**Church Planting, Nurture And Retention Summit**

**Pastor Michael R. Ngwaru Workshop**

Pastoral Intervention

N.B: This table is derived from the World 2019 Nurture and Retention Summit. The local 2020 Summits in NCSA and TOC need to have their own contexualised response.

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| **Crisis** | **Major Conditions Driving Loss Of Members** | **Critical Pastoral Interventions** | **Pastoral Intervention Enablers** |
| Membership loss | 1. Moral issues of self, members and pastors.  2. Attends but not integrated (out of touch)  3. Culture of conflict at home and at church  4. lack of pastoral care (ministry is not being felt at a personal level)  5. Challenges associated with multicultural/ethnic churches  6. Unhappy with worship style  7. Movement to and from places  8. Family challenges (life changing circumstances)  9. Other | 1. Visit, visit, and visit members and win their hearts. You can also keep in touch using technology at a personal level.  2. Disciple elders and church board members to disciple church members and win their trust  3. Run training and enrichment seminars and workshops by yourself and win the pride of members.  4. Work with your churches and win their confidence.  5. Ensure members receive quality sermons and win their minds and souls.  6. Empower and equip all departments to fulfil their role in church planting, nurture and retention.  7. Make disciples and not members  8. Create Total Member Involvement opportunities  9. Facilitate planting of new small churches and win relationships and retention among members.  10. Think outside the box to plant churches and nurture and retain members in a manner that is uniquely you. | 1. Have a church planting, nurture and retention steering committee.  2. Know the condition of your members and develop a visitation plan accordingly.  3. Have basic counselling skills.  4. Enhance interpersonal skills  5. Develop/enhance management skills  6. Treat ministry as a full time job or calling.  7. Know and respect the labor laws of the land including church working policies and code of conduct  8. Self-monitor and evaluate your church planting, nurture and retention performance.  9. Expect your employer to monitor and evaluate your church planting, nurture and retention plan (outcomes based supervision).  10. Be a prayer warrior. Walk with God.  11. Cooperate with consumer satisfaction surveys by higher organizations.  12. Be studious. Keep learning.  13. Respect people’s learning culture (oral delivery, reading, storytelling, drama, video, and rituals). |

**Ngwaru Workshop Assignments**

**Assignment 1**

**Please discuss and share evidence based effective ways of making members experience the pastor’s personalized ministry. What would you want to recommend to this summit?**

**Ngwaru Workshop Assignments**

**Assignment 2**

**How did Jesus disciple His first disciples? If He was a local church pastor today, how would He have discipled elders and church board members?**

**Ngwaru Workshop Assignments**

**Assignment 3**

**Please define training as opposed to lecturing. Share with group members the training areas where you are good at. I mean areas where you are realizing**

**positive outcomes in terms of member skills development. If you have challenges in training or have not yet put yourself to the test, what are your needs?**

**Ngwaru Workshop Assignments**

**Assignment 4**

**What do members do when they perceive their pastor as being ever absent from duty? What will they have seen? So what can a pastor do to develop/enhance a convincing work culture?**

**Ngwaru Workshop Assignments**

**Assignment 5**

**What is your view of the quality of sermons preached every Sabbath by lay preachers? Choose one most applicable your answer below:**

**5. They are generally excellent. 4. They are generally good. 3. Not so sure. 2. Members are starved. 1. Members are extremely starved.**

**What should be done to improve lay preaching?**

**Ngwaru Workshop Assignments**

**Assignment 6**

**Discuss and share how, in practical terms, each department is an integral part of church planting, nurture and retention.**

**Ngwaru Workshop Assignments**

**Assignment 7**

**Would you say your churches are full of disciples or church members? Justify your observation. Please, tell us what you should do to transform members into disciples as a pastor. Suggest any effective strategies that you think can best be used to change the mindset and behavior of members.**

**Ngwaru Workshop Assignments**

**Assignment 8**

**It is rather naïve to think that TMI will happen without pastoral involvement and influence. So what creative ways can you come up with to engage members into mission with very little persuasion on your part?**

**Ngwaru Workshop Assignments**

**Assignment 9**

**Is there a church we can call mother because it has children? Does it have grandchildren? Are there chances of it having great grandchildren? I am speaking figuratively in the context of church planting? What would have been the picture if no church planting had taken place? What would you recommend to this summit in terms of planting or not to plant churches?**

**Ngwaru Workshop Assignments**

**Assignment 10**

**What could be some of the ways of church planting, nurture and retention that you as a pastor may want to propose to your churches?**