

## 1: Church Assessment - Leadership Transformations

*But pastors work a lot and interact with many people to keep church doors open and effect positive views of the church in their surrounding communities, and can sometimes all in the same day be custodians, teachers, worship leaders, counselors, and business managers.*

The next level appears to be those varied interactions within a more narrowly defined church community level 2. Finally, level 3 appears to thrust the church outward in ministry and service while maintaining a high degree of accountability for the management functions of the church. Characteristics of a Healthy Church - A Good Starting Point These ten characteristics of a healthy church are by no means an exhaustive list. Our hope is that these ten characteristics serve as a catalyst for church-wide evaluation that begins with the pastor and leadership team and works its way outward to the broader church family. When we originally determined this list, we decided not to give the Scriptures and prayer their own separate categories. We believed it would indicate that the Bible and prayer are distinct aspects of our individual and church experiences, separate from the wider context of our lives. Instead, you will see that the centrality of the Bible and prayer is in every one of the ten characteristics. They are essential ingredients for our personal lives and for our community worship, ministry, and life together. Here are the ten characteristics of a healthy church with a brief descriptor and an accompanying scripture verse. God-exalting worship The healthy church gathers regularly as the local expression of the body of Christ to worship God in ways that engage the heart, mind, soul, and strength of the people John 4: Spiritual disciplines The healthy church provides training, models, and resources for members of all ages to develop their daily spiritual disciplines James 3: Learning and growing in community The healthy church encourages believers to grow in their walks with God and with one another in the context of a safe, affirming environment Romans A commitment to loving and caring relationships The healthy church is intentional in its efforts to build loving, caring relationships within families, between members, and within the community they serve I John 3: Jesus Christ laid down his life for us. And we ought to lay down our lives for our brothers". Servant-leadership development The healthy church identifies and develops individuals whom God has called and given the gift of leadership and challenges them to become servant-leaders Ephesians 4: An outward focus The healthy church places high priority on communicating the truth of Jesus and demonstrating the love of Jesus to those outside the faith Luke Wise administration and accountability The healthy church utilizes appropriate facilities, equipment, and systems to provide maximum support for the growth and development of its ministries Luke Networking with the body of Christ The healthy church reaches out to others in the body of Christ for collaboration, resource sharing, learning opportunities, and united celebrations of worship John Stewardship and generosity The healthy church teaches its members that they are stewards of their God-given resources and challenges them to sacrificial generosity in sharing with others 2 Corinthians 9: Characteristics of a Healthy Church - The Importance of Assessment Categorizing the characteristics of a healthy church without some mention of implementation would be little more than an academic exercise. What about taking steps toward the integration of these principles in our own ministry context? How do we get from where we are to where we want to be? Click to download our Free Guide to Church Assessment. Assessment is important for the same reasons you look both ways before you cross the street Leading your church toward greater health and vitality is no different. Periodically gathering basic information about your church environment is essential to knowing which areas are thriving and which need more attention. We have developed a powerful web-driven assessment tool based on the ten characteristics of a healthy church. CHAT does all the work, but keeps you, the church leader, in control of the process. This informative report will give you key insights into how your church measures up in each of these ten areas. No church is perfect - but if forward-progress is the goal, then assessment is the first step towards discernment, planning, and action. We believe in playing to your strengths. God has raised-up your unique church, in your unique setting, for a unique reason. Learn more about Assessing the Characteristics of a Healthy Church now! His burning passion to see churches achieve maximum health has taken the next step. CHAT Church Health Assessment Tool provides churches with an easy-to-use look at themselves that could move many

congregations toward the health that Steve and, more importantly, the Spirit envisions.

