

Northern
Plains
Region

**Church
Enrichment
Resources**

Table of Contents

What is Church Enrichment	3
How NPR Church Enrichment works	5
Intro to Selected Enrichment Tools	8-20
NCD Survey & Assessment	8
Core Values, Vision & Mission Workshop	9
Growing a Healthy Church	10
The Everyday Commandment	11
The Everyday Commission	12
Mobilizing Ministries for Outreach	13
Northern Plains Leadership Movement	14
Turn Your Church Around	16
DISC Team Building Workshop	18
Prayer Mobilization Workshop	19
Holistic Small Groups Workshop	20
<i>Other Church Health Services:</i>	
■ Pastoral Placement	21
■ Conflict Resolution	21
■ Good Sense Seminar	21
<i>Other Resources:</i>	
NAB Healthy Church Check List	22
The Measure of a Healthy Church	25

What Is Church Enrichment?

Note: The following is often under adjustment and revision. Please contact the regional minister for more specific information.

Church Enrichment is a spiritual discovery process that brings renewal to local churches. Churches which align themselves and their ministries with the sovereign purposes and plans of God experience the restoration of hope.

Man cannot renew the church. Renewal is not something he can manufacture, regardless how good his tools, resources, or processes. God brings renewal to His church. It is the by-product of man's submission to the work of God. As leaders submit to a sovereign God and His designs for His church, God renews His church and reveals His plans. God opposes the proud, but gives grace to the humble (1 Peter 5:5-7).

An enriched church is a church that is healthy enough to reproduce new life (i.e., evangelism, new cell groups, new congregations and churches). In the process of Church Enrichment your church will answer the following questions:

1. What are Christ's promises and purposes for His church?
2. What is God's vision for the future of our church?
3. What are the priorities of the church?
4. What is the pastoral profile of a church in the process of Church Enrichment?
5. How will we accomplish the vision?
6. What is the preferred future for the next three to five years?

GETTING STARTED

So how do you begin to move your church toward a more intentional and strategically enriched ministry? The NPR Church Enrichment process contains many resources to assist a church to improve areas that may be hindering its effectiveness, while capitalizing on its strengths.

For most churches, the best way to start is with the Natural Church Development (NCD) survey. This survey provides a view of the church which allows the pastor and church leaders to visualize the current level of ministry qualities. The next step is to mobilize a task force (Church Health Team) to evaluate the results and make recommendations. Many tools and resources can then be identified and utilized to begin to address these areas of need.

It is critical to understand that this is not a "canned" program. Outside of the NCD evaluation process, additional tools are recommended specific to the needs of the church and are first approved by the Sr. Pastor and then agreed upon by the church leadership team before the process begins. The pace and frequency of events can

be varied to correspond with the needs, energy and efficiency of the pastor and leaders. If, in consultation with the regional minister, it appears that the whole enrichment process is either not necessary or not feasible at the time, resources will be made available to meet immediate needs.

The initial enrichment process takes an average of 12-18 months to complete. It is highly recommended that the church utilize an outside coach to help them stay on track. The regional minister is a trained coach and is available for this purpose. Do not hesitate to contact:

Rev. Phyl Putz
Northern Plains Regional Minister
701-323-0110
pputz@nabconf.org

How NPR Church Enrichment Works

Step 1: Church Leaders do **Natural Church Development survey.**

USA Cost: \$275 – First Survey
 \$175 – Subsequent Surveys
 Canada Cost: \$249 – First Survey
 \$199 – Subsequent Surveys

Contact:

United States –

North American Baptist Conference International Office
 Phil Bailey – pbailey@nabconf.org, (630)495-2000 Ext 252

Canada –

Natural Church Development
 (<http://www.ncdcanada.com/order.htm>)
 Bill Bickle - ncdcanada@fordelm.com (866) 945-8741

The NCD involves the completion one survey for the pastor and up to thirty surveys for actively involved lay people in your church. The completed surveys are then returned to the respective organizations for processing. The church receives a report identifying their minimum factor and a copy of the Implementation Guide to Natural Church Development, the ABC's of Natural Church Development and the Minimum Factor manual. Your church may want to consider doing a survey one to two years later to track progress.

