

CURRICULUM VITA

Dr. Gary L. McIntosh

Dr. Gary L. McIntosh is Professor of Christian Ministry and Leadership at Talbot School of Theology in La Mirada, California where he teaches courses in the field of pastoral theology. As a professor, Gary specializes in the topics of church growth, generational change, and pastoral ministry.

Since 1981, Gary has had published and/or reprinted 72 articles in numerous magazines and denominational publications such as *Strategies for Today's Leaders*, *Net Results*, *The Win Arn Growth Report*, *Leadership Journal*, *Church Growth: America*, *Enrichment Journal*, *The British Church Growth Digest*, *The Journal of the American Society for Church Growth*, and *Growing Churches*. In addition, he edits the *Church Growth Network* newsletter for which he has written 119 articles since 1989. He was appointed editor of the *Journal of the American Society for Church Growth* in 1995.

From 1983 through 1986 Gary was Vice President of Consulting Services for the influential Church Growth, Inc. (formerly Dr. Win Arn's Institute for American Church Growth) in Pasadena, California. During those years he was primarily responsible for church consulting and direction of the Church Growth Associate program training over 90 people as church consultants in a three-year period. In addition Gary coordinated consultation services for the Institute for American Church Growth staff with over 500 churches during 1983 and 1986. He continues an active seminar and speaking schedule through the Church Growth Network.

An experienced church consultant, Dr. McIntosh has analyzed over 500 churches representing some 53 denominations throughout the United States and Canada. As a national seminar leader, he conducts an average of 25 workshops each year for pastors and lay leaders. He has developed national seminars on "Get Ready for Company," "One Size Doesn't Fit All," "Effective Church Advertising," "Staffing A Church For Growth," "How To Start Small Groups," "Ministry In Changing Times," "Finding Them; Keeping Them," "Reaching Changing Generations," and "How to Attract, Welcome, and Follow-up Guests To A Church."

Born and raised in Colorado Springs, Colorado, Gary married Carol Kurylow of Wheatridge, Colorado in 1968. They have two grown children and three grandchildren who live in El Cajon, California.

Academic and Professional Background

A. Academic Background

<u>Institution</u>	<u>Degree</u>	<u>Major</u>	<u>Date</u>
Fuller Theological Seminary	D.Min.	Church Growth	1982

Western C. B. Seminary	M.Div.	Pastoral Studies	1975
Rockmont College (Now Colorado Christian University)	B.A.	Biblical Studies	1970

B. Professional Experience

<u>Institution</u>	<u>Position</u>	<u>Dates</u>
Talbot School of Theology	D.Min. Director 1986-1998 D.Min Dissertation Mentor 1986-2000 Professor, Christian Ministry & Leadership 1986 to present	
Institute for American Church Growth (now Church Growth, Inc.), Pasadena, CA	Vice President of Consulting Services	1983-1986
Grace Baptist Church, San Bernardino, CA	Senior Pastor	1976-1983
Southwood Park Baptist Church, Oregon	Pastor	1975-1976
Clackamas Park Baptist Church, Oregon	C.E. Director	1971-1975
First Baptist Church, Colorado	Youth Pastor	1968-1971

Courses Taught

M.Div.:

Evangelism and Follow-up
Advanced Evangelism
Discipleship In The Local Church
Pastoral Ministries
Small Groups
Church Growth in The USA
Church Planting in The USA
Church Leadership and Management
Small Group Discipleship
Church Growth and Church Planting

D.Min.:

Dynamics of Church Growth
Advanced Church Growth
Evangelism
Small Groups
Church Leadership and Management
Contemporary Models of Ministry
Dissertation Seminar

Professional Presentations

“Training Church Growth Leaders in Your Denomination,” January 1987 at the Executive Briefing, Church Growth, Inc., Pasadena, CA

“Church Growth Through Lutheran Schools,” May 1987 at the Lutheran Church-Missouri Synod headquarters, St. Louis, MO

“Finding, Training and Placing Pastors Who Grow Churches,” January 1988 at the Executive Briefing, Church Growth, Inc., Pasadena, CA

“Metroevangelism: A Model for Reaching a Metroplex,” November 1991 at the annual meeting of the North American Society for Church Growth, Pasadena, CA

