



## Metrics of a Healthy Church

- **A Healthy Pastor**
- **A Clearly Defined DNA**
- **Reaches and adds those previously disconnected from Christ and His church**
- **Disciples are being made**
- **Genuine Love within the Church Family**
- **Spiritually transformative gatherings**
- **Leaders are being developed and multiplied at every level**
- **Well-functioning systems**

In a healthy church, these characteristics are present and are assessed and diagnosed at regular and frequent intervals:

### **1. A Healthy pastor.**

- a. Self-aware – knowing strengths and blind spots. This is objectively evaluated by the pastor's board, trusted mentors and assessments such as the EQi or reviews such as 360 reviews.
- b. Loving God with Heart, Soul, Mind & Strength – a fully integrated, holistic life. Are you paying attention to your spirit? Are you sharpening your mind with continuing education, reading, etc.? Are you caring for your physical health with good eating habits and regular exercise?
- c. Emotional & Relational intelligence. They understand themselves, what energizes and drains them, how to navigate conflict and how to deal with stress in healthy ways.
- d. Marriage or singleness is lived out as a model of Jesus' love to the world.
- e. Loves and provides for family and leads them in a Christ-centered way.
- f. Grounded identity in Christ reflected in a balanced life and intentional spiritual practices such as a vibrant devotional life, prayer, sabbath, solitude, recreation and rest.
- g. Has built in accountability structures – peers, coach, mentor, etc. – with whom they meet with on a regular basis.
- h. Has a healthy work/life balance which includes work hour boundaries, Sabbath, and regular vacation time.
  - *Possible Resources: Emotionally Healthy Leaders – Pete Scazzerro; EQi; Coaching; Spiritual direction; Boundaries for Leaders – Henry Cloud*

### **2. Clearly Defined Church DNA**

- a. Values – What are the non-negotiables that define our church's culture?
- b. Mission – For what purpose do we exist?
- c. Vision – If values and mission are in action, what will our future look like?
- d. History – The church understands its roots and knows the story of its history in both the positive and negative ways.
- e. The values, mission and vision are reviewed annually and can be articulated by the leadership team and a majority of the church members.
- f. The church has a clearly defined strategy to accomplish the mission.
  - *Possible resources: The Advantage by Patrick Lencioni; Church Unique by Will Mancini; Start with Why – Simon Sinek*

### **3. Reaches and adds those previously disconnected from Christ and the Church**

- a. The church is regularly in the community, observing, engaging and listening to what is happening in their culture, and continually re-assessing how they might be effective in connecting.
- b. The church in all of its programming intentionally and regularly considers their impact on people not yet connected to Jesus and the church.
- c. Members realize they are always on mission wherever they are, and live modeling the life and love of Jesus in all of their interactions. Church people have genuine friendships with those outside of the church.
- d. The church adds and retains at least 5% new people each year.
- e. They are regularly celebrating and baptizing new people who have yielded their lives to Christ as members of God's Kingdom.
  - *Possible Resources: Bless – by Dave & Jon Ferguson; Growing Local Missionaries – Steigerwald; The Shaping of Things to Come – Frost & Hirsch*

### **4. Disciples are being made**

- a. Members have an ever-growing relationship with Jesus through personal spiritual practices such as sabbath and a devotional life.
- b. People in the church are growing in the knowledge of the Bible and are applying it to all areas of their life.
- c. Members are identifying, improving and using their gifts and skills both in the church and outside of it, realizing that every person is a minister.
- d. The church has a clearly defined discipleship pathway.
- e. Members are actively serving in the church and in the community.
- f. Members are growing in the fruit of the Spirit.
  - *Potential Resources: Discover Ministry School; Practicing the Way – John Mark Comer; Invitation to a Journey – Robert Mulholland; Rooted – Mariners Church; Growth Track - Highlands; Inste; Emotionally Healthy Discipleship by Pete Scazzero*

### **5. Genuine love within the church family**

- a. Members are learning from and about one another through consistent and intentional time together beyond the weekend gathering. This could be in small groups, life-stage ministry groups, serving teams, etc.
- b. People are not only friendly but are truly making friendships where there is care and support for one another in times of crisis, and there is celebration on special occasions.
- c. Members are learning how to listen, how to disagree with respect, and how to navigate conflict.
- d. Over 60% of all those who call themselves regular attenders are involved in small groups.
- e. The church can identify stories of cross-cultural, intergenerational relationships forming.
  - *Potential Resources: Life Together – Dietrich Bonhoeffer; Sticky Community – Larry Osborne*

### **6. Leaders are being developed and multiplied at every level**

- a. Leaders understand that their role is not simply to do ministry, but to train others to do what they are doing.
- b. The next generation is being given opportunity for influence.

- c. Ministries are run by teams – nobody leads alone.
- d. You can give regular examples of leaders who are developing and raising up other leaders
- e. There is a willingness and track record of sending leaders as God calls them to be pastors, missionaries, church planters, and marketplace ministers.
  - *Potential Resources: Discover Ministry School; Inste; Developing the Leaders around you by John Maxwell; Multiply by Francis Chan; Developing Female Leaders by Kadi Cole; Hero Maker by Dave Ferguson; The Making of a Leader by J. Robert Clinton*

## **7. Spiritually Transformative Gatherings**

- a. Prayer is central to preparation.
- b. Preaching and teaching is well prepared and presented.
- c. There is a regular recognition of the power and presence of Jesus and the work of the Spirit in worship.
- d. Jesus is always at the center of focus, and the Word of God is the authority.
- e. In and through gatherings, the Spirit of God is moving ways of thinking, feeling and acting.
- f. There is a clear sense of God’s favor among the people.
  - *Potential Resources: Communicating for a Change – Andy Stanley; The Art of Preaching – John Mark Comer; Discover Ministry School – Tier 3; Thriving in the Spirit – Burton Campbell*

## **8. Well-functioning systems**

- a. Necessary administrative pieces are in place: insurance, incorporation, finances & banking, bylaws, board and communication
- b. Facilities are well maintained, clean and free of clutter or distraction.
- c. Child safety protocols are clear, practiced and regularly reviewed.
- d. Staff and leadership has defined job descriptions with regular reviews
- e. Church is in solid financial condition with an established annual budget, sufficient reserves, and financial transparency.
- f. Technology is in place to allow for efficient communication and presentation
- g. Essential structures are in place with clear pathways to move church participants from initial contact to becoming fully-formed disciples who are bearing fruit. Each area of ministry works interdependently with the others to move disciples to maturity.
  - *Potential Resources: Simple Church by Thom Rainier; The Unstuck Church by Tony Morgan; Intentional Churches by Doug Parks and Bart Rendel; Managing the Ministry – a practical guide to church administration, by Jody Dean.*