

Homes Inspection:

Assessing the Equipping Culture of Your Congregation/Organization

Christian Volunteer Managers Network

May 22, 2012



reach out. build within.

Welcome!

What you can expect...

- Introductions
- Why Do We Need a “Home Inspection” at our church/organization?
- How to Assess Your Culture
- Creating an Equipping Culture
- Closing

Thank You!



Lutheran Foundation

Thank You!



Church Volunteer Central

Thank You!

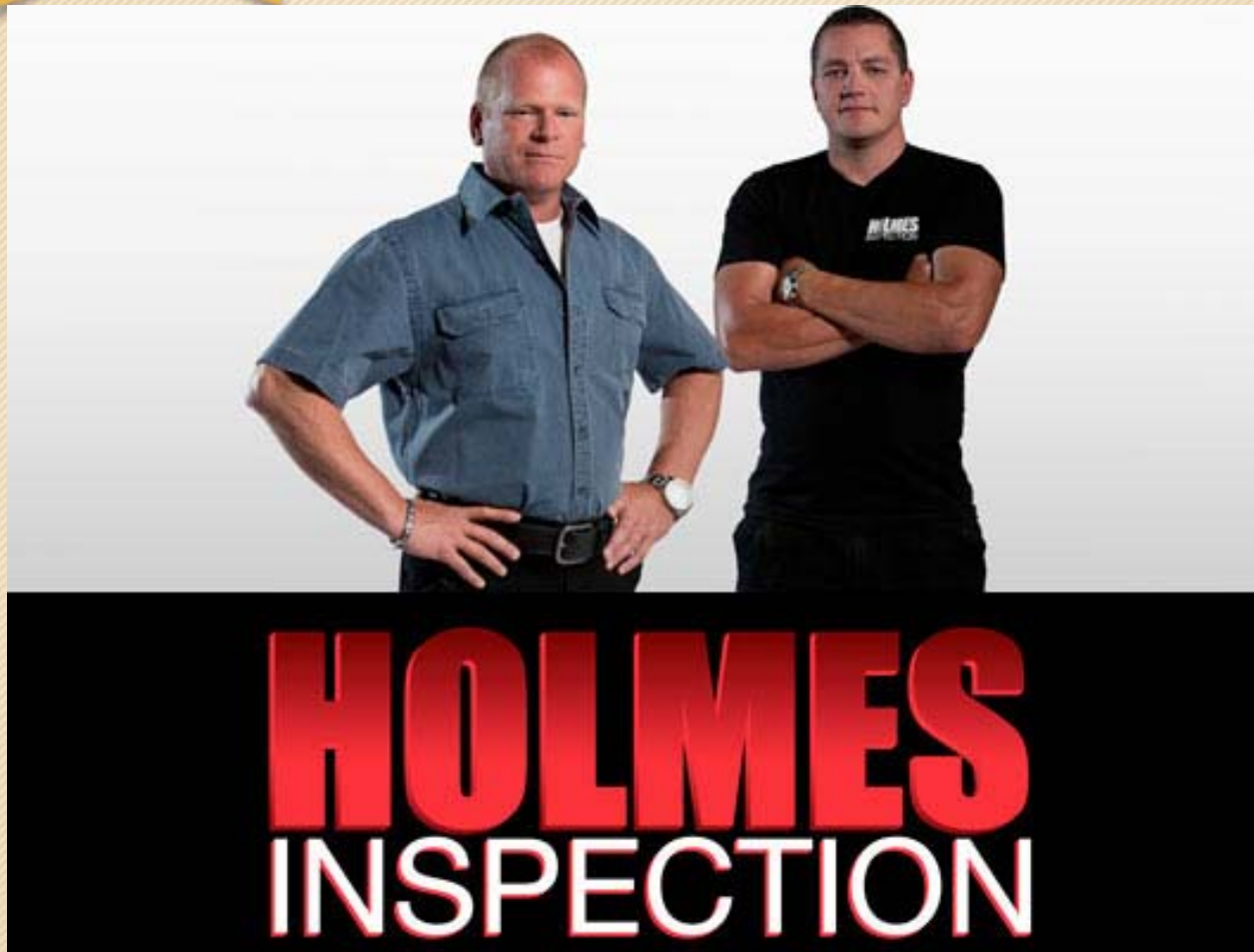


Lutheran Hour Ministries

Introductions

- At your table share:
 - Your name
 - Church/Organization you're with
 - Your dream home

Assessing Your Church Culture: (Why do I need a home inspection?)











Why do you need a home inspection?

- Find what is hidden
- Understand the dangers
- Know what needs to be done
- Start to make a plan
- Others?

Equipping Ministry: Building God's House

You are coming to Christ, the living stone who was rejected by humans but was chosen as precious by God. **You come to him as living stones, a spiritual house that is being built into a holy priesthood.** So offer spiritual sacrifices that God accepts through Jesus Christ.

1 Peter 4:4-5 (GWT)

As we equip others...