### 2: Pastor Dave Stone Says Retiring to Make Way for Younger Leader Is 'Best Thing' for Church

*Effective Leadership in the Church A training tool to help congregations, pastors, and other church leaders effectively work together to accomplish God's mission.*

Related Media But to each one of us grace has been given as Christ apportioned it. This is why it says: He who descended is the very one who ascended higher than all the heavens, in order to fill the whole universe. Then we will no longer be infants, tossed back and forth by the waves, and blown here and there by every wind of teaching and by the cunning and craftiness of men in their deceitful scheming. Instead, speaking the truth in love, we will in all things grow up into him who is the Head, that is, Christ. From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work. In fact, I read one book on church growth that said in order for a church to grow the service must last no longer than an hour. Clearly, most principles guiding church growth initiatives today are secular instead of spiritual. Christ says in Matthew Each believer receives a different grace from Christ. This is similar to what Paul teaches in Romans We have different gifts, according to the grace given us. If it is serving, let him serve; if it is teaching, let him teach; if it is encouraging, let him encourage; if it is contributing to the needs of others, let him give generously; if it is leadership, let him govern diligently; if it is showing mercy, let him do it cheerfully. When Christ ascended to heavenâ€”conquering death, sin, and Satan in his resurrectionâ€”he distributed gifts of grace to his people. Now, it must be understood that spiritual gifts are not the same as talents. Talents are natural gifts received at birth. However, spiritual gifts are received at spiritual birth or sometime later, as Christ through the Spirit distributes them cf. There is some controversy over this, as some believe people only receive spiritual gifts at salvation. However, several passages seem to indicate otherwise. In 1 Corinthians It seems clear that Timothy received another spiritual gift after salvation. Therefore, I believe it is good to both desire and pray for spiritual gifts. God gifts believers to serve and build up the church. What are these spiritual gifts? The five lists of spiritual gifts in the Bible, 1 Corinthians They include teaching, administration, mercy, exhortation, helps, tongues, faith, miracles, and giving, among others. However, it is clear that the authors do not mean these lists to be exhaustive. In fact, we see other gifts mentioned in the Bible. In 1 Corinthians 7, Paul talks about the gifts of singleness and marriage. In Exodus 31, Bezalel was gifted by God with craftsmanship in order to build the tabernacle. For this reason, many believe there could be numerous gifts not mentioned specifically in the Bible such as intercession, casting out demons, and leading worship. As we find our gifts and use them to build the body of Christ, the church grows. God empowers us with graceâ€”unmerited favorâ€”to build his church. This is his plan. How do we find our spiritual gifts? Because spiritual gifts are given to build the body of Christ, we find them by getting involved and serving. As we serve, it becomes clear what our gifts are. Here are two tests to determine them. As one uses his gift of teaching, he will grow in faith and come to know God better. As he uses his gift of mercyâ€”listening and ministering to the hurtingâ€”he himself will be built up. Therefore, if you think you have the gift of teaching and as you teach you feel edified, good! But if nobody else is edified or encouraged by your teaching, it may not be your gift. Typically, spiritual gifts edify both the user and the receiver. One exception might be the gift of tongues. When a person uses this gift, it only builds him up unless it is interpreted. That is why Paul places tongues last in the list in 1 Corinthians He implies that it is the least important gift. So how do you find your gifts? Find a way to serve the church. And as you continue to use your gifts, they will get stronger. Paul tells Timothy not to neglect his gift, but rather to stir it into flame cf. We are all responsible for developing our gifts to their fullest potential for the kingdom of God. What are your spiritual gifts? In what ways has God called you to develop and use them? That power is like the working of his mighty strength, which he exerted in Christ when he raised him from the dead and seated him at his right hand in the heavenly realms, far above all rule and authority, power and dominion, and every title that can be given, not only in the present age but also in the one to come. And one day, he will rule it not only positionally, but actuallyâ€”at his second coming. In fact, Christ said this before his ascension in Matthew All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and

