

Five Stages in the Life Cycle of Churches

	1 Initial Structuring Stage	2 Formal Organization Stage	3 Maximum Efficiency Stage	4 Institutionalization Stage	5 Disintegration Stage
Understanding of Purpose	Everyone understands clearly	Everyone understands clearly	Large majority understand clearly	Purpose is outlived or forgotten	Purpose is survival
Goals and Programs	Not yet developed	Developed and carried out	Clearly seen and carried out	Major focus of church	Irrelevant to meeting needs
Communication and Organizational Structures	Not yet developed	Mostly loose-cannon style below the board level	Developed and coordinated	Well established and coordinated	A church tradition
Attitude toward Change	Members receptive Change is instant Initiated at all levels Very little opposition	Members receptive Change is quick Initiated at all levels Very little opposition	Members mostly receptive Beneficial proposals always considered People follow leaders	Members not receptive Few changes proposed No major changes pass without bloodshed	Can't be done Change is a threat to existence We've never done it that way before
Membership Involvement	Everyone involved All willing to work	High percentage involved Volunteers easily found	Over 60% involved Enthusiasm high for participation	40% do 90% of the work; original members "retire"; volunteers serve by guilt	10% do 90% of the work; people volunteer only to survive
Morale	Morale is high Faith is high	Morale is higher Hope is high	Morale is highest Confidence is high	Morale polarizes into high and low Tradition is high	10% are determined, 90% despair Frustration high