**We are building (and being built into)
God's House!**

So why don't churches/organizations do a
“home inspection” as they get started?

Finding What Is Hidden: A Culture Assessment Game

Finding What is Hidden: Debrief

- Describe what happened at your table
- How did you feel during the process of drawing your “dream house” with your table?
- How could you have avoided the confusion?

Church/Organization Home Inspection: Don't Build a Ministry Without it!

Assessing Your Church Culture will:

- Help you find what is hidden
- Uncover possible challenges
- Illuminate what needs to be done
- Begin a strategy for Equipping Ministry

Four Imperatives for an Equipping Culture

- **Ministry is an act of love and devotion to Christ**
- **God has a unique purpose or calling for all**
- **We deepen our relationship with Christ as we serve in community**
- **Leaders equip others to use their gifts so that the body of Christ is built up**

Imperative #1

Ministry is an act of love and devotion to Christ

Romans 12: 1 (NIV)

1 Therefore, I urge you, brothers, in view of God's mercy, to offer your bodies as living sacrifices, holy and pleasing to God— this is your spiritual act of worship.

Ministry is Worship



Imperative #2

God has a unique purpose or calling for all people

Ephesians 2: 10 (NIV)

10 For we are God's workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do.

We all have a unique calling



Imperative #3

We deepen our relationship with Christ as we serve
in community

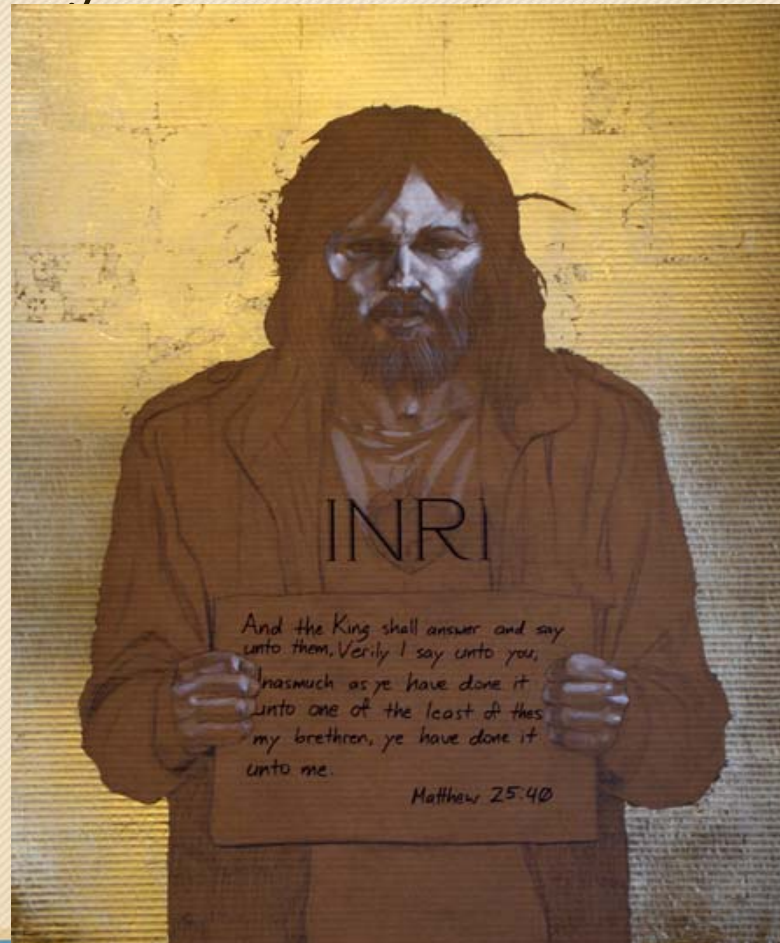
John 15:12-14 (NIV)

12 My command is this: Love each other as I have loved you.

13 Greater love has no one than this, that he lay down his life for his friends.

14 You are my friends if you do what I command.

Whatever you do for the least of these...



Imperative #4

Leaders equip others to use their gifts so that the body of Christ is built up

Ephesians 4: 11-12

11 It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers,

12 to prepare God's people for works of service, so that the body of Christ may be built up...

Leaders give others a chance to use their gifts



“Why didn’t they do an inspection?”

