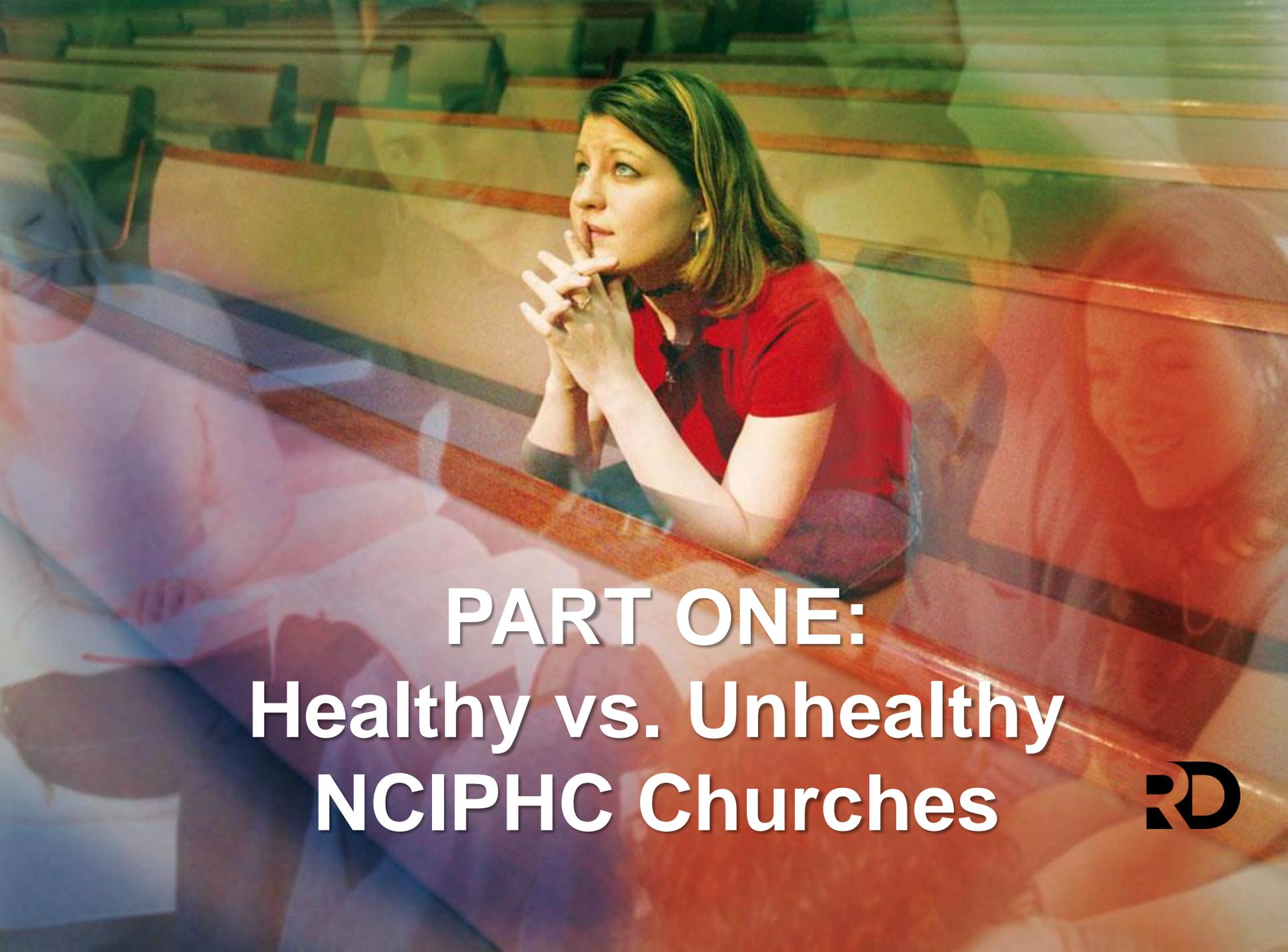


**A Seminar Based on  
Natural Church Development:  
Charting the Course toward Healthier  
North Carolina International Pentecostal  
Holiness Churches**

**Dr. Rich Denning**

PASTOR ♦ TEACHER ♦ LEADERSHIP COACH

**RD**



**PART ONE:**  
**Healthy vs. Unhealthy**  
**NCIPHC Churches**



## **Healthy NCIPHC Churches:**

“A healthy NCIPHC church produces disciples for Jesus and is reproducing itself in other churches; it is filled with joy for Jesus and for life; it is immersed in the Bible; it is dependent upon the Holy Spirit to guide every aspect of the church community; and it lives by the motto of “Let’s pray, trust God, and see what He will do!” – Dr. Lou Shirey



## **Unhealthy NCIPHC Churches:**

“An unhealthy NCIPHC church is one that fits one or more of the following criteria: Self-serving, ingrown, lacking love for Christ and love for others, limited commitment to prayer, has an un-teachable pastor, congregation believes they have received all that Christ has for them, and/or Spiritual gifts are not known or experienced.”

– Dr. Lou Shirey



## **Unhealthy NCIPHC Churches (Cont.):**

“Unhealthy means that the church is not growing or thriving. Lack of sensitivity to the complexities of life will harm people. A spirit of evil may inhabit the church congregation. Not allowing the people within the church to grow in their spiritual gifts is deadly. Pastors who control all aspects of church life create a toxic churches.”

– Dr. Lou Shirey



## The Challenge:

“There are a number of NCIPHC churches who want change but only on their terms; churches whose demographics have changed and are truly declining/dying; churches who, because of their size and finances, cannot offer sufficient financial compensation to secure a progressive innovative pastoral situation to enable them to climb out of the rut.”

– Bishop Danny Nelson





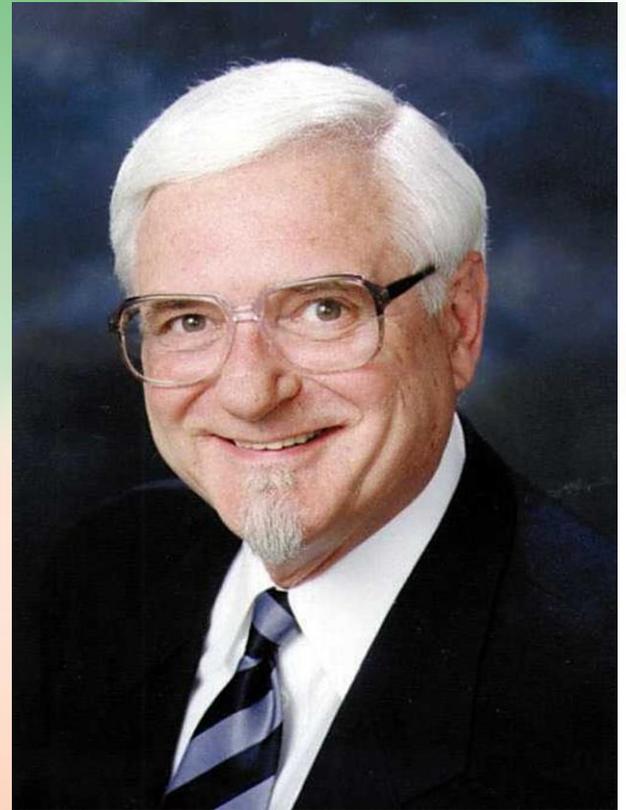
**PART TWO:  
The Church Growth  
Movement**



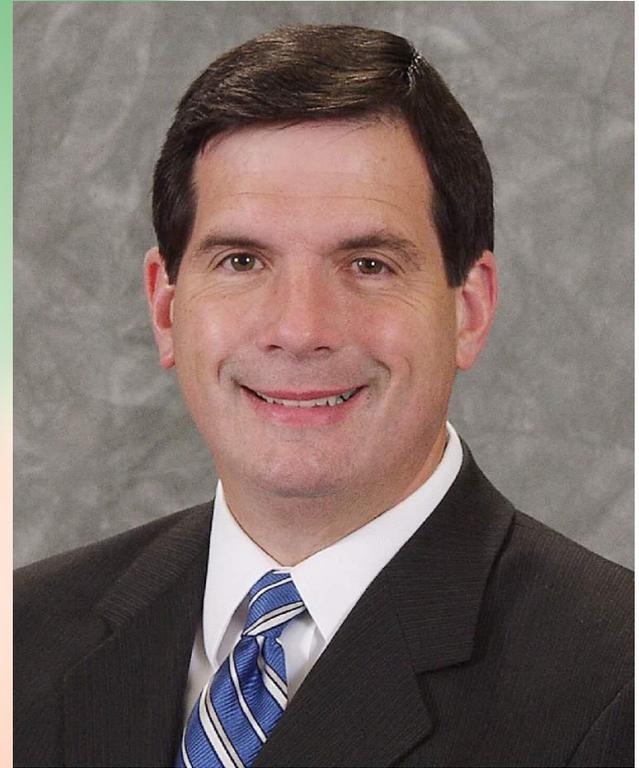
# What is Church Growth?



“Church growth is all that is involved in bringing men and women who do not have a personal relationship to Jesus Christ into fellowship with Him and into responsible church membership”  
– C. Peter Wagner



Thom S. Rainer, a historian of the Church Growth Movement, defines church growth in *The Book of Church Growth, Nashville: Broadman, 1993.*



“Church growth is that discipline which investigates the nature, expansion, planting, multiplication, function, and health of Christian churches as they relate to the effective implementation of God’s commission to ‘make disciples of all peoples’ (Matthew 28:18-20)”  
(Rainer 1993, 20).



Rainer goes on to define three different kinds of church growth:

“Growth Engines” (Rainer 1993, 22)

