



PREPARE MODULE #5

EXECUTIVE | EASTSIDE CHRISTIAN CHURCH

COMPETENCY: Managing the balance of staff health, church health, and church growth.

OBJECTIVE: Health and growth in an organization are synonymous, however these two things do not come about organically. In this module we discuss how to strategically plan a culture that finds a balance of health during seasons of growth.

ASSIGNMENTS:

- Assignment 1 // Read 1 Corinthians 3:8-9 and Proverbs 11:14. Answer the following questions.
- Assignment 2 // Listen to Part One and Part 2 of Craig Groeschel's, *Leadership Podcast (The 6 Types of Leaders)*
- Assignment 3 // Read *Deep & Wide* by Andy Stanley
- Assignment 4 // Read Chapter 2 of *How To Change Your Church (Without Killing It)* by Alan Nelson & Gene Appel

ASSIGNMENT 1

1 Corinthians 3:8-9

The man who plants and the man who waters have one purpose, and each will be rewarded according to his own labor. For we are God's fellow workers; you are God's field, God's building.

Proverbs 11:14

Without good direction, people lose their way; the more wise counsel you follow, the better your chances.



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QUESTIONS:

1. *1 Corinthians 3:8-9 discusses two roles, that of one who plants and that of one who waters. The Message version of this verse says it this way: "We each carried out our servant assignment. I planted the seed, Apollos watered the plants, but God made you grow. It's not the one who plants or the one who waters who is at the center of this process but God who makes things grow. Planting and watering are menial servant jobs at minimum wages. What makes them worth doing is the God we are serving." Looking at these roles from the perspective that without God there to "grow" the plants, what are the elements of your role that would be meaningless without God?*
2. *How do you feel having a balance of roles in an organization helps promote health?*
3. *Proverbs talks about the wisdom behind having good direction. How does this apply to the church, and more specifically, to Eastside?*
4. *Who in your life do you go to for wise counsel?*



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9. *What can I do to make sure you have a chance to offer your wisdom?*

10. *What are three things I could share that would make you feel valued?*

ASSIGNMENT 3

Excerpt from *DEEP & WIDE* by Andy Stanley

“So do you want to do this or not? Do you want to create or be part of a team that creates a church unchurched people love to attend? Are you ready to try some things? Possibly fail at some things? Is there part of you that desires to step away from the familiar and predictable to embrace something new?”

Are you really content to spend the rest of your life doing church the way you’ve always done it? The way your tradition expects you to do it? Do you really want to continue designing services and programming for churched people? Do you want to spend another season of ministry doing things that make unbelievers uncomfortable because it’s comfortable for you? I know your current approach is easier, cheaper, and not nearly as messy as what I’m suggesting. My hope is that our time together has awakened or re-awakened, something in you that’s willing to take on something harder, expensive, and messy. Something that you can’t manage. Something that forces you to PRAY as you’ve never prayed before.”



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QUESTIONS:

1. *Andy writes "Every church should be a church irreligious people love to attend" (page 12). How do you feel about that statement? Do you believe Eastside is currently a church irreligious people love to attend? Why/why not?*
2. *"We are committed to involving as many people as possible, as young as possible, as soon as possible (page 127), including those who don't attend regularly, even unbelievers. Would this pose any challenges at your church?" How do you feel about this statement? Do you think Eastside is currently doing this?*
3. *What do you and your team define as "The Win" on a Saturday night/Sunday morning?*
4. *Andy believes that asking the right questions will make your ministry more effective. Of all the questions listed in this chapter (pages 302-304), which ones would be best to ask in our church and your staff?*



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ASSIGNMENT 4

Excerpt from Chapter 2 of *How to Change Your Church Without Killing It*

“Ultimately, deep change, whether at the personal or the organizational level, is a spiritual process. Loss of alignment occurs when, for whatever reason, we begin to pursue the wrong end. As time passes, something inside us starts to wither. We lose our vitality and begin to work from sheer discipline. Our energy is not naturally replenished, and we experience no joy in what we do. We are experiencing slow death.” - Robert Quinn

QUESTIONS:

1. *Is it important to have unity and primary agreement in terms of top values or is it okay to have diversity in terms of ministry values? What are the pros and cons?*
2. *Do you think that there is a connection with alignment of values and health of your staff and church?*
3. *How does continually staying relevant as a church affect church growth? Is the constant change that is required by staying relevant a contributing factor in the health of an organization?*



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4. *Gene states "Everything is beautiful 'in its time,' but the right thing in the wrong time is not so beautiful." How would you navigate a discussion on choosing the right season in which to institute change to help our church grow, when it might come at a detriment to your staff health?*

5. *How can getting outside perspective about your church help you to glean a fresh outlook on where your blind spots are? How can this help you strategize and prioritize for further growth?*

6. *What "sacred cows" can you identify that might be holding back growth, and how can you help to transition them out, while still maintaining a healthy culture?*

What are at least two LEADERSHIP TAKEAWAYS from this module? Be prepared to discuss with your group.

1.

2.