Step 2: NCD results are sent to the regional minister

Step 3: Pastor(s) and Church Leaders make materials available to Regional Minister as requested (giving trends, conversion, baptism, membership and attendance statistics from the past 2 years).

Step 3: Weekend Launch of Church Enrichment Process in local church.

Cost: Cost of printed materials, refreshments for congregation. If possible, the church may provide travel, food and lodging for regional minister.

- **Friday afternoon:** Meet with pastor to unpack all Natural Church Development survey results.
- **Friday supper:** Meet with pastor and wife to determine if pastor is willing to lead this process and if they are willing to stay through its completion.

- **Friday evening:** Meet with 10-20 most recent attendees
 - No church leaders are to be present.
 - They will be asked how easily they were assimilated.
 - They will be asked what they see as current strengths and weaknesses of the church.
 - They will be asked to reveal their 3-5 year dreams for the church.
 - In addition, as time allows, they will be asked some of the same questions as listed below for church leaders.

- **Saturday 9 am – 3 pm: All day with church leaders**
 - Worship – Focus on Matt. 16:18
 - **Leaders answer the following questions:**
 - What is God teaching us as **individuals**?
 - What is God teaching us as a **church**?
 - How **well are we learning** those lessons?
 - What is the **mission** of the church?
 - What are our **current obstacles**?
 - **Consultant (RM or Guest Consultant):**
 - Goes through **Measure of a Healthy Church** handout
 - Hands out and assigns **Healthy Church check list**
 - Presents **Church Enrichment** plan
 - Presents **Life Cycle of a Church** and leads leaders through discussion as to where your church fits in the cycle.
 - Reveals **Natural Church Development survey results**
 - ✓ Leads **SWOT analysis** (strengths, weaknesses, and if the church does this area well, opportunities and threats) on the church's **Minimum Factor** (Remember the barrel).
 - Recommends next steps based on **Minimum Factor**.

- **Saturday PM – Consultant free for study and prep for Sunday**

- **Sunday AM**
 - Regional Minister and Pastor report recommendations to the entire congregation during SS hour or after-church open meeting.
 - Pastor or Regional Minister preaches morning message to challenge congregation toward fruitfulness for the Kingdom:
 - ✓ **Championing** the pastor as hero leader in the process
 - ✓ **Not leaving room** for the "status quo" option
 - ✓ **Reminding all** that he (Regional Minister) is there to resource them and help them successfully hear God's "Well done" some day. (Matt 25 on talents or John 15 on fruitfulness)

Ongoing recommendations may include:

- **Weekly email** or snail mail update of church health indicators to consultant, including:
 - Worship attendance
 - Small group attendance
 - First time guests
 - Returning guests
 - Salvation decisions
 - Baptisms
 - New members
 - Offering amounts
 - Any celebrations, needs or concerns
(Charted by consultant on spreadsheet for review and coaching as trends develop.)
- **Regional Minister coaches Pastor or Church Health Team Coordinator** in NCD process.
- **Regional Minister returns as requested** to facilitate additional church enrichment teaching, Natural Church Development implementation.
 - Half or full day trainings
 - Two hour evening coaching and connecting times

Cost: Cost of specific training materials and presenters

- **As momentum increases** and changes become effectively implemented, the regional minister personally leads less often and the pastor takes more of that role with the consultant coaching behind the scenes.
 - Regional Minister will maintain at least **one monthly phone coaching call** with the pastor or church health team coordinator during the enrichment process.
- **The process will continue** until all needed resources are shared and implemented. NOTE – Not all church enrichment sections are needed for every church. Some churches need only a few key items, where others need many of them somewhere in the process. Some sections may need to be repeated multiple times along the way for review and deeper implementation. **This is NOT a linear process.**
- **12-24 months into the process**, the NCD survey is repeated.
 - If all scores are above 65, the regional minister will recommend a celebration and discontinue the official enrichment relationship.
 - If some scores are still below healthy ranges, a celebration for advances will be held and the NCD survey will be again administered to determine additional areas to address.

