

# ORGANIZATION & TEAM RHYTHMS

## KEY QUESTION:



WHAT \_\_\_\_\_ IS IT IN YOUR

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**1.** \_\_\_\_\_ WHAT \_\_\_\_\_ IS  
MY CHURCH IN? \_\_\_\_\_

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**2.** \_\_\_\_\_ DESCRIBE MY CURRENT  
\_\_\_\_\_ OF MINISTRY? \_\_\_\_\_

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**3.** \_\_\_\_\_ HOW DO I  
CURRENTLY USE  
\_\_\_\_\_ IN \_\_\_\_\_  
MY MINISTRY?

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## TIPS TO BUILD \_\_\_\_\_ INTO THE LIFE OF YOUR MINISTRY

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_
6. \_\_\_\_\_
7. \_\_\_\_\_

# STAGES OF ORGANIZATIONS

ADAPTED FROM "THE FIVE LIFE STAGES OF NONPROFIT ORGANIZATIONS"  
BY JUDITH SIMON (2001)

## INCEPTION AND EARLY YEARS

"ONE-MAN" SHOW; FOUNDER OR SMALL LEADERSHIP TEAM BEARING BULK OF RESPONSIBILITIES  
PRIME CONCERN: SECURING RESOURCES TO SURVIVE  
INFORMAL COMMUNICATION AND MINIMAL STRUCTURE OR SYSTEMS  
CENTRALIZED AND PERSONAL LEADERSHIP  
FOCUS ON THE VISION, THE BIG IDEA, THE DREAM  
SECURE INITIAL LOCATIONS AND STAFF  
STRONG COMMITMENT AND PURPOSE WITH UNCERTAIN FUTURE

## GROWTH

RAPID EXPANSION  
NEED FOR PLANNING WITH INCREASED SIZE AND COMPLEXITY  
NEED TO CREATE POLICIES AND PROCEDURES FOR STABILITY  
DELEGATION BY FOUNDER OF RESPONSIBILITIES AND STAFF MANAGEMENT  
MORE FORMALIZED STRUCTURE EMERGES  
BEGINNING OF FUNCTIONAL SPECIALIZATION AND DEPARTMENTALIZATION  
NEED FOR MORE SPACE  
TENSION BETWEEN OLD AND NEW MEMBERS  
DANGER OF OVEREXTENSION WITH PERSONNEL, FINANCES, AND PRODUCT LINES

## MATURITY

HIGH CONFIDENCE IN WHO THE ORGANIZATION IS AND WHAT IT'S ABOUT  
STRONG RESULTS ORIENTATION  
PEAK OF INFLUENCE AND SCALE  
RULES AND PROCEDURES ARE FORMALIZED AND OFTEN RIGID  
WELL-DEFINED AND LESS FLEXIBLE STRUCTURE  
REDUCTION OF INNOVATION, RESISTANT TO CHANGE  
MULTIPLE MINISTRIES  
INERTIA OF SUSTAINING ACTIVITIES AND PROGRAMS  
NEED FOR GOOD CHANGE-MANAGEMENT PRACTICES

## DECLINE

SELF-DECEPTION, UNREALISTIC OPTIMISM  
INFLEXIBILITY, RIGIDITY  
SHORT-SIGHTEDNESS  
POOR COMMUNICATION  
OVER - COMMITMENT TO PAST STRATEGY (THAT'S HOW WE'VE ALWAYS DONE IT)  
RIVALRY AMONG MINISTRIES OR GROUPS WITHIN CONGREGATION (SCAPEGOATING, BLAMING, POLARIZATION)  
NOSTALGIA FOR PAST ACHIEVEMENTS  
NEED FOR REVITALIZATION