



HEAVEN IN SPAIN

Church and the Kingdom

Session five – Measuring church values



Business vs Church Culture

- (Business) Corporate culture is the manner in which the organisation behaves whilst delivering a product or service. (It's values are the way in which it wishes to behave). Corporate culture drives performance so it is important to attend to.
- Church culture *should* be the primary aim of the church. People and their transformation *should* be the primary product and service of the church.
- This is an important distinction



Church
Business
Family
Mission
Vision
Values
Culture

- **Mission** = Heaven on Earth (i.e. the values of Heaven)
- **Vision** = What part we are playing in bringing Heaven's values to Earth (i.e. which values should we be focussing on?)
- **Values** = Kingdom values (communicated in the various contexts and languages)
- **Culture** = How well we are doing in embedding these values in our communities

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A Kingdom
Church
Value
Set

1. **Our identity as children of God** - We live in intimacy with our loving Father so that our lives embrace a heavenly perspective.
2. **Apostolic and Prophetic** - We individually and corporately listen for and act on the father's specific mission
3. **Investing in others (aka "Disciple Making")** - We invest in others as a natural consequence of following Jesus and his investment in us
4. **Community** - We are building communities of people who reflect the nature and character of God.
5. **His Kingdom** - We carry his presence and release the kingdom of Heaven on earth.
6. **The supernatural** - We pursue and celebrate supernatural expressions and experiences that release the goodness of God.

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Ephesians 2 aspects represented in kingdom value set

1. *Christ Centred*

• *Identity*

2. *Apostolic & Prophetic*

• *Apostolic & Prophetic*

3. *Evangelism*

• *Investing in others*

4. *Relationship*

• *Community*

5. *Development*

• *Investing in others*

6. *Team Climate*

• *Community*

7. *Spirit's Culture*

• *Kingdom*

8. *Spirit's Presence*

• *The supernatural*

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Kingdom values : examples of "Behaviours" Identity

- I have revelation that I am a loved child of God
- I experience closeness to my Heavenly Father through singing, reading Scripture, prayer, listening to Him or creative expression
- I am aware of and responsive to the Holy Spirit's prompting
- I reflect the heart of God to people

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Kingdom values : examples of "Behaviours" Apostolic & Prophetic

- I pursue and take appropriate action on prophetic input
- I feel commissioned and sent to break new ground for the kingdom
- I give prophetic input to others or encourage them to pursue theirs
- I am seeking and pursuing God's current calling for my life

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Kingdom values : examples of "Behaviours" Investing in Others

- I regularly find opportunities to share God's love with people who don't know Him.
- I am regularly involved in spiritual conversations with people who don't know God.
- I invest my life into other followers of Jesus to help them advance on their journey.
- I have invited some others into my life to help me on my journey.

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Kingdom values : examples of "Behaviours" Community

- I participate in including others into community
- I have open and honest communication
- I serve my communities by being generous with the life God has given me
- I show honour and respect to all people

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Kingdom values : examples of "Behaviours" Kingdom

- I apply kingdom principles in my life to bring Heaven to Earth
- I change the atmosphere around me to be more like Heaven
- I am aware of His presence with me
- I am willing to release God's presence and power

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Kingdom values : examples of "Behaviours" Supernatural

- I engage in prayer and worship gatherings to build and receive the presence of God
- I position myself physically, emotionally and spiritually to experience healings, miracles & encounters with God
- I celebrate diversity of supernatural expressions and what God is doing through others
- I release healing, miracles and/or encounters with God

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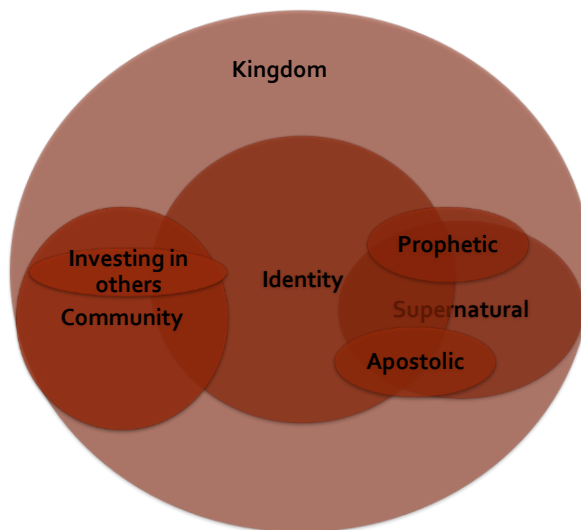
Kingdom Vision

