

Quality Characteristics from *Natural Church Development* by Christian Schwarz

Quality Characteristic	Description	What Is Measured	Key Question	Biblical Reference
Empowering Leadership	<i>Effective leadership begins with an intimate relationship with God, resulting in Christlike character and a clear sense of God's calling for leader's lives. As this base of spiritual maturity increases, effective pastors and leaders multiply, guide, empower and equip disciples to realize their full potential in Christ and work together to accomplish God's vision</i>	<ul style="list-style-type: none"> • Match of pastor & congregation • Delegation & sharing of ministry • Leadership through vision • Leadership through mentoring and equipping • Leading change 	Is the ministry of the leaders focusing on equipping other Christians to serve?	Ephesians 4:11-12
Gift-oriented Ministry	<i>The Holy Spirit sovereignly gives to every Christian spiritual gift(s) for the building of God's kingdom. Church leaders have the responsibility to help believers discover, develop and exercise their gifts in appropriate ministries so that the Body of Christ "grows and builds itself up in love."</i>	<ul style="list-style-type: none"> • Understanding your gift(s) • Matching gifts to task • Significance of service • Coaching: <ul style="list-style-type: none"> -supported -trained -challenged 	Are the tasks in the church distributed according to the spiritual gifts of individual Christians?	1 Peter 4:10
Passionate Spirituality	<i>Effective ministry flows out of a passionate spirituality. Spiritual intimacy leads to a strong conviction that God will act in powerful ways. A godly vision can only be accomplished through an optimistic faith which views obstacles as opportunities and turns defeats into victories.</i>	<ul style="list-style-type: none"> • Personal spiritual disciplines • Corporate spiritual disciplines • Contagious faith 	