“Thoughts On A Movement,” Presidential lecture given at the annual meeting of the American Society for Church Growth, Houston, TX, November, 1994

“How People Come to Christ and The Church: A Case Study,” November 12, 1999 at the annual meeting of the American Society for Church Growth, Indianapolis, IN

“How to Grow a Church in the Twenty-first Century,” November 2000 at the annual meeting of the American Society for Church Growth, Pasadena, CA

Published Articles

“A Biblical Standard of Success.” *Church Growth: America*, July-August, 1981

“Christian Day Schools: Growth Producers or Inhibitors?” *The Win Arn Growth Report*, No. 3

“Deciding to Leave.” *The Win Arn Growth Report*, No. 11, 1986.

“Is It Time To Leave?” *Leadership*, Summer 1986

“The 1990s: Gateway to the Future.” *Sundoulos*, Spring 1989

“Advertising for the Growing Church.” *Global Church Growth*, April-June 1989

“The Church of the 1990s.” *Connections*, Summer 1989

- “Blending Baby Boomers and Pre-Boomers.” *Inside Story*, August/September 1989
- “Ministry in the Information Age.” *Newsletter of the Christian and Missionary Alliance*, Pacific Northwest. December 1989
- “Church Growth at Biola University.” *Global Church Growth*, October-December, 1989
- “Can Our Church Grow?” *Voice: An Independent Church Journal*, January/February, 1990
- “What's Hot - What's Not.” *Inside Story*, February/ March, 1990
- “What's Hot - What's Not.” *Pastoral Insights*, May, 1990
- “What's Out and What's In.” *Leadership*, Spring, 1990
- “What's Hot and What's Not in Church Planting.” *Church Resource Ministries*, Spring, 1990
- “Ministry in the Information Age.” *Sundoulos*, Summer '90
- “Energizing Good Rumors.” *Net Results*, August, 1990
- “Dr. McIntosh Responds,” *Sundoulos*, Spring '91
- “Take the Past Out of Pastoring,” *Works*, July 1991
- “Should You Read This Column?” *Works*, November 1991
- “Don't Just Drop By,” *Works*, January 1992
- “Baby Busters,” *CRM Update*, Winter 1992
- “Understanding the Three Generational Groups in our Pews Each Sunday,” *EM News*, Feb. 1992
- “Make Room For the Boom,” *Works* March 1992
- “Here Come the Baby Busters,” *Growing Churches*, Vol. 2, No. 3, 1992
- “Is It Time To Leave?” *The Missionary Messenger*, April 1992
- “Don't Be Shy,” *Works*, May 1992
- “1950s vs 1990s -Effective Growth Strategies for Today,” *Growing Churches*, Vol. 2. No. 4, 1992
- “Creating An Attractive Nursery,” *Net Results*, May 1992
- “Finding Them, Keeping Them,” *Voice: An Independent Church Journal*, May/June 1992
- “Ministry in Changing Times,” *Sundoulos*, Summer 1992
- “Before You Design Your Church Brochure,” *Net Results*, August 1992
- “Assimilating New Members Through Friendships,” *Growing Churches*, Vol. 3, No.1, 1992
- “Prayer in changing times,” *Spectrum*, Vol. 2, No. 6, December 1992
- “A Pastor for the 90s,” *RISE Report*, Vol. 7, No. 3, 1992
- “A Strategy for Reaching Boomers,” excerpted in *Ministry Advantage*, Vol. 4., No.1, Sept./Oct. 1992
- “Ministry in Changing Times,” *Sundoulos*, Summer '92
- “Trends in Prayer,” excerpted in *Prayer Track News*, Vol.1, No. 2, July-August 1992
- “Negotiables and Non-negotiables for Growing Churches,” in *Mandate*, Spring 1992
- “Negotiables and Non-negotiables for Growing Churches,” in *Pediatrics Journal*, July/August, 1993
- Book Review “Selling Jesus,” in *Global Church Growth*, 1994 Vol. XXXI, No. 4, 33-32
- “Trends in Worship,” in *Alleluia*, Hispanic Liturgical Commission, Issue 5, June 1994.
- “The 1950s v. the 1990s,” reprinted in *Interest Magazine*, Oct. 1994, 5-13
- “15 Ideas For Effective Time Utilization,” in *Servant Life* August 1995, Vol. 2, Num. 1
- “Empower A Culture of Service,” in *Strategies for Today's Leader*, July, Aug., Sept.,

