

Bullard Life Cycle Analysis

Zion: vRMs	Vision v	Relationships R	Ministry M	Structure s	emotion	behaviors	issues	needs
Birth VRms	Dominant	Happens unintentionally	Only what's necessary	Informal	Passion	Establish: - long-term vision -evangelism & growth philosophy -leadership style	-Can founding pastor stay? -will lay leadership style change?	Make relationships intentional
	3.4	4.5	4.8	4.4	5.2	4.1	6.6	7.5
Infancy VRms	Dominant	Begin strategic implementation	Only what's necessary	Informal	Passion	Developing patterns of inclusion	-clear values worship style -lay mobilization	Quality ministry
	3.4	6.1	4.8	4.4	5.2	4.1	6.1	8.0
Childhood VRMs	Dominant	Happens though not the focus it was	High energy in implementation	Based on leaders' personalities	Excitement for the long run	Focus on development -staff -ministries -funding	-future staff	-quality & quantity needs -establish structure
	3.4	6.1	4.8	6.0	4.4	4.5	6.1	7.2
Adolescence VRMS	Dominant	Refocus on meeting needs qualitatively & quantitatively	Refinement and further development	Lacks: -preciseness -order -consistency	Excitement for quality & quantity	-staff development -facility needs -develop mgmt. systems	-focus on children under 18 -facility needs	-management systems -leadership development
	3.4	5.8	4.8	5.0	4.4	4.8	6.2	7.2
Adulthood vRMS	Assumed and becoming lost	Produces: -growth -commitment	-High quality & quantity -known in community	-formal system in place -functions well	-High morale -sense of mission/mission	-integrated systems -facilities complete -great worship	-few realize at peak -as good as it gets	-change (new vision)
	4.4	5.1	3.8	4.5	4.6	4.5	4.3	7.2
Maturity vRMS	-Lost/missing	-Fewer new people -Disciple-making is strong	-High quality & quantity -known in community	-In charge -conserving the great tradition	-feel good -but congregation is passive	-finance high but over budgeted -worship great	-Lack of focus -fewer new people -congregation aging	-re-envision -diminish structure -re-engineer

						-membership tenure high		
	6.8	2.5	3.8	5.1	5.8	6.6	6.5	7.3
Empty Nest vrMS	-Loss affects most systems	Happening but not keeping up	-Begin disintegration -We try harder	-In Charge -Focus of the organization	-denial -nostalgia -turning to anger	Blaming -issue is more commitment -lack confidence with leaders	-system functions -severe conflict	-re-envision -develop new ministries -diminish structure
	6.8	5.1	6.7	5.1	6.3	4.7	6.6	7.3
Retirement vrMS	Lost completely	Long-term members no longer invite people	Try new ones to fill the church	Overly managed	-Despair - Disappointment	-ministry changes -want new workers -won't confront	-change may cause split change to recreate past -want church to bury me	-new vision -diminish mgmt. -new relational form -new ministries
	3.5	2.5	6.7	4.7	4.3	4.4	6.8	7.3
Old Age vrMS	Gone	Dormant	Failed	Total control	-Fear -perhaps bitterness	-structure focuses on chaplain ministry -member gifts are crucial	-focus on member anniversaries/funerals -structure kills any creativity -congregation at rest	-diminish structure -create new ministries -re-envision
	2.1	2.8	5.5	4.2	4.2	5.4	6.6	7.4
Death S	Gone	Lost	Failed	Orchestrate an orderly transition	-Numb -No positive emotions	-closure -transition -celebrate the past and close	-complete closure -resurrection in another form -resource new ministry	Transition for a new ministry
	2.1	2.8	5.5		2.6	5.1		6.9