The Healthy Church

Charles McCaul
Session 1: The Kingdom of God and The Church
God has had one plan from the beginning: Establish His Kingdom on this Earth
Genesis 1:26-28
Matthew 6:9-10

John – Matthew 3:1-2
Jesus – Mark 1:14
Paul – Acts 28:3
What does the Kingdom of God look like?

1. People who think, speak and act like our King.

2. Villages, cities and nations who think, speak and act like our King.
Romans 14:17
Luke 17:20-21
Matthew 16:19
Revelation 22:1-4
Daniel 2:44 and 7:27
The Kingdom of God is Progressive
1. The Kingdom of God is in Heaven
2. The Kingdom of God is on Earth in believers who reflect the values and activities of the Kingdom
3. The Kingdom of God will be fully established on earth when Jesus returns
Spiritual War and God’s Plan to Establish His Kingdom on Earth

Ephesians 6:10-12
1. Lucifer Rebelled, Revelation 12:7-13
2. Adam and Eve Failed, Genesis 3
3. Israel Failed, Jeremiah 3
The Kingdom of God in Every Sphere of Society

Societal Transformation
Seven Spheres of Society

1. Religion
2. Education
3. Social Relationships
4. Business
5. Government
6. Arts and Entertainment
7. Media and IT
The Church is God’s Final Movement to Establish His Kingdom on this Earth
Matthew 16:18
Ephesians 3:1-11
1. The Universal Church: All those who are believers in every place
2. The Local Church: Believers gathered in one location as a family, with a commitment to establish God’s Kingdom in their area and beyond
The Local Church must have a vision and strategy to equip the people of God to influence every sphere of society.
Every church member has value and has a place to establish the Kingdom of God in his or her sphere of influence.
The role of the Five-fold Ministry is to equip the saints to do the work of the ministry in their sphere of society.

Ephesians 4:11-16
Characteristics of the Church Jesus Christ is Building

Acts 2:36-47
1. Repent, v. 36-38
2. Be Baptized, v. 36-38
3. Be filled with the Holy Spirit, v. 36-38
4. Live differently from the world, v. 40
5. Added to the Local Church, v. 41
6. Continued growth, v. 41, 47
7. Obedience to the Word of God and church leadership, v. 42
8. Fellowship, v. 42
9. The Lord’s Supper, v. 42
10. Prayer, v. 42
11. Signs and Wonders, v. 43
12. Sharing with one another (Family Relationships), v. 44

13. One mind, v. 46
14. Meetings in the “Temple”, v. 46

15. Meetings in homes, v. 46
Compass #1:

1. Relationship
2. Representation
3. Reign in Life
4. Reproduction
Compass #2: Characteristics of the Church Jesus is Building
Acts 2:36-47
These two compasses influence our preaching and programs in our church.
5 Characteristics of a Healthy Church that Grows
We Evaluate the Health of our Church According to God’s Clear Commands

- **The Great Commandment**
  Matthew 22:36-40
  1. Love God
  2. Love Others

- **The Great Commission**
  Matthew 28:18-20
  3. Make Disciples
  4. Baptize Believers
  5. Teach them to Obey
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<td>The Church as a Family, Shepherding God’s People</td>
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<td>Teach them to Obey</td>
<td>Each member serving</td>
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EVALUATE YOUR CHURCH ACCORDING TO GOD’S FIVE COMMANDS

Worship:

1. Does God’s presence meet with you when your church meets?
2. Are people who join your church meeting changed by the worship and teaching of the Word of God?
EVALUATE YOUR CHURCH ACCORDING TO GOD’S FIVE COMMANDS

Worship:

3. Do people engage with God when your church worships?

4. Does the Holy Spirit (Jesus) have freedom to do what He wants to do in your church meeting?
   - Heal the sick, save sinners, prophesy?
EVALUATE YOUR CHURCH ACCORDING TO GOD’S FIVE COMMANDS

Worship:

5. Do your sermons align with the vision for your church and your annual goals?

6. Do you have your sermon topics planned for at least the next six months?
EVALUATE YOUR CHURCH ACCORDING TO GOD’S FIVE COMMANDS

Worship:

5. Do you preach in a sermon series, leading your church from one green pasture to another green pasture to give them the Word of God they need to grow and succeed in life?
EVALUATE YOUR CHURCH ACCORDING TO GOD’S FIVE COMMANDS

Evangelism:

1. Do you have new people attend your church meeting each week?
2. Do you have ministries to reach people in your area?
   a. House visits to pray for the sick
   b. Children
   c. Youth
   d. Seminars
   e. Community Activities/Kindness Evangelism
EVALUATE YOUR CHURCH ACCORDING TO GOD’S FIVE COMMANDS

Evangelism:

3. Do you give guests opportunities to give their life to Jesus in your church every week?
4. Do your church members know how to share the Gospel?
5. Do your church members know how to pray for the sick?
EVALUATE YOUR CHURCH ACCORDING TO
GOD’S FIVE COMMANDS

Evangelism:

6. Do your church members know how to cast out demons?

7. Do your church members know how to share their testimony?
Discipleship:

1. Do you have a clear path to make disciples in your church?
2. Does your church have a clear schedule to teach the Discipleship Classes?
EVALUATE YOUR CHURCH ACCORDING TO GOD’S FIVE COMMANDS

Discipleship:

3. Do your church members know the next step in their pathway?
4. Have your trained Discipleship Class teachers?
The Church is a Family:

1. Do you have a plan to personally visit each member of your church and train others to meet in cell groups to shepherd God’s flock?
2. Do you follow up with first time visitors within the first 2-3 days of their visit to your church?
The Church is a Family:

3. Have all the members of your church been baptized in water yet? Baptized in the Holy Spirit yet and speak in tongues?

4. Does your church feel as if they are a family who are committed to one another as brothers and sisters?
EVALUATE YOUR CHURCH ACCORDING TO GOD’S FIVE COMMANDS

Teach them to Obey:

1. Are the lives of your church members changing?
   a. Turning away from demons and idols
   b. Finances increasing
   c. Healthier than before
   d. Family relationships better?
   e. Relationships with neighbors better than before?
EVALUATE YOUR CHURCH ACCORDING TO GOD’S FIVE COMMANDS

Teach them to Obey:

2. Do your church members read the Bible, spend time with God each day and share the Gospel with others?

3. Are your church members serving in a ministry according to their spiritual gifts, heart motivation, abilities and skills and experiences in life?
   a. Do you know their spiritual gifts?
   b. Do you know the passion of their heart?
EVALUATE YOUR CHURCH ACCORDING TO GOD’S FIVE COMMANDS

Teach them to Obey:

4. Do you have meetings each month to train your helpers and leaders in Bible Knowledge and Ministry Skills?
5. Do you or a helper evaluate the health of each ministry in the church?
1. The work of the pastor is not easy. We work like a farmer – we work hard every day, we try and sometimes get some fruit, sometimes a lot of fruit and sometimes no fruit!
CONCLUSION

2. The pastor must have clear goals – what do you want your church to look like in the future?
   a. Worship
   b. Evangelism
   c. Discipleship
   d. The Church as a Family
   e. Church Members serving in Ministries
3. We must do everything we can for sinners to be truly saved, grow as a disciple and serve as a helper and leader in a ministry in the church.

4. We must remember 2 Timothy 2:2. What you know and know how to do show and teach others who will show and teach others.
5. We must always reach out to other believers and evangelize by every method.

6. We must evangelize, make disciples, train leaders and start more churches.
The love of Jesus controls us...

2 Corinthians 5:14
## Structuring Your Church on Purpose

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GIVE ME NOW WISDOM AND KNOWLEDGE, THAT I MAY GO OUT AND COME IN BEFORE THIS PEOPLE, FOR WHO CAN RULE THIS GREAT PEOPLE OF YOURS?”