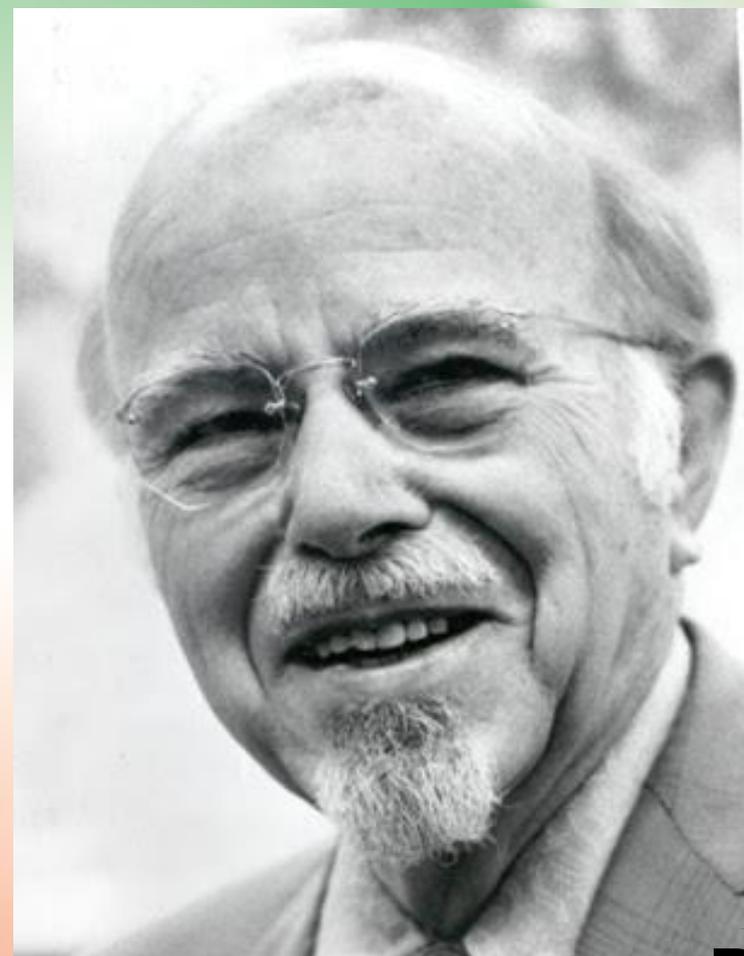
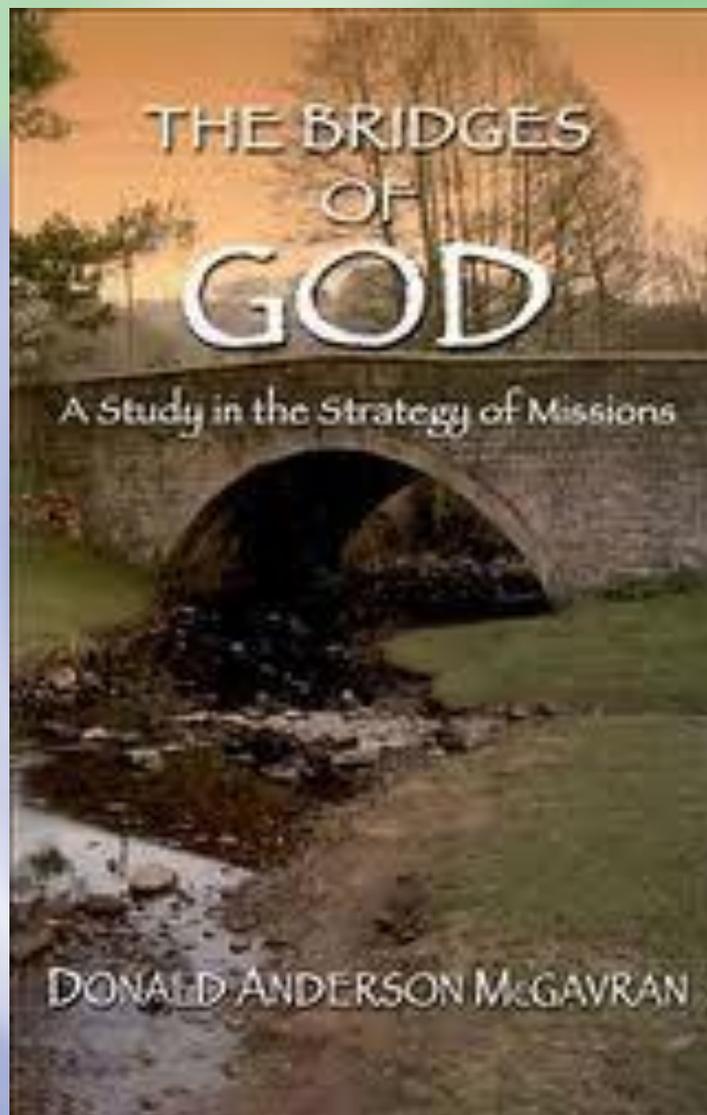
- 1) Biological – Babies are born to church members
- 2) Transfer Growth – People go from one church to another (Sheep Swapping)
- 2) Conversion Growth – People get saved and come into the church



## The Task of Church Growth:

“Students of church growth strive to integrate the eternal theological principles of God’s Word concerning the expansion of the church with the best insights of contemporary social and behavioral sciences, employing as the initial framework of reference the foundational work done by Donald McGavran *The Bridges of God – 1955*”  
(Rainer 1993, 20).





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# The Influence of Donald McGavran ("Father of the Church Growth Movement"):

- Missions calling to India
- *Bridges of God* (1955)
- Seminal Church Growth Principles



## Seminal Church Growth Principles:

- 1) Evangelism complete when a person is a disciplined mature fruit-producing Christian.

## Seminal Church Growth Principles:

- 2) Pragmatic approach: Do what ever is not unbiblical to draw the lost and push for conversion. “If it is not unbiblical, do it!”



## Seminal Church Growth Principles:

- 3) Numerical growth is a valid indicator for success in evangelism and discipleship.



## Seminal Church Growth Principles:

- 4) Contextualized Ministry: People prefer to be converted within their own culture, language, and societal position.

## Seminal Church Growth Principles:

5) Group focus and emphasis: power of “group-think” and maximizing effort. Focus on the people most likely to be receptive (limited resources – time, people, finance)



Donald McGavran – Principle catalyst for Church Growth in the 1950s and 60s based on observation concerning church growth on the mission field in India.

Fuller Theological – Institute of Church Growth revitalized by McGavran in 1965 and founding dean of the School of World Missions.

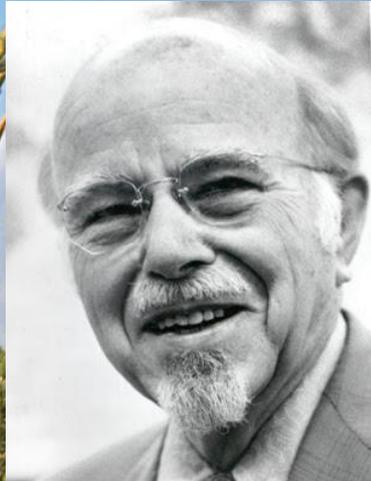


DONALD A.  
MCGAVRAN

Revised & edited by

C. PETER  
WAGNER

# Understanding Church Growth



THIRD EDITION

The Church Growth Movement really began in America with the publishing of McGavran's *Understanding Church Growth*.



“Pasadena Gang” becomes some of the seminal sources for Church Growth materials and thought during the 1970s as the movement was forming.



Ralph Winter – Fuller: Missions and  
the William Carey Library

Charles Kraft – *Christianity with Power*  
(1989)

John Wimber – Founding Director of  
Fuller's Institute of Evangelism and  
Church Growth – *Power Evangelism*  
(1986)



C. Peter Wagner became the primary source for the Church Growth movement in the 1980s. Integration of Pentecostal theology into the movement.

*Churchquake* (1999) – captures the essence of church growth and contextualization



The Church Growth movement began to mature with experience in the 1990s with a shift toward *church health* and *contextualization*.

Examples:

Willow Creek Community Church  
(Bill Hybels) Contextualization for  
affluent suburban people south of  
Chicago



Saddleback Community Church – (Rick Warren) Contextualization for the suburban Southern California

Yoido Full Gospel Church – Paul Yonggi Cho in Seoul, South Korea – 1.0 Million people



Other spin-offs from the Church Growth Movement, which directly impact our class focus of visioneering today:

George Barna – Contextualization based on solid statistical analysis with a social science approach – *What Americans Believe* (1991), *Boiling Point* (2001)



Vineyard Church movement started by Peter Wagner

C. Peter Wagner – *The Healthy Church* (1996) – a marked shift in emphasis toward church health

**Christian Schwarz – *Natural Church Development* (1996) – what constitutes a healthy church**



## Some Lasting Broad Effects of the Church Growth Movement:

- 1) Radical changes in worship style (contemporary, “user-friendly.”)

Some Lasting Broad Effects  
of the Church Growth Movement  
(Continued):

- 2) Progressive deployment of the congregation to do the work of the ministry (empowerment) and blurring of the clergy/laity line.

Some Lasting Broad Effects  
of the Church Growth Movement  
(Continued):

- 3) New forms of church government that are team-based expressions of authority.

Some Lasting Broad Effects  
of the Church Growth Movement  
(Continued):

- 4) An increased need and emphasis on small groups and relationship-based church structures.

## Some Lasting Broad Effects of the Church Growth Movement (Continued):

- 5) A renewed emphasis on reaching the lost in a contextualized manner.

Note: All these fall into the categories for “church health” as described in NCD by Schwarz (1996).





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# **PART THREE: Natural Church Development**