Intro to Selected Enrichment Tools

NCD Survey & Assessment

The Natural Church Development Survey was designed by Dr. Christian Schwartz after he studied thousands of healthy, growing churches of all sizes in various parts of the world. His study revealed 8 characteristics common to every church studied that were making new disciples of Jesus Christ. The Natural Church Development survey is administered to up to 30 church leaders and influences. From the answers they give, the church receives a profile indicating how healthy it is in those 8 areas.

The NCD Survey is the foundation of our Church Enrichment plan, in that it gives us a point of reference to determine the area in which the church needs to be strengthened.

The cost is \$150 for the basic survey. A more specific readout on what is called the "minimum factor" or the area, in which the church most needs to grow, is available for an additional fee.

Core Values, Vision & Mission Workshop

The Core Values, Vision and Mission Workshop is designed for a 7-8 hour time span, usually comprised of 5 hours on a Saturday (9 am – 3 pm including lunch) and 2-3 hours on Sunday afternoon. This workshop should jump start the process of determining the core values of the church and instruct the pastor and leaders on how to proceed with the development of vision and mission statements. The workshop is based on the book *Values Driven Leadership* by Aubrey Malphurs. It is most helpful if the church leaders read the book before participating in the workshop, as the terminology and approach are generated by the content of the book. In addition, the church leadership group (generally made up of formally elected leaders, leaders of specific ministries plus a few other church influencers) complete the two Core Values Audits at the end of the book and that the pastor or his support staff amalgamate the results, forwarding them to the workshop leader an agreed-upon length of time before the workshop date.

It is highly recommended that this workshop occur after the leadership group has completed the Natural Church Development survey assessment and the Church Enrichment Kickoff weekend.

The workshop syllabus follows:

Core Values, Vision & Mission Workshop Syllabus

TEACHING SECTION

1. The Importance of Core Values
2. A Definition of Core Values

WORKSHOP SECTION

3. The Discovery of Core Values
4. Writing Core Values Statement

FURTHER INSTRUCTION

5. Instruction for Implementation
 - A. Communication of Core Values
 - B. Implementation of Core Values
 - C. Preservation of Core Value
6. Instruction on Vision & Mission Statements
 - A. A simple definition of terms
 - B. Characteristics of a clear vision
 - C. Benefits of a clear vision
 - D. The importance of listening to God
 - E. Questions for developing vision
 - F. Writing a corporate Mission Statement
 - G. Strengths/Weaknesses/Opportunities/Threats Analysis instruction
 - H. Urgency as a tool
 - I. Reflection Questions
 - J. Preserving momentum

Growing a Healthy Church

Growing a Healthy Church seminars equip your leadership in seven priorities of a disciple making ministry as seen in Jesus' Ministry-together they form a balanced picture of the priorities of a healthy ministry. Through lecture, small group interaction and a seminar workbook, you learn His priorities and how to own them in your church-regardless of the size, tradition or style of worship of your church. Church seminars include. There are several ways to deliver this workshop to your church, including a 7 hour seminar event or a series of shorter events. The regional minister will consult with church leadership to determine the best approach

The Everyday Commandment

The **Everyday Commandment** is a seminar that explores the topic of experiencing God's love and expressing it to others. This five-hour, four-session seminar looks at the process of showing God's love to our spiritually lost friends through the process of Eternal **CPR**—**C**ultivating relationships, **P**lanting seeds of truth and **R**eaping a response.