1995. Vol. XXXII, No. 3
- “Pave The Way to Belonging With These Seven Pathways,” in *Servant Life*, December 1995, Vol. 2, Num. 5
- “3 Insights For Improving The Worship Services,” in *Alliance Theological Seminary Newsletter*, Spring 1996 [Printed in English and Chinese]
- “Pastors: The Correct Answer Is Always Affirmative,” in *Servant Life*, February 1996, Vol. 2, No. 7
- “How You Can Help Newcomers Feel At home in Your Church,” in *Ministries Today*, May/June 1996
- “Christian Have Needs, Too,” in *Strategies for Today’s Leader*, Vol. XXXIII, No. 2, April, May, June, 1996
- “Six New Models of Ministry,” in *Church Growth Digest* [British Church Growth Association], Year 18, Issue 1, Autumn 1996
- “A Response to Dr. Russell,” in *Sundoulos*, Spring 1997
- “Six New Models of Ministry,” in *Net Results*, September 1997, Vol. XVIII, No. 9, 29.
- “Turn Your Church Around,” in *Net Results*, October 1997, Vol. XVIII, No. 10, 27-28.
- “Ten Numbers You Need to Know about Assimilation,” in *Net Results*, November 1997, Vol. XVIII, No. 11, 22-23.
- “The Middle Agers,” in *Net Results*, April 1998
- “How To Live To Be 100,” in *Net Results*, May 1998
- “The 80% Rule of Thumb,” in *Net Results*, June 1998
- Interview “Reflecting on the Church Growth Movement,” in *Ministry Advantage*, Vol. 7, No. 4, 8-9.
- Reprint of “Church Growth Principles at a Glance,” in *Ministry Advantage*, Vol. 7, No. 4, 10.
- “How To Live To Be 100,” in *Church Growth Digest* of the British Church Growth Association, Vol. 19, No. 4, Summer 1998.
- “Empowering A Culture of Service in Your Church,” in *Enrichment: A Journal for Pentecostal Ministry*, Fall 1998, 36.
- “How to Live to Be 100,” in *Leader*, Winter 1998, 38-39.
- “Lifelong Learning and Training,” *British Church Growth Digest*, Vol. 20 Issue 1, Autumn 1998
- Book Review “*Write The Vision: The Church Renewed*,” in *Strategies for Today’s Leaders*, Vol. 35, No. 4, 42-43.
- Book Review “*The Master’s Plan for Making Disciples*,” in *Strategies for Today’s Leaders*, Spring 1999 Vol. 36, No. 2, 35.
- “Who Are the Middle Agers?, in *Church Growth Digest* [British Church Growth Association], Year 20, Issue 4, Summer 1999, 15-16.
- Book review “Rivers of Revival,” in *Strategies for Today’s Leaders*, Summer 1999, Vol. 36, No. 3, 33-34.
- Book review “The 21 Irrefutable Laws of Leadership,” in *Strategies for Today’s Leaders*, Vol. 36, No. 4, 43.
- “Decision-Making in Small Churches,: in *Celebrating the Small Church* [supplement of the British Church Growth Association], No. 14, January 2000, 1-2.
- “Hooked On Learning,” reprinted in *Net Results*, March 2000, Vol. XXI, No. 3, 11-12.
- “Look Back, Leap Forward,” in *Enrichment: A Journal for Pentecostal Ministry*, Winter

2000, 30-32.

Articles in *The Church Growth Network Newsletter*

1989

- "The 1990's" Gateway to the Future."
- "Reaching Baby Boomers."
- "Developing A Pastoral Compensation Plan: Part 1."
- "Developing A Pastoral Compensation Plan: Part 2."
- "Advertising for the Growing Church."
- "Blending Pre-boomers and Baby Boomers in a Local Church."
- "Ministry in the Information Age: Part 1."
- "Ministry in the Information Age: Part 2."
- "Visitor Follow-up That Works."
- "CG=HS(p5)."