- Kingdom vision is about creating disciples with certain characteristics (values)
- It is a vision of creating a culture
- The values are the desired culture

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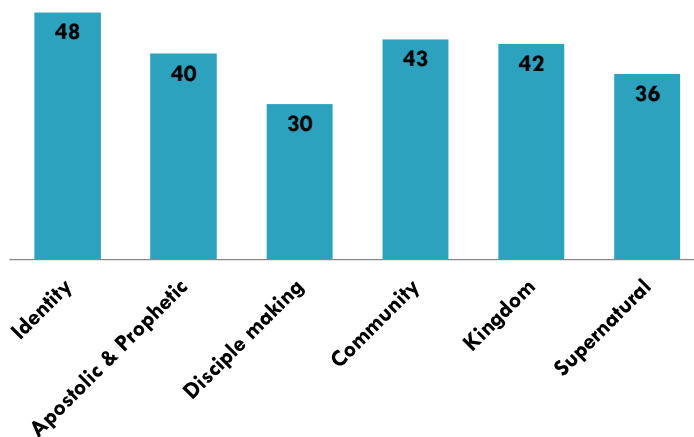
Relationship between the values



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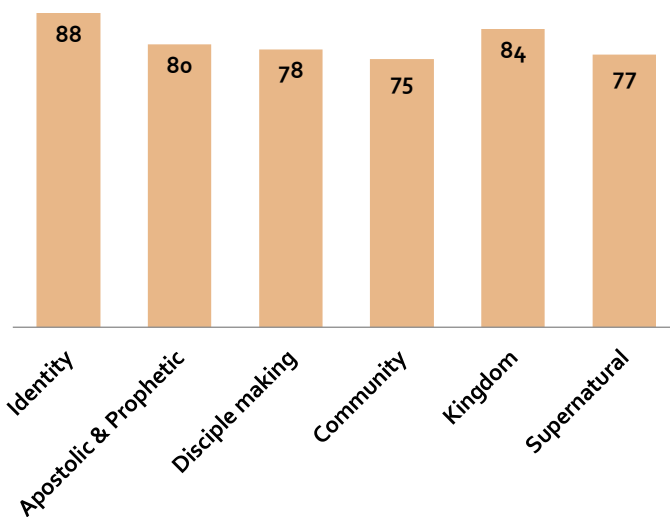
Sample Church Culture Feb 2014



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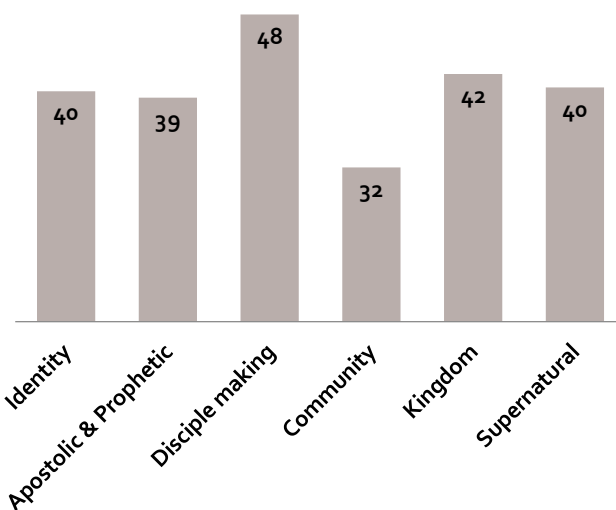
Sample Church Values Feb 2014



