FIVE STAGES IN THE LIFE-CYCLE OF CHURCHES

Identifying Where We Are

	1. INITIAL STRUCTURING	2. FORMAL ORGANISATION	3. MAXIMUM EFFICIENCY	4. INSTITUTIONALISATION	5. DISINTEGRATION
COMMITMENT TO MISSION AND PURPOSE	• Positive, supportive attitude. • Uncertainty of future demands visionary leader with high commitment level.	• Strong sense of mission and purpose among every member. • High level of goal 'ownership'.	• High visibility and understanding of purpose and mission. • Common purpose throughout ministries of the church.	• Lowering of members' understanding of purpose. • New members do not sense church's purpose.	• Purpose is lost. • Mission not understood.
INVOLVEMENT OF MEMBERSHIP	• Mutual dependency requires everyone to be involved, or leave. • All members willing to work.	• High percentage of individuals' time and identity committed to the church. • Volunteers easily found.	• New members quickly find a place to become involved. • High level of enthusiasm among membership for participation.	• Members assume there are enough others to do the job. • More paid staff to 'enhance' ministries. • Original members feel 'we have done our part'.	• Programs eliminated for lack of participation. • Difficult to find volunteers. • 10% of members do 90% of the work.
PROGRAMME, STRUCTURES AND ORGANISATIONS	• Minimal organisation. • Spontaneity in decision-making.	• Function of ministry determines form. • Structure created in response to needs. • Traditions begin to form.	• New programs created to respond to new needs. • Delegation begins. • New roles and responsibilities created.	• Few, if any, programs added. • Forms of ministry begin to determine function. • Structure creates needs rather than response to needs.	• Programs deleted for lack of funds. • Primary goal is preservation/survival.
ATTITUDE TOWARD CHANGE	• Members are receptive. • Quickly accomplished. • Ownership is unanimous.	• Changes easily adopted and integrated. • Suggested from all levels of membership.	• New proposals given serious consideration. • Church leaders responsible for initiating and implementing.	• Few changes proposed. • No changes considered that radically depart from status quo.	• 'We've never done it that way before'. • Rationalisation often made for why it can't be done.
MORALE AND SELF-ESTEEM	• Morale is high. • Self-esteem is in the process of being formulated.	• Morale is higher. • Self-esteem easily affected by circumstances and short term success/failures.	• Morale is highest. • Self-esteem at its highest level. • Confidence is contagious that goals can be reached.	• Morale polarises into groups of high and low. • Self-esteem develops uncertainties.	• Few have high morale. • Frustration and/or despair by leaders in not knowing how to stop decline. • Self-esteem lowers.