The four sessions include:

1. Understanding the Great Commandment

- Learn why it is impossible to separate loving God from loving our neighbor
- Discover the joy and excitement of showing love as our primary concern
- Commit to sharing God's love to those around you, keeping an eye on the harvest

2. Showing God's love . . . through cultivating

- Look at how Jesus built bridges with lost people
- Identify the ten relational needs of people
- Strategize how to show love to your lost friends through meeting their needs

3. Showing God's love . . . through planting

- Learn how to introduce seeds of truth at the right time, in the right way and to the right depths
- Discuss seven methods of improving your effectiveness in sharing God's love
- Identify your next step to plant truth with your spiritually lost friends

4. Sharing God's love . . . though reaping

- Study the Biblical consequences of lostness
- Understand your role in presenting the Gospel
- Experience four skills in following up and following through with our friends

The Everyday Commandment seminar is designed to be conducted by a certified trainer. Each seminar registrant receives a 95-page manual filled with resources for follow-through and follow-up. Included with this manual is Perry Bower's "*Each One Reach One*" booklet. This booklet helps each believer develop a personal evangelism plan for presenting Christ to a family member or friend.

The Everyday Commission

The **Everyday Commission** is a seminar that focuses on the foundational priorities of balanced, Biblical living by helping believers understand God’s mission for their lives. This five-hour, four-session training event takes a fresh and powerful look at what it means to rediscover the joy of “walking as Jesus walked” (I John 2:6).

The four sessions include:

1. Our Divine Purpose

- Examine Matthew 28 and learn why the Great Commission is the mission for every believer, every day
- Discover the three priorities Jesus balanced to live out the Everyday Commission
- Evaluate your personal balance as a believer as you submit to God’s divine purpose for your life

2. Our Desired End-Product

- Learn what caused Jesus to be “full of joy” in His own life
- Evaluate how to measure a fully-trained disciple—reflecting the character and priorities of Christ (Luke 6:40)
- Commit to be a disciple maker, sharing Christ with your friends

3. The Disciple making Process

- Discuss the three priorities of a fully-trained disciple
- Evaluate where you personally are in the process and define your next steps
- Identify and commit to make a difference in your Circle of Concern

4. Disciple making Activities

- Measure how the activities of your life can be used for maximum effectiveness
- Consider the importance of doing a few things, but doing them well
- Involve your lost friends in life-changing activities

The Everyday Commission seminar is designed to be facilitated by a certified trainer. Each seminar registrant receives an 80-page manual filled with resources for follow through and follow-up. Included with this manual is Mary Lance Sisk’s book “*Love Your Neighbor as Yourself.*” This book gives believers a plan for impacting their neighborhood through love and prayer.

Mobilizing Ministries for Outreach Workshop

Mobilizing Ministries for Outreach, or MMO was designed by Sonlife Ministries specifically for the NAB Conference. It is a portion of the Advanced 1, Vision seminar. Darwin Stahl and Phyl Putz were trained as presenters, and gave seminars in three NCA locations several years ago. A few churches have begun to apply the concepts presented in this seminar. However, to be fully useful, it is better done in a local church with most or all of the church leaders involved.

Your Regional Minister, can present this seminar for the cost of materials only. It is part of the tool kit full of resources available during an NPR Church Enrichment process.

Leadership Development

Oversight for leadership development process in the Northern Plains Region has been provided by the Northern Plains Leadership Movement Advisory Team. Until 2010, the approach has involved materials created by VantagePoint3. In 2009, the NAB Conference under the leadership of Executive Director, Dr. Rob McClelland, has designed a five level leadership development approach. The goal of this process is to foster a more biblical leadership culture.

For those who do not “self-identify” as leaders, do not want to lead, or do not have the time to invest in other levels, this is a great place to start. The commitment at this level is to open, read, and work through one email per month.

Go to <http://nabconference.org/> and click on:

Sign up for Rob's Leadership Emails! If you'd like to read the most current version on leadership - [try it out!](#)

Level 2: The Growing Leader

The emphasis here is character development and leadership understanding. This level will allow you to read and discuss two leadership books per year, one from a Christian perspective, and then a book from the secular viewpoint to give understanding leadership ideas being promoted in the work world. Go to <http://nabconference.org> and click on:

Check out Dr. McClelland's recommended books at our Amazon store!