2 Chronicles 1:10
YOU MUST KNOW WHERE YOU’RE GOING BEFORE YOU ASK OTHERS TO FOLLOW

- Once your personal and organizational mission is defined, the methods become easier to clarify as well.
- All great human endeavors have included a God-factor and a leadership factor.
YOU MUST KNOW WHERE YOU’RE GOING BEFORE YOU ASK OTHERS TO FOLLOW

- God has given us a mission that requires planning on our part as leaders.
Accomplishing a Mission

1. I know my spiritual gifts from God.
2. I know my strengths.
3. I know my weaknesses.
4. I have a clear vision of what my church will look like in the future.
5. I know my city or area.
6. I’m able to gather the human and financial resources to accomplish the mission.
Biblical Examples of Planning

1. God makes a plan. Isaiah 37:26
2. Noah made a plan. Genesis 7-9
3. Nehemiah planned. Nehemiah 1-5
4. King David planned. 2 Samuel 7
Jesus told Parables About Planning

1. The Wise and Foolish Builder: Matthew 7:24-27
Steps to Effective Strategic Planning

1. Make time to plan.
2. Determine your primary purpose.
3. Assess the situation.
### Assess the Situation

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Steps to Effective Strategic Planning

4. Prioritize the needs.
5. Ask the right questions:
   A. Who are we trying to reach?
   B. What kind of leaders do we need?
   C. Do we have the right person in the right place?
   D. Who is responsible for what?
   E. What is our progress on Annual Goals?
   F. How can we inform others what we are doing?
“If I had an hour to solve a problem and my life depended on it, I would use the first 55 minutes determining the proper question to ask, for once I knew the proper question, I could solve the problem in less than five minutes.”

Albert Einstein
## Steps to Effective Strategic Planning

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6. Set SMART Goals for each ministry.
Steps to Effective Strategic Planning

1. Make the vision clear
2. Job Descriptions
3. Job Reviews
4. Task Lists

Communicate and Clarify
Steps to Effective Strategic Planning

1. Vision
2. Goals
3. Strategy
4. Staffing
5. Training
6. Overseeing
7. Evaluation
8. Adjustment
FIVE QUESTIONS TO ASK TO BE STRATEGIC

1. What am I doing today?
2. Why are you doing what you’re doing? Why now?
3. How does what you’re doing align with the big picture?
4. What does success look like for our team?
5. What else can we do to achieve more, better, more effectively?
Leading Your Church to Grow Beyond 200 People in the Church Meeting

Charles McCaul
God wants His Church to Grow

- Acts 2:41 – Two thousand
- Acts 4:4 – The number of men rose to 5,000
- Acts 5:14 – Multitudes of men and women were constantly added to the church
- Acts 5:28 – Filled Jerusalem with your doctrine
- Acts 6:7 – The Word of God was increasing and the number of disciples continued to increase as well.
Research Shows There are Barriers to Church Growth

- 100 people
- 200 people
- 400 people
- 800 people

- Small Church  50 - 100
- Medium Church  150 - 400
- Large Church    400 – 750
- Mega Church     750+

The 100 and 200 Barrier are the most difficult!
At 100 adults in your church meeting, your church is larger than $\frac{2}{3}$ of the churches in America.

At 200 adults in your church meeting, your church is larger than 80% of the churches in America.
Questions to Ask...

1. What is the call of God on your life?
2. What is the role of the Senior Pastor and the role of others in the church?
3. Who is God calling you to reach?
4. Where is God working in your community?
Two Factors that influence Church Growth

1. The Pastor
2. The Church Members
Five Characteristics of Pastors who lead their churches to Grow

1. They must have Leadership Skills
2. They must have Ministry Skills
3. They must have Relationship Skills
4. They must have Management Skills
5. They don’t give up
Two Kinds of Churches:

1. Crowds

A “Crowd” Church gathers people for a meeting but has no depth to make disciples and help believers evangelize, make more disciples, train leaders and plant more churches and have a positive influence on their area.

2. Healthy Churches

A “Healthy Church” has a vision and strategy to help new believers grow to become mature disciples and leaders who have positive influence in their society.
Leadership Skills

A leader is someone who inspires others how to overcome an obstacle or reach a goal, and he helps them develop the vision and ability to succeed.

1. A vision burning in the heart
2. The ability to solve problems
3. Strategy
4. Inspire others to overcome obstacles and fulfill God’s will for their life
The pastor who will lead his church to grow must have the ability to help people grow and become mature disciples. *He must know the steps, methods and strategies to help them grow as a Christian.*

1. Relationship with Jesus
2. Solve problems in their life
3. Apply the Bible to their lives and situations
Relationship Skills

1. He must be able to make friends.
2. He must be able to have a conversation with people.
3. The members of your church must trust you.
4. The members of your church must believe that you love them and want to help them succeed.
5. You must not offend them.
Management Skills

The pastor who leads his church to grow must have the ability to organize his church members to work effectively.