1990

- "What's Hot-What's Not."
- "Starting Good Rumors About Your Church."
- "Selecting A Church Consultant."
- "51 Years of Television."
- "Baby Boomers: Update 1990."
- "The Turnaround Pastor."
- "Baby Busters."
- "Leaving . . . Then Staying."
- "When to Close a Church."

1991

- "1950's vs 1990's: Part 1."
- "1950's vs 1990's: Part 2"
- "Reach Out and Touch Someone."
- "Some Little Things That Make A Big Difference."
- "What's In A Name?"
- "Keep Up With Your Reading."
- "Selecting A New Church Name."
- "A Word to Pastors on Negotiating Salary."
- "Levels of Prayer in a Growing Church."
- "How Do You Say Hell-o?"
- "Baby Busters: Update 1991."
- "Creating An Attractive Nursery."

1992

- "Finding Them, Keeping Them: Part 1."
- "Finding Them, Keeping Them: Part 2."
- "A Word to Church Leaders on Pastoral Compensation."

“Attracting Guests to Your Church”
“How To Be A Friendly Church”
“Prayer in Changing Times Part 1”
“Prayer in Changing Times Part 2”
“A Pastor for the 90's”
“Staffing a Church for Growth”
“Relocating Your Church: Part 1”
“Relocating Your Church: Part 2”
“Negotiables and Non-negotiables for Growing Churches”

1993

“Outreach In Changing Times”
“Enhancing Your Worship Services”
“Characteristics of Different Size Churches”
“Multiple Worship Services: Part 1”
“Multiple Worship Services: Part 2”
“Youth Ministry: Trends and Ideas”
“Small Groups: Part I”
“Small Groups: Part II”
“Get Ready for Company”
“Changing Generations”
“Long Range Planning”
“The Builder Generation”

1994

“Trends In Worship”
“New Names For Old Things”
“They're Not Babies Anymore”
“The Story of Two Churches”
“Understanding Baby Busters”
“To Count Or Not To Count”
“Moments of Truth”
“Take Care Of The Children”
“Look for Your Stars”
“Reaching Singles In The 90s”
“Straight Talk About Leadership”

1995

“Bringing Change To A Traditional Church”
“Put People First”
“Pathways' To Belonging”
“Personal Time Management”
“Managing Conflict”
“A Culture of Service”
“Ten Common Riptides”
“The Pride Factor”

“Small Group Norms”
“Six New Models of Ministry”
“Turn Your Church Around”
“The Church Growth Movement”

1996

“Empowering Vision”
“Baby Boomers at 50: Part 1”
“Baby Boomers at 50: Part 2”
“Rebirth Your Church”
“Generation X-Cellent: Part 1”
“Generation X-Cellent: Part 2”
“The Deadline Decade”
“The Needs of People”
“Your Professional Image”
“Assimilation In Changing Times”
“The Small Group Life Cycle”

1997

“The Multiple Track Model”
“Systems Theory and Change”
“Remodeling Your Church”
“FYI: For Your Information”
“10 Numbers You Need To Known About Assimilation”
“The Middle Agers”
“How To Live To Be 100”
“The 80% Rule of Thumb”
“Make Change Your Friend”
“Thoughts On Church Mergers”

1998

“The Compulsive Leader”
“Four Facts of Pastoral Life”
“Hooked On Learning”
“Pioneers and Homesteaders”
“Growth Obstacles for the Small Church”
“Growth Obstacles for the Medium Sized Church”
“Growth Obstacles for the Large Sized Church”
“Ministry to Middle Agers”
“The Chain Principle of Leadership”

1999

“Adding Pastoral Staff”
“Discipling Up”
“Teaming in the 21st Century”
“Developing Effective Teams”

“Decision-Making in the Small Church”

“Communicating with Older Adults”

“Guidelines for Leading Top Teams”

“A New Social Contract”

“How Do People Learn?”

2000

“50s Plus Ministry”

Contributor to:

McIntosh, Gary L. “A Biblical Standard of Success” in *The Pastor's Church Growth Handbook Vol. II.* edited by Dr. Win Arn. Church Growth Press: Pasadena, CA, 1982.

McIntosh, Gary L. “Church Growth,” in *The Leadership Handbooks of Practical Theology, Volume Two: Outreach and Care*, edited by James D. Berkley. Baker Book House, Grand Rapids, MI. July 1994.

