

The Grow Model

Step 1: Set Your Goal

- Think through what it is that you really want to achieve. Ask yourselves, “how will we know when we’ve reached this goal; what will it look like?”
- When you’ve done that thinking, check whether this goal is SMART goal: Specific and Stretching, Measurable, Achievable and Agreed, Realistic and Relevant, Timebound and Timely (return to the website for more information).

Step 2: Acknowledge Your Reality

- Think through the defining factors of your situation.
- This may include both positives and negatives in terms of:
 - Human resources,
 - Financial resources,
 - Facilities
- In terms of the growth of the Church, this section must also include acknowledgement of the culture in which we currently live. It’s important not to get bogged down in this section. It can be easy to see difficulties that may keep us from our goal or have kept us from our goals in the past.
- Remember, the defining reality for the Church is that we are children of a loving and all-powerful God who is always reaching out to draw people to Himself. However, He may not always do that in the same ways we have seen in the past.

Step 3: Identify Your Options

- Brainstorm. Allow ideas to be generated.
- Avoid censoring or shutting down ideas too quickly. Remain open to new possibilities. There will be plenty of time to evaluate each option but coming up with reasons they won’t work at this point will shut down the process.
- Once all ideas are out and, on the table, consider the pros and cons of each. Are there some that could be acted on more quickly or easily than others? Any that should be broken down into manageable steps? Some options might not get you directly to your goal but might work as steps along the way.

Step 4: Decide what you Will do

- Discern which option/idea is where the Spirit is leading your congregation.
- Develop it into a concrete plan of action. Who will do what, and when?
- Be specific about the next steps to be taken.