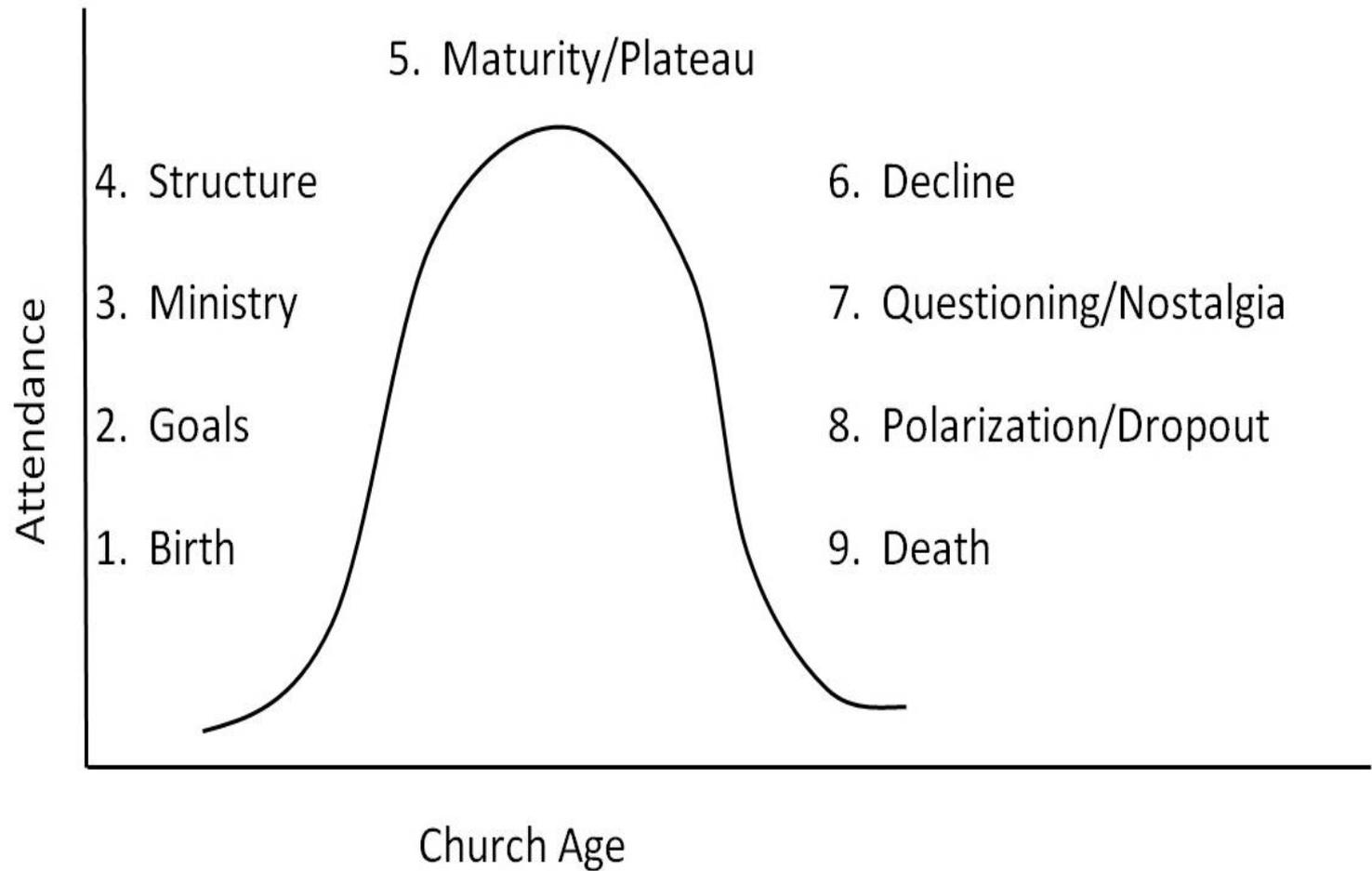


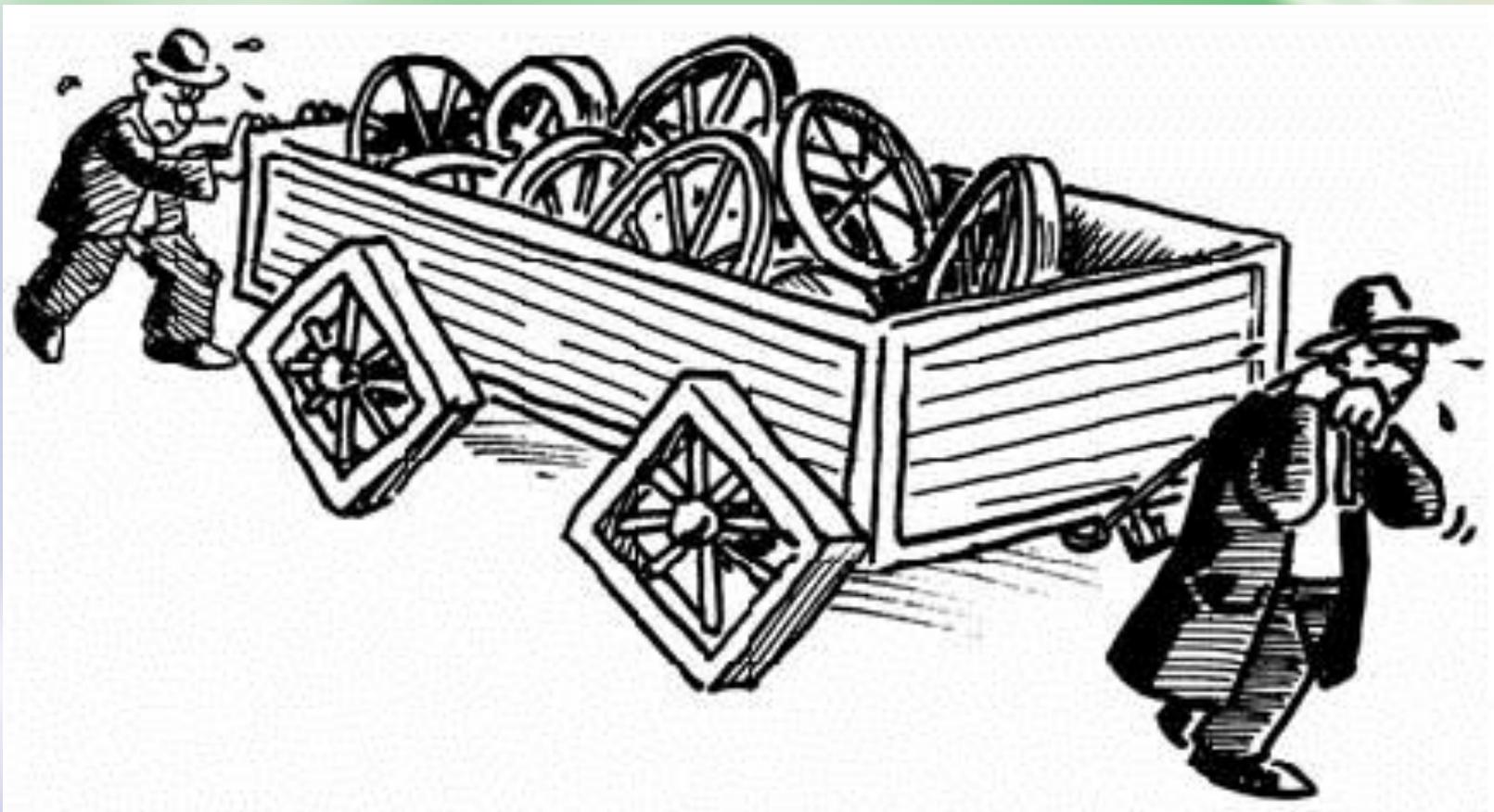
# Church Growth Movement produced the Church Health Movement:

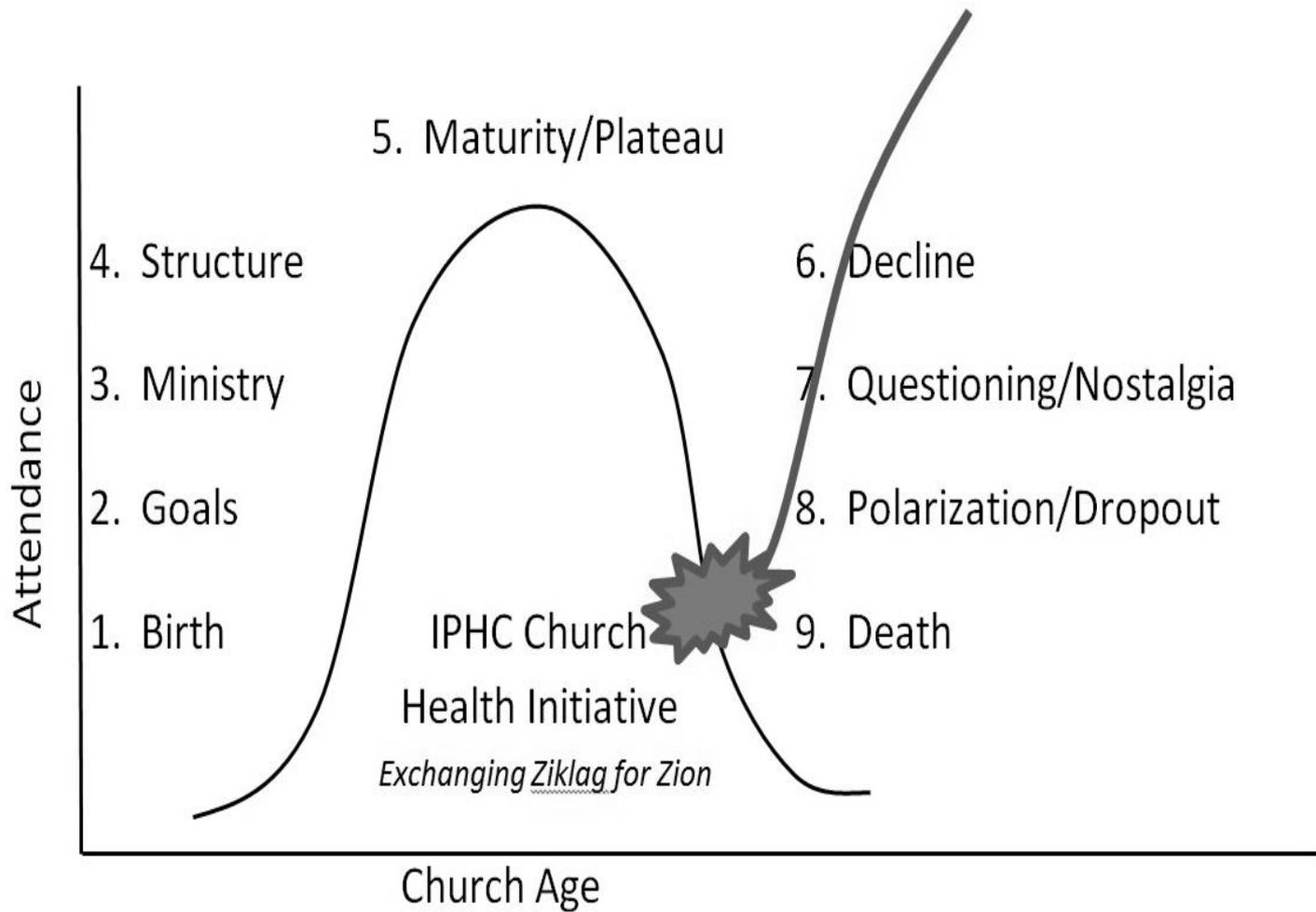
- 1) Health churches eventually reproduce.
- 2) There are four distinct phases to church multiplication:
  - a) Conception
  - b) Pre-natal
  - c) Birth
  - d) Reproduction

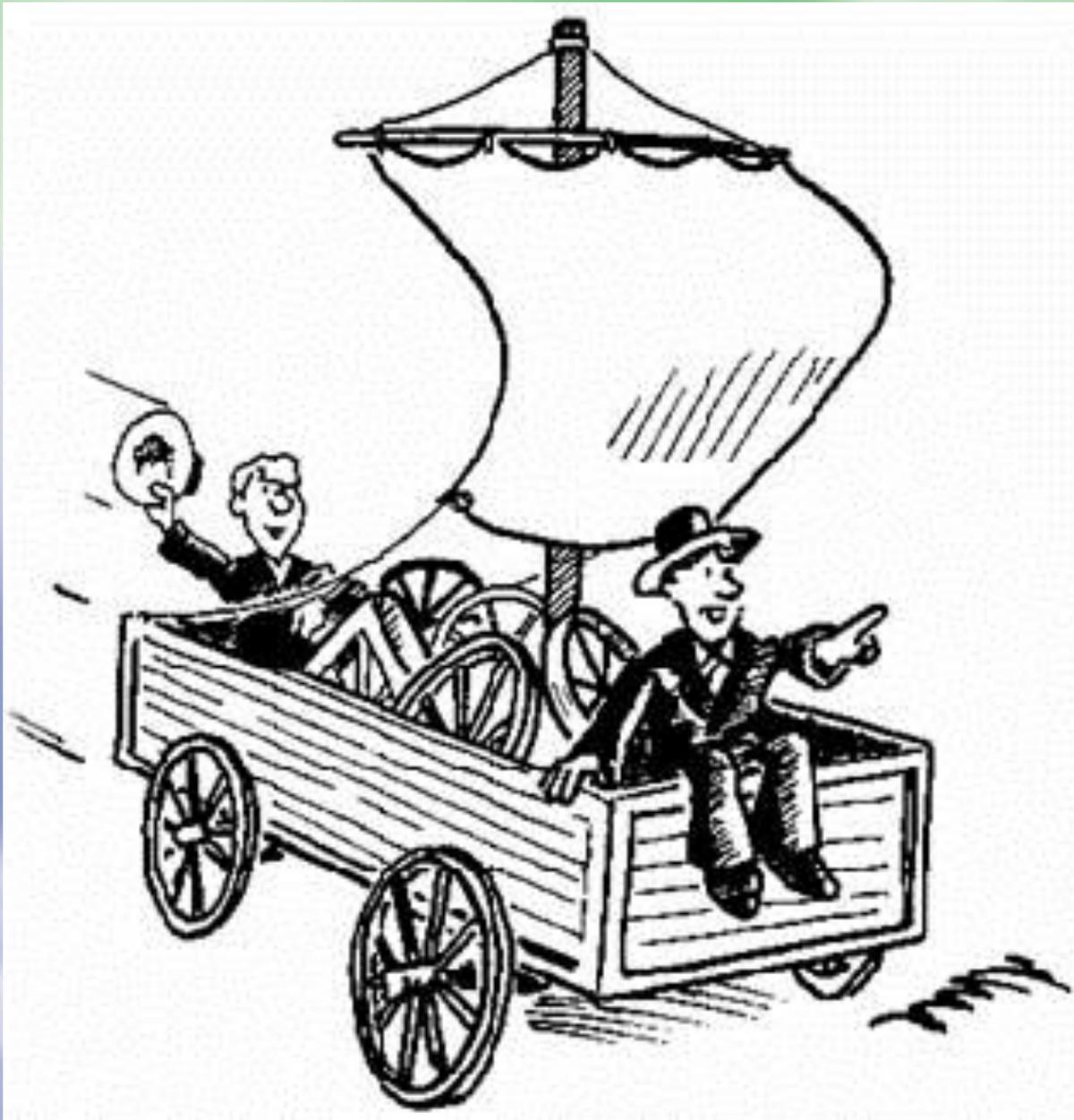


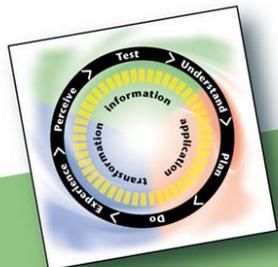
The growth is driven by church health,  
not numbers.











