

What Causes a Church to Grow?

Why do some churches grow while others stop growing? What are the causes of stagnating churches and what can be done? How have church leaders tried to manage church transition in the past, and what can we learn from them about how to maintain healthy growth? This workshop will go through the different growth stages of the local church and see how church planters or pastors can responsibly lead their churches into spiritual and numerical growth.

Øivind Augland is a pastor and church planter with the Evangelical Lutheran Free Church of Norway. He is a leader of the national network for church planting in Norway and work with training and networking for church planting in Scandinavia and Baltic, and developed M4 training for church planting. He is founder and owner of Xpand Norway and Persolog Norway. Øivind's call in life is to get young people, generations, leaders, churches, denominations and nations side-by-side to increase the expanding of the Kingdom (Nehemiah 3:1f). Øivind is married with Linda, and they have four children.

I. Growth and changes

- A. Without crisis, no growth

- B. From pioneering-phase to cooperation-phase

II. Grow: Step by step

- A. Pioneering phase

- B. Authority crisis

- C. Directive phase

D. Autonomy crisis

E. Delegation phase

F. Control/confidence crisis

G. Coordination phase

H. Bureaucracy crisis

I. Cooperation phase

III. Transition leadership

A. Transition versus change

B. Die respectfully

C. The neutral zone, use appropriately

D. Take land pro-actively

E. Stay healthy as a transition leader

Suggested Readings:

1. *Managing Transitions* - William Bridges
2. *The Authentic Leader* – Paul Donders
3. *Evolutions and Revolutions* – Larry Greiner
4. *Who Moved My Cheese* – Spencer Johnson & Kenneth Blanchard
5. *The Missional Leader* – Alan J. Roxburgh
6. *Structured for Mission* - Alan J. Roxburgh