- [Shop now](#)

- [Learn more](#)

Level 3: The Maturing Leader

Maturity happens in community, we call it “life on life” or the “maximum impact” that comes from learning something and teaching with others. This level contains some great workbook resources (Leadership Essentials by Greg Ogden & Daniel Meyer and Discipleship Essentials by Greg Ogden) that should be used in small group settings. Go to Amazon.com, CBD or another book seller and purchase one or both of the following books

Level 4: The Multiplying Leader

Levels 3 and 4 are specifically designed for you to grow and to teach others (who will teach others). The Equip® material (iequip.org) lends itself to multiplying leaders, and is made available free of charge to leaders who commit to training others. Contact Phyl Putz at pputz@nabconf.org or call (701)323-0110 for information on how to access this resource.

Level 5: The Empowering Leader

Empowering leaders have multiplied themselves and are interested in two things: growing deeper in their relationships with Christ, and helping other leaders. They are all about maximum impact. The Vantage Point 3 resources, facilitate in our region by the Northern Plains Leadership Movement Advisory Team, help in the areas of growing and multiplying. Go to <http://www.nplm.org/> or contact me at pputz@nabconf.org for further information.

The VantagePoint3 curriculum is designed in three nine month phases described below.

Emerging Leaders (Year 1): for disciples who reflect leadership potential as laity, or a propensity toward vocational ministry. (A character formation emphasis...)

Equipping Leaders (Year 2): for disciples seeking leadership skill development or vocational preparation for ministry. (A skill formation emphasis...)

Enriching Leaders (Year 3+): for ongoing development of disciples toward greater focus in developing themselves and others as leaders. (A strategy formation emphasis...)

For NPLM information, go to <http://www.nplm.org>. For added information and resources, go to www.vantagepoint3.org.

Turn Your Church Around

By Gary L. McIntosh

Do you know the danger signs that could spell D-I-S-A-S-T-E-R for your church? Do you know what steps to take to turn your church around?

In our fast-changing environment, disaster happens when church leaders take their eyes off what the church is all about. Leaders of growing churches ask themselves on a regular basis “what is the purpose of our church?”

Some leaders ignore the present by daydreaming about the future. Of course leaders are visionaries, but there is a difference between having vision and daydreaming.

Visionaries have a view of what their church should be and they make decisions that are relevant to where they are right now! Daydreaming without making sound decisions today is just wishing.

To turn a church around you can't do ministry as usual. You have to work as if you were starting from scratch. There's no safety in playing it safe.

Take the “mirror” test. Interrogate yourself with the following questions.

Y N

- Is your church flexible enough to face the future?
- Is change necessary?
- Is the time right?
- Is there an urgent sense of the need for change?
- Will your people need lengthy preparation?
- Do you have the money or other resources?
- Are your challenges great?
- Is their trust between leaders and the congregation?
- Can you identify some things that must be done now?

Control any damage. If you make a mistake, own up to it immediately and correct it even faster. Establish high morals, ethics, and credibility and stick to them. Show your people daily that these principles are more than words—that they live and thrive in you. Leaders who lack such principles are doomed to fail.

Create a focus for change. Recruit a small group of the most committed and forward-thinking people to spearhead the effort. Give them special training and variety of experiences to make them experts in change management.

Define your church's purpose, vision, and values. Use strategy meetings or retreats to formulate a purpose, vision, and core values statement. Refine these statements until they can stand as significant, meaningful, believable, and action-able guides for everyone in your church.

Listen to the unchurched. Pay more attention to what people outside your church want. What are they saying?

Why don't they come to your church? What would draw them to you?

Lift morale. When times are bad, people's morale may fall to a low point. Lift their moral by asking for their input and sharing your plans for change. Keep people abreast of results. Start prayer groups which focus on asking God for future direction. Morale will improve as people see results from their prayers and actions.

Communicate well to your people. Visit every ministry on a regular time schedule.

Communicate to your people a minimum of twelve times a year concerning your purpose, vision, and overall progress of your church toward its goals. Be candid with everyone.

Make the hard decisions. Face reality as it is not as it was or as you wish it was. You can't turn a church around with half measures. Be sure to go far enough! Half measures will give you less than halfway results! The key word is "proactive." Control your destiny, or something else will.

