

FACTORS THAT ENSURE A WELL ESTABLISHED CHURCH

1) GOVERNMENT.

- a) Is there a clear Head? Is that Head related to a suitable external authority or is he a law unto himself and accountable to no one?
- b) Are the principles of Head and Shoulders government clearly understood by the people and the leadership and are they being practiced by them?
- c) Are the distinctives between Ephesian 4:11 Ministries (Five Fold Ministries), Elders and Deacons understood and recognized?
- d) Is there a proper functioning Eldership? Is it loyal, supportive and submissive to the Head and yet at the same time a realistic forum of accountability for that Head and a true source of wisdom and consultation for him.
- e) Does the legal Constitution and /or Statement of Faith allow Biblical Government to function?
- f) Who finally has the legal power to decide the direction, the doctrine and future of the work? Is it the Leader (plus one or two family members) or the Trustees or the Elders or the Congregation or some external Denominational authority?
- g) Who legally owns the property? Is it the Local Congregation or is it finally in the hands of some Denominational Headquarters?
- h) What is the measure of that Head and the Leadership and as a result what are they realistically capable of achieving in the purposes of God? (Is he a captain of thousands, hundreds, fifties or tens? (Hear the tape, read the notes).

2) VISION.

- a) What is the vision of the church? Is it clear? Is it realistic? Has it been written down?
- b) Has a clear Vision been set by the Leader? Has that Vision been absorbed by the leadership and spelt out to the people. Do they see it and are they in faith for it?
- c) Have proper one year and three to five year goals been set so that progress can be measured? Have practical strategies and logistics been worked out?
- d) Is the church on course to realize its goals?

3) FINANCES.

- a) Are the people released into faith-filled joyful giving and are they prospering as a result?
- b) Is the church operating near its tithing and offering potential?
- c) Is the church leadership also released to give outside the church in a generous faith-filled joyful way to missions and to other ministries?
- d) Are the finances being properly administered in terms of godly wisdom, sound financial management, joy filled liberality and flawless integrity?
- e) Is the Pastor and are the paid staff being appropriately remunerated in terms of wages and honor?
- g) Has the value of Kingdom businesses been realized and understood by those capable of running them and do they understand what happens when a rich man really enters the Kingdom?

4) PERSONNEL.

- a) Is the church understaffed or overstaffed?
- b) Is every staff member necessary and is he /she playing a vital role in the fulfilling of the vision? Are there any lacks where the right person is not in place?
- c) Are there any "dead wood" staff members that need to be cut out?
- d) Are they an harmonious team working well together? Are they properly bonded to the Head and are they supportive of him? Are they enthusiastically working with him to fulfill his vision? Are they self-motivated and inclined to overwork rather than slack because of their zeal for the vision of the house?
- e) Are they full of real faith of their own or are they just leaning on the Pastor's faith? Are they likely to be negative and see all the problems and the reasons why it can't be done? Are they "yes men" or do they provide a proper respectful accountability and a forum of wise counsel to the Head?
- e) Do they work in unity and harmony with one another and appreciate and support one another or is there competition, individualism and friction between them?
- f) Do they tend to possessively "own" their particular sphere of responsibility and see the

Pastor's oversight as an unwelcome intrusion or do they see themselves doing it for him and welcome his input, advice and support.

5) FACILITIES.

- a) Does the church have ownership of its own facilities or does it rent them?
- b) Are they adequate for its present needs and for realistic future growth?
- c) If not, what options are open to them and are realistic plans being made to meet these future or present needs?
- d) Are they free from debt on the premises they own? If not, is it at a comfortable level which can soon be paid off or is it a heavy burden which is hard to bear? Is the church restricted financially in what it wants to do as a result? Does this burden now color all their thinking?

6) GOD'S MANIFEST PRESENCE.

- a) Is there a real sense of God's presence whenever the church comes together, particularly in the praise and worship?
- b) Do you feel God's closeness and pleasure when you meet together or is it heavy and dead?
- c) If it is the latter do you know why it is like this and are you taking steps to overcome the problem?

7) FAITH.

- a) Is there a release of real faith among the people?
- b) Do people understand faith and how to live and move by faith in the word?
- c) Are you seeing works of faith in healing, financial provision and in other practical ways manifested among the people?

8) JOYFUL PRAISE AND WORSHIP.

- a) Does the church have the necessary, capable musicians to lead the people in extravagant praise and worship?
- b) Is there a clear worship leader who is able to organize and direct the musicians and lead the

people into the presence of God.

c) Is he/she constantly fresh and innovative, in touch with the all the good music which is coming forth from various streams and introducing the best of it to the church.

d) Does he/she understand his/her role of support and submission to the Pastor or overall head and work cooperatively with him.

e) Can they move spontaneously in the Spirit and flow with whatever God is doing or saying in a particular meeting.