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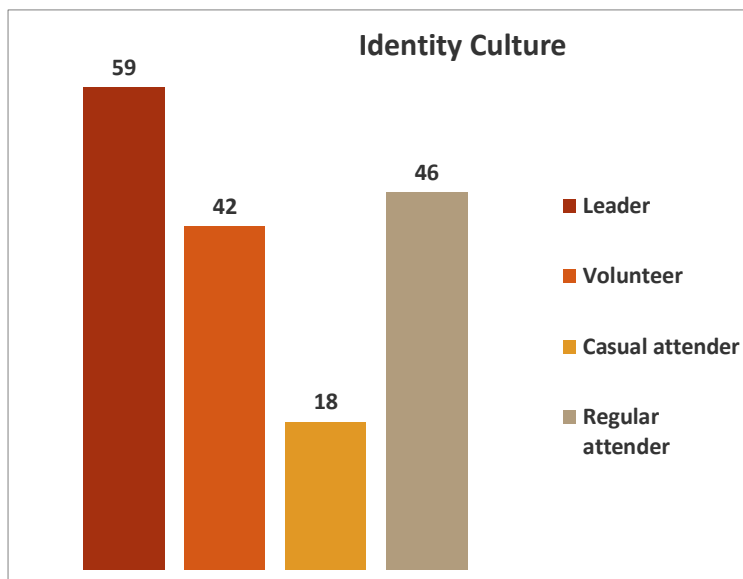
Sample Church Values/ Culture Gaps



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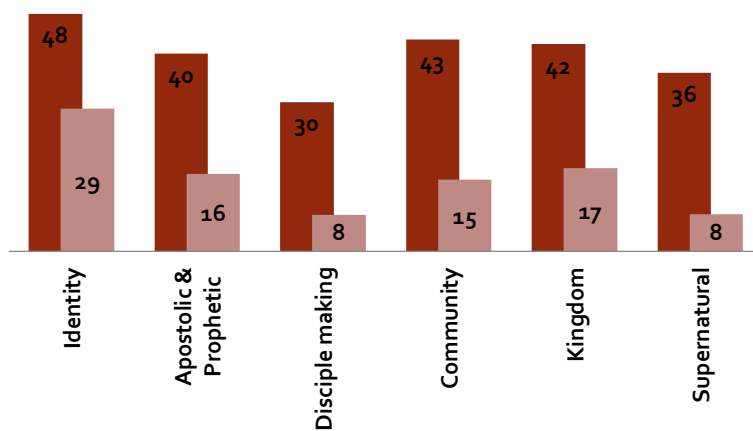
Sample Church Identity Culture by type



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Sample Church Culture Overall vs Sunday only



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Sample strategy - 2014/15

- “Top level” strategy that aims to lift the value & culture of “community” and the culture of “investing in others” (the value formerly known as “disciple making”)
- This strategy includes prayer, staffing, services, conferences and departments
- Departments also have specific values and culture profile and responsibilities to build certain aspects of the culture

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Departmental strategy

- A vision of cultural change passes more strategic decisions to HOD's
- E.g. the question “How do we build community?” opens up many more strategic possibilities than “How do we build connect groups?” (which are just one way of building community)
- There are spiritual, personal, relational and programmatic ways

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Sample vs Typical church vs corporate

	Sample	CCC	Corporate
Vision	To create a culture	To build a bigger/ healthier church	To sell more widgets
Values	The culture we are aiming for	The ethics we have in building a church	What culture we need to sell more/ different widgets
Mission	To build the kingdom	To build the church	To survive and prosper
Strategy	Distributed	Top down	Top down
Measures	Outcomes and Activity	Mostly activity	Mostly activity

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Cultural & strategic indicators - examples

	Strategic	Cultural
Identity	Numbers at prayer events Numbers at intimacy with God college course	Behavioural change as a result of leadership program (survey)
Apostolic	Numbers in apostolic - focussed groups at church	Number of new kingdom ventures
Prophetic	%age at prophetic presbytery Numbers in prophetic team %age prophesied over	Review of prophetic presbytery
Community	%age in connect group or ministry	Numbers of new people Numbers of people leaving (negative)
Investing in others	%age doing leadership program %age at programs	Numbers of people coming to faith Behavioural change as a result of leadership program (survey)
Kingdom	Number of kingdom focussed courses at college	Giving Numbers serving in the wider community Number of invites to other churches
Supernatural	Numbers at healing rooms Number of healings at services	Numbers of healings and miracles stories Anointing level of services

