



Second, you need to be proactive and ask people to help. Chances are the effective leaders in your church are not scratching their heads waiting to be asked to volunteer. Most likely they are already serving. Take the time to identify these lay leaders in your church, share your compelling vision with them, and ask them to help you accomplish it.

actionsteps

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This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

Third, you need to show them the ropes. If you get a yes from them, don't expect to hand the tasks over to them and jump ship. If you do, they either won't last or they'll end up taking it in a different direction.

And fourth, you need to decide what things you will quit doing. And to be honest, you need to decide what things nobody should be doing. If something doesn't directly move the vision along, get rid of it and focus the resources on what is working.

The second mistake is establishing the wrong role for your family in ministry. For some reason, we feel like because we work for the church, our spouse and kids must do the same. This is a dangerous lie to believe. Allow your family to have the option to have a life outside of the church. If you don't, oftentimes you'll destroy your family by doing one of these 5 things.

The first is using your calling as an excuse. If you find yourself using it as a reason to not being present or to ask too much of your family, you need to take a step back and get your priorities straight.

Second, you'll place unrealistic volunteer expectations on your wife. Just because she is the pastor's wife doesn't mean she needs to lead the women's or children's ministry. In fact, your wife not be wired at all for leadership at your church.

Third, you'll cheat on your family with your church. Let that sink in for a moment. Just because you are busy and in ministry gives you no right to neglect what your family needs most.

Fourth, you'll share too much personal information about your family from the stage. Yes, I know that family stories make for great illustrations, but you need to be incredibly careful in what you say.

And fifth, is betting your family's future to pursue the ministry. The position you have now might not always be there, but your family will. Don't drag them along or you'll compromise what they need.

The third mistake is providing a second class worship service.

Weekend services are not only the time where most of your congregation is together, but it's also the time that a guest is most likely to be introduced with your church. Make sure that they are not disappointed.

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Number nine, brighten and warm up your church's environment. To you, it might feel fine, but to a first time guest, it can seem dull and uncomfortable. What can you change outside your building to improve the environment? How about inside?

And number ten, do what you need to to make weekend services the most important thing you do. This is your shot to communicate to all your people and first time guests. Give it the proper planning and assessment that it needs.

The fourth mistake is settling for a low quality kids ministry. Your children's ministry might be the MOST important factor in reaching the families in your community. It used to be that kids would go to church because their parents made them, but now the parent's decision to come back most often relies on their child's experience. If you want to have an exceptional children's ministry, there are 4 things you must learn.

First, it DOES matter who is on your team. You don't simply need to have warm bodies, you need to have people who are passionate about kids and will go the extra mile to show they love them.

Second, it DOES matter what you do. Just because you have colorful walls, toys, and safety precautions doesn't mean you have a great children's ministry. Be intentional about how and what you teach the kids. Allow for interaction, movement, and laughter.

Third, it DOES matter what the parents think. When parents pick up their kids, they typically ask two questions. One, did you have fun, and two, what did you learn. If a child can't give a positive answer to those two questions, chances are the family won't come back.

And fourth, you must know the expectations of the parents. I'm not talking about catering to them, but there are certain expectations that come along with taking care of children. Sensitivity to allergies, well child policies, and security. If parents feel like your church is subpar and ill equipped, they won't want to trust you with their kid.

The fifth mistake is caring about talent over integrity. Just because someone might be talented doesn't mean that you should give them the keys to the kingdom. Lack of integrity can cause major problem and hurt its growth. Here are 5 tips to help you determine the integrity of a talented individual.

First, do the research needed. Where did this person come from and why did they leave their previous church? Does their former pastor have any kind of hesitations when it comes to their leadership and integrity?

Second, don't ignore the red flags. Sometimes your gut tells you something for a reason. If things are not adding up or seem too good to be true, take your time to get to the bottom of it.

