

## DIFFERING ATTITUDES OF MEMBERS

### **In Declining Congregations**

Committed to the church  
Serve on a committee  
Serve at the church  
Hold a position  
Piecemeal journal  
Faith based on information  
Build on faith of parents  
Church work  
Focus on saving money  
Retire from church work  
Making decisions  
Needs of the church  
Inwardly focused  
Know everyone  
Stick together

### **In Thriving Congregations**

Committed to Christ  
Serve Christ  
Serve in the world  
Hands-on ministry  
Lifetime journey  
Faith based on experience  
Built on faith in Christ  
Personal fulfillment  
Focus on saving people  
A Journey of growth  
Making disciples  
Needs of community  
Outwardly focused  
Know God wants everyone  
Stick up for the unchurched

*-William M. Easum, The Easum Report, October 1995*

# Five Stages in the Life-Cycle of Churches

	<b>1 Initial Structuring</b>	<b>2 Formal Organization</b>	<b>3 Maximum Efficiency</b>	<b>4 Institutionalization</b>	<b>5 Disintegration</b>
<b>Commitment to Mission and Purpose</b>	-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
<b>Involvement of Membership</b>	-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
<b>Programs, Structures, and Organizations</b>	-Minimal organization -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, new programs added -Forms of ministries begin to determine function -Structure creates needs rather than responds to needs	-Programs deleted for lack of funds -Primary goal is preservation/survival
<b>Attitude Toward Change</b>	-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" -Rationalizations often made for why it can't be done
<b>Morale and Self-Esteem</b>	-Morale is high -Self-esteem is in the process of being formulated	-Morale is higher -Self-esteem easily affected by circumstances and short term successes/failures	-Morale is highest -Self-esteem at its highest level -Confidence is contagious that goals can be reached	-Morale polarizes 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