

# 7 Dynamics Affecting Church Health

**why things go wrong  
and  
how to help things go right**

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# PERFORMANCE

Official evaluations are generally more productive than unofficial ones.

- More thorough
- Involve due process
- Supportive rather than adversarial
- Provide ongoing dialogue

# PERFORMANCE

Evaluations that are attempted by votes of confidence –whether called for periodically or by petition –are always problematic and should by all means be avoided.

# PERFORMANCE

There are two focus points of pastoral performance evaluations:

- Relational concerns
- Institutional concerns

# PROGRAMS

While generally agreeing that their mission is to share Christ's love with the world, members may have sharply divergent views about strategies for doing so.

# PROGRAMS

Pastors who envision plans which outstrip the congregation's resources and/or commitment, will stir resistance.

# PROGRAMS

Congregations best thrive when there is a clearly defined sense of mission.

- What do we have to offer? –build on that!
- What's happening around us that we can address? –minister to that!

# PASSAGES

Passages are transition periods.  
During a lifetime each of us  
experience many passages.

- Graduation
- Marriage
- Employment changes



# PASSAGES

Principles

Power


Process

Personalities

Performance

Programs

Passages



**Each can make or  
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