Third, establish a personal relationship with the person before you place them into a role. Don't allow your void to create unnecessary rush in the process. It's always better to have a vacancy than the wrong person.

Fourth, allow others to weigh in. Sometimes we are just blinded to things that other people see. If this talented individual is gonna be placed in leadership somewhere, be sure that your staff and leadership team are on board and don't see any red flags.

And fifth, don't be afraid to ask the tough questions. While you don't need to play good cop bad cop and turn it into an interrogation, don't be afraid to ask them tough personal questions. It can save your church a lot of hurt in time to come.

If it's too late to do those things and someone has had a lapse in integrity, here are four ways you can handle it. Some cases do call for immediate removal of the cancer, but for those cases that require discipline and guidance, start with identifying the core issue. Was this a one time slip up or is there an underlying pattern that doesn't change?

Second, demand a time out. Sometimes even the pressure of ministry can cause people to become complacent and neglect areas of integrity. Ask the person to take some time away to get their life back in balance before they come back to their role or position.

Third, begin to build accountability. Just because someone said i'm sorry and has realized their fault, doesn't mean that you need to trust them. Let them know that you care and believe in them, but also be there to hold them accountable and make sure they are taking the steps needed to get back on track.

And fourth, have an end goal in mind. Don't drag on this process longer than it needs to be. Either work to help restore the person, or they need to leave. Don't allow the pain and tension of the situation to drag on and be an extra burden.

Alright, the sixth mistake is hanging on to a bad location.

Here are some simple questions that can help you to process how good your location may or may not be.

First, does your location match your mission. Does your target audience live in the same community and social surroundings as your church?

Second, does your building match your community? Does it fit well into the social setup of your community or does it stick out like a sore thumb?

Third, how difficult is it to find your church? If you can't give directions to your church to someone in town without drawing a map, your location is probably not that great.

And fourth, does your building need a lot of repair? An unkempt building is an instant turnoff to people visiting or returning to your church. If you can't upkeep your own building, how can your guest possibly trust you with their spiritual life?

Well, if you know your church is in a bad location, what do you do? Not all churches have the option of just up and leaving. Here are a couple tips that might help while you go through the process of finding a new space.

The first is to fix up the present location. Have an outside perspective come in and make a list for you. Figure out what you can fix and what you can improve and work on that. And yes, this will cost money, but if it means you can better reach your community, it's money well spent. Invest in some new decorations, new furniture, paint, and maybe even consider rebranding.

Second, work on communicating to people where you are. Good signage can go a long way in helping deal with a bad location. Get colorful, attractive signage that has your church's colors and branding on it. And please, whatever you do, don't write cliché Christian phrases on the signs.

Third, in some occasions, you just gotta leave. This can be very difficult especially if your church has been around for a while. But if you are not growing or reaching the community, it would be better for you to take a step back, rebrand, move locations and reintroduce the church to the community.

Alright now **the last mistake is copying another successful church, hoping that some of their growth luck will rub off.** Let's get this straight, you are not their pastor, their people are not your people, and your community is not their community. There is no way you can copy what they do and have it work.

What you can do, however, is learn from the principles that have made them successful and adapt it to your church context. Eat the fish and spit out the bones. But before you start doing this there are a couple things that you need to figure out.

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First is who you are as a leader. We already know you're not Rick Warren, but what is your personality and skillset and how does that translate into how you'll lead the church?

Second, what is it that you can't stand. I'm not talking about pet peeves, I mean what is it that breaks your heart? Why are you in ministry and what contribution to the Kingdom are you trying to make? All churches need to be evangelizing, discipling, and serving the community. But how much time and resources will you spend on each thing?

Third, where is your church? I don't need the address, but you need to know your community. Every town and city has different social dynamics and norms. What makes your location unique?

Fourth, what will your church bring to your community that no other church is doing? Chances are there is one other church in your area that is trying to reach people for Jesus. What makes you different from them? What group are they not reaching and what changes can your church make so that you can begin reaching them?