

# Conditioning the Climate for Growth



## Instructor's Guide

Church Renewal Resource  
Evangelism Ministries USA/Canada Region  
Church of the Nazarene



# Acknowledgments

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# Preparation Checklist

**The following information will help you prepare to instruct this module.**

- Review the material and make notes of specific areas for special emphasis.
- Check to ensure the following materials are available:
  - PowerPoint presentations
  - Participant booklet (copy as needed)
- Gather the following materials:
  - Pens and/or pencils
  - Other material you want to use
- Check the classroom for:
  - Projector
  - Sufficient number of tables and chairs for the participants
- Arrange the room so that each church team sits around an individual table and you have ample room to move among the teams.

# Condition the Climate for Growth

The table below identifies each module section, the time allotted for each section, and a brief description of the section's objective. When you are familiar with this module, you may want to teach from this page rather than the detailed information.

## Module at a Glance

SECTION	TIME	PAGE	BRIEF DESCRIPTION
I. Module Introduction	5 mins.	5	<ul style="list-style-type: none"> <li>Introduce Module, purpose and objective.</li> </ul>
II. Lecture	25 mins.	6	<ul style="list-style-type: none"> <li>Facilitator presents information that will bring the participants together as a team. The facilitator will encourage the teams to work together to enhance the morale of their church and begin developing a sense of anticipation.</li> </ul>
III. Small Group Exercise	15 mins.	11	<ul style="list-style-type: none"> <li>Facilitator leads discussion on how a Christian can rejoice in the middle of persecution.</li> </ul>
IV. Discussion	5 mins.	12	<ul style="list-style-type: none"> <li>Participants share thoughts about the information presented and insights about how the information will assist in the leadership. Two possible questions to start the discussion in addition to the questions answered during the exercise are:               <ul style="list-style-type: none"> <li>What new ideas or thoughts did God reveal to you?</li> <li>What new techniques will you begin using as you think about others in your church?</li> </ul> </li> </ul>
V. Action Planning	20 mins.	12	<ul style="list-style-type: none"> <li>Participants begin preparing their homework assignment: Based on the information presented and ideas generated from the training session, develop a project (or plan) for building moral and bring people together. In preparing for these activities, participants discuss how, who, when, and expected results.</li> </ul>
V. Module Wrap-Up	5 mins.	13	<ul style="list-style-type: none"> <li>Close the module with your final comments regarding the topic.</li> </ul>

**Total Module Time: 75 mins.**

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# I. Module Introduction

(5 minutes)

Notes

Let the participants know the material is theirs to keep and encourage them to take notes.

- Purpose
- Objectives
- “Fill-in-the-blanks” for the lecture
- Application exercises

*The purpose of this module is to:*

***Instruct and encourage pastors and people to develop positive morale in the church.***

*The objectives for this module are to:*

- *Work together on building a climate of expectation.*
- *Decide on a project that will bring people together.*
- *Encourage and unite pastor and people.*

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## II. Lecture

(25 Minutes)

Notes

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### I. Introduction

- A. Churches that **EXPRESS** high morale usually grow numerically. Conversely, **DECLINING** churches characteristically possess low morale.
1. So what happens is churches don't see the **CONNECTION** between morale (how people feel about things) and the direction of the church.
  2. Pastors will often say, "We don't understand why our church isn't growing." But they have not looked at the **MORALE** issue.

Discussion: **ASK:** "What are the morale builders in your church? (Give participants time to respond and use board to list responses on a board or screen. Elaborate on some of their ideas or suggest some other concepts.)"

B. The lecture seeks to answer the following questions:

- How does leadership renew lost enthusiasm?
- How can declining morale be reversed?
- What factors generate new vitality?

### II. Biblical Bases (Colossians 1:28-2:2)

*Let's answer these questions, not simply on the basis of theory, but on the basis of scripture. Read the scripture or ask a participant to read the scripture.*

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## II. Lecture (cont.)

“We proclaim him, admonishing and teaching everyone with all wisdom, so that we may present everyone perfect in Christ. To this end I labor, struggling with all his energy, which so powerfully works in me. I want you to know how much I am struggling for you and for those at Laodicea, and for all who have not met me personally. My purpose is that they may be encouraged in heart and united in love, so that they may have the full riches of complete understanding, in order that they may know the mystery of God, namely, Christ.”

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### A. A clear and **CAPTIVATING** purpose

1. “My purpose is . . . that they may know the mystery of God, namely, Christ.”
2. If we know where we are going, it is more likely that we will enjoy our journey. And if we do not know where we’re going, we may not enjoy the journey. Look at Israel’s wandering in the desert. They moved around for 40 years without really knowing where they were going and they were miserable.
3. So it is good to know where we are going— to have a clear, **COMPELLING** purpose.

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### B. A climate of **ENCOURAGEMENT**

1. “My purpose is that they may be encouraged in heart . . .”
2. The purpose is that “they may know Christ,” but the climate may **DETERMINE** whether they come to know

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## II. Lecture (cont.)