Also contributor of two side bar articles in the above volume on “Records and Statistics” and “Windows of Opportunity.”

Member of the Executive Editorial Committee, Dr. Elmer Towns, General Editor for *A Practical Encyclopedia of Evangelism and Church Growth*, Regal Books, Ventura, CA 1995.

Books Published

McIntosh, Gary L. and Glen S. Martin. *Finding Them, Keeping Them: Strategies for Evangelism and Assimilation.* Broadman Press: Nashville, 1992.

McIntosh, Gary and Glen S. Martin. *The Issachar Factor: Understanding the Trends Confronting Your Church and Designing A Strategy for Success.* Nashville: Broadman/Holman Publishers, 1994.

McIntosh, Gary L. *Three Generations. Riding the Waves of Change in Your Church.* Grand Rapids: Fleming H. Revell, 1995.

McIntosh, Gary L. *The Exodus Principle: A 5-Part Strategy to Free Your People for Ministry.* Nashville: Broadman & Holman, 1995.

McIntosh, Gary L. *Make Room for the Boom or Bust: Six New Modes for Reaching Three Generations* (Grand Rapids: Fleming H. Revell, 1997).

McIntosh, Gary L. and Glen S. Martin. *Creating Community* (Nashville: Broadman & Holman, 1997).

McIntosh, Gary L. and Samuel Rima. *Overcoming the Dark Side of Leadership*. (Grand Rapids: Baker Books, 1997).

McIntosh, Gary L. and Robert Edmondson. *It Only Hurts On Monday: Why Pastors Quit and What You Can Do About It*. (Wheaton: ChurchSmart Press, 1998).

McIntosh, Gary L. *One Size Doesn't Fit All: Bringing Out the Best In Any Size Church*. (Grand Rapids: Fleming H. Revell, 1999).

McIntosh, Gary L. *Staff Your Church For Growth: Building Team Ministry In The 21st Century*. (Grand Rapids: Baker Books, 1999).

Books In Press

McIntosh, Gary L. *Look Back, Leap Forward: Building the Future of Your Church on the Values of Its Past*. (Grand Rapids: Fleming H. Revell). Projected release date 2001.

Manuals Published

McIntosh, Gary L. *How to Develop A Pastoral Compensation Plan*. Lynchburg: Church Growth Institute, 1992.

McIntosh, Gary L. and Rodney Dean. *How To Start A Small Group Ministry in Your Church*. Lynchburg: Church Growth Institute, 1992.

McIntosh, Gary L. *How To Develop A Policy Manual*. Lynchburg: Church Growth Institute, 1993.

McIntosh, Gary L. *Reaching Multiple Generations*. Forrest, VA: Church Growth Institute, 1995.

Journal Articles

"Staffing A Church For Growth: A Church Planting Model," *Church Growth Journal*, Vol. 2, 1991.

"Thoughts On A Movement," *Journal of American Church Growth*, Vol. 8, Winter. 1997, 11-52.

Tape Sets

McIntosh, Gary L. *Growing Today's Church*. Portland, OR: Western Conservative Baptist Seminary, 1985.

McIntosh, Gary, L. *Suspects or Prospects: How To Follow Up Visitors*. San Bernardino, CA: Church Growth Network, 1991.

McIntosh, Gary L. *Choice of A New Generation. How To Reach Baby Boomers*. San Bernardino, CA: Church Growth Network, 1991.

McIntosh, Gary L. *Pastoral Compensation: How To Develop an Equitable Compensation*

- Plan*. San Bernardino, CA: Church Growth Network, 1991.
- McIntosh, Gary L. *Trends for the 1990s*. San Bernardino, CA: Church Growth Network, 1991.
- McIntosh, Gary L. and Glen S. Martin. *Finding Them, Keeping Them. The Resource Manual*. Forrest, VA: Church Growth Institute, 1994.
- McIntosh, Gary L. and Glen S. Martin. *Finding Them, Keeping Them: The Resource Manual*. Lynchburg: Church Growth Institute, May 1994.
- McIntosh, Gary L. and Glen S. Martin. *Ministry In Changing Times: The Resource Manual*. [Now *Growth Trends 2000*]. Lynchburg: Church Growth Institute, September 1995.
- McIntosh, Gary, et. al. *How God Is Moving In His Church*, Forest, VA: Church Growth Institute, 1996.
- McIntosh, Gary L. *Get Ready For Company: How To Attract, Welcome, and Follow-up Guests To Your Church*. Forrest, VA: Church Growth Institute, 1997.

