energy _____, but with God's strength.
5. If the church is working in the power He _____, it is more apt to accomplish the things He wishes to accomplish.

III. A second factor in improving the climate is: Exciting Expectations

Exciting expectations are influenced by:

- A. Pastor and people _____ on what the future should be----a shared vision. Where there is no shared philosophy, the church gets stuck.
- B. A mutual and growing trust in leadership that _____ support. The trust is not just in the pastor and the staff, but also in the lay leaders.
- C. The congregation _____ confidence that success will be achieved. There is an excitement among the people as to what can be anticipated.
- D. People enjoying _____ of their time, skills, and dollars. As expectations increase, people give of themselves. As people give of themselves, expectations increase.

Successful experiences always raise morale and they are the third influence in raising morale.

Successful Experiences

Successful experiences emerge from:

- A. The bedrock of unselfishness: Successful experiences always _____ somebody something. Successful experiences never simply appear; they come because of sacrifice.
- B. Tangible _____ for the unchurched: The world and the church need to touch each other. The church is to seek and to save the lost. Deeds of kindness, contact with unbelievers, involvement with helping agencies give the church credibility.
- C. _____ to excellence by the leadership. The leadership is not willing to just get by or just perform. They provide quality in what is done.
- D. God's blessings in response to our _____ faith: God blesses obedience and as God blesses, we have successful experiences.
- E. _____ successes: If we do not celebrate the successes, it is less likely we will repeat them. Success generates success. We see this happen again and again.

Small Group Exercise

Take the next 15 minute to discuss the spiritual climate currently felt in your church and some of the things you can do to improve the climate.

1. Describe the spiritual climate in your church.

2. List some of the past successes that add to the positive moral in your church.

3. What is the vision of your church?
 - a. How did you arrive at this vision?

 - b. How widespread is the support for this view of the future?

 - c. How likely are you to reach this goal?

 - d. What are the spiritual ingredients necessary to accomplish your shared vision?

Action Planning

Based on the information presented and ideas generated from this training session, develop a project (or plan) for building morale and bringing people together.