

# Building Momentum to Change Church Culture

Our Goal - Agenda Harmony with every board member, church member and attender

“If you have any fellowship with the Spirit...then make my joy complete by 1) being like-minded, 2) having the same love, 3) being one in spirit and 4) one in purpose.”

Paul -- Philippians 2:1-2

**David on Agenda Harmony:** “How good and pleasant it is when brothers [and sisters] live together in unity!...For there the Lord bestows his blessing, even life evermore.”

David -- Psalm 133:1,3

**Asking the Right Question as a Church Board:** The right question is NOT, “What do you think we should do?” The right question is, “What is God thinking? What does Jesus want us to do?”

“Do not conform any longer to the pattern of this world, but be transformed by the renewing of your mind, that you may prove what is the good, pleasing and perfect will of God.”

Paul – Romans 12:2

Benefits of a Church Speaking the Same Language (same terms):“If as one people they speak the same language...then nothing they plan to do will be impossible for them.”

God -- Genesis 11:6

- **church climate** – the prevailing attitude toward revitalizing & church health held by a critical mass of lay people and lay leaders within a church
- **critical mass** – the number of key lay leaders and lay people needed to share agenda harmony, to begin affecting the “climate” of a church
- **church momentum** – when a critical mass of people within a church share a vision for revitalizing & church health & are moving forward in a unified direction
- “If you have any fellowship with the Spirit...they make my joy complete by **1)** being like-minded, **2)** having the same love, **3)** being one in spirit and **4)** one in purpose.” (Philippians 2:1-2)
- **Changing Climate** – There is a direct relationship between church climate and agenda harmony. A change of climate leads to a change of culture.

Church climate begins to change dramatically when a church builds agenda harmony & intentionally is revitalizing on reaching people outside the church and beyond, with a vision to impact their whole town and area.

- **The Process vs A Church Development Plan:** A lack of agenda harmony usually begins with a misunderstanding and disagreement over priorities.

Don't neglect the priority development process. The process is just as important as the final Church Development Plan God leads us to create.

- **Everyone Seeking Renewal:** All strategy and church priority discussions must be immersed with seeking personal renewal, seeking the heart of Jesus...great agenda harmony only happens through the activity of the Holy Spirit and God's Word. (Matt 22:29)
- **Seeking the Heart of Jesus:** The achievement of agenda harmony & revitalizing is always connected with seeking what is closest to the heart of Jesus. If together we seek regular attitude adjustments, the Holy Spirit will lead us into agenda harmony.
- **Gaining Agenda Harmony with Jesus:**
  - a. God changing my way of thinking
  - b. I want His agenda to be my agenda
  - c. Gaining agenda harmony with Jesus is a process
  - d. The process of renewing my mind so I achieve likemindedness with other believers (Philippians 2:2)
- **Maintaining an Openness To Change:** "Every Spirit-filled, sanctified Nazarene member will seek to be corrected as often as they can by the word of God...continual correction always leads to agenda harmony."
- **My Weekly Attitude:** "Every Sunday when I gather to worship, my attitude should be, 'Lord, would you teach me, guide me, correct me, reveal to me the changes that you want me to make in my life today?'"
- **Understanding Repentance:** The greek word for repent is "metanoia," which means 'a change of mind and a corresponding change of life.'
- **A Prerequisite to Revitalizing:** "... is repentance, brokenness and developing a sense of urgency to be different."
- **Healthy, Holy Churches Seek "Correction" to Keep Growing:** Sanctification doesn't just make us "perfect." It makes us perfectly capable of admitting that we're not.
- **We Must Maintain a Spirit of Repentance in the Sanctified Life:** "The sacrifices of God are a broken spirit; a broken and contrite heart, O God, you will not despise." (Psalm 51:17)
- **Regular Changes in My Thinking:** If I am a maturing Christian, the Holy Spirit will regularly prompt my thinking to change. I will have regular changes of mind and corresponding changes in my life. I will never stop growing and maturing. I will never feel that I have spiritually arrived.
- God will continue showing me how I can take more steps toward becoming a Christlike disciple who sees the world every day through the eyes of Jesus. I then

will remain humble, broken and teachable before God. How many people like this would we like to have in our church?

- **Building Momentum:** “As a church leader and church board, momentum will do for us what \$500,000 in the bank can never do.”
- **early adopters** – people who adopt the vision of revitalizing & church health early on
- **mid adopters** – people who adopt the vision once they see its progress through the participation of the early adopters
- **late adopters** – people who adopt the vision only when they see the movement will be successful and not stopped by the no adopters
- **no adopters** – people who will never adopt the vision, some may actively resist while others will only passively resist

In building movement momentum, we know it is the “**anointing**” of unity which is greater than any individual opinion (**Ephesians 4:2**). When the pastor and lay leaders leave personal agendas behind and lock arms for the common good of the church, “the anointing of unity” leads to blessing beyond measure!

## 10 Things We Need To Understand

1. A majority of people *never* share the vision when it is first cast.
2. To begin revitalizing & a church health focus, we must start with a group of early adopters.
3. They must be people of influence within the church.
4. A shared vision for revitalizing & church health always takes time to develop. (Habakkuk 2:3)
5. When early adopters begin sharing their excitement, others take notice.
6. As time goes on & progress made, more join the revitalizing & church health movement in the church as mid adopters
7. Everyone within the church begins to sense a slow change of climate. This is done while the board and church leaders pray the Lord will move our church to embrace and nurture a healthy church culture.
8. During the early adoption process is when many leaders are impatient and give up.
9. Those who are persistent and gain agenda harmony with early and mid adopters move toward “The Tipping Point”
10. Agenda harmony is gained, even with late adopters, because everyone knows that the vision being shared will become a reality. It is no longer a question of “if,” it is only a question of “when.”