1. Cell Groups
2. Sunday Bible Classes
3. Children's Ministry
4. Ministry to the poor and others
5. Youth
6. Leaders
Also, pastors that lead their churches to grow are winners. They don't give up. Even though they meet with many problems they don't quit, but they find some way to solve that problem. They will study and learn and improve. They are men who take initiative. They don't wait for others to tell them what to do, but they hear from God and move forward.
How to Solve Problems

We gain ability to solve problems and develop a strategy by experience:

• Study from others
• Read books
• Attend seminars
• Pay attention to others who have success
• Look for examples to follow in the Bible
Large churches never were small, because in the pastors mind, they were always a large church.

Remember...your church reflects who you are.

The pastor is a resource person who trains and equips others to have success.
Foundations in the life of a pastor that leads a church to grow:

1. Brokenness
2. Knowing God’s Will
3. Prays a lot
4. Corrects wrong thinking

The pastor must correct wrong-thinking about:

1. About himself
2. About people
3. About the church
4. About the sinner
5. About his village, city or region
6. About evangelism
7. About growing the church
A Pastor’s Skills

1. Must have the ability to preach
2. Must have the ability to teach
3. Must know how to pray, intercede and do spiritual warfare
4. Must be able to gather a team
5. Must be able to make a plan
6. Must be able to make a strategy
7. Must be able to create vision in the minds of the people
8. Must be able to organize meetings, events and a structure for the church to grow
Gathering a Team

- Always be looking for leaders
- Know the positions of leadership you must fill
- Discern gifts and callings of potential team leaders
- Get your leaders trained
- Proper delegation and follow-up
- Move Team Members when necessary
The 80/20 Principle

• Spend 80% of your time with 20% of the people who can bring God’s vision to fulfillment

• Spend 80% of your time doing the things that will bring the most fruit for the church or the Kingdom of God
Barriers to Church Growth

• The pastor refuses to share the ministry
• The congregation refuses to accept responsibility to do the work of the ministry
• The pastor and the church don’t want the church to grow
• There is not equipping of the pastor, leaders or saints to do the work of the ministry and grow to the next level
• The preaching does not touch the lives of the congregation
• There are no systems for the church to grow
Good Churches
(Frank Damazio: “Good to Great Churches”)

• Good churches are adequate in most areas of church life and ministry
• Good churches have a vision that is reachable and reasonable.
• Good churches do church “as normal”
• Good churches do not seek risks or see a risk as an opportunity – they prefer stability.
Good Churches

• Good churches focus on perfecting their internal ministries and church services
• Good churches accept limitations
Great Churches

• Great churches are driven by excellence and always pursue better ways do ministry
• Great churches have a great vision beyond normal
• Great churches create an atmosphere of expectation and faith
• Great churches believe their future is not limited by what they don’t have. Nothing is impossible with God!
Great Churches

• Great churches are committed to their values and use them as a compass to guide them

• Great churches bring positive influence into every sphere of life – social, economic, political, educational and cultural

• Great churches have a vision for the city and region
Great Churches

• Great churches seek to match their calling and capacity to the needs of the city
• Great churches build great people to accomplish great things for God
Become a Multiplying Leader

JESUS’ METHOD OF MAKING DISCIPLES AND CREATING GENERATIONAL SUSTAINABILITY FOR HIS CHURCH
THERE ARE THREATS TO GROWTH AND SUCCESS

The Cycle of Complacency

1. Hard work and Holy Spirit
2. Discipline
3. Success
4. Satisfaction
5. Complacency
6. Digression
The RLID Principle

Redemption – Lift – Isolate - Digress
THE RLID PRINCIPLE IN THE HISTORY OF THE CHURCH

- The Book of Judges
  Judges 2:6-10
- The Ephesian Church
  Revelation 2:1-7; Acts 19
- The Laodician Church
  Revelation 3:14-22
- Denominations
1. Contentment
2. Isolation from the community
3. Focus inward
4. Maintenance Thinking rather than Growth Thinking
5. Bogged down in administration
6. Professionalism rather than Holy Spirit
7. No discipling and equipping the next generation
Becoming a Multiplying Leader
Matthew 28:18-20; 2 Timothy 2:2

