

7 Dynamics Affecting Church Health

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

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LEADERSHIP

**Disappointing people
at a pace they can tolerate**

OVERVIEW OF SESSION

Principles

Power


Process

Personalities

Performance

Programs

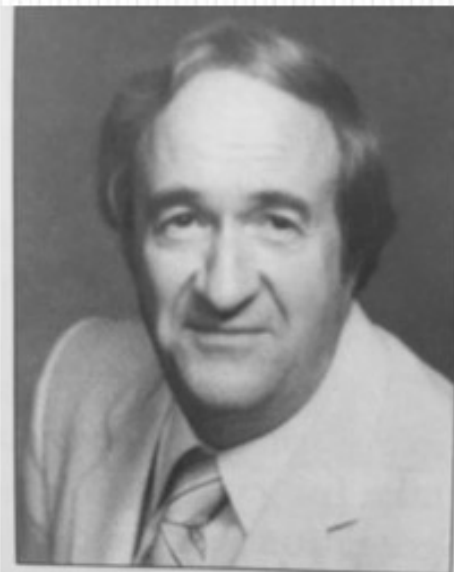
Passages



**Each can make or
break a local
congregation and
its pastor(s).**

SESSION CREDIT

Content of this presentation was adapted from the ***Church Service News and Comment*** written by Rev. Dr. Keith E. Huttenlocker, Fall 1993, and Winter 1994.



Keith E. Huttenlocker

PRINCIPLES

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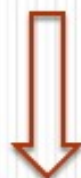
- God's people –especially those in conservative congregations like the Church of God –are very opinionated.
- They are people of principle.
- The church cannot avoid being a principle-oriented place.



principles

relationships

**Where would YOUR
arrow be?**



principles

relationships

PRINCIPLES

Congregations which tilt too far to the left side of the continuum will always be conflict prone since when a difference of opinion arises, they will forfeit relationships to protect principles.



PRINCIPLES

The pastor who advocates legalism will eventually become the victim of it at the hands of his or her own congregation.

Conversely, the pastor who promotes love will be the beneficiary of it, from the same members.

POWER

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- Control issues usually arise from a mistaken idea about leadership.
- Lay persons mistakenly bring ideas of leadership from the workplace that do not apply to volunteer organizations and do not reflect the spirit of Christ.

PROCESS

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- **HOW** decisions are made and **WHO** makes them are virtually the central consideration in a healthy church.
- **POWER** has to do with the exercise of authority. **PROCESS** has to do with the distribution of authority.

PROCESS

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Sadly, many of our church boards operate with a permission withholding mindset. This forces pastors to operate as a lobbyist instead of as a leader.

PERSONALITIES

Work should be done to sensitize church members to the effects of various personality traits...

- Meyer Briggs
- DISC profile
- Strengths Finder

PERSONALITIES

A leader's greatest strength can correspondingly be his or her greatest weakness.

PERSONALITIES

The church demands a higher and more complex form of leadership than a business does.

PERFORMANCE

2 Corinthians 6:1 (NKJV)

We then, as workers together with Him also plead with you not to receive the grace of God in vain.

PERFORMANCE

The pastor's effectiveness heavily depends upon the effectiveness of lay leaders.

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

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