of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age. God has given us the power and authority of Christ, which is why Paul teaches that we are seated in heavenly places with Christ Eph 2: And one day we will, along with Christ, even judge angels at the second coming 1 Cor 6: As mentioned, in the passage about Christ ascending on high, leading captives in his train and giving gifts to men, he pictures Christ as a conquering king parading through the city and distributing booty. Paul quotes Psalm Therefore, Psalm 68 is not a prophecy about Christ. Christ conquered sin, death, and Satan in his ascension, and he distributed spiritual gifts to his people, even as God conquered nations and gave gifts to Israel. Conquering kings or generals commonly brought back captured enemies as slaves, which might picture Christ making a public spectacle of Satan and his demons. There are at least three different views on this. The reformers believed it referred to the incarnation. But, at his resurrection, he ascended to heaven to rule. Support for this may be found in John 3: The early church fathers believed it referred to Christ going to hades during his three days in the grave. For Christ died for sins once for all, the righteous for the unrighteous, to bring you to God. Further support is seen in Christ telling the thief on the cross that on that same day he would be with him in paradise Luke Hades, or sheol, had two compartments. One was paradise i. In the Old Testament, the righteous did not dwell in heaven but in paradiseâ€”across from the damned. In the New Testament, it is clear that believers now live in heaven. In 2 Corinthians He also teaches that to be absent from the body is to be present with the Lord 2 Cor 5: They say that when Christ descended to the lower part of the earthâ€”hadesâ€”to declare victory over the enemy, he took paradise and its inhabitants, the Old Testament faithful, back to heaven to be with him. Figuratively speaking, the early church Fathers said that, after announcing His triumph over demons in one part of Sheol, He then opened the doors of another part of Sheol to release those godly captives. Like the victorious kings of old, He recaptured the captives and liberated them, and henceforth they would live in heaven as eternally free sons of God. Who, being in very nature God, did not consider equality with God something to be grasped, but made himself nothing, taking the very nature of a servant, being made in human likeness. And being found in appearance as a man, he humbled himself and became obedient to deathâ€”even death on a cross! Therefore God exalted him to the highest place and gave him the name that is above every name, that at the name of Jesus every knee should bow, in heaven and on earth and under the earth, and every tongue confess that Jesus Christ is Lord, to the glory of God the Father. Christ descended to the depths of the earth in his death. Humbling himself and becoming obedient to deathâ€”even death on a crossâ€”was the ultimate descent of Christ. And because of this humiliation, God exalted him and gave him a name higher than any other name, that at the name of Jesus every knee would bow in heaven and on earth. God exalted his victorious Son above every power and principality in heaven and on earth, and this enables him, as the conquering King, to give gifts to believers. Believers have been raised with Christ, and his authority goes with them as they minister. We should not feel insecure, fearful, or incompetent as we minister, for Christ gives us his very own power and authority to build his church. Indeed, Christ has given us his Spiritâ€”a Spirit of power, love, and self-discipline to do his work 2 Tim 1: Believers must remember the authority of Christ when engaged in spiritual warfare. Jesus says the gates of Hades will not prevail against his church Matt We must remember this when the lion roars and tries to instill fear, doubt, or worry. Christ has anointed us to preach the good news, to proclaim freedom to prisoners, and to set the oppressed free cf. Thank you, Lord, for your victory! Believers should desire this and pray for it.

## 3: Effective Leadership

*How can small groups develop mature disciples? This is a big question, but it begins simply through our relationships. One of the primary reasons Christians and even non-Christians find small groups to be inviting and safe is because they are relational in a way that larger church activities cannot be.*

