

Growth Points

with Gary L. McIntosh, Ph.D.

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What Young Leaders Want

Those who oversee younger leaders in today's churches are asking, "What do young leaders want?"

This question, of course, has been asked before. It seems that every time a new generation of leaders emerge, the older generations find it difficult to understand them.

My studies have found that young leaders today are not much different than those of previous generations, but perhaps they are looking for more in the way of relationships with their senior staff members. However . . .

"Young leaders see dialogue as more important than debate. They focus on building relationships first and work on disagreements after the relationship has been forged."

—Gary L. McIntosh

- Younger leaders want a relationship.

- Younger leaders want honest, direct communication.

- Younger leaders want to feel they are an important part of the leadership team.

- Younger leaders want to spend time with their supervisors outside of work.

- Younger leaders want to feel they are involved in ministry that is making an impact in real ways.

- Younger leaders want to be allowed to make mistakes.

- Younger leaders want a collaborative atmosphere.

- Younger leaders want to be given responsibility and to be held accountable.

- Younger leaders want a say in their job description.

- Younger leaders want to be taken seriously.

- Younger leaders want honest affirmation.

- Younger leaders want to be supported openly.

- Younger leaders want to be mentored.

Leading younger staff

1. Staff must be broken down into smaller units. This is the only way to make sure that younger staff are able to be mentored, develop relationships, and be part of a self-directed team.

2. Staff must have answers to five key questions.

- Why am I here?
- Where am I going?
- How am I doing?
- What's in it for me?
- What happens when I need help?

3. Staff must be led according to their maturity level. Those with high maturity should be given more freedom, while those with less maturity need more direction.

Leading younger leaders will be challenging and rewarding. But, you can do it!

**For information on scheduling
Dr. Gary L. McIntosh**

call toll free . . .
1-877-506-3086

e-mail . . .
cgnet@earthlink.net

write . . .
PO Box 892589
Temecula, CA 92589

Guidelines for Healthy Church Growth

What is your main business?

For nearly half a century, numerous authors have suggested ways for churches to experience healthy church growth. After compiling various lists, the following rank as the “top ten” ideas.

1. Clarify your church’s mission.

Pete Drucker is famous for asking two key questions of nonprofit organizations: What is your main business? How is business? These questions get right at the heart of the mission of the church.

2. Organize prayer for growth.

Ultimately the growth of a church is dependent on the mysterious working of the Holy Spirit. Before beginning to focus on any growth plan, it is wise to ask for God’s leading and direction. How is the prayer life of your church?

3. Raise the pride factor of your people.

Before people will invite friends to church, or other ministries, they must feel reasonably proud of their church. Anything one can do to raise the morale and enthusiasm of church members, the greater the potential for growth.

4. Build an evangelistic consciousness.

Focus the thoughts of church members on the importance of reaching the lost for Christ. Preach and teach on the need to communicate the gospel to those outside the church.

5. Train 100% of your people to invite their friends to church.

Ask church members to make a list of all the people they know who do not go to church, or do not know Christ as their personal savior. Encourage them to pray for the people on the list and invite them to church events.

6. Train 50% of your people to engage in friendship evangelism.

Select a friendship evangelism training

program and begin teaching 10% of your members each year for the next five years.

7. Provide events targeted toward those who are unchurched.

Offer at least one event each quarter that is targeted directly to unchurched people. Encourage your members to bring someone from those on their list to the event.

8. Develop your assimilation process, and work your process.

Redesign the way you welcome and follow-up on guests that attend your church, and begin using your new plan.

9. Identify receptive people form among the mosaic around the church.

Select one group of people in your church community that you feel are open to the gospel.

10. Start a second worship service.

Begin a new worship service designed to reach the group of people you have selected.

Start using some of these ideas this year and see if they help you experience healthy church growth.



Gary L. McIntosh, D.Min., Ph.D. is
President of the Church Growth Network

For information about training workshops, seminars, and church consultations call 951-506-3086.

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