VITAL FUTURE

Spiritual Leadership - Healthy Congregations
FOUR CHURCH ENVIRONMENTS

based on a model developed by Heike Bruch & Sumantra Ghosal, A Bias for Action, 2004.
FOUR CHURCH ENVIRONMENTS

HIGH

INTENSITY OF ENGAGEMENT

ME

(ME CLUSTERS)

QUALITY OF ENERGY (RELATIONSHIPS)

LOW

NEGATIVE

POSITIVE

FOCUS
NARROW & CLEAR
PRODUCTIVE
HANDS OF MANY
ABUNDANCE

HANDS OF FEW
SCARCITY
RESIGNED

CONTROL
RESOURCES

BROAD & FUZZY

3 SIMPLE RULES
(FOR CONGREGATIONAL HARMONY)

- First, Do No Harm
- Do All the Good you can
- Attend to the Ordinances of God
DISCUSSION
BEHAVIORAL COVENANTS

1. What potential benefits do behavioral covenants offer to a local church?
2. What specific challenges does a congregation face to making behavioral covenants effective?
3. How can these challenges be addressed?
THE “BIG 4” QUESTIONS

- What is our STORY?
- What is our PURPOSE?
- What is our WITNESS?
- What is our IMPACT?
DISCUSSION
THE “BIG 4” QUESTIONS

1. How can we help our churches tell their stories? What is the value in having a shared story?

2. How can we help people explore and discover a shared sense of purpose? In what ways is this important?
DISCUSSION
THE “BIG 4” QUESTIONS

3. How do we discover what our witness is - in the congregation as well as the larger community?

4. What difference does our local church make:
   - In individual lives?
   - To the congregation?
   - To the community at large?
   - To the world?
What do you think are the connections between these four questions and congregational vitality?
- Why these 4?
- What do they give a congregation that it needs to be healthy and strong?
- What challenges do these questions raise to the congregational status quo?
- Where might you meet the greatest resistance to discussion around these four questions? How might you deal with such resistance?
SHIFTING FOCUS

- What do we want our witness to be?
- What impact do we want to have?