They have a large building, a large staff, and a rich history of Kingdom-building, but the building sits empty most days of the week and there is a steady decline in baptisms and Sunday attendance. He blames it all on the leadership of the pastor. I can confirm his concern. Keep in mind it could be you have a difference of opinion in regards to how the church should be led and how the pastor should be leading. Many times this is philosophical as much as anything. Certainly, however, leadership is a critical part in the success of any organization – including the church. Let me be clear here – I believe Jesus is the head and the leader of the church, but God uses men and women to lead people within the church. About half of my readers are pastors. My goal is to help pastors, not injure them more. I frequently hear from staff ministers and church members concerned about the direction of their church. The number one issue churches appear to face is of leadership – specifically pastoral leadership. Many pastors never developed leadership skills prior to being assigned a position of leadership within the church, so much of pastoring becomes on-the-job training. The solution for this reason is training, mentoring, and growing by experience. The church should be understanding and supportive of opportunities for the pastor to learn from others and the pastor needs to be humble enough to admit the need for further training. This requires great humility on the part of the pastor to allow input into their leadership. Now I value preschoolers, so I would want to know if there is a problem in that area. When a pastor is facing burnout, leadership will suffer. The pastor needs to be diligent in remaining healthy physically, spiritually, mentally and relationally, and needs to seek help when any of those areas begin to slip beyond the normal stress of life. Pastors need to learn how to recognize the signs of burnout and address them early, before they significantly impact their leadership. One of the best things a church can do is give the pastor significant enough downtime to recover from the demands of ministry. Structure I hear from pastors weekly who feel they are handcuffed to tired, worn out, traditions that keep them from accomplishing their God-given vision for the church. Many times the restraints placed against a pastor prevent effective leadership. A pastor is restricted when there are too many unnecessary rules, the committee system is cumbersome and inefficient, or when the demands of the church on the pastor are unrealistic. Pastors and churches are often threatened by power hungry people and extreme resistance to any change. If the pastor is expected to lead, then latitude and freedom to lead needs to be afforded without the constant fear of retribution. Church members should ask the question, if the church expects the pastor to lead, does the structure of the church allow the pastor to lead the church? Some pastors confuse a call to a position for a mandate of dictatorship. Jesus is the head of the church. God allows men and women of God to lead in His church, but some pastors assume more control than has been afforded to them. If a pastor is not careful, pride will take over and humility will be absent. When this is the case, people naturally resist leadership, stir controversy, and resist change. The pastor needs to build an accountability structure of people who have been given the authority to speak into their life.

### 4: To The Churches – building mature Christians and healthy Christian churches.

*How many churches are purposefully working to build the newer Christians-both men and women-into mature Christians so that they CAN be acceptable leaders? I fear so many pastors struggle with survival of the churches themselves, their ministries and their tenure at the church, they don't have the time to do the purposeful work 1-on- 1.*

He was struck from his horse and called by Christ. First we need to define some terms: Defining an Apostle 4: The first apostles were the Twelve. Notice the first thing he did after appointing them: The apostles were the first teachers Acts 2: The apostles performed miraculous signs Acts 2: Thomas is said to have gone to Parthia and as far as India establishing churches. The Didache seems to recognize the ministry of apostles and prophets in the late first century. If so, how does one define modern-day apostles? This is hotly debated. If they do exist, they differ some from the original apostles. For example, they are not eyewitnesses to the resurrection Acts 1: I would guess that Pope John Paul II probably fits this category, too, since his ministry extended far beyond administering the Vatican, He exerted an influential teaching ministry throughout the world. Apostleship is a gift endowed by the Spirit, not bestowed by churches. I do not expect all present-day apostles to see eye-to-eye with each other on doctrine. Nevertheless, they can still be gifted and empowered by the Spirit to build His Church. When I was in college I met an American missionary who worked in the highlands of Mexico. His main role was visiting and teaching in a circuit of about fifty congregations over which he had responsibility. That seems to me an apostolic ministry, akin to the function of St. John in the Seven Churches of Asia Minor. What needs do our congregations and regional groupings of churches have that an apostle might meet? How might we detect false apostles?

### 5: Characteristics Of Healthy Churches (1 Peter 5) | [www.enganchecubano.com](http://www.enganchecubano.com)

*We build up the Body of Christ (The Church) by helping to build healthy, mature, vibrant believers and churches. We assist new and established churches and congregations, pastors, elders, leaders, individual believers, groups of believers, and para-church organizations.*

