



# KINGDOM ASSESSMENT

The Minister Search Committee visited seven churches, either in our immediate area or experiencing significant growth, to simply learn how their leadership is structured and how they would describe their success in making their fellowship attractive to their communities. It was refreshing to see many churches doing God's work in ways that we can appreciate and perhaps emulate in San Jose's future as we pursue glorifying God and growing in our faith.

## ***Leadership***

Most of the churches have a leadership group, such as elders, who function as decision makers on a high level. These groups determine the mission, vision and values of their churches. This group also attends to personal needs that arise in the congregation as they care for the members. Frequently, the pulpit minister or lead pastor is part of this leadership committee.

## ***Conveying the Vision***

These growing churches have a pulpit minister or lead pastor who brings the church's vision to the congregation with frequency — often a weekly frequency. This "Vision Caster" carries the leadership vision to the congregation and ministerial staff so they are clear and resolute in their steps moving forward. The lead minister repetitiously communicates God's desire to have each member actively serve in church efforts. This minister conveys the vision, builds and influences the culture, and is a catalyst to church growth. The lead minister sets a tone of openness and honesty. This openness bleeds over and into the congregation resulting in a culture where it is OK to bring life's problems to the church because there is confidence that "no one sits on the front row by themselves." The minister's ability to communicate the church mission and vision, teach the members, and ultimately inspire and motivate seems to be a recurring quality in these growing churches. The significance of the voice of the vision cannot be underestimated.

## ***Organizational Structure***

The organizational structure of the church is important and is clearly defined. Churches that are growing typically have an experienced staff that is organized and run efficiently. Church employees must understand their job and have a clear job description. They are evaluated and held to a standard of excellence that is similar to the corporate world. When churches are not run efficiently, the overall vision and the ability to focus on the church mission is diminished.

## ***Training***

The training of teachers, small group leaders and others is a key component in majority of the churches interviewed. There is no "casual" teaching; it is structured and intentional. Teachers are trained, evaluated and allowed to continue in teaching only when the ministerial staff is confident in their abilities.

## ***Fellowship***

Small groups are a main focus at many of the churches interviewed. One church pastor stated, "small groups are where you take care of people." These churches execute their small group programs in a variety of ways. Some meet on Sunday mornings, and some have theme/topic based groups, but one main point we observed is that small groups are integral to membership growth. One church had 70% of its members involved in the small group ministry and small groups are one of their greatest strengths.

## ***Outreach***

Most of the churches interviewed had community outreach efforts such as divorce recovery, addiction recovery or organizational efforts to reach the immigrant community, etc. There were many creative efforts in place to present their church as warm and welcoming to the community.