

LEADER CONVERSATION GUIDE

Experiencing Sustained Health: The Pinnacle of the Lifecycle - Episode 199

Ask This, Not That (Part 2)

When you're on a winning team, you want to continue winning. So churches experiencing sustained health are typically asking one question: *How do we **preserve** what's working right now so that we can continue to have impact in our ministry?*

They should be asking: *What do we need to **change** so that we can begin to multiply?*

If we're winning, why would we change?

Change sounds counterintuitive, because what they're doing is working. We all know the saying "if it ain't broke, don't fix it." But there are **three reasons** why churches need to embrace change, even when they're currently experiencing health:

1. Success breeds complacency.

When things start working, we get afraid to mess it up. People are financially supporting and rallying behind what we're doing now... So we begin to avoid change instead of embracing it.

Ask yourself: "Are we willing to change?"

(FYI: If you can honestly say yes, you're probably on the *growing* side of sustained health. If you say no, you may be moving toward maintenance.)

2. Change doesn't seem like the "right" or "holy" thing to do.

It doesn't take long for our methods to become our traditions. We begin to like the way we do things and connect with other networks and leaders who do things the same way. In some instances, churches are more concerned with protecting methodology over theology.

Ask yourself: "Is it that the change isn't right or holy, or is it that I don't want to embrace change?"

3. People don't like change.

At the end of the day, we like to be comfortable. We like to do things the way we like to do things.

But God doesn't want us to be comfortable. We can't have new influence while maintaining our old ways. We can't reach new people with old methods.

Ask yourself: *"Is it really sacred, or is it just familiar? Is it really holy, or is it just comfortable?"*

***Stuck churches avoid change.
Healthy, thriving churches embrace change.***

Have we convinced you that change is important? Then now is a good time to make an important distinction: change should fuel **multiplication**, not just growth. Truly healthy churches mobilize ministry beyond the walls of their building. When the footprint of a church's mission expands beyond its current territory, the mission becomes a movement.

Three Multiplication Strategies

Every church in sustained health will eventually need three multiplication strategies:

1. A strategy to multiply disciples of Jesus
2. A strategy to multiply leaders of ministry
3. A strategy to multiply outposts of the church (ministry into the community, multisite, church plants, etc.)

Churches in sustained health are routinely assessing and refreshing these three strategies to adjust to changing times. They also routinely adjust their leadership structure to support the work they are doing around those three strategies. And churches in sustained health are routinely determining how they are going to put those strategies into action.

***A game plan doesn't win games.
Executing the game plan wins games.***

Reflection Exercise

Reflect on [Isaiah 43:18-19](#). Then bring your team together for a “start, stop, reinvent, and reinvest” conversation. Create a column for each category on a whiteboard and go through every program and ministry your church has. Think about what needs to start, what needs to stop, and what you need to reinvent. Based on those three columns, where do you need to reinvest?

Once you’ve completed the exercise, determine together what action is needed. Assign a point leader. Set a target date for completion. And hold each other accountable for implementing the changes.

Next Steps

Unstuck Church Assessment

Regardless of uniqueness, every church has the potential to go through a very similar life cycle. [Take the Unstuck Church Assessment](#) and receive a free comprehensive report to better understand where your church sits today and **get clear next steps towards sustained health**.

RE-ENGAGE: An Unstuck Roundtable on Carrying the Mission Forward in the New Normal

Sign up to join us on July 20 for a [FREE Webinar](#) on the best practices and learnings from churches who are leading the way in reopening and re-engaging their people. We can't promise you all the answers, but it's our hope that you will leave this event re-energized and empowered to lead well in the Fall 2021 season.

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