

How to Create a Healthy Church Culture

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Vital Elements to Create a Healthy Life Giving Church:

A. Have a clear compelling vision, ends and mission that is real and shapes ministry.

The KEY: Do it, speak about it, share stories, and celebrate it weekly for YEARS!!

1. Vision - where you are going. A picture of a preferred future.

A catalytic force to bless Southern Arizona and strategic parts of the world.

2. Ends - the main paths that will get you to your vision. These shape programming, budgeting, marketing, and staffing.

a. *Every participant following Jesus well.*

b. *Reaching people not currently connected to God or a church community.*

c. *Multiplying healthy life-giving churches.*

d. *Developing healthy communities within neighborhoods and villages.*

3. Mission - what your people do to get to your vision.

Loving people to Jesus, launching passionate people to make a difference.

B. A healthy leadership system that is pastor (staff) led and elder (board) protected utilizing policy governance.

See 4/6/17 handout: <https://www.pastorsedge.church/governance-structure>

C. The church is led by healthy leaders who are humble & bold.

D. Engaging practical preaching centered on the Gospel.

See *Communicating for a Change - Seven Keys to Irresistible Communication* by Andy Stanley

E. Present a clear path of discipleship.

A clear easy way to go from guest to disciple. Discipleship via groups.

See Section 3 of *Deep & Wide: Rethinking Spiritual Formation*.

See 9/20/17 handout: <https://www.pastorsedge.church/discipleship-pathway>

F. My 4 Key Essential Books for All Lead Pastors:

- *Church Unique - How Missional Leaders Cast Vision, Capture Culture and Create Movement* by Will Mancini
- *The Advantage - Why Organizational Health Trumps Everything Else in Business* by Patrick Lencioni
- *Deep and Wide - Creating Churches Unchurched People Love to Attend* by Andy Stanley
- *Communicating for a Change - Seven Keys to Irresistible Communication* by Andy Stanley

G. Natural Church Development by Christian Schwarz

Website: [Natural Church Development](http://www.naturalchurchdevelopment.com)

Christian Schwarz has done extensive research world-wide and found that healthy, growing churches seem to share eight quality characteristics. He provides an assessment tool to measure your congregation. These eight characteristics are:

1. Empowering leadership
2. Gift-oriented ministry
3. Passionate spirituality
4. Functional structures
5. Inspiring worship service
6. Holistic small groups
7. Need-oriented evangelism
8. Loving relationships