Strip out the cholesterol. To accomplish more, try doing less. Narrow your focus and reduce your programs (those not honestly needed). With key leaders, make a list of all the ministries and programs your church conducts on a white board. Go through and underline the ones that are absolutely needed. What **MUST** your church continue to do? If possible, eliminate the rest and begin all over.

Focus on your core ministries. Identify your core ministries. Look at all your church ministries and categorize them by the following titles:

Stars: The most profitable ministries, i.e., the ones which are responsible for bringing in the most new people or reaching the most people for Christ.

Puzzles: The ministries which appear to be good but aren't producing the results you think they should.

Plow Horses: The popular ministries which don't honestly result in many newer people coming to Christ or your church, but which you must keep.

Dogs: The ministries which are draining your church of resources and produce almost no results. Deal with dogs by retooling them, reinventing them, or replacing them with stars.

Start a new ministry. The underlying success factor is the willingness to fall down, pick oneself up, and start over again. The rules—do it, try it, fix it. Start a minimum of one new ministry each year.

Use action teams. Assign each team to accomplish a single goal and celebrate when it is reached. Teams allow people to buy into new concepts from the beginning and share their diversity of experience. In short, they build ownership.

Remember: your church will not be fixed in a year. It generally takes four to five years to turn a city church around and ten to twelve years to turn a rural church around.

DISC Team Building Workshop

Using the DISC temperament inventory (purchase from Inscape Publishing, 1-877-DISConline, www.internalchange.com/disc_profile_store). This workshop has been used by our Northern Plains Leadership Movement to help class members better understand themselves and each other. It is useful in helping all kinds of groups including families, committees, boards and small groups to learn to work together more peacefully and efficiently.

Prayer Mobilization Workshop

Too often, prayer in churches is relegated to worship services, specific prayer groups or the opening and closing of meetings. Yet, the Bible instructs us to pray without stopping.

Utilizing a variety of resources, the Prayer Mobilization Workshop is designed to help individuals and groups involved in church ministry to infiltrate every aspect of what they do with prayer. The goal is to make “listening prayer” the core of not only every event and meeting of the church, but also the very core of every person’s life.

This workshop should raise excitement and vision for how God’s promises about prayer should be always visible in the life of the church.

Holistic Small Groups Workshop

For a person to become vitally connected to a church they must first connect with other people. While large group activities such as worship services or larger study groups (such as Sunday School classes) provide some people contact, intimate fellowship seldom occurs in those settings.

This workshop is designed to help church leaders understand the importance of paying attention to small groups in the church and to format them in such a way that they intentionally help people connect to others in meaningful biblical ways.

If a church values small groups and conducts them properly the following will likely become true:

- The small group will become the basic building block of the church, the primary point of connection for each person who is somehow involved in the church.
- The small group will move from being one option for church participants to becoming integral to the ministry of the church.
- The small group will become the major “pastoral care” mechanism of the church as people care for one another.
- The small group will provide an open door for newcomers to become part of the fabric of the church.

This workshop is usually conducted by a guest facilitator with experience in small group ministry.

OTHER CHURCH HEALTH SERVICES

PASTORAL PLACEMENT

Using an approach originally developed by the Alberta Baptist Association, a search committee can develop a church profile as well as determine the ideal attributes of their next pastor. The regional minister is available to help a church to find a pastor who fits their community and mission. No pastoral search is every the same as the last one. The church conditions and times and circumstances have undoubtedly changed. The pastor who may have fit the ministry ten or twenty years ago may not fit now.

When a church commits to the placement process, the Search Committee and church leaders will be led through an evaluation process to determine the unique qualities of their church. Surveys and other evaluations will be used. When a short list of potential pastoral candidates have been selected, using the church profile and the Ministry Placement Leader's Profile, pastors and churches are better able to review their similarities and differences, leading to informative discussion as they seek God's will for the potential of ministry together.

There may be a cost to this process and it requires significant energy and time on the part of church leaders. It does, however, yield a good definition of the church creates readiness to assess the profiles of pastors who have answered similar questions to produce their profiles.