9) ZEAL AND COMMITMENT.

a) Are the people eager and zealous about the church, its vision and its progress towards its God given goals? Or are they stale and lethargic? If the latter is the case do you know why?

b) Do you have a church congregation which largely will only come to the one Sunday morning meeting and will not come to anything else?

c) If you need volunteers to serve in various capacities in the church, is it hard to get enough volunteers? Are they faithful and committed even over long periods of time?

d) When you have special meetings and events designed to enrich and cause growth in the body do you get an enthusiastic turn out of most of the body or is it just a faithful minority who respond?

e) If the latter is the case do you know why and what are you doing to address these issues?

f) Is the church program of regular meetings and special events carefully planned so as to not overburden a generally willing people but who are limited in the time they have available?

10) PRAYER LIFE, ESPECIALLY CORPORATE PRAYER.

a) Do the key leaders have a developed personal prayer life and do they really hear God?

b) Are the three Biblical levels of prayer set in place in the Church? i.e. a)Personal prayer, b)small group prayer, c) the whole body coming together on a regular planned basis?

c) Are the intercessors an integrated submitted group or do they tend to meet separately and do they tend to be independent and elitist in attitude?

- d) Do you have a system of keeping the prayer groups on target in their praying?
- e) Can the church be quickly motivated to pray over urgent issues? e.g. Phone trees etc.
- f) Do you have gifted prayer generals identified and released to lead the corporate prayer times?
- g) Are the corporate prayer times well lead and well attended?
- h) Do you know how to use worship and praise effectively during corporate prayer?
- I) Do you have leaders who know how to lead corporate prayer times and keep even the weakest engaged in prayer as well as the experienced intercessors?
- j) Are you seeing prayers regularly answered and is the church encouraged and convinced about the power of prayer?

11) EVANGELISTIC ZEAL AND STRATEGY.

- a) Is the church growing numerically through winning people to Christ? What is the average annual percentage increase in numbers?
- b) How much of this growth is by new converts being added to the church?
- c) Do you have an effective program for reaching the lost in your community?
- d) Is the church generally envisioned and enthusiastic about this program and are they actively involved in it right across the board?
- e) Do you have a clear strategy which you know you have received from God and do you have faith that it will work for your situation? Or do you have some imported methodology which you are hoping will work in your area?
- f) Do you periodically provide proper training to envision, equip and expand this group of willing volunteers?

12) CELL LIFE - IS IT A FOUNDATION FOR THE CHURCH OR AT LEAST AN IMPORTANT DIMENSION?

- a) Are the Cells or home groups inward looking and introverted or are they outward looking and evangelistically motivated?

- b) Is there an ongoing program to train and motivate Cell leaders?
- c) Are the Cell leaders given help and instruction to plan their weekly meetings so as to teach the same things at the same time and keep the Body moving together in the same vision?
- d) Are the Cells monitored regularly so that the Pastors are on top of what is going on and able to respond quickly to the various needs which are revealed.?

13) ORGANIZATION AND ADMINISTRATION

- a) Does the Pastor run the church and make all the decisions himself or has he been able to delegate in such a way that he doesn't carry all the detailed daily burden himself any more?
- b) Have clear areas of responsibility been properly delegated with proper accountability? Has the departmental leader been given freedom to make decisions within the framework of the overall vision of the house?
- c) Does the Pastor run the church like a village store or a department store? Does everybody, including him, have a hand in running everything or is there clear departmental specialization?
- d) How long has the church existed and how big is it?
- e) Is the organization & administration keeping up with the growth?
- f) Is it poised, ready to cope with increased growth or is lack of organization stifling further growth?
- g) Does the size of the church warrant a full or part-time administrator and if so has one been appointed. Or, conversely has a full-time administrator be appointed prematurely?
- h) Is the administrator full of wisdom, faith and the Holy Spirit as well as being good at managing things? Is he/she spiritual and after God or just interested in "practical" things?
- I) Is the administrator a true servant who assists the visionary leader to fulfill his vision or does he/she try to organize and even control the Pastor?

14) COMMUNICATION

- a) Do the leaders keep in good communication with each other and with the Pastor, so the Pastor and each leader knows what is going on in all the major departments of the church?

- b) Does the church leadership have regular scheduled meetings together to maintain good communications and enrich, encourage and help each other to do a better job in their area
- c) Do the leaders meet solely to pray and seek the face of God together on a regular structured basis as well as meet for business (Acts 6:4)?

- d) How is the vision and plans agreed by leadership communicated to the members of the church?

- e) Does the Pastor and leadership meet from time to time, at least quarterly, with all the church members for communication, envisioning and feedback from the people?

15) RELATIONSHIPS BETWEEN LEADERS

- a) Do the leadership team members understand the nature of the covenant that exists between them?

- b) Are the relationships between leaders and the Senior Pastor, and with each other, real, loving and transparent?

- c) Are any differences resolved quickly and lovingly as a first priority?

- d) Are the wives or husbands of the leaders involved in this process?

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