And when the Chief Shepherd appears, you will receive the crown of glory that will never fade away. Young men, in the same way be submissive to those who are older. Even though the opening of the letter is written to the elect scattered throughout Asia Minor, we know he is writing to congregations because he starts off chapter 5 writing to the elders, the leaders of these congregations. He gives them and the congregations exhortations about how they should live as a community, especially in the backdrop of suffering. I believe, as we look at this chapter, we find characteristics of a healthy congregation. In chapter 5, he challenges and encourages the leaders v. He encourages the congregations to submit to the leaders, to practice humility and servanthood amongst one another, and to practice faithful prayer v. He also cautions the congregations to be alert and prepared for attacks from the evil one v. Finally, he encourages them to continue to persevere in their trials v. These exhortations endure today and are signs of a healthy congregation. These characteristics are important for you to know as you seek a godly congregation to join in the future. It helps you know what to look for, but it also helps you discern how you can make your current church better and healthier as you serve her. What are characteristics of healthy churches or church members in 1 Peter 5: He writes to the elders of these congregations. Obviously, there are many elders because he is writing to many congregations that are scattered, but there is probably a plurality of elders in each local congregation as well. In the New Testament, when talking about the leadership of the church, it always refers to a plurality of elders instead of a single elder led local church. We see this throughout Scripture. Healthy churches follow the biblical model of a plurality of eldership. Why is a plurality of leadership in the church important? This is significant for many reasons. A plurality of elders creates balance among the leadership. No single pastor has all the spiritual gifts needed to lead the church. One of the reasons that pastoral burnout is so common is because our spiritual leaders are doing too much. They are often working outside of their spiritual giftings, as they are expected to do everything. In a plurality of elders, you may find one elder that has a special gifting with finances, one elder has particular gifts in counseling, one excels in hospitality, one in teaching. They all may have some measure of ability in each of these areas but typically each will have certain strengths. This creates a balance. A plurality of elders helps prevent hazards, like burnout or pride. We saw this with Moses who was judging all the cases for Israel, big and small. You and these people who come to you will only wear yourselves out. The work is too heavy for you; you cannot handle it alone. Pastors are doing too much, and a great deal of this can be eliminated through shared leadership. Also, a plurality may help with protecting the pastor from pride. Leadership is a ministry that can quickly lead to pride and then destruction. Having other godly leaders around helps those in leadership stay humble. Listen to what Paul said about hiring a pastor in 1 Timothy 3: This pride can lead to lust, greed, being power hungry, or many other hazards. A plurality of shared leadership helps protect from these hazards. A plurality of elders allows more people to be cared for. Obviously when there are more people serving in leadership, this allows for more people to be ministered to and cared for. As a church continues to grow, they should add more elders for prayer, service, and teaching opportunities. A plurality of elders gives accountability in the teaching of doctrine. A pastor cannot just teach whatever he wants; there is accountability among other godly men of the church. Look at what Paul says about this in referring to prophecy in the church in 1 Corinthians In the same way, the elders help judge and protect the church from error. When one of the elders teaches, the other elders should be testing what is taught. They must make sure it is biblical and healthy for the congregation. In another sense, this is true for all believers in the church. The Bereans were called noble because they tested the teachings of Paul Acts Therefore, each church member must participate in this judging, especially the elders. One of the specific jobs of an elder is to encourage sound doctrine and refute false doctrine. Listen to what Paul says in Titus 1: A plurality of elders brings victory and safety through their wisdom in decision making. Solomon said a nation will fall without