EVERY PERSON HAS VALUE

- Spiritual Gifts
- Heart Motivation
- Abilities
- Personality
- Experiences in Life
OBSTACLES TO BECOMING A MULTIPLYING LEADER

1. Low value of ourselves
2. We think we have nothing to give
3. Too busy
4. No heart or passion for the Kingdom of God
5. We don’t know our SHAPE
6. We lack confidence
7. We don’t know how to make disciples
Mark 3:13-15
13 And He went up on the mountain and summoned those whom He Himself wanted, and they came to Him. 14 And He appointed twelve, so that they would be with Him and that He could send them out to preach, 15 and to have authority to cast out the demons.
1. Teach them all that you know and all that you know how to do
2. Show them how to do it
3. Do it together
4. Let them do it and watch
5. Let them do it and report back

JESUS METHOD OF MAKING DISCIPLES
GENERATIONAL SUSTAINABILITY DEPENDS ON MAKING DISCIPLES AND TRAINING LEADERS

- Constantly be looking for faithful men, women, youth, and children who have potential
- Create a plan for formal and informal discipleship
- Create the culture for this generation
- Create the culture for the next generation to do the same
Healthy Church Evaluation Questions

CHURCH MEMBER
Prepared by Charles McCaul

Worship

1. I am touched and strengthened by the worship.
2. The preaching of the Word of God helps me in my everyday life.
3. Our worship band is always learning new songs.
4. We make time in our church meeting for the Holy Spirit to do something different from what we had planned.
5. Our church meeting uses a Run Sheet to help us organize our church meetings.
6. Our pastor preaches in a sermon series.
7. We have many good preachers in our church.
8. Our worship team has a clear strategy to induct and train new worship leaders and band members.
9. God often speaks through words of encouragement and prophecy during our church meeting.
10. During our church meeting we have an opportunity for people to be prayed for and to give their life to Jesus.
11. We welcome newcomers during our church meeting and get their contact information so we can follow up.
12. We receive The Lord’s Supper regularly in our church.

Evangelism

1. We have new people visit our church meeting almost every Sunday.
2. I know how to share the Good News.
3. I lead people to give their lives to Jesus.
4. Sometimes people give their lives to Jesus because of a miracle, healing or deliverance.
5. We schedule Big Events for evangelism throughout the year.
6. Our church attendance is more than last year at this time.
7. I bring others to our church meetings and activities.
8. Our Youth Ministry has a clear vision and goals.
9. We have a plan to plant more venues in our village, district or city.
10. Our church uses Facebook or other Social Media to evangelize.
11. Our church does good deeds to bless the community.
12. Our church has a good reputation with the neighbors.
Discipleship

1. Our church has a clear pathway to make disciples.
2. Since becoming a Christian I have changed my thinking about God, my priorities in life and my relationships with others.
3. Our church has many church members to teach our Discipleship Classes.
4. Our Children’s Ministry has a clear vision and goals.
5. Our leaders meet with our Bible teachers regularly to continue training them.
6. I join seminars throughout the year to increase the understanding of the Word and God and how it applies to my life.
7. Our church has a regular schedule for water baptisms in our church.
8. I have a quiet time with God at least 5 days per week.
9. I read the Bible at least 5 days per week.
10. I understand and can explain the Major Doctrines of the Bible, such as Doctrine of God, Doctrine of Man, Doctrine of Sin, Doctrine of Salvation, Doctrine of the End Times.
11. I know how to pray for the sick.
12. I know how to cast out demons.
13. I am meeting with others to help them become disciples of the Lord Jesus Christ.

Pastoral

1. I am in a small group for fellowship, evangelism or to help Christians grow.
2. I lead or assist in a small group in our church.
3. I know the clear door in our church for newcomers to join small groups.
4. I understand the value of why we have small groups.
5. I know how to get small group lessons if I want them.
6. Someone from our church follows up on a first time visitor within 7 days of their first visit.
7. I was followed up by someone from the church within the first 7 days of when I visited.
8. Our church joins in activities with other local churches in our area.
9. Our church has a clear structure for connecting with our church members.
10. I feel that I am part of a family at our church.
11. I know who to contact if I have a need or problem.
12. Most of the people I know join a small group.
13. My small group helps me grow as a Christian.