For Discussion:

- So why do churches/organizations not do “home inspections” as they build their ministries?
- Which imperative is most difficult for you?
- (Top 5 Challenges to Building an Equipping Ministry Handout)

What is Culture? A Dictionary Definition

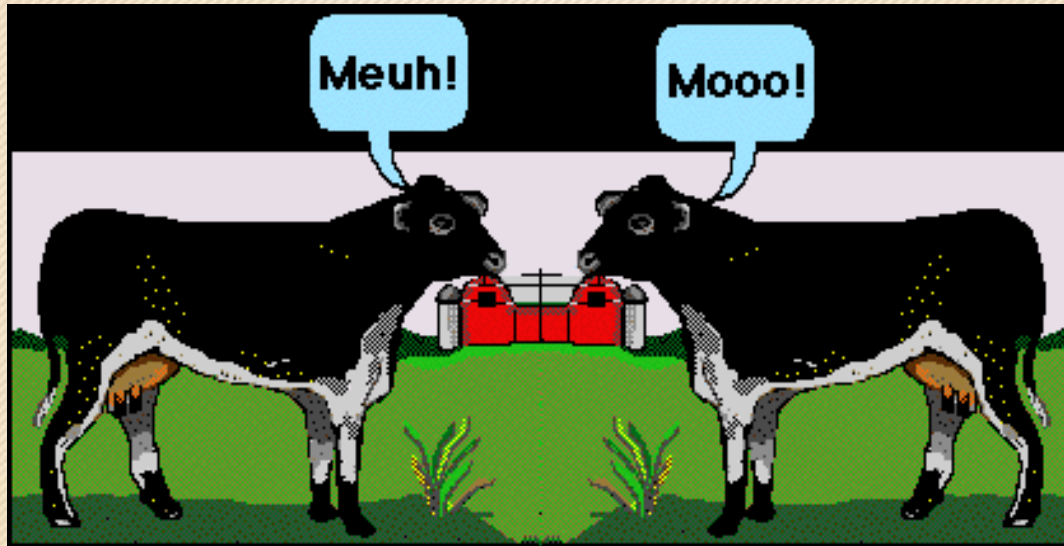
1. The integrated pattern of human behavior that includes thought, speech, action, and artifacts and depends upon the human capacity for learning and transmitting knowledge to succeeding generations
2. The customary beliefs, social forms, and material traits of a racial, religious, or social group

(From Merriam Webster Online)

Doing the right thing...



Saying the right thing...



Sending the right signals...



What is Your Culture?

- **Mission:** What do we do?
- **Vision:** Where are we going?
- **Values:** What is important to us?
- **Identity:** Who are we?
- **Spirituality:** What do we believe?
- **Relationships:** How do we interact?
- **Others?**

Assessing Your Equipping Culture

What do we say?

What do we do?

Culture Assessment Tool

www.sendmestlouis.org

www.churchvolunteercentral.com

A Quick Culture Quiz

At your tables:

- Take the abbreviated Equipping Culture Quiz
- Discuss with your tables where your church/organization is strong and where you might need some work

A Blueprint for Success: **Four Steps to Changing Your Culture**

- **Assess Where You Are**
- **Formulate the Vision**
- **Model Equipping Values**
- **Develop an Implementation Strategy**

Step 1: Assess Where You Are

- **Equipping Culture Assessment Tool**
 - With Staff
 - Key Leaders/Board Members
 - Congregation/Volunteers
- **Discuss Findings**

Step 2: Formulate the Vision for Equipping

- Start with the goal in mind
- Dream Big!
- Answer the question:

How will we equip others to serve?

Take 5 Minutes to answer and share:

**Five years from now, my
(Organization/ Church) will look
like...**

- Who is serving?
- What are the opportunities to serve?
- How is our service making an impact in the community and the lives of those who serve?

Step 3: Model Values

- Values of an Equipping Organization/Church
 - Prayer
 - Priesthood of all believers
 - Servant Leadership
 - Team Ministry
 - Intentionality
 - Proactive toward change

Take 5 Minutes to discuss:

- What are some ways that you can/do model these values to your organization and those you work with?

(Be ready to share what you learn with the group!)

A Quick Note on Values

**Equipping might be
just one of your values!**

Step 4: Develop **Your** Strategy to Equip

- Strategy takes you from where you are to where you want to go!
- Strategies are concrete steps, not “pie-in-the-sky” thinking!
- Strategies involve everyone in the organization and give everyone an input toward the future!

Your Strategy should include

- **Statement of Vision**
- **Desired Outcomes**
- **Concrete Action Steps** (Team involvement)
- **Realistic Timeline** for your situation
- Connection to and Evaluation through **Organizational Values**

Strategy Development Aids from Send Me St. Louis

- **Asset Mapping**- Planning around your strengths
- **Logic Model Training**- Reverse engineering your future
- **Personal/ Organizational Coaching**

A Final _____ (word, edict, saying) on Culture Change

**If you want to change a culture...
Change your language!**

~~Volunteers~~

Disciples/Ministers

What now?

At your tables discuss:

- What one thing are you taking home from today's training?
- What is your next step?

Additional Resources

The Equipping Church by Sue Mallory (Zondervan, 2001)

The Equipping Church Guidebook by Sue Mallory and
Brad Smith (Zondervan, 2001)

Leading Change by John P. Kotter (Harvard Business School
Press)

Leadership Network (www.leadnet.org)

McKinsey Quarterly (www.mckinseyquarterly.com)

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Open Discussion

What's on your mind?

Prayer

Home Inspection: Assessing Your Church Culture

Your Dream Home Awaits!