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.

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itro	duction				
Α	. Churc	hes that	_ high morale usually grov	v numerically. Con	versely,
	churc	hes characteristically p	ossess low morale.		
	1.	So what happens is ch	nurches don't see the	betwee	en morale (how people
		feel about things) and	d the direction of the chur	ch.	
	2.	Pastors will often say,	, "We don't understand w	hy our church isn't	growing." But they
		have not looked at th	e	issue.	
В	. The le	cture seeks to answer	the following questions:		
		- How does leadership	p renew lost enthusiasm?		
		- How can declining m	norale be reversed?		

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

- What factors generate new vitality?

- 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.				
В.	A clim	ate 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 en	ormous 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.				
Ε.	A dep	endence 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 H	He, it is more apt to accomplish
	the things He wishes to accomplish.	
III. A seco	and factor in improving the climate is: Exciting	g Expectations
	Exciting expectations are influenced by:	
A.	Pastor and people	_ on what the future should bea shared vision.
	Where there is no shared philosophy, the chu	urch gets stuck.
В.	A mutual and growing trust in leadership that	tsupport. The trust is not
	just in the pastor and the staff, but also in the	e lay leaders.
C.	The congregation confid	dence 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.
Successfu	l experiences always raise morale and they are	e the third influence in raising morale.
Successf	ul Experiences	
Su	ccessful experiences emerge from:	
A.	The bedrock of unselfishness: Successful exp	periences always somebody
	something. Successful experiences never sim	aply appear; they come because of sacrifice.
В.	Tangible for the unch	nurched: The world and the church need to touch
	each other. The church is to seek and to save	e the lost. Deeds of kindness, contact with
	unbelievers, involvement with helping agenci	ies give the church credibility.
C.	to excellence by the leade	ership. The leadership is not willing to just get by o
	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 c	celebrate the successes, it is less likely we will
	repeat them. Success generates success. We	e 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 tings 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.