Ministry

1. I know the clear pathway for people to be involved and serve in a ministry.
2. I feel supported if they want to start their own ministry.
3. I have a vision to be salt, light and a positive influence in my work, family and neighborhood.
4. I know what it means to establish the Kingdom of God in my village, neighborhood or city.
5. I know the clear pathway to develop the next generation of leaders.
6. I am part of a group that meets together regularly for Vision Clarification, Information-Sharing, Encouragement Planning and Reporting.
7. I know what to do if they want to become a leader in the church.
8. I know what to do if they want to become a leader in society.
9. Our church has a place they are thinking about planting a branch, church meeting or house church within the next year and I’d like to be a part of that team.
10. I don’t feel there are too many meetings or activities in our church.
11. I know my spiritual gifts.
12. I am serving in a ministry appropriate for my spiritual gifts.

**Finance and Administration**

1. Our church is not in debt.
2. Our church has an annual budget.
3. Our ministries and departments have an Annual Activity Plan.
4. Our ministries and departments have an Annual Budget.
5. Our church has a secure way of receiving, counting and securing offerings.
6. Our church has someone to record and report income and expenses.
7. Our church keeps the inside and outside of our building and property neat and tidy.
8. Our church has a Senior Leadership Team that meets regularly to pray, strategize and report.
9. I tithe.
10. I give to ministries outside of our local church.
Healthy Church Evaluation Questions

LEADERSHIP TEAM
Prepared by Charles McCaul

Answer the questions:

0 = No, none or nothing.  1 = A Little   2 = Some   3 = A lot   4 = Very much

Worship

1. Those attending our church service say they are touched and strengthened by the worship.
2. Those attending our church say the preaching of the Word of God helps them in their everyday life.
3. Our worship band is always learning new songs.
4. We make time in our church meeting for the Holy Spirit to do something different from what we had planned.
5. Our church meeting uses a Run Sheet to help us organize our church meetings.
6. Our pastor preaches in a sermon series.
7. We have many good preachers in our church.
8. Our worship team has a clear strategy to induct and train new worship leaders and band members.
9. God often speaks through words of encouragement and prophecy during our church meeting.
10. During our church meeting we have an opportunity for people to be prayed for and to give their life to Jesus.
11. We welcome newcomers during our church meeting and get their contact information so we can follow up.
12. We receive The Lord’s Supper regularly in our church.

Evangelism

1. We have new people visit our church meeting almost every Sunday.
2. Our church members know how to share the Good News.
3. Our church members lead people to give their lives to Jesus.
4. Sometimes people give their lives to Jesus because of a miracle, healing or deliverance.
5. We use a calendar to schedule Big Events for evangelism throughout the year.
6. Our church attendance is more than last year at this time.
7. New believers are bringing other new believers to our church.
8. Our Youth Ministry has a clear vision and goals.
9. We have a plan to plant more venues in our village, district or city.
10. Our church uses Facebook or other Social Media to evangelize.
11. Our church does good deeds to bless the community.
12. Our church has a good reputation with the neighbors.

Discipleship

1. We have a clear pathway to make disciples in our church.
2. People in our church are changing their thinking about God, their priorities in life and their relationships with others.
3. We have many church members to teach our Discipleship Classes.
4. Our Children’s Ministry has a clear vision and goals.
5. We meet with our Bible teachers regularly to continue training them.
6. We have seminars throughout the year to increase the understanding of the Word and God and how it applies to our life.
7. We have a regular schedule for water baptisms in our church.
8. Most of our church members have a quiet time with God at least 5 days per week.
9. Most of our church members read the Bible at least 5 days per week.
10. Our church members understand and explain the Major Doctrines of the Bible, such as Doctrine of God, Doctrine of Man, Doctrine of Sin, Doctrine of Salvation, Doctrine of the End Times.
11. Most of our church members know how to pray for the sick.
12. Most of our church members know how to cast out demons.
13. Most of our church members are meeting with others to help them become disciples of the Lord Jesus Christ.

