The Systems Side - Episode 376

Predictable Challenges of Leading a Growing Church (Part 3)

We have covered the things that can start to feel like crises related to the people side of growth, and we've covered the challenges you can expect related to the emotional side of growth. But there's one more area that contains a lot of practical, preventable challenges in a growing church: **the systems and structure side of growth**.

In this episode, we're talking all about the logistics. The practical obstacles you start to run into as more and more people show up. The *really* obvious issues that have *less* obvious solutions.

Key Quotes

1. AMY: "If a pastor is honest, I think they're also concerned that the system that they have to engage people is outdated and not a draw. What worked in 2005 doesn't work anymore."
2. AMY: "In a heavy growth season, overprogramming starts to reveal the limitations of what your team can pull off."
3. AMY: "You've got to do an assessment first. Don't do anything knee-jerk to find the solutions."
4. SEAN: "I think many churches now have run into issues around leadership development because of confusion around what leadership development actually is. It's far more culture than system."

Self-Assessment: How Are We Doing?

In the episode, Amy recommends setting aside a two-day meeting period where you can tackle your systems-growth issues. So, the first step is to plan a time to make that happen and then come back to these questions with your team during the sessions.

Day One:
1. What exactly is fueling our growth? What is it about us that makes people want to come back and invite others?
2. What are the true pressure points that have emerged in our season of growth? What is stuck about our current process and what is causing it (think about how things have changed in the last two decades)?

Day Two:
1. What changes are needed to relieve the pressure points and gain momentum?
2. If we keep growing like we're growing, when will we hit our lid (parking, auditorium, kids' spaces, etc.)? How will we address these issues now to avoid that lid later?
3. Considering the structure we will need to support future growth, what positions do we currently have that may need to change and who are we missing that we will need to hire?
   a. Do we have a defined and successful pipeline that develops leaders? If yes, whose capacity could we test now to see if they could be part of our growth later?

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