Books In Development

The Portable Pastor
Growing Tomorrow's Church Today!
Four Views of Church Growth
The Church Health Check-Up
21 Questions to Ask and Answer About Your Church

Memberships

The American Society for Church Growth. (President, 1995 & 1996)
(Vice President 1993 & 1994)
(Second VP 1991 & 1992)
Associate, Performax Network (Inscape, Inc.)
The Academy for Evangelism in Theological Education

Guest Professorships and/or Lectureships

Western Conservative Baptist Seminary, 1985
Multnomah School of the Bible, 1985
Multnomah Graduate School, 1990
Grace Theological Seminary, 1994
Phoenix Seminary, 1995
Fuller Theological Seminary, 1997
Mennonite Brethren Biblical Seminary, 1997
Phoenix Seminary, 1997
Simpson College, 1998
Simpson College, 2000

Denominations Served

Dr. McIntosh has served churches representing over 50 church denominations or associations. The following is a partial list.

American Baptist	Free Methodist
African Methodist Episcopal	Free Will Baptist Churches
Assemblies of God	Grace Gospel Fellowship
Baptist General Conference	Independent Bible Churches
Christian & Missionary Alliance	Lutheran Church Missouri Synod
Christian Churches	The Missionary Church
Christian Reformed	Nazarene
Church of God	North American Baptist
Churches of Christ	Mennonite Church
Church of God	Pentecostal
Congregational Church	Presbyterian Church in America
Conservative Baptist Association	Reformed Church in America
Conservative Congregational Christian Churches	Friends Church
Episcopal Church	Salvation Army
The Evangelical Free Church	Seventh Day Adventist
Evangelical Lutheran Church of America	Southern Baptist
The Wesleyan Church	United Church of Christ
United Methodist	United Presbyterian

Dr. McIntosh has served churches in the following states:

Alabama	Minnesota
Arizona	Missouri
California	Montana
Colorado	Nebraska
Delaware	New Jersey
Illinois	North Carolina
Florida	Ohio
Georgia	Oklahoma
Idaho	Oregon
Indiana	Pennsylvania
Iowa	South Carolina
Kansas	South Dakota
Kentucky	Tennessee
Louisiana	Texas
Maryland	Virginia
Massachusetts	Washington
Michigan	Washington D.C.
Montana	Wisconsin

Media Appearances

TV

“Let’s Get America Back To God,” Concord, California
“You Need to Know,” Chicago, Illinois
“Among Friends,” Chicago, Illinois
Nazarene Church Network, Kansas City, MO

Radio (Partial listing of 25 different stations)

“Round the Country,” Atlanta, GA
“On the Air,” Denver, CO
“The Emmett McAuliffe Show,” St. Louis, MO
“The Bright Side,” Grand Rapids, MI
“Morning Watch,” St. Paul, MN
“Public Affairs,” Fresno, CA
“Pastor to Pastor,” Colorado Springs, CO

Awards and Other

Listed in “Who's Who in Church Growth” in *Church Growth State of the Art*, Tyndale House Publishers, 1986.

Guest editor for *Sundoulos Magazine*, Summer 1992 issue.

Editor of *The Church Growth Network Newsletter* (Temecula, CA)

Editor of *The Journal of American Church Growth* (Pasadena, CA)

Recipient of the Robert B. Fisher Award for Faculty Excellence at Biola University, February 1998.

Recipient of the Distinguished Alumni of the Year Award, Colorado Christian University, Spring 1998.

Recipient of the Donald A. McGavran Award from the American Society for Church Growth, November 1998.

Dr. McIntosh is available for speaking or consulting. For information please contact Gary at

Talbot School of Theology, 13800 Biola Ave., La Mirada, CA 90639 310/903-6000
or

The Church Growth Network, PO Box 892589, Temecula, CA 92589-2589
909/503-3086