Christian A. Schwarz

# Natural Church Development



*A Guide to Eight Essential Qualities of Healthy Churches*



# ***What does Natural Church Development mean?***

***Releasing the divine***

***growth forces***

***by which God himself***

***grows his church***





## Technocratic paradigm

The significance of institutions, programs, methods, etc. is *overestimated*.

Organization

## Spiritualistic paradigm

The significance of institutions, programs, methods, etc. is *underestimated*.

Organism

## NCD paradigm

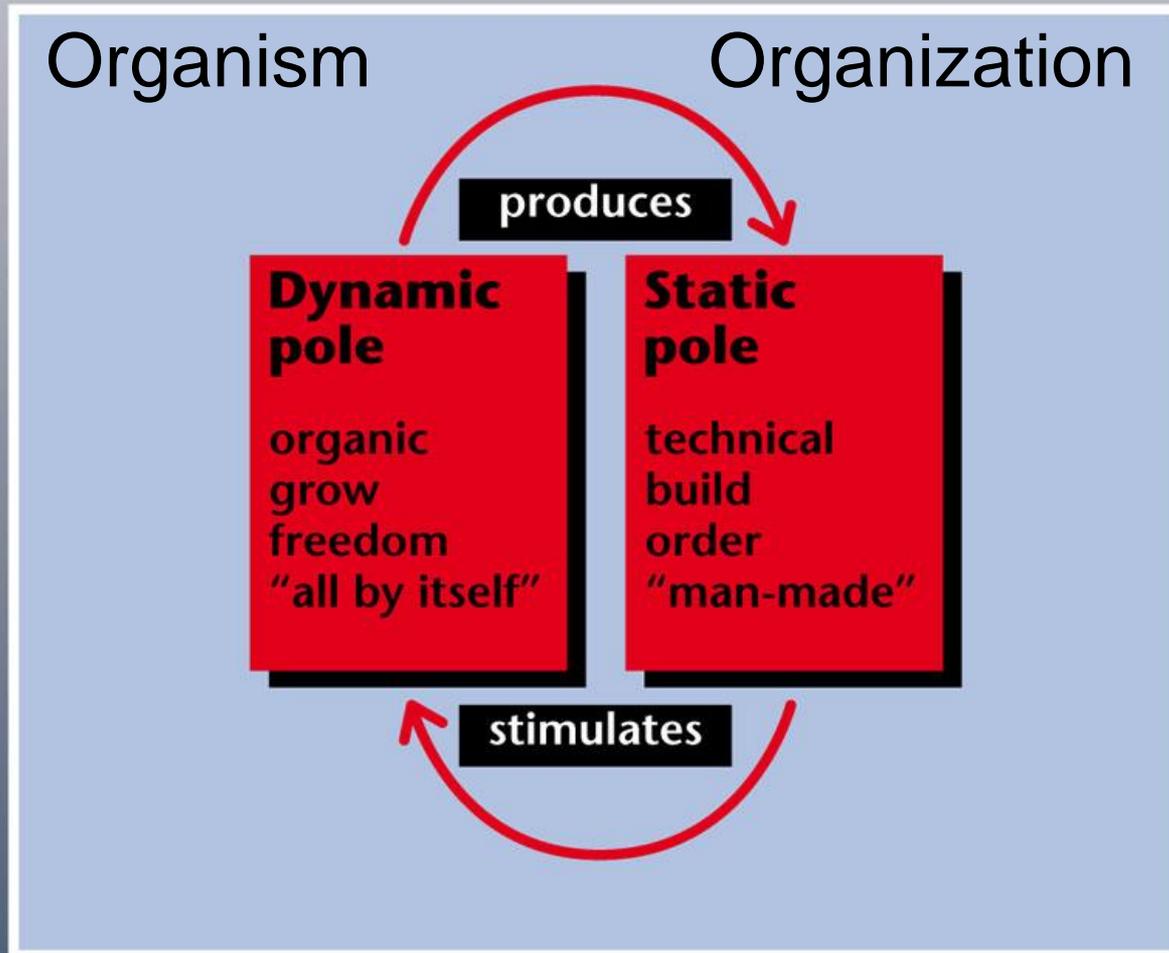
The attempt to bring the organic and the organizational poles into balance.

Both



# Dynamic and static pole

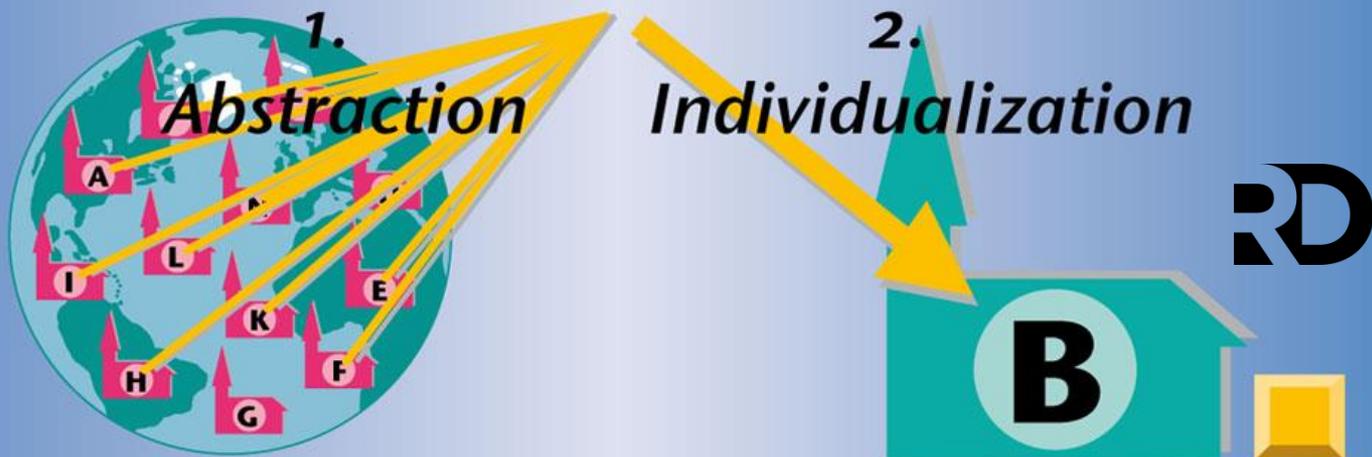
## The church concept of NCD



# Models and principles



## Principles:



Christian Schwarz began research in the 1990s into what church growth principles work to produce a growing healthy church.

Schwarz used three key methodologies to inform his project as a theoretical base:

1. Scripture/Revelation
2. Nature/ God's Creation
3. Empirical Research



## 1) SCRIPTURE/REVELATION:

Schwarz believed that GROWTH was  
GOD'S responsibility

Mark 4:26-29 “automatos”

– all by itself or automatically.



## 2) NATURE/GOD'S CREATION

Schwarz concluded that every organism in the universe has all-by-itself growth potential or growth automatism.

They will grow, thrive and multiply when the environmental factors are suitable.

He applied this to church growth theory for his study, attempting to isolate the environmental factors that release “all-by-itself” growth.



### 3) EMPIRICAL RESEARCH

Schwarz began a study of 1000 churches in 32 countries on six different continents, with varied denominational affiliation, language, tradition, and doctrinal stance in order to establish what church growth principles are true.



He sought to distill the key points of difference between churches growing numerically and churches declining Numerically.

He also set out to find what factors most contribute to the growth of a church, concluding that GROWTH is best facilitated through HEALTH.



After the empirical study was complete, Schwarz concluded that there are eight areas of quality that infuse sufficient health into the life of a church, so that if they are at work at sufficient measurable levels (factor = 65%+), the church will have a 99.4% chance of growth numerically.





*Schwarz began the “International Research Project,” which is still on going today*

Originally:

- 1,000 churches
- 32 Countries
- 6 Continents

# NCD research

*45,000 churches, 70 countries,  
6 continents*

**TODAY**



### **Empowering leadership**

*Are your leaders focused on equipping believers for ministry?*

### **Gift-based ministry**

*Are tasks in your church distributed according to the criterion of gifting?*

### **Passionate spirituality**

*Is the spiritual life of the church members characterized by passion?*

### **Effective structures**

*Do the structures of your church contribute to growth?*

## **Eight quality characteristics**

### **Inspiring worship service**

*Are your worship services an inspiring experience for the members?*

### **Holistic small groups**

*Do the small groups address the life issues of their members?*

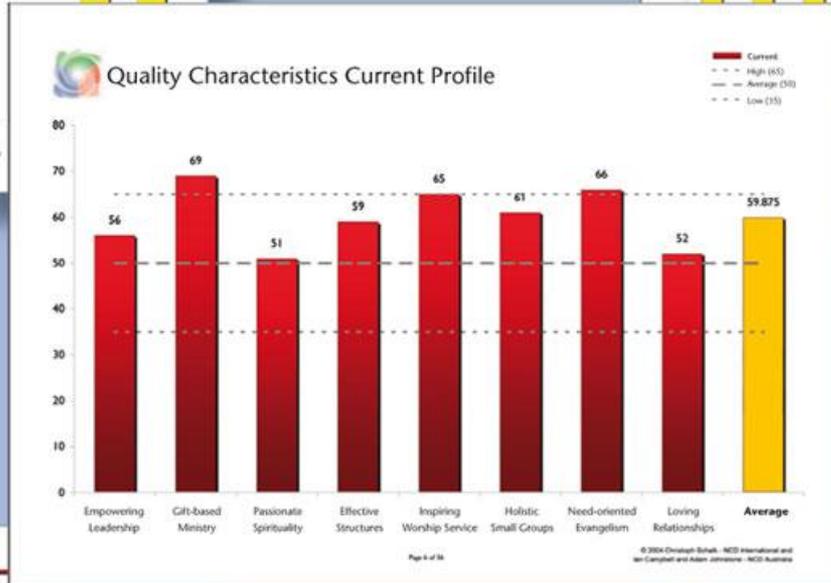
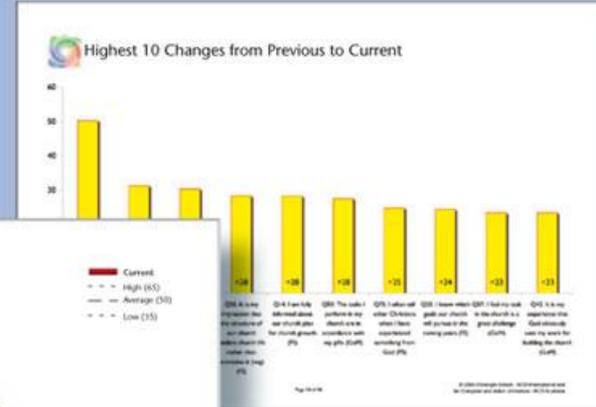
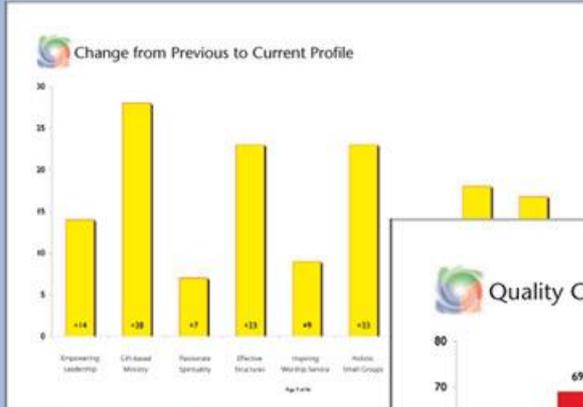
### **Need-oriented evangelism**