Pastoral

1. Our church has small groups for fellowship, evangelism or to help Christians grow.
2. Our church has a clear door for newcomers to join small groups.
3. Our church understands the value of why we have small groups.
4. Our church provides small group leaders lessons if they want them.
5. Someone from our church follows up on a first time visitor within 7 days of their first visit.
6. Our church joins in activities with other local churches in our area.
7. Our church has a clear structure for connecting with our church members.
8. Our church members feel that they are part of a family.
9. Our church members know who to contact if they have a need or problem.
10. At least 60% of our church members join a small group.
11.
Ministry

1. Our church has a clear pathway for people to be involved and serve in a ministry.
2. Our church members feel supported if they want to start their own ministry.
3. Our church members have a vision to be salt, light and a positive influence in their work, family and neighborhood.
4. Our church members know what it means to establish the Kingdom of God in their village or city.
5. Our church has a clear pathway to develop the next generation of leaders.
6. Our staff or key helpers meet together regularly for Vision Clarification, Information-Sharing, Encouragement Planning and Reporting.
7. Our church members know what to do if they want to become a leader in the church.
8. Our church members know what to do if they want to become a leader in society.
9. Our church has a place they are thinking about planting a branch, church meeting or house church within the next year.
10. Our church members don’t feel they are too many meetings or activities in our church.
11. Most of our church members know their spiritual gifts.
12. Most of our church members are serving in a ministry.

Finance and Administration

1. Our church is not in debt.
2. Our church has an annual budget.
3. Our ministries and departments have an Annual Activity Plan.
4. Our ministries and departments have an Annual Budget.
5. Our Financial Office makes reports monthly to the Senior Leadership Team.
6. Our church has a secure way of receiving, counting and securing offerings.
7. Our pastor has a personal ministry budget and is accountable for it.
8. Our church has someone to record and report income and expenses.
9. Our church keeps the inside and outside of our building and property neat and tidy.
10. Our church has a Senior Leadership Team that meets regularly to pray, strategize and report.
11. Our church’s Senior Leadership Team keeps minutes of their meetings.
12. Most of our church members tithe.
13. Our church gives to ministries outside of our local church.
14. Our church keeps a membership list.
# Healthy Church Evaluation Questions

## PASTOR

Prepared by Charles McCaul

**Date:** ________________________

**Name of Church:**

**Village or City:**

**Province or State:**

**Church Phone Number:**

**Name of Pastor:**

**Pastor’s Phone Number 1:**

**Pastor’s Phone Number 2:**

**Pastor’s Age:**

**Pastor’s Gender:**

**Pastor’s Education Level:**

Do you feel that you are adequately equipped and trained to fulfill God’s call on your life?

If not, what do you lack?

How many years have you been pastor of this church?

<table>
<thead>
<tr>
<th>Tick all you consider your strongest spiritual gifts:</th>
<th>☐ Apostle</th>
<th>☐ Prophet</th>
<th>☐ Evangelist</th>
<th>☐ Pastor</th>
<th>☐ Teacher</th>
<th>☐ Leadership</th>
<th>☐ Administration</th>
<th>☐ Miracles</th>
<th>☐ Healing</th>
<th>☐ Serving</th>
<th>☐ Encouragement</th>
<th>☐ Hospitality</th>
<th>☐ Other:</th>
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<th>Tick all that you like to do the most:</th>
<th>☐ Preach</th>
<th>☐ Teach</th>
<th>☐ Pray</th>
<th>☐ Administer</th>
<th>☐ Organize</th>
<th>☐ Plan</th>
<th>☐ Visit</th>
<th>☐ Help others with their problems</th>
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<td>Question</td>
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<td>How many joined your church meeting last time you met?</td>
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<td>How many joined your weekly church meeting one year ago?</td>
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<td>Does your church have a children’s Ministry?</td>
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<td>How many children join total?</td>
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<td>Does your church have a youth ministry?</td>
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<td>How many Bible seminars does your church hold each year?</td>
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<td>Does your church have and Eldership?</td>
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<td>Does your church have a Senior Leadership Team?</td>
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<td>How often do you meet with your leaders?</td>
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<td>How many people were baptized in the last 12 months?</td>
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<td>How many churches have your church planted in the last year?</td>
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<td>How many churches has your church planted in the last two years?</td>
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<td>Do you receive an offering from your church?</td>
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<td>Do you have staff that receive an offering?</td>
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<td>Does your church meet in a house, a shelter or a building?</td>
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</table>
| Does your church have a worship team? | ❑ House Church  
| Which do you consider your church?    | ❑ Mature Village Church  
|                                        | ❑ City Church          |
The Healthy Church