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Sample Culture

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Sample Values

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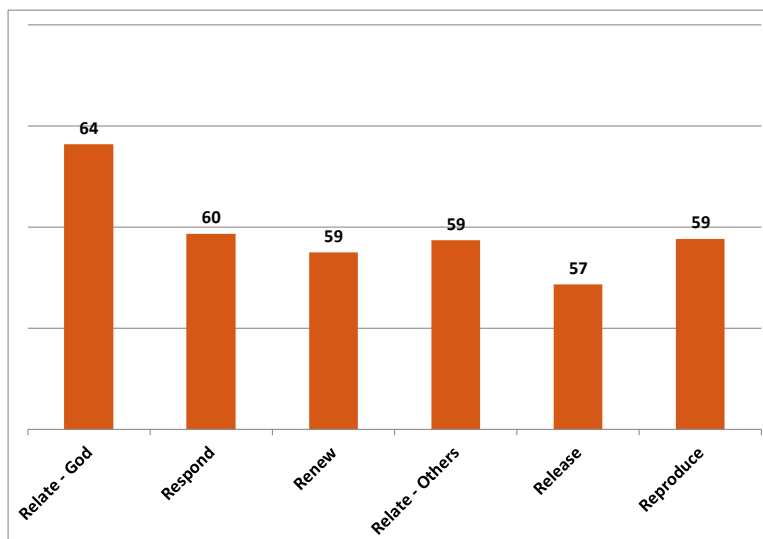
Sample Gaps



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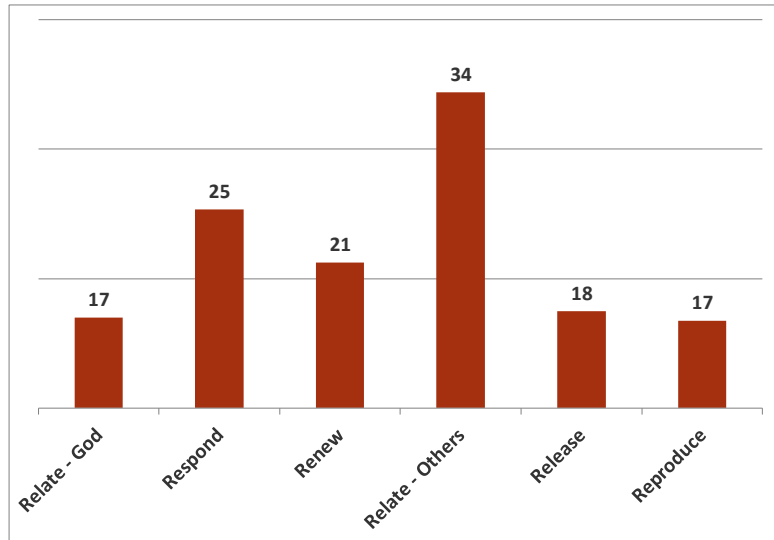
Another Church Values



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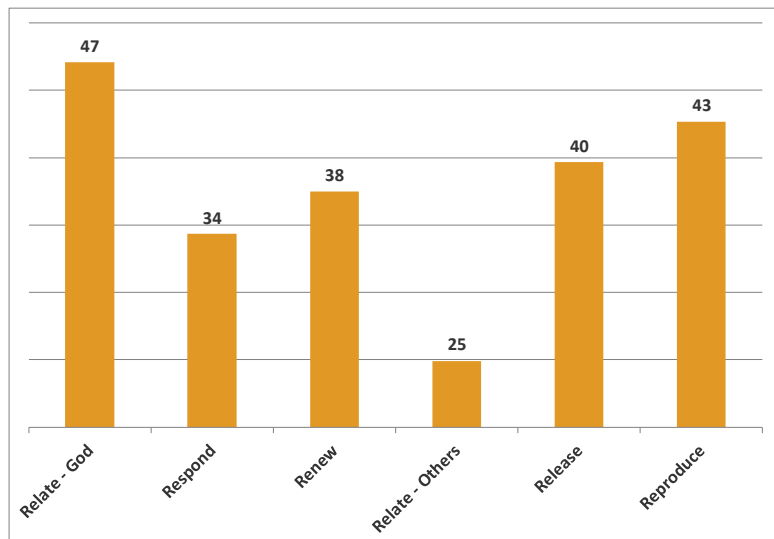
Another Church Culture



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Another Church Gaps



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