

Leading a Healthy Organization

Practical Steps to Keeping You and Your Team Healthy

Building Healthy Churches

1. A Clear and Measurable Vision
2. Systems
3. People and Teams
4. **Culture and Values**
5. Healthy Finances
6. The Presence of God

How to Create Healthy Culture and Values

- Healthy organizations have two things:
 1. Competency
 - They know what to do, how to do it, and how to do it well
 2. Health
 - The well-being of the team

How to Select the Right People for Your Team

1. Shared vision
 2. Divine flow relationship
 - *The Divine Flow* – John Osteen
 - God builds His church **relationally** and is causing people to be drawn together relationally for the sake of Kingdom work.
 - God thinks generationally, lineage, and family.
- Take a risk on younger people because they will be teachable, and you can grow and shape together.
 - Hire people that you love to be around

12 Values for Healthy Organizations

- Every organization has something they do well, go find it and do it.
- Let's discuss the first 6 of the 12 values:
 1. **We don't have a job, we're on a mission**
 - We're not just paid to do this, we're **called** to do this
 - We are family—sons and daughters to a house that God has called us to
 - *“Therefore, my brothers and sisters, make every effort to confirm your calling and election. For if you do these things, you will never stumble,” – 2 Peter 1:10*
 - Calling is what God has called, gifted, and resourced you to do
 - We are crusaders doing work that matters

2. We are family, not employees

- It's a mindset shift that will empower your staff and volunteers to take ownership—this is THEIR house.

3. We guard the vision, but we challenge the process

- What we are going to do is not up for debate
 - We are going to disciple and pastor people and reach the lost of Jesus. How we do it can change.
- We need to make sure our teams feel the freedom and security that if they have an idea, they can speak up.
- In meetings, lead with questions to allow creativity from your team

4. We believe character matters all the time

- *"Awake, sword, against my shepherd, against the man who is close to me!" declares the LORD Almighty. "Strike the shepherd, and the sheep will be scattered, and I will turn my hand against the little ones."* – Zechariah 13:7
- We are the main targets of the enemy
- We need to fiercely guard our integrity
- **Create an environment where honesty and restoration are attractive**

5. We pass negatives up and positives down

- If you see something you don't like, that's okay. But we don't send the negatives to the wrong place.
- If you pass negatives to people who can't do anything about it, you're creating gossip and a toxic culture.

6. We strive to be simply excellent

- The key to excellence is in the simplicity—we don't do everything, but we find the few things that are important and we can do well.
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Where Do I Begin?

- Begin defining your values and realizing the value and vision leaks to remind yourself and others of them.

RESOURCES

- [GrowLeader Regionals](#)
- [Monthly Mentoring with Pastor Chris](#)
- [GrowLeader Conference 2023](#)
- [The Wesleyan Investment Foundation](#)
- [GAC Family Network](#)
- [Compassion International](#)
- [Previous Episodes](#)
- [Show Notes](#)
- [Free Church Resources](#)