KEY CONCEPTS

Myth #1: Working more hours will help you reach more people.

Insight #1: Working more doesn't mean you're more faithful or more effective. Assuming you aren't lazy, working more won't actually help you reach more people. In many cases, long days, skipping out on rest, and holding all the weight of the responsibility lead to burnout. Instead, place your focus on where you can have the greatest impact and leverage the gifting of staffing and volunteers by delegating according to their giftings. This is especially important if your church is between 150-300 members.

Myth #2: Structural problems do not exist in the church.

Insight #2: Structural issues are a common obstacle to church growth, and many church leaders fail to notice (or acknowledge) they're facing them. Just like a solo-mechanic overwhelmed by work, the things a pastor, staff, or volunteer could handle alone before may not scale with the demands of a growing congregation. Addressing structural issues—such as staffing, systems, and processes—is crucial for sustained growth and effective ministry.

Myth #3: Structural issues don't matter.

Insight #3: Neglecting structural issues can (and will) result in people leaving your church. Visitors and members who feel neglected or unengaged may seek a more welcoming environment elsewhere, or simply stop attending church entirely. By failing to address the structural challenges that impact care, spiritual growth, and member engagement, your church risks losing both its members and its mission impact.

Myth #4: Solving structural issues guarantees people will stay.

Insight #4: While solving structural issues can lead to growth, it may also result in some of your members leaving and choosing to attend elsewhere. Change can be uncomfortable for some, especially those who were accustomed to a smaller, more intimate setting. While all decisions need to be navigated with wisdom and grace, prioritize the overall mission and growth of the church over the individual preferences of certain members.

Myth #5: Structure and systems are not spiritual.

Insight #5: I couldn't disagree more. In fact, structure and systems have a spiritual component and are supported by Biblical examples. Just as Moses and Jesus implemented structures, the early church also recognized the need for structural solutions to accommodate growth. Embracing appropriate structures and strategies can enhance the spiritual impact and effectiveness of a church.

APPLICATION STEPS

1.   Evaluate your current workload and schedule. Keep a log of how you spend your time each day for a week to gain insights into your work.

Delegate tasks that can be handled by others, such as administrative work, finance, event planning, or certain pastoral duties, to free up time for where you have the most impact.

	Task 1	Task 2	Task 3	Task 4	Task 5	Task 6
Time Spent						
Purpose						
Can this be delegated?						

Related Resource: Check out At Your Best for more on productivity, time and energy management, and burnout.

2.   With staff and key volunteers, assess the structural issues your church might be facing. Evaluate the effectiveness of your current staffing, systems, and processes for member engagement, assimilation, discipleship, and leadership development. For each area, ask the following:

What resources, systems, or processes seem to be blocking progress?
Do you have any suggestions or ideas for improvement?
Are there any specific areas where you feel additional support or resources are needed?
How can we better engage and care for people in this area?
Additional comments/feedback:

3.   Prioritize and address the first structural barrier. For each barrier you've identified, use the ranking system below to determine the area with the highest impact and urgency. Once you've identified the most pressing issue, develop an action plan to address it.

Impact—How much of an impact will this have on reaching new people?

High ☐   Medium ☐   Low ☐

Urgency—How critical is it to act now?

High ☐   Medium ☐   Low ☐

Effort and Resources—How much time, staff, and money will we need for this?

High ☐   Medium ☐   Low ☐

Related Resource: Check out The Art of Church Growth for more on breaking church growth barriers.