CONFLICT RESOLUTION

Trained by Jim van Yperen of Metanoia Ministries, the regional minister and select pastors and lay persons in the NAB Conference are ready to help a local church work through significant conflicts.

It must be understood that when a conflict becomes intense, satisfactory remedies for all involved may not be possible. For this reason, the regional minister will assess the situation with a church leadership group to determine if a formal intervention is advisable. If not, he will work with the church leaders to determine if professional outside help is needed. Much prayer and sensitivity must be applied to such circumstances.

The regional minister will usually ask another gifted pastor or lay person to accompany him when meeting with conflicted church groups.

GOOD \$ENSE SEMINAR

The Good \$ense Seminar, produced by Willow Creek Community Church, is a budget course designed to help your congregation discover tools and develop skills to control their finances so that their finances don't end up controlling them. They'll get training in biblical financial principles as well as help and guidance to prioritize financial goals, develop a personalized spending plan, identify action steps to reduce expenses, reduce debt and much more. They will discover how to become a diligent earner, generous giver, wise saver, cautious debtor, and prudent consumer. They will learn how to resist the pull of the culture and draw closer to the mind and heart of God, becoming financially faithful and free.

This seminar is available as a concentrated weekend course. Better still, the Regional Minister has the class packet containing all the materials for loan to a church wishing to conduct the course using their own personnel.

NAB HEALTHY CHURCH CHECKLIST

(This Checklist combines health indicators from SonLife and NCD)

WIN

Increasing intentional prayer for unbelievers

Primary question: What are you doing to increase prayer for the harvest in your church/ministry?

Fostering passion for intentional evangelism

Primary question: What are you doing to foster a heart for evangelism in your church/ministry?

Developing authentic relationships with unbelievers

Primary question: To what extent do you know of believers in your church/ministry who are developing intentional, redemptive relationships with unbelievers?

Implementing personal strategies for reaching unbelievers

Primary question: How have you helped people develop personal strategies to reach unbelievers and what kind of accountability is there for action?

Providing corporate support for personal evangelistic strategies

Primary question: How are we modeling an evangelistic heart in our regular programming priorities--how do we balance outreach events with building and equipping events?

Assimilating new believers into the life of the church

Primary question: As you examine the assimilation paths in your church/ministry, where do you see gaps or roadblocks that might prevent newcomers from easily becoming a part of the local body?

Mobilizing new believers for reaching their peers

Primary question: How do you help new Christians reach out to their unsaved friends and relatives immediately?

BUILD

Deepening personal and corporate prayer

Primary question: What creative strategies are you using to increase prayer in your church? Which ones have been most effective in mobilizing people to pray?

Living out God's Word passionately and consistently

Primary question: How will you incorporate the Word of God into every aspect of your church's life in meaningful ways?

Developing Christ-like character and priorities

Primary question: How will you promote and encourage growth in Christ-like character and priorities?

Experiencing genuine worship

Primary question: How will you promote and encourage genuine worship in every aspect of church life?

Developing authentic relationships and community

Primary question: How do you help people progress from friendly relationships to interdependent Christian community?

Designing an effective assimilation process

Primary question: Some churches are friendly to visitors but it is next to impossible for a new comer to feel like they really belong even after several years) due to the already established family groups and other cliques. How would you evaluate your church in this regard?

Expanding the stewardship of financial resources

Primary question: How will you regularly highlight the need for biblically-based financial stewardship?

EQUIP

Praying consistently for workers to be raised up

Primary question: How will you ensure that your people are consistently praying for more workers?

Creating a supportive environment for developing workers

Primary question: Describe the ideal environment for raising up workers. Where is your church in line with this vision and where do you need to improve?

Enabling believers to discover and use their gifts

Primary question: How do you help people discover and use their unique giftedness?

Training workers through apprenticing

Primary question: How will you increase the number of apprentices for the various roles and responsibilities in ministry?

Preparing workers for essential ministry activities

Primary question: What training do you offer to assist people in preparing for ministry?

Providing ongoing coaching for all workers

Primary question: How will you increase coaching for workers?

