

Saarinen Stage	Bullard Stage	Genes	Description	Bullard Goal	Effort	Transition
Birth	Birth 1-2 years	Ecpm	<ol style="list-style-type: none"> 1. Vision drives the church plant 2. Leaders have significant impact 3. Structure is flexible and change is easy 4. Resources and activities are limited 5. New people may be slow to feel community 	Infancy	C	<ol style="list-style-type: none"> 1. Build a growing sense of community 2. Develop pathways for assimilation 3. Include a wider group in decision-making 4. Raise up leaders 5. Provide opportunities for ministry
Infancy	Infancy 3-5 years	ECpm	<ol style="list-style-type: none"> 1. Members grow committed to the vision 2. New people are welcomed and community and relationships grow 3. The leader continues to drive the organisation 4. Resources remain limited 5. Many needs cannot be met 6. Underlying belief systems/core values emerge 7. Often a church constitutes at this stage 	Childhood	P	<ol style="list-style-type: none"> 1. Pray for and grow resources 2. Share leadership 3. Work on developing ministries and ministry teams 4. Put basic structure in place 5. Support others with a vision 6. Network with churches further on in the life cycle
Adolescence	Childhood 5-6 years	EcPm	<ol style="list-style-type: none"> 1. Activities and ministries develop 2. Momentum increases 3. Structure grows 4. Congregation can grow rapidly 5. Leadership becomes collaborative and delegated 6. Tensions increase and community weakens 7. Leaders are stretched 8. Competition over resources (eg. people, facilities, finance, attention) increases 9. Pastoral care/support diminishes 	Adolescence	C	<ol style="list-style-type: none"> 1. Support and develop ministry leaders 2. Deal with tensions as they develop 3. Listen carefully to what ministry leaders are saying 4. Encourage the development of new ministries 5. Build pastoral care systems to ensure pastoral care is maintained 6. Honour God for the momentum and growth
	Adolescence 6-8 years	ECPm	<ol style="list-style-type: none"> 1. Quality and quantity of ministry increases 2. Resources are strengthened 3. Growth creates strains on the system 4. Management systems are formalised 5. Tensions are acknowledged and worked through 6. New people are assimilated better 7. The church becomes more outward looking 8. The church grows excited about its success 	Adulthood	M	<ol style="list-style-type: none"> 1. Work on getting the right leaders who can focus on the big issues 2. Formalise structures that facilitate strong direction, communication and feedback 3. Stick to the vision and listen to God 4. Build the pastoral team with God's people 5. Maintain church health as the church grows 6. Provide resources and support for leaders
Prime	Adulthood 3-6 years	ECPM	<ol style="list-style-type: none"> 1. The improved management and structures provide clear direction, communication and security 2. Resources are maximised and stresses ease 3. Activities cater for all (inside and outside) 4. Morale is high and members see their dreams fulfilled 5. Other people are attracted to the church 6. There is less incentive to risk 	Adulthood	E	<ol style="list-style-type: none"> 1. Create discontent (we haven't arrived) and provide new vision 2. Continue to take risks and make changes 3. Focus on evangelism - keep looking out 4. Involve newcomers 5. Keep telling the stories that drive your vision 6. Invest in the leadership team 7. Listen to God

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Maturity	Maturity	eCPM	<ol style="list-style-type: none"> 1. Everything runs smoothly and efficiently and activities are very well run 2. Members feel very satisfied with the church and see little need to change 3. Energy for ministry declines (the sacrifices have been made) and some ministries are harder to staff 4. Attendance plateaus and the congregation is aging 5. Vision and passion for the vision diminishes 	Adulthood ECPM 1-2 years	Em	<ol style="list-style-type: none"> 1. Own the problems and make the leaders aware 2. Decrease management control so that frustrations and ideas for change emerge 3. Let people experiment (and fail). Release resources for them 4. Seek God for new vision that expands or realigns the past vision 5. Pursue this new vision
Aristocracy	Empty Nest	eCpM	<ol style="list-style-type: none"> 1. Momentum wanes and people realise that the church is declining 2. Effective leaders pull back (it's too hard) 3. Activities are reduced through lack of resources and leadership 4. Many long for a return to Prime but see the pathway as a return to past practices 5. Leadership becomes more insular and defensive and outsiders or critics are excluded 6. Visitors seldom join the church 7. Nostalgia turns to disappointment and then to anger - someone is to blame 8. Conflict is severe and people burn out 	Adulthood ECPM 2-3 years or Adolescence ECPm if more radical change	CPm	<ol style="list-style-type: none"> 1. The congregation must admit the problem 2. Deal with any dysfunction 3. Connect with good values from the past 4. Decrease management control so that innovation can occur (this may mean moving some leaders) 5. Give freedom to new leaders 6. Support them with prayer teams 7. Create new activities - show that new things can be done 8. Encourage the development of relationships around these new activities 9. As support and confidence grow in the church, new vision can be considered.
	Retirement	ecPM	<ol style="list-style-type: none"> 1. New activities are tried in order to revitalise the church 2. Management remains strong and controls the functioning of the church 3. Relationships are weak as members deal with their pain and new people are not invited 4. Often a new leader is called to lead change but the degree of change needed is not anticipated 	Adolescence ECPm 3-5 years or Childhood EcPm	Cm	<ol style="list-style-type: none"> 1. Decrease management that controls rather than empowers 2. Streamline the decision-making process 3. Be prepared for unhealthy conflict with stakeholders 4. Build relationships through caring and dealing with issues. Maintain communication 5. Slowly develop new programs 6. This is the most difficult stage to transition
Bureaucracy	Old Age	ecpM	<ol style="list-style-type: none"> 1. The activities fix has not worked and members have given up - disappointed and disillusioned 2. Structures, rules and policies remain and power is important for some 3. The church is rigid, defensive, and suspicious 4. There are few resources (apart from buildings) 	Child-hood EcPm or Infancy ECpm	EPm	<ol style="list-style-type: none"> 1. Decrease management that controls rather than empowers (easier when people are desperate) 2. Develop one or two activities for credibility and encouragement 3. Cast and implement a new vision 4. Deal with the pain of stakeholders
Death	Death	m	<ol style="list-style-type: none"> 1. The resources can no longer maintain life 2. All that remains is a skeleton of management structures and procedures 	Birth Ecpm	E	<ol style="list-style-type: none"> 1. Celebrate the life of the church (like a funeral) 2. Restart with a new vision 3. Decide whether the present plant fits the vision