having many wise advisers to make victory sure. A nation might have a president, but that president has a cabinet, a secretary of defense for war, a committee for budgeting, etc. They need a multitude of wise counselors. How much more does a church that deals with eternity and not just temporal matters need a multitude of counselors in leadership? There is victory, or safety, in the multitude of counselors. A plurality of elders brings continuity to a church. Often when a pastor leaves a congregation, there is a tremendous amount of instability. In the process of finding a new pastor, the church often loses many of its members. This can often be very difficult. The most ideal setup is raising leadership up from within the church among the elders in order to have a stable congregation. What are your thoughts about the need to have a plurality of elders? Do you think Scripture supports this model over the solo-pastor model? Why or why not? What do the titles elder, overseer and shepherd refer to in this passage? In verse 1 and 2, we see that Peter uses three different terms for the leaders of the church. He calls them elders in verse 1 to the elders, but in verse 2, he calls them both shepherds pastors and overseers bishops. In some churches, these are three separate positions elders, pastors, bishops, but in the Scripture, they are not. They are used interchangeably for the same office, just as Peter uses them in this passage. We see Paul use these terms interchangeably in Acts. Look at Acts. He calls them both overseers bishops and shepherds pastors in the same text. We see that he also calls them elders in Acts. These three titles simply reflect different aspects of the office. The word bishop refers to the role of oversight over the congregation, and finally shepherd, or pastor, is a term that reflects care. From 1 Timothy 3 and Titus 1, we see that these were men in the congregation. We see this by the masculine terms used. He must be husband of but one wife and a man emphasis mine whose children believe Titus 1: These men must have impeccable character; their homes must be in order; they must not be given to wine or arguing and fighting. The primary skill set they must have is teaching 1 Tim 3: Therefore, they must know the Word of God in order to teach the church and also refute false doctrine. These men are called to care for the congregation, which includes all the roles of a shepherd. They should feed the congregation by faithful exposition of the Word. They must give the members of the church guidance. They must at times correct or discipline the church. They must also protect the church from all the works of the devil. It is a very comprehensive and difficult position. Christ is the Chief Shepherd. Peter next gives us vices or bad tendencies that are common in the leadership of our churches, as well as virtues that should be encouraged in elders. Because godly elders are to be examples to the flock, these are also challenges for each member of the church to take to heart. What are the vices our pastors and members of the congregation must be warned of and the virtues to be pursued? Faithful pastors must beware of laziness. One of the difficulties of the office is laziness. We know what laziness is, right? Leadership in any organization can often be a place to hide and be lazy. There are others serving under them doing the work. This is a tendency among pastors as well.

## 6: Build a Church Community that Transforms Lives

*Here are some ways you can build a church community that transforms lives: Understand your church's purpose. Realize that your church doesn't exist simply to help people in their individual faith.*

In fact, they are usually humbled as to why people would ask for their input. They realize they have much to learn. The best leaders I know are consistently getting better, but while all of that is true, you can often spot a mature leader. They share common attributes. Here are 7 attributes of a mature leader: Able to think strategically in the moment. All of us have done that at times, but maturing leaders have learned their words carry great weight and so they choose them carefully. I wrote a post about that [HERE](#). They are encouraging and guard their tongue from reckless and hurtful words. In fact, they may get none, because the attention is shifted to the team – often to those who did the real work. This leader has learned when others succeed the leader succeeds. Mature leaders carefully plans a response. Possibly they have been burned by their own quickness to react and so now they are becoming more careful and methodical in their approach. Releases more than controls. Mature leaders place trust in others. They empower people to do work and take ownership. They know, often by painful experience, the more they control the less things can grow and be healthy. Personally and for the organization, a mature leader is guiding a path towards a better reality. They have likely experienced what it is like to not being prepared and so they want to protect the vision for the long-term. Leaders should be concerned about the details – even the smallest things can make a huge difference, but mature leaders look to the big picture and dismiss issues which have little impact on the overall vision. A mature leader has learned they cannot make everything matter or nothing really will. Receives correction without becoming defensive. They see feedback, even that which is hard to hear, as valuable information which can make them better. Leadership can be painful, so it takes time for a leader to get here, but mature leaders have learned life is too short and there is no value in lingering in the past. You may not have all of these as attributes yet, but my encouragement is to keep improving.

## 7: Preparation, Ministry, and Maturity (Ephesians )

*Your church's leadership must prayerfully communicate, align and work together to create a roadmap for your church that will help both leaders and congregants fulfill the church's vision and mission, guiding every ministry toward success.*

## 8: 5 Reasons Your Pastor may not be Leading Well – Ron Edmondson

*When we build on secular principles, we get what man can build – a secular church that won't last (cf. Ps ). But if we build according to Christ's principles, we get what God can build – a church that the gates of hades will not prevail against.*

## 9: The ChurchLeaders Podcast

*Healthy church members are not lazy but willingly serve as ushers, small-group leaders, mentors, or any other needs the church has. You don't have to twist their arms because they are willing. The church members are not consumed with what they can get from the church but what they can give.*

## HOW THE CHURCH CAN BUILD MATURE LEADERS pdf

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