*Are the evangelistic activities related to the needs of those you are trying to win?*

### **Loving relationships**

*Are the relationships of the members characterized by love?*

# Basic Profile

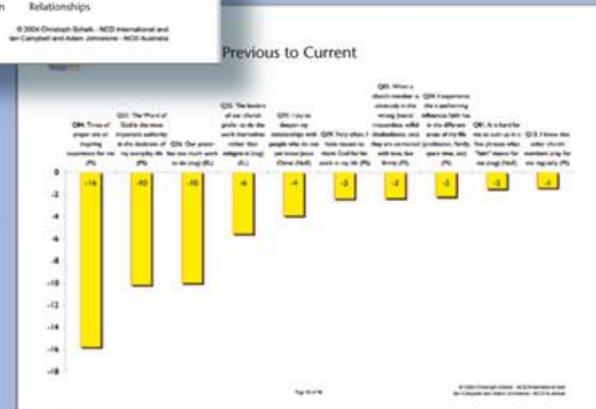
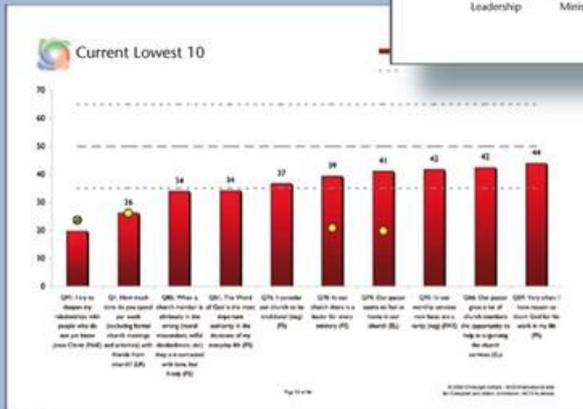


Overall trends

Lowest factors

Greatest changes

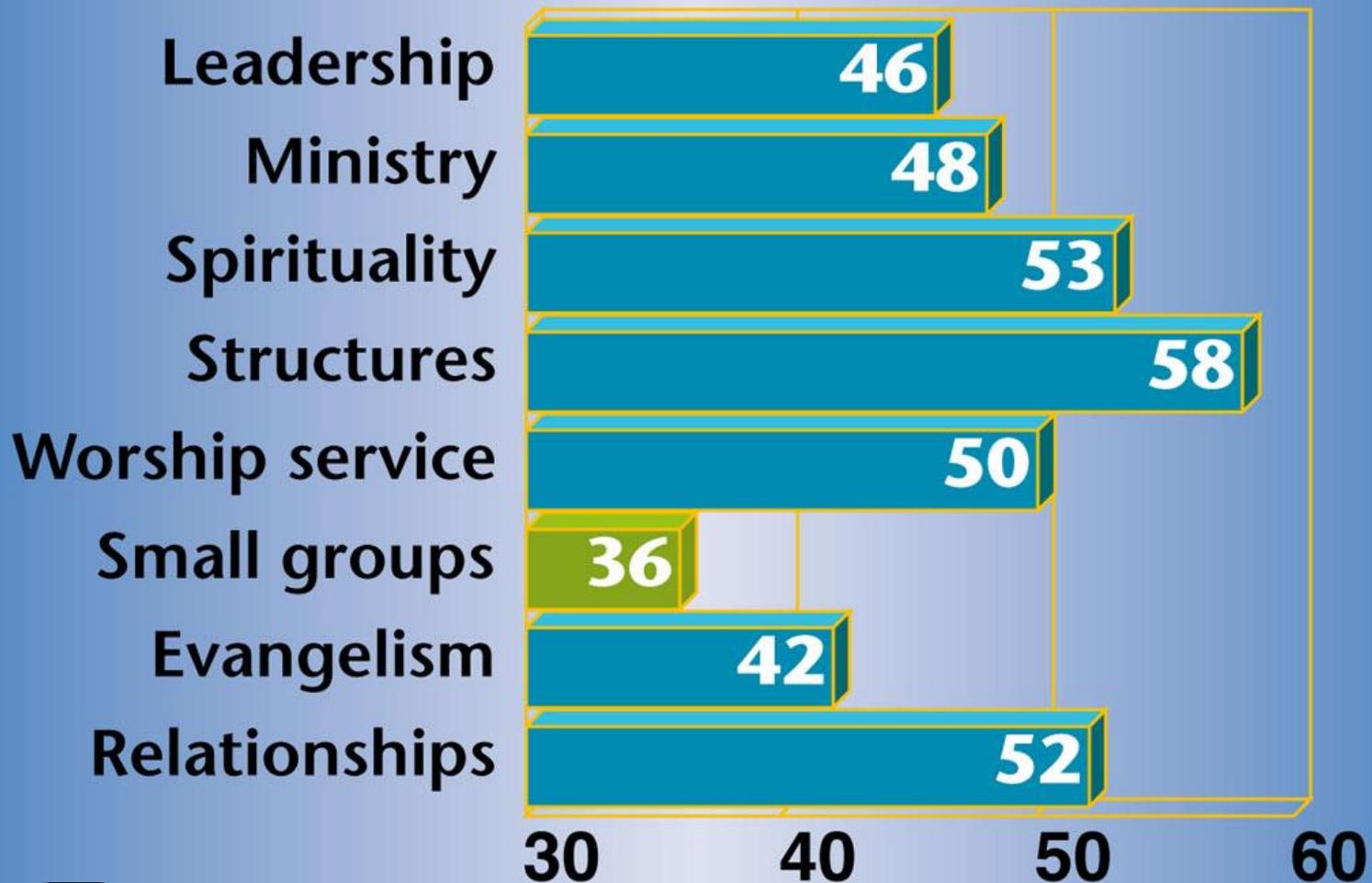
Smallest changes



The basic NCD Survey (above) and four sample pages of a detailed analysis (outer diagrams).



# Bar diagram



*The profile of a sample church*



# The minimum barrel

*The shortest stave determines the amount of water the barrel can hold*



**“Service  
attendance”**

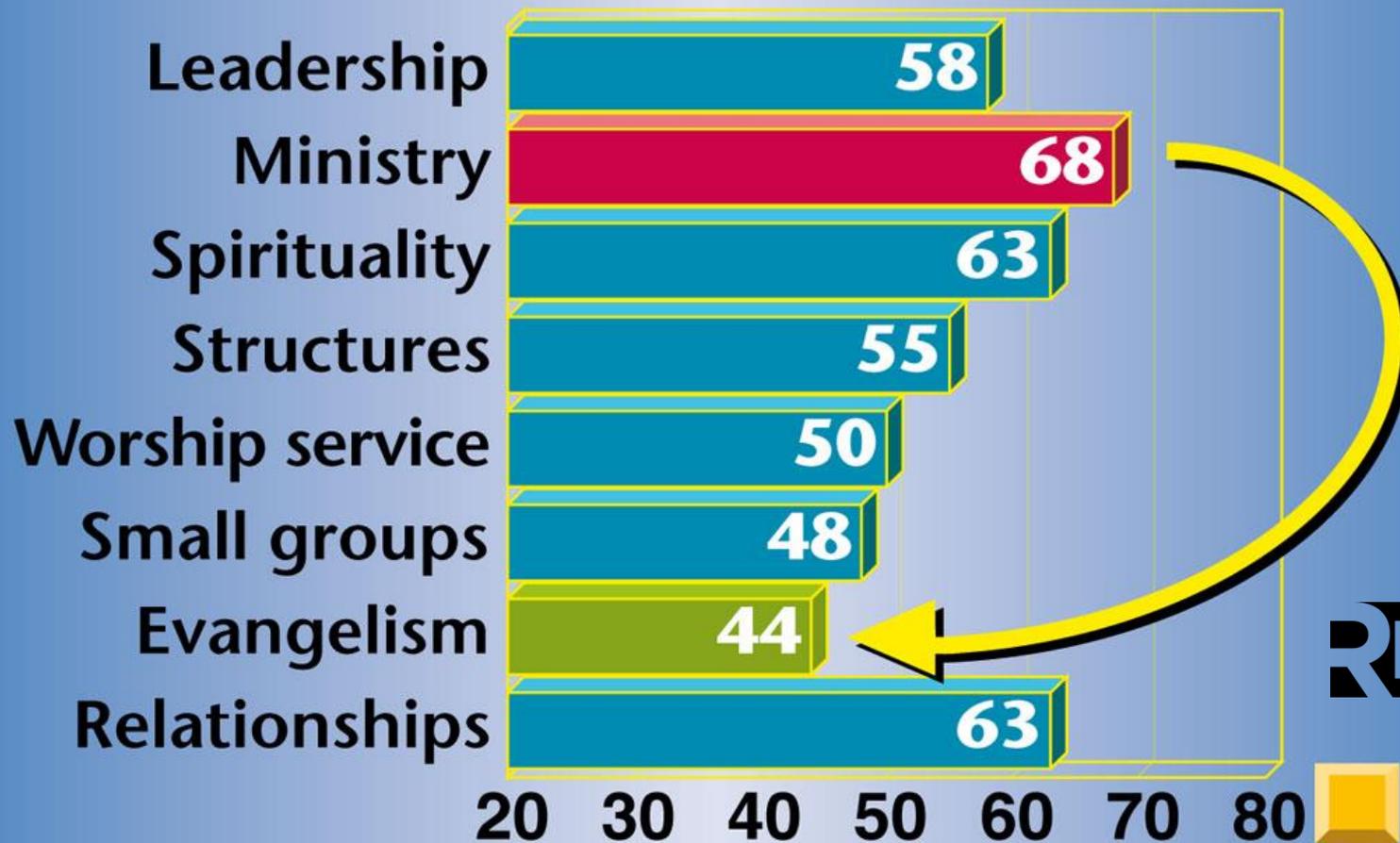
**“Minimum  
factor”**

**“Quality  
characteristics”**



# Strengths and weaknesses

*Using strengths to work on weak areas*



**RD**



**RD**

Eight Qualities for Church Health:

# I. Empowering Leadership



# Eight Qualities for Church Health:

## I. Empowering Leadership

Does the church empower its members to do the work of the Ministry?



# Eight Qualities for Church Health:

## I. Empowering Leadership

### A. Ingredients to Empowering Leadership:

Points to  
ponder...

# Eight Qualities for Church Health:

## I. Empowering Leadership

### A. Ingredients to Empowering Leadership (Continued):

1) Character – effective leadership grows out of an intimate relationship with God which produces the Christ-like character and internal guts to lead well.



# Eight Qualities for Church Health:

## I. Empowering Leadership

### A. Ingredients to Empowering Leadership (Continued):

2) Empowerment – the key to leadership is empowering others to function in their gift and calling (Eph 2:8-10), thereby increasing the spiritual maturity base of the church for serving the Lord.



# Eight Qualities for Church Health:

## I. Empowering Leadership

### A. Ingredients to Empowering Leadership(Continued):

3) Satisfaction – Individuals are most satisfied in the church when they are being used by God in their area of gifting and calling to produce fruit.



# Eight Qualities for Church Health:

## I. Empowering Leadership

### A. Ingredients to Empowering Leadership (Continued):

4) Delegation – the job of a leader is to equip, support, enable, and mentor individuals to do the work of the ministry in the church.



# Eight Qualities for Church Health:

## I. Empowering Leadership

### B. Key Questions:



# Eight Qualities for Church Health:

## I. Empowering Leadership

### B. Key Questions:

1) Matched – is the pastor matched properly to the congregation (values, culture, personality)?

