



4 Key Initiatives for Building an Effective Church

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If you could accomplish these 4 things, you would build a pathway to church effectiveness, and your church would be transformed. The challenge is that very few churches understand any of these. So, let's explore them just a bit.

Organizational clarity?

Does the church have a clearly defined purpose, values, and vision? Does each body within the church have clearly defined roles and authority (the Session or Board, Diaconate, Pastor, Staff, lay teams, etc.)? Is there a clear strategy to move you to



the vision? Do you know where you are now on this journey? Does each player know his/her role and is it a fit? The answer I have heard to most of these questions in many churches is anywhere from "no, not really" to "are you kidding?" (The wording for these first two initiatives comes from Patrick Lencioni's book, *The 4 Obsessions of an Extraordinary Executive*.)

A cohesive leadership team?

Are your leadership team members gifted for their specific

roles? Do they know each other in such a deep, personal way that they are truly vulnerable with each other? Has your leadership team built real trust? Do team members have the freedom to confront each other and have healthy conflict? When you make a decision, is there 100% commitment to that decision by all team members? Is there full accountability to follow-through? Is there effective attention to ultimate results? Is the team able to do relationship and mission at the same time?

Grow our people?

There is a continuum of shepherding/discipleship/leadership development that few churches have figured out how to do. Do your leaders know how to follow the model of Jesus with the 12 to shepherd, disciple, and develop spiritual leaders? Is there an understanding, a heart, and an effective plan to shepherd the broader flock?

Real Christian Community?

Do your people develop deep, authentic relationships as they serve and minister together? Do they have the desire and the skills to engage each other's hearts? Do they have the commitment to only do ministry work in teams through this kind of relationship?

How can you develop this Pathway for your church?

1) How you can create organizational clarity

- Assess where you are through interviews, surveys, and review of demographic, ministry, and financial information
- Develop meaningful Purpose, Core Values, Vision, and Mission that clarify what



- God wants your church to *uniquely be*
- Develop a Strategic Plan to get you there
- Develop clear descriptions of the roles of the elders, deacons, pastors, staff, and lay leaders
- Develop a clear organization chart clarifying the role of each ministry, from the Session or Board to the lay

worker, and draft a written “board” policy manual

2) How you can build a cohesive leadership team

- Help your pastor grow as a leader (a role that seminary didn't totally prepare him for) by providing him with the gift of a “leadership coach”
- Utilize behavioral profiles to help identify the best “seats on the bus” for team members and to build team trust
- Practice healthy conflict, leading to commitment, leading to accountability to follow-through, leading to attention to results
- Facilitate real Christian community as teams do “mission PLUS relationship”

3) How you can grow your people

- Initiate a Life-on-Life Discipleship plan that elders and other leaders can replicate to grow people Jesus' way
- Install a plan to shepherd and coach all of your leaders
- Train your elders and others to shepherd and then develop a congregational shepherding system that aligns expectations with deliverables

4) Develop real Christian community as you are doing all of this

- Develop an understanding of the whole heart and how we can engage each other deeply and vulnerably
- Learn to do the business of ministry (mission) AND deep relationship at the same time

For an assessment and discussion about where your church is in each of these areas and for help with any of them, contact *Transform.*