Christ. Paul says his purpose is to provide a climate of encouragement.

3. Encouragement is really **NEEDED** in our society.
  - a. So many things combat a **POSITIVE** outlook and hopeful attitude.
  - b. People are more apt to **LEARN** about Christ when they have an atmosphere of encouragement and optimism.
4. Encouragement of heart helps people really know God.

### C. Unity in love

1. “My purpose is that they may be encouraged in heart and **UNITED** in love . . . ”
2. In John 17, Jesus **PRAYED** more about unity than sanctification or evangelism. His greatest concern was about Christians getting along.
3. Unity of love, probably more than any other thing, **ASSURES** us of the ability to grow a church and to reach lost people.
4. So one of the things we can do to keep growing, both spiritually and numerically, is keep giving attention to loving relationships.

### D. An enormous expenditure of **EFFORT**.

1. “I want you to know how much I am **STRUGGLING** . . . ”
2. Establishing a climate where a church can **GROW** and then doing the right things to see the growth continue is hard work.

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## II. Lecture (cont.)

### E. A dependence upon God's **POWER**

1. "To this end I labor, struggling with all his energy, which so powerfully **WORKS** in me" (1:29).
2. We are to **DEPEND** on God.
3. Paul writes that he is struggling with all **HIS** (the Lord's) energy.
4. The work of the church is not done on human energy **ALONE**, but with God's strength.
5. If the church is working in the power He **PROVIDES**, it is more apt to accomplish the things He wants to accomplish.

### III. A second factor in improving the climate is: **Exciting Expectations**

Exciting expectations are influenced by:

- A. Pastor and people **AGREEING** on what the future should be— a shared vision. Where there is no shared philosophy, the church gets stuck.
- B. A mutual and growing trust in leadership that **PROVIDES** support. The trust is not just in the pastor and the staff, but also in the lay leaders.
- C. The congregation **EXUDING** confidence that success will be achieved. There is an excitement among the people as to what can be anticipated.
- D. People enjoying **GIVING** of their time, skills, and dollars. As expectations increase, people give of themselves. As people give of themselves, expectations increase.

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## II. Lecture (cont.)

*Successful experiences always raise morale and they are the third influence in raising morale.*

### IV. Successful Experiences

*Successful experiences emerge from:*

- A. The bedrock of unselfishness: Successful experiences always **COST** somebody something. Successful experiences never simply appear; they come because of sacrifice.
- B. Tangible **CONCERN** for the unchurched: The world and the church need to touch each other. The church is to seek and to save the lost. Deeds of kindness, contact with unbelievers, involvement with helping agencies give the church credibility.
- C. **COMMITMENT** to excellence by the leadership. The leadership is not willing to just get by or just perform. They provide quality in what is done.
- D. God's blessings in response to our **ACTIVE** faith: God blesses obedience and as God blesses, we have successful experiences.
- E. **CELEBRATED** successes: If we do not celebrate the successes, it is less likely we will repeat them. Success generates success. We see this happen again and again.

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### III. Small Group Exercise

(15 Minutes)

The small group exercise portion of the module provides an opportunity for the teams to discuss the information presented and how it applies to their church.

Please divide into teams and turn to the small group exercise in your material. Take the next 15 minutes to discuss the spiritual climate currently felt in your church and some of the things you can do to improve the climate. Specific questions are listed in your material.

Remain available during the exercise time to answer questions. Announce to the group when five minutes remain. Again, announce to the group when two minutes remain.

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## IV. Discussion

(5 Minutes)

The discussion portion of the module provides an opportunity for people to share their thoughts about the material presented and questions resulting from the small group discussion.

If you're ahead of schedule, the discussion can go a few extra minutes. However, it's easy to lose track of time, so watch the clock.

Call the group back together and open the floor for discussion. If the group is hesitant to discuss, start with one of the questions they discussed during the exercise. The questions were:

1. Describe the spiritual climate in your church.
2. List some of the past successes that add to the positive morale in your church.
3. What is the vision of your church?
  - a. How did you arrive at this vision?
  - b. How widespread is the support for this view of the future?
  - c. How likely are you to reach this goal?
  - d. What are the spiritual ingredients necessary to accomplish your shared vision?

## V. Action Planning

(20 Minutes)

This section gives the participants an opportunity to discuss their plans for using this information, as well as how they will share the information with others.

The homework assignment for this module is:

**Based on the information presented and ideas generated from this training session, develop a project (or plan) for building morale and bringing people together.**

Let's take about 20 minutes to discuss how you plan to use this information as a church. In your material you have an Action Planning/Reporting page with your homework assignment. In your teams, discuss and document how you will complete this assignment.

Move among the groups to answer specific questions. Listen for discussions that are not focused on developing a plan and guide them into developing a plan. Let the groups know when there are five minutes remaining and ask them to begin to conclude their discussions.

## VI. Module Wrap-Up

This section provides an opportunity to close the module.

- Answer any questions
- Provide encouragement

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