Session 1: The Kingdom of God and The Church

1. God has a plan and it’s been the same plan from the beginning
2. Establish His Kingdom on this earth
   - Genesis 1:26-28
   - Matthew 6:9-10
   - Jesus – Mark 1:14
   - Peter -
   - Paul – Acts 28:31
3. What does the Kingdom of God look like?
   #1: People who think, speak and act like their God
   #2: Villages, cities and nations who look, think and act like God.
   - Romans 14:17
   - Luke 17:20-21
   - Matthew 16:19
   - Revelation 22:1-4
   - Daniel 2:44 and 7:27
4. The Kingdom of God is Progressive
   a. The Kingdom of God is in Heaven
   b. The Kingdom of God is on Earth in believers who reflect the values and activities of the Kingdom
   c. The Kingdom of God will be fully established on earth when Jesus returns
5. God’s Plan to Establish His Kingdom on Earth
   a. Lucifer’s Rebellion
   b. Adam and Eve’s Rebellion and Disobedience
   c. Israel’s Failure
6. The Church is God’s Final Movement to Establish His Kingdom on the Earth
   - Matthew 16:18
   - Ephesians 3:1-11
7. The Universal Church and the Local Church
a. All those who are believers in every place
b. Believers gathered in one location as a family, with a commitment to establish God’s Kingdom in their area and beyond

Session 2: The Church Jesus Christ is Building

1. Jesus said He would build His Church
   Matthew 16:18
2. We are co-laborers with Jesus as He builds His Church
   1 Corinthians 3:9-10
3. God gives us Patterns to follow:
   a. The Ark of Noah, Genesis 6:8-22
   b. The Tabernacle of Moses, Exodus 25-30
   c. The Temple of Solomon, 1 Chronicles 28:11-19
   d. The Church, Acts 2:36-47
4. Characteristics of the Church Jesus is Building
   Acts 2:36-47
   i. Repent, v. 36-38
   ii. Be Baptized, v. 36-38
   iii. Be filled with the Holy Spirit, v. 36-38
   iv. Live differently from the world, v. 40
   v. Added to the Local Church, v. 41
   vi. Continued growth, v. 41, 47
   vii. Obedience to the Word of God and church leadership, v. 42
   viii. Fellowship, v. 42
   ix. The Lord’s Supper, v. 42
   x. Prayer, v. 42
   xi. Signs and Wonders, v. 43
   xii. Sharing with one another (Family Relationships), v. 44
   xiii. One mind, v. 46
   xiv. Meetings in the “Temple”, v. 46
   xv. Meetings in homes, v. 46
   xvi. Gladness, positive atmosphere, v. 46
   xvii. Praise and Worship, v. 47
   xviii. Favor with the people, v. 47
5. Goal #1: Fourfold Purpose of God for Mankind
6. Goal #2: Characteristics of the Church of Jesus Christ
Charles McCaul has been married to Cynthia McCaul since 1974. They have four children. After serving as an assistant pastor at Valley Christian Center in Harrisburg, Oregon for 4 years and Eugene Christian Fellowship in Eugene, Oregon for 14 years they moved their family of 4 to Phnom Penh, Cambodia in 1995 where they assisted in laying the foundations and building up what is now the largest local church in Cambodia, New Life Fellowship, and serving on the Apostolic Team of New Life Fellowship of Churches in Cambodia. Chuck is an author of more than 25 book and booklets focusing on Christian Leadership, Local Church Issues, Personal Growth and Bible-Related Studies. Many of them have been written for the Cambodian Context and have been translated into the Cambodian Language. Charles is also director of the Cambodian Leadership Institute.

Written, audio and video lessons are available from Charles at the following sites:

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YouTube: Mentoring Growing Leaders
LinkedIn: Charles McCaul

Many written, audio and video lessons are often available in both English and Khmer Language.