# Eight Qualities for Church Health:

## I. Empowering Leadership

### B. Key Questions (Continued):

2) Delegation – does the leadership share the work of the ministry with the congregation?

# Eight Qualities for Church Health:

## I. Empowering Leadership

### B. Key Questions (Continued):

3) Gifting – does the congregation have a deliberate way to help the members discover, develop, and be deployed in their area of gifting?



# Eight Qualities for Church Health:

## I. Empowering Leadership

### B. Key Questions (Continued):

4) Vision – does the leadership have a clearly defined and articulated vision for the church and ministry and has it been communicated well to the congregation?

# Eight Qualities for Church Health:

## I. Empowering Leadership

### B. Key Questions (Continued):

5) Equipping – does the leadership have a structured and defined mentoring and equipping mechanism to train individuals to the mature exercise of their gifts?



# Eight Qualities for Church Health:

## I. Empowering Leadership

### B. Key Questions (Continued):

6) Change – Is the leadership skilled in conflict resolution and leading the congregation through seasons of change?

Eight Qualities for Church Health:

# II. Gift-Oriented Ministry



# Eight Qualities for Church Health:

## II. Gift-Oriented Ministry

Does the church help its members discover, develop, and exercise their God-given gifts in appropriate ministries?



# Eight Qualities for Church Health:

## II. Gift-Oriented Ministry

### A. Gifting:

- 1) God has sovereignly given gifts to each individual to exercise in ministry and the building up of His church (Eph 2:8-10).

# Eight Qualities for Church Health:

## II. Gift-Oriented Ministry

### A. Gifting (Continued):

- 2) God has invested certain gifts in each person according to His plan (Psalm 139).

# Eight Qualities for Church Health:

## II. Gift-Oriented Ministry

### A. Gifting (Continued):

3) These gifts are described in the Scriptures (Rom 12:4-8; I Cor 12:28-31).

# Eight Qualities for Church Health:

## II. Gift-Oriented Ministry

### A. Gifting (Continued):

4) These gifts can be developed and deployed for use in the local church.

# Eight Qualities for Church Health:

## II. Gift-Oriented Ministry

### A. Gifting (Continued):

5) A person is most satisfied when their gifting is identified, they are trained to use it, and they can make a meaningful contribution to the church by using it.



# Eight Qualities for Church Health: II. Gift-Oriented Ministry

## B. Key Questions:



# Eight Qualities for Church Health:

## II. Gift-Oriented Ministry

### B. Key Questions:

- 1) Does the church have a way to measure the spiritual gifts that are resident in their lives and to help them understand what they are and how they are used?

# Eight Qualities for Church Health:

## II. Gift-Oriented Ministry

### B. Key Questions (Continued):

- 2) Does the church have a defined process for matching individuals with defined gifts to appropriate functions in the church that use their gifting?

# Eight Qualities for Church Health:

## II. Gift-Oriented Ministry

### B. Key Questions (Continued):

- 3) Does the church place a high and public value on serving according to one's gifts and reward such service?

# Eight Qualities for Church Health:

## II. Gift-Oriented Ministry

### B. Key Questions (Continued):

- 4) Is there a coaching and training mechanism in place to develop and deploy individuals to serve so that they mature in the exercise of their gifting under supervision?

# Eight Qualities for Church Health: II. Gift-Oriented Ministry

## C. Comments and Observations:

Points to  
ponder...

# Eight Qualities for Church Health:

## II. Gift-Oriented Ministry

### C. Comments and Observations:

- 1) Technocratic imbalance tends to dictate roles for individuals in the church regardless of calling or fit.

# Eight Qualities for Church Health:

## II. Gift-Oriented Ministry

### C. Comments and Observations (Continued):

- 2) Spiritualists often resist a structure to fit gifts into a structured plan because of anxiety over structure.

# Eight Qualities for Church Health:

## II. Gift-Oriented Ministry

### C. Comments and Observations (Continued):

- 3) Leadership must help identify gifting and integrate it into appropriate ministry (Eph 4:11-16).

# Eight Qualities for Church Health:

## II. Gift-Oriented Ministry

### C. Comments and Observations (Continued):

- 4) When people function in their area of gifting, they tend to function less in their own power and more in the power of the Holy Spirit.



Eight Qualities for Church Health:

# III. Passionate Spirituality



# Eight Qualities for Church Health:

## III. Passionate Spirituality

Do the Christians in the church live committed lives and practice their faith with joy and enthusiasm?



# Eight Qualities for Church Health:

## III. Passionate Spirituality

### A. Intimacy with God:

1) Spiritual Passion – flows from intimacy with God. Effective ministry flows out of spiritual passion.

# Eight Qualities for Church Health:

## III. Passionate Spirituality

### A. Intimacy with God (Continued):

- 2) Prayer and spiritual intimacy leads to a strong conviction that God is powerful, in control, and will act in powerful ways.

# Eight Qualities for Church Health:

## III. Passionate Spirituality

### A. Intimacy with God (Continued):

- 3) Prayer and intimacy leads to a strong sense of calling, vision, and direction.

# Eight Qualities for Church Health:

## III. Passionate Spirituality

### A. Intimacy with God (Continued):

- 4) Prayer and intimacy leads to an optimistic, overcoming, “can-do” attitude as people’s minds are renewed and they witness the results of faith.

# Eight Qualities for Church Health:

## III. Passionate Spirituality

### A. Intimacy with God (Continued):

- 5) Prayer and intimacy tap into a dependence upon God and the opportunity for His supernatural intervention.

# Eight Qualities for Church Health:

## III. Passionate Spirituality

### A. Intimacy with God (Continued):

- 6) A godly vision can only be accomplished through an optimistic faith which views obstacles as opportunities and turns defeats into victories (energy transformation!).

# Eight Qualities for Church Health: III. Passionate Spirituality

## B. Key Questions:



# Eight Qualities for Church Health:

## III. Passionate Spirituality

### B. Key Questions:

1) Do individuals in the church have a highly developed and structured personal devotional life and regularly exercise the spiritual disciplines or prayer, Scripture reading and memorization, meditation, fasting, and intercession?



# Eight Qualities for Church Health:

## III. Passionate Spirituality

### B. Key Questions (Continued):

2) Does the church have a highly developed corporate devotional life and regularly exercise the spiritual disciplines or prayer, Scripture reading and memorization, meditation, fasting, and intercession?



# Eight Qualities for Church Health:

## III. Passionate Spirituality

### B. Key Questions Continued):

3) Do members of the church seem to have a “contagious faith” that they share with others (i.e., “on fire”)?

# Eight Qualities for Church Health:

## III. Passionate Spirituality

### B. Key Questions Continued):

4) Is there a generally optimistic attitude about life, the church, and its direction?

# Eight Qualities for Church Health:

## III. Passionate Spirituality

### B. Key Questions (Continued):

5) Is prayer considered to be an inspiring experience in the church?

# Eight Qualities for Church Health:

## III. Passionate Spirituality

### B. Key Questions (Continued):

6) Does the church tend toward legalism, having a below average spiritual passion, because it perceives in terms of “doing its duty?”

# Eight Qualities for Church Health:

## III. Passionate Spirituality

### B. Key Questions (Continued):

7) Does the church over-emphasize the amount of time people spend in prayer, rather than the quality of the prayer? (Remember, QUANTITY is only minor in significance compared to QUALITY!)



# Eight Qualities for Church Health: III. Passionate Spirituality

## C. Comments and Concerns:

Points to  
ponder...

# Eight Qualities for Church Health:

## III. Passionate Spirituality

### C. Comments and Concerns:

1) Legalism – Churches that tend toward legalism usually have a below average spiritual passion because they perceive themselves as “doing their duty.”

# Eight Qualities for Church Health:

## III. Passionate Spirituality

### C. Comments and Concerns:

2) Quantity – The amount of time people spend in prayer is only minor in significance

# Eight Qualities for Church Health:

## III. Passionate Spirituality

### C. Comments and Concerns:

3) Quality – the perception of how meaningful and inspiring the time spent in prayer is or not has a significant relationship to quality and quantity!

# Eight Qualities for Church Health:

## III. Passionate Spirituality

### C. Comments and Concerns:

4) The passionate spirituality factor greatly influences how enthusiastic individuals feel about their church.

# Eight Qualities for Church Health:

## III. Passionate Spirituality

### D. NCD Survey Measures:

- 1) Personal spiritual disciplines
- 2) Corporate spiritual disciplines
- 3) Contagious faith

Eight Qualities for Church Health:

# IV. Functional Structures



# Eight Qualities for Church Health:

## IV. Functional Structures

Do existing structures promote multiplication of the ministry and are they easily changed as needed for greatest effectiveness?



# Eight Qualities for Church Health:

## IV. Functional Structures

### A. Nature Models Structure Functionally:

1) A life is highly structured – structure and life are not opposites (church should be highly organized)!

# Eight Qualities for Church Health:

## IV. Functional Structures

### A. Nature Models Structure Functionally (Continued):

2) Each part in an organism plays its own defined role and works together for the good of the whole (church and ministries the same!)



# Eight Qualities for Church Health:

## IV. Functional Structures

### A. Nature Models Structure Functionally (Continued):

3) Living organisms are organized and designed to multiply (so should be the church!)

# Eight Qualities for Church Health:

## IV. Functional Structures

### A. Nature Models Structure Functionally (Continued):

4) Effectiveness in nature is judged by the efficiency that each part brings to fulfilling its purpose to benefit the whole, with the least cost or energy possible to the organism.



# Eight Qualities for Church Health:

## IV. Functional Structures

### A. Nature Models Structure Functionally (Continued):

5) Old parts, pieces, or unhealthy parts are discarded or removed if they endanger the good of the organism in nature (surgery, cancer, etc).

# Eight Qualities for Church Health: IV. Functional Structures

## B. Key Questions:



# Eight Qualities for Church Health:

## IV. Functional Structures

### B. Key Questions:

1) Does the church have a highly defined and functional organizational structure?

# Eight Qualities for Church Health:

## IV. Functional Structures

### B. Key Questions (Continued):

2) Is that structure and the lines of authority understood by the leadership and members of the church?

# Eight Qualities for Church Health:

## IV. Functional Structures

### B. Key Questions (Continued):

3) Does the leadership structure allow for accountability, oversight, and management of the church?

# Eight Qualities for Church Health:

## IV. Functional Structures

### B. Key Questions (Continued):

4) Does the church have a vision, goals, and strategic plan to implement them that has been reduced to written form and communicated to the church?



# Eight Qualities for Church Health:

## IV. Functional Structures

### B. Key Questions (Continued):

5) Is church leadership creative and responsive when managing change?

# Eight Qualities for Church Health: IV. Functional Structures

## B. Key Questions (Continued):

6) Is church leadership skilled in conflict resolution?

# Eight Qualities for Church Health:

## IV. Functional Structures

### B. Key Questions (Continued):

7) Is there a sharp focus to church activities or do they diffuse time and resources in many directions?

# Eight Qualities for Church Health: IV. Functional Structures

## C. Designing Functional Structures:

1) Who/what are you?

Sharpen the Vision and Mission



# Eight Qualities for Church Health:

## IV. Functional Structures

### C. Designing Functional Structures (Continued):

2) Where are you and where are you going?

Set Goals and Objectives



# Eight Qualities for Church Health:

## IV. Functional Structures

### C. Designing Functional Structures (Continued):

3) How will you get there?

Develop a strategic measurable plan

NOTE: Traditions can be a roadblock  
to functional structures



# Eight Qualities for Church Health:

## IV. Functional Structures

### D. NCD Survey Measures:

- 1) Organizational structures and systems
- 2) Leadership oversight
- 3) Vision, goals, and planning
- 4) Creativity and managing change



Eight Qualities for Church Health:

# V. Inspiring Worship



# Eight Qualities for Church Health: V. Inspiring Worship

Does personal and corporate worship provide for an encounter with the living God and bring Him glory and honor?



# Eight Qualities for Church Health:

## V. Inspiring Worship

### A. The Meaning of Inspiring Worship:

1) Inspiring worship is a personal and corporate encounter with the living God. Both personal and corporate worship must be infused with the presence of God resulting in times of joyous exultation and times of quiet reverence.



# Eight Qualities for Church Health:

## V. Inspiring Worship

### A. The Meaning of Inspiring Worship Continued):

2) Whenever the Holy Spirit is truly at work (and His presence is not merely presumed), He will have a concrete effect upon the way a worship service is conducted including the atmosphere of the gathering.



# Eight Qualities for Church Health:

## V. Inspiring Worship

### A. The Meaning of Inspiring Worship Continued):

3) Inspiring worship is not driven by a particular style or ministry focus group, but rather, the shared experience of God's awesome presence.



# Eight Qualities for Church Health:

## V. Inspiring Worship

### A. The Meaning of Inspiring Worship Continued):

4) People attending truly "inspired" services typically indicate that "going to church is fun."

# Eight Qualities for Church Health: V. Inspiring Worship

## B. Key Questions:



# Eight Qualities for Church Health:

## V. Inspiring Worship

### B. Key Questions:

1) Is there the inclusion of the leading of the Holy Spirit in the preparation of the worship and order of service?

# Eight Qualities for Church Health:

## V. Inspiring Worship

### B. Key Questions (Continued):

2) Is there evidence that the Holy Spirit is at work in the worship service, or is His presence merely presumed?

# Eight Qualities for Church Health:

## V. Inspiring Worship

### B. Key Questions (Continued):

3) Does the worship service leave people feeling a sense of inspiration?

# Eight Qualities for Church Health:

## V. Inspiring Worship

### B. Key Questions (Continued):

4) Is there adequate care for children so that the worship experience is not unduly interrupted for others?

# Eight Qualities for Church Health:

## V. Inspiring Worship

### B. Key Questions (Continued):

5) Does the preaching and the worship meld together to form a unit that ministers a common theme or idea?

# Eight Qualities for Church Health:

## V. Inspiring Worship

### B. Key Questions (Continued):

6) Do visitors feel comfortable in the worship service and can they enter into it?

# Eight Qualities for Church Health:

## V. Inspiring Worship

### B. Key Questions (Continued):

7) Is the worship God-centered and does it celebrate the Christian experience?

# Eight Qualities for Church Health:

## V. Inspiring Worship

### B. Key Questions (Continued):

8) Are there signs or evidence of the work of the Holy Spirit in a meaningful way through the worship service?

# Eight Qualities for Church Health:

## V. Inspiring Worship

### B. Key Questions (Continued):

9) Does the Holy Spirit seem to direct and is His personal presence felt in the service during the worship time?

# Eight Qualities for Church Health:

## V. Inspiring Worship

### C. NCD Survey Measures:

- 1) Feelings of being inspired
- 2) Care for children
- 3) Life transforming preaching
- 4) Visitor friendly
- 5) God-centered and celebration music

Eight Qualities for Church Health:

# VI. Holistic Small Groups



# Eight Qualities for Church Health: VI. Holistic Small Groups

Are there holistic small disciple-making units in the church of some kind that provide an avenue for personal growth, relationship, nurture, care, and church multiplication?



# Eight Qualities for Church Health:

## VI. Holistic-Small Groups

### A. The Importance of Holistic-Small Groups:

1) Holistic small groups are disciple-making communities which endeavor to reach the un-churched, meet individual needs, develop each person according to their God-given gifts and raise leaders to sustain the growth of the church.



# Eight Qualities for Church Health:

## VI. Holistic-Small Groups

### A. The Importance of Holistic-Small Groups (Continued):

2) Small groups may take on a variety of forms (cell church, home church, care groups, interest groups, Sunday school, etc.). Like healthy body cells, holistic small groups are designed to grow and multiply.



# Eight Qualities for Church Health:

## VI. Holistic-Small Groups

### A. The Importance of Holistic-Small Groups (Continued):

3) Research has shown that continuous multiplication of small groups is a universal church growth principle.

# Eight Qualities for Church Health:

## VI. Holistic-Small Groups

### A. The Importance of Holistic-Small Groups (Continued):

4) They must be *holistic* groups which go beyond just discussing Bible passages to applying its message to daily life. In these groups, members are able to bring up those issues and questions that are immediate personal concerns.



# Eight Qualities for Church Health:

## VI. Holistic-Small Groups

### A. The Importance of Holistic-Small Groups (Continued):

- 5) Continuous multiplication of small groups is a universal principle for church health and growth.

# Eight Qualities for Church Health:

## VI. Holistic-Small Groups

### A. The Importance of Holistic-Small Groups (Continued):

- 6) They are a natural place to serve one another. They make intimate relationship possible because of reduced numbers.

# Eight Qualities for Church Health:

## VI. Holistic-Small Groups

### A. The Importance of Holistic-Small Groups (Continued):

- 7) Small groups must have a focus and be application-oriented in some way to produce health.

# Eight Qualities for Church Health:

## VI. Holistic-Small Groups

### A. The Importance of Holistic-Small Groups (Continued):

8) The larger the church, the more important are its small groups.

# Eight Qualities for Church Health: VI. Holistic-Small Groups

## B. Key Questions:



# Eight Qualities for Church Health:

## VI. Holistic-Small Groups

### B. Key Questions:

1) Is there accountability that ties the small groups and the church together in a meaningful way, harnessing the relationship, ministry, and evangelism that occurs there?



# Eight Qualities for Church Health:

## VI. Holistic-Small Groups

### B. Key Questions (Continued):

2) Is there an atmosphere of transparency, trust, and sharing in the small group?

# Eight Qualities for Church Health:

## VI. Holistic-Small Groups

### B. Key Questions (Continued):

3) Is the group spiritually-oriented despite its other foci?

# Eight Qualities for Church Health:

## VI. Holistic-Small Groups

### B. Key Questions (Continued):

- 4) Does the small group meet felt needs of the participants?

# Eight Qualities for Church Health:

## VI. Holistic-Small Groups

### B. Key Questions (Continued):

5) Does the small group have relevance to daily life?

# Eight Qualities for Church Health:

## VI. Holistic-Small Groups

### B. Key Questions (Continued):

6) Is the small group sensitive to the presence of guests and can they be integrated into the group in a deliberate and decisive way?

# Eight Qualities for Church Health:

## VI. Holistic-Small Groups

### B. Key Questions (Continued):

7) Does the group have the internal mechanism to identify, disciple, and deploy new leaders and distribute work and responsibilities?

# Eight Qualities for Church Health:

## VI. Holistic-Small Groups

### B. Key Questions (Continued):

8) Do members of the small group actively participate in the group?

# Eight Qualities for Church Health:

## VI. Holistic-Small Groups

### C. NCD Survey Measures:

- 1) Atmosphere of transparency, sharing, and trust
- 2) Spiritually oriented
- 3) Meeting felt needs
- 4) Relevance to daily life
- 5) Guest sensitive
- 6) Multiplication of disciples, leaders, and groups
- 7) Active participation of group members



Eight Qualities for Church Health:

# VII. Need- Oriented Evangelism



# Eight Qualities for Church Health: VII. Need-Oriented Evangelism

Does the church and its members intentionally cultivate meaningful relationships with pre-Christian people?



# Eight Qualities for Church Health: VII. Need-Oriented Evangelism

## A. Comments and Concerns:

Points to  
ponder...

# Eight Qualities for Church Health:

## VII. Need-Oriented Evangelism

### A. Comments and Concerns:

1) Need-oriented Evangelism =  
Focusing evangelistic efforts on the  
needs and questions that unsaved  
people have around us.

# Eight Qualities for Church Health: VII. Need-Oriented Evangelism

## A. Comments and Concerns (Continued):

2) Average Christian has 8.5 meaningful relationships with unbelievers.

# Eight Qualities for Church Health: VII. Need-Oriented Evangelism

## A. Comments and Concerns (Continued):

3) A programmatic approach is often not as successful as a relational approach.

# Eight Qualities for Church Health:

## VII. Need-Oriented Evangelism

### A. Comments and Concerns (Continued):

4) Ministries of the church can be developed as a “hook” to draw the lost or capture their attention (i.e., benevolence, Christ-centered recovery/care/support groups).

# Eight Qualities for Church Health:

## VII. Need-Oriented Evangelism

### A. Comments and Concerns (Continued):

5) Each Christian has the responsibility to share their faith, but all are not evangelists.

# Eight Qualities for Church Health: VII. Need-Oriented Evangelism

## A. Comments and Concerns (Continued):

6) Relationship is the key to evangelism (87% of the people get saved because of a relationship connection).

# Eight Qualities for Church Health: VII. Need-Oriented Evangelism

## A. Comments and Concerns (Continued):

7) Cultivate and use existing relationships within your sphere of influence.

# Eight Qualities for Church Health: VII. Need-Oriented Evangelism

## B. Key Questions:



# Eight Qualities for Church Health:

## VII. Need-Oriented Evangelism

### B. Key Questions:

- 1) Is there a deliberate plan to facilitate personal evangelism in the church, or do the people in the church view evangelism as the job of the pastor and a select few?

# Eight Qualities for Church Health:

## VII. Need-Oriented Evangelism

### B. Key Questions (Continued):

2) Are there relational evangelism strategies present in the church that utilize existing relationships that church members have with unbelievers?

# Eight Qualities for Church Health: VII. Need-Oriented Evangelism

## B. Key Questions (Continued):

3) Is there a sensitivity to the needs of the unsaved in the corporate service?

# Eight Qualities for Church Health: VII. Need-Oriented Evangelism

## B. Key Questions (Continued):

4) Is there a structure means to assimilate and disciple new Christians in the church?

# Eight Qualities for Church Health:

## VII. Need-Oriented Evangelism

### C. NCD Survey Measures:

- 1) Personal evangelism
- 2) Corporate evangelistic strategies
- 3) Seeker awareness
- 4) Assimilation of new Christians

Eight Qualities for Church Health:

# VIII. Loving Relationship



# Eight Qualities for Church Health: VIII. Loving Relationships

Is there a practical demonstration of Christian love in the congregation that draws the unbeliever into the church and fosters community?



# Eight Qualities for Church Health: VIII. Loving Relationships

## A. Comments and Concerns:

Points to  
ponder...

# Eight Qualities for Church Health:

## VIII. Loving Relationships

### A. Comments and Concerns:

- 1) Loving relationships are the heart of a healthy, growing church.

# Eight Qualities for Church Health: VIII. Loving Relationships

## A. Comments and Concerns:

2) Jesus said people will know we are His disciples by our love.

# Eight Qualities for Church Health:

## VIII. Loving Relationships

### A. Comments and Concerns:

3) Practical demonstration of love builds authentic Christian community and brings others into God's kingdom.

# Eight Qualities for Church Health: VIII. Loving Relationships

## A. Comments and Concerns (Continued):

4) There is a direct correlation between the ability of a church to tangibly demonstrate love and its growth potential.

# Eight Qualities for Church Health:

## VIII. Loving Relationships

### A. Comments and Concerns (Continued):

5) Practical love is a magnet for the world and the unbeliever.

# Eight Qualities for Church Health:

## VIII. Loving Relationships

### A. Comments and Concerns (Continued):

6) Christian love is directly proportional to the amount of time that people spend together **OUTSIDE** of church.

# Eight Qualities for Church Health:

## VIII. Loving Relationships

### A. Comments and Concerns (Continued):

7) There is a strong correlation between the amount of laughter that can be heard in the church and the church's potential for growth.

# Eight Qualities for Church Health:

## VIII. Loving Relationships

### A. Comments and Concerns (Continued):

8) People do not want to hear us talk about love, they want to experience how Christian love really works.

# Eight Qualities for Church Health: VIII. Loving Relationships

## B. Key Questions:



# Eight Qualities for Church Health: VIII. Loving Relationships

## B. Key Questions:

1) Is there an atmosphere of joy and trust in the church?

# Eight Qualities for Church Health: VIII. Loving Relationships

## B. Key Questions (Continued):

2) Does the church have a web of interdependent relationships that exist outside of church service time?

# Eight Qualities for Church Health: VIII. Loving Relationships

## B. Key Questions (Continued):

3) Is the atmosphere of the church one of affirmation and encouragement?

# Eight Qualities for Church Health: VIII. Loving Relationships

## B. Key Questions (Continued):

- 4) Does the church practice intentional conflict resolution or does it avoid conflicts?

# Eight Qualities for Church Health:

## VIII. Loving Relationships

### C. NCD Survey Measures:

- 1) Atmosphere of joy and trust
- 2) Interdependent relationships
- 3) Affirmation and encouragement
- 4) Intentional conflict resolution



# The 5 Basic Components of NCD

## **8 Quality Characteristics**

*The "muscles" of NCD*

The most visible part of the body. At first glance you can see whether or not the muscles are trained. Some muscles may be better trained than others.

## **6 Growth Forces**

*The "blood" of NCD*

Every muscle depends on the circulation of the blood in order to develop. Blood contains the nutrients that the muscles need.

## **Trinitarian Compass**

*The "heart" of NCD*

The function of the heart is to pump the blood to the muscles. A heart that stops beating causes the whole organism to die.

## **Minimum Factor**

*The "eyes" of NCD*

Our eyes enable us to focus on specific details. The eyes never see all of reality, just what they deliberately focus on.

## **NCD Tools**

*The "hands" of NCD*

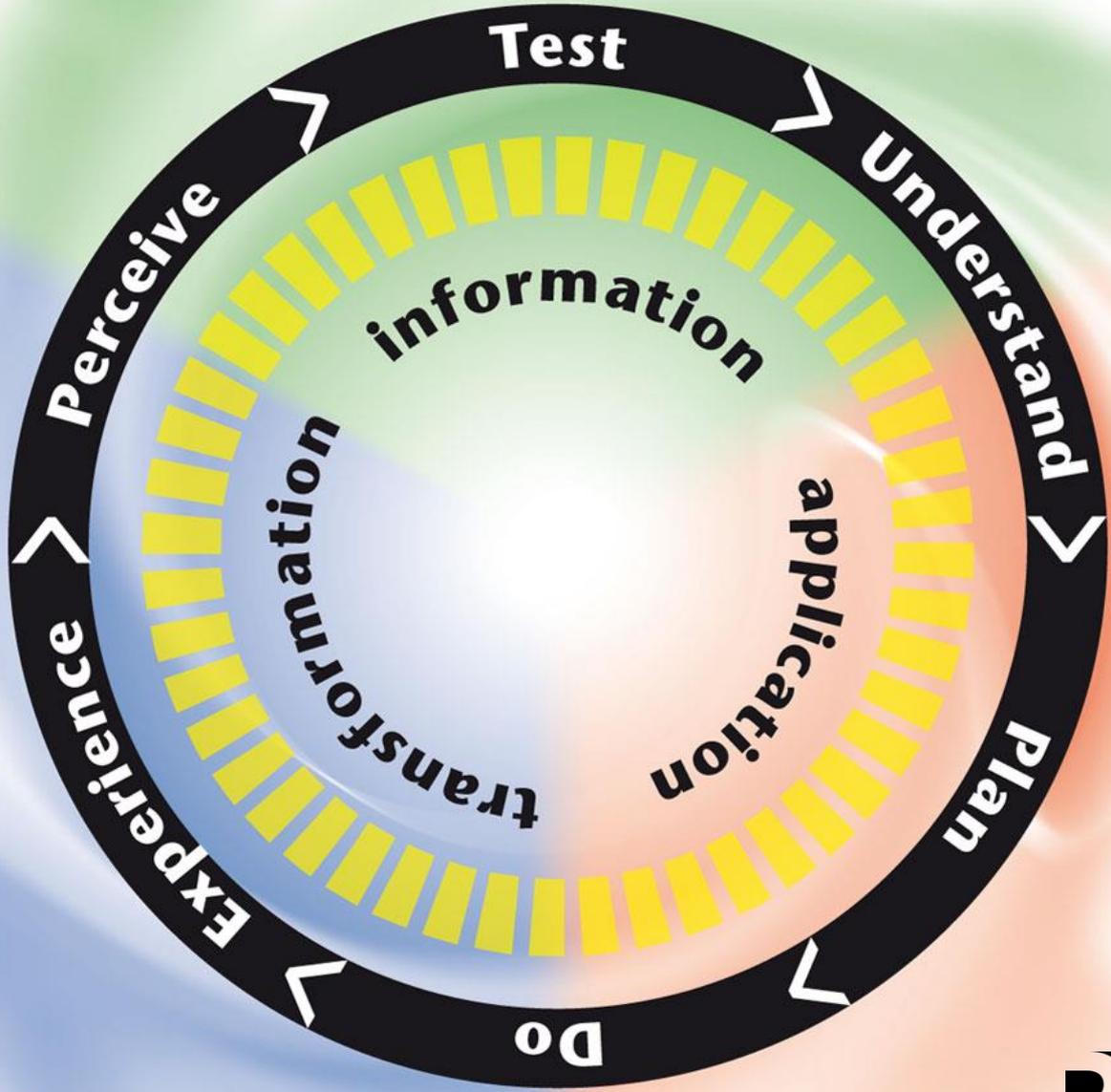
Helpful, but not absolutely essential. If necessary, an organism can survive without hands, but definitely not without a heart.

**information**

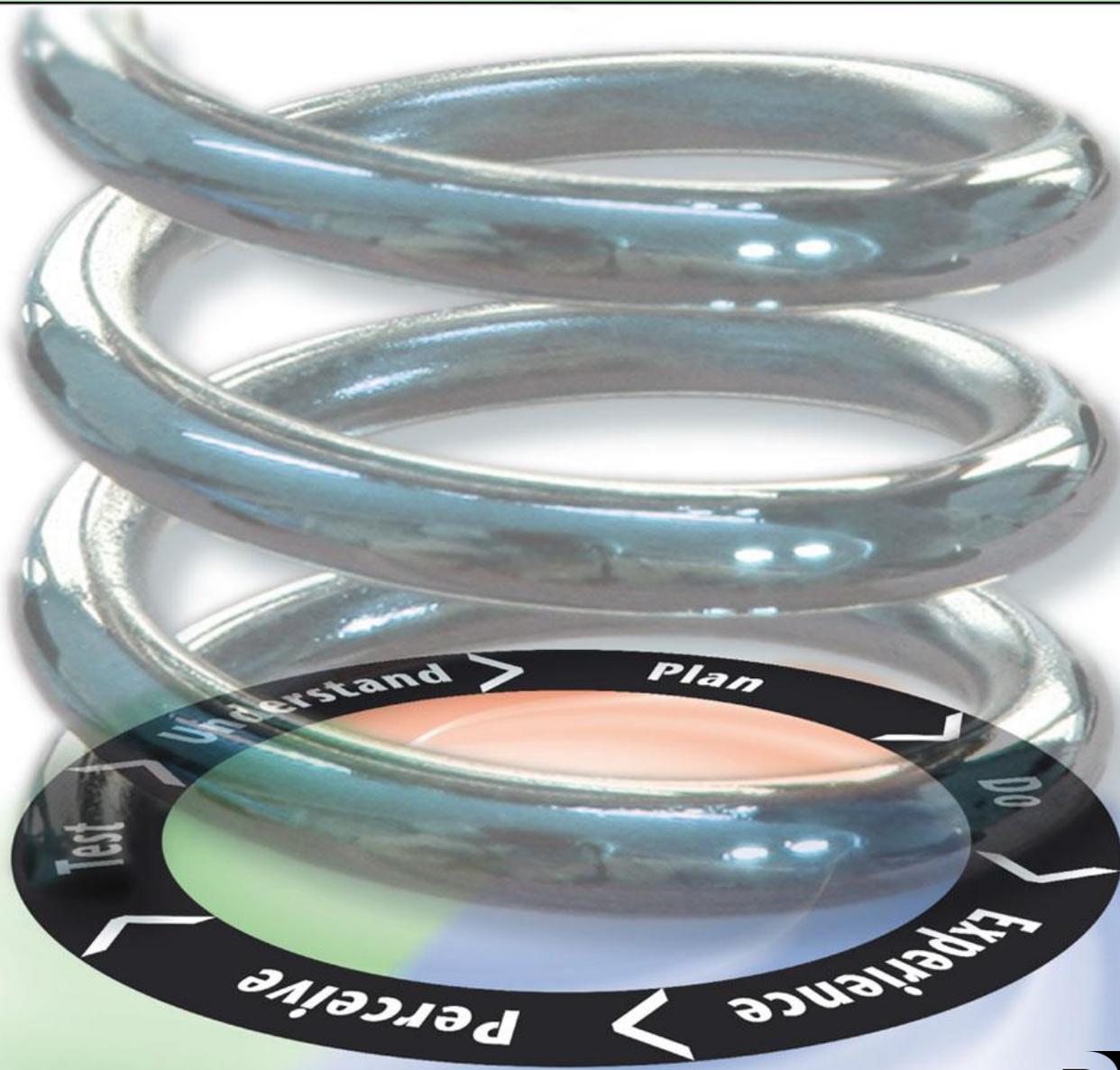
**transformation**

**application**





**RD**



**RD**

**Building block 1**

**Eight quality characteristics**

**What**  
should we do  
?

**Contents**

**Part 1**

**Building block 2**

**The minimum strategy**

**When**  
should we do it  
?

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**Building block 3**

**Six growth forces**

**How**  
should we do it  
?

**Method**

**Part 3**

**Building block 4**

**The theological paradigm**

**Why**  
should we do it  
?

**Back-ground**

**Part 4**

**The NCD Growth Spiral:  
Implementation**

**Part 5**



## Summary and Implementations:

Eight Quality Factors – these were the eight factors that emerged that were most critical to church health, growth, plateau, and decline.



# Summary and Implementations (Continued):



## **Empowering leadership**

*Are your leaders focused on equipping believers for ministry?*

## **Gift-based ministry**

*Are tasks in your church distributed according to the criterion of gifting?*

## **Passionate spirituality**

*Is the spiritual life of the church members characterized by passion?*

## **Effective structures**

*Do the structures of your church contribute to growth?*

# **Eight quality characteristics**

## **Inspiring worship service**

*Are your worship services an inspiring experience for the members?*

## **Holistic small groups**

*Do the small groups address the life issues of their members?*

## **Need-oriented evangelism**

*Are the evangelistic activities related to the needs of those you are trying to win?*

## **Loving relationships**

*Are the relationships of the members characterized by love?*

# Summary and Implementations (Continued):

Schwarz developed a survey and methodology to measure the eight quality characteristics in the church and normalized the results to a median of 50% - growing churches scored above the 50% and declining churches below 50%.



# Summary and Implementations (Continued):

All eight factors were interrelated with rise or fall of any one factor affecting the level of the other factors

# Summary and Implementations (Continued):

These factors work **TOGETHER** to produce **CHURCH HEALTH** which leads to **CHURCH GROWTH**.