MULTIPLY

Vision and responsibility for leadership development embraced by the church

Primary question: What evidence do you have that the vision and responsibility for reproducing leaders has been embraced by the church?

Leaders surfaced through prayerful diligence and seeking

Primary question: How will you identify emerging leaders?

Coaching relationships established for all leaders

Primary question: How will you ensure that every leader has access to a coaching relationship?

Christ's ministry priorities practiced by leaders

Primary question: Describe the life of a leader where Christ's ministry priorities are being lived out.

New groups and ministries birthed and reproducing

Primary question: What will you do to provide the kind of encouraging atmosphere that will promote the multiplication of new groups/ministries?

New churches established with vision to reproduce

Primary question: What will be your church's role in starting new churches or ministries during this next year?

Cross-cultural missionaries sent for church multiplication

Primary question: What will be your church's role in sending cross-cultural missionaries during this next year?

FUNCTIONING SYSTEMS

Deepening and cultivating the commitment to vision and values

Primary Question: Can the leaders of your church clearly articulate how their specific ministry fits into the vision and values of your church?

Developing a functional ministry flowchart for Win-Build-Equip-Multiply

Primary Question: Is there a clear track through which people can move to be developed into mature contributing members of your church?

Translating the vision into specific action plans

Primary Questions: What are the goals that each ministry area is taking this year to accomplish the vision of your church?

Evaluating the ministry regularly according to vision and values

Primary Questions: When and how will each ministry evaluate how well they are lining up with and accomplishing the vision and values of your church?

Designing a priority-driven financial system

Primary question: How does your budget reflect the priority of Multiplying, Equipping, Building, and Winning?

Adapting the pastor's leadership style and role as the church grows

Primary question: What courses will the pastor attend this year to equip him for the changing ministry in your church?

THE MEASURE OF A HEALTHY CHURCH

By Tim Blackburn 2002

1--A HEALTHY CHURCH HAS A BALANCED PROGRAM OF WINNING THE LOST, BUILDING BELIEVERS, AND EQUIPPING WORKERS.

*Its ministry is built on the model of Jesus.
Build up the believers already attending.
Equip them to be workers in the harvest field.
Mobilize them to win the lost in peer-to-peer relationships.
Its ministry is culturally relevant to its community.
Timeless principles with timely application.*

Resource Tools:

Growing a Healthy Church 1—Strategy

Growing a Healthy Church 2—Balance

2--A HEALTHY CHURCH IS APPROACHING OR ACHIEVING AN ANNUAL CONVERSION GROWTH RATE OF AT LEAST 10% AND IS GROWING IN WORSHIP ATTENDANCE BY AT LEAST 5%.

Its ministry is committed to growth primarily based on spiritual conversion and life transformation of pre-Christians from within its sphere of influence.

Resource Tools:

Mobilizing Ministry for Outreach

Everyday Commission

Everyday Commandment

3--A HEALTHY CHURCH SCORES ABOVE 50% ON ALL EIGHT QUALITY CHARACTERISTICS ON THE NCD SURVEY SCALE AND IS USING BIOTIC PRINCIPLES TO MAINTAIN EFFECTIVE MINISTRY FUNCTIONS.

Qualities:

Empowering Leadership

Gift-oriented Ministry

Passionate Spirituality

Functional Structures

Inspiring Worship Services

Holistic Small Groups

Need-oriented Evangelism

Loving Relationships

Resource Tool:

NCD Survey, books and implementation guides

Growth Force Principles

1. Interdependence

2. Multiplication

3. Energy Transformation

4. Multi-usage

5. Symbiosis

6. Functionality

4--A HEALTHY CHURCH IS COMMITTED TO THE PROCESS OF MULTIPLICATION BOTH INTERNALLY AND EXTERNALLY AT LEAST EVERY 3-5 YEARS

By identifying, equipping and empowering a proven ministry multiplier as a new pastor, missionary, or ministry leader

And/or

Building the Kingdom through the intentional birthing of a new church.

Resource Tools:

Growing a Healthy Church—Adv. 1—Vision & Outreach

Growing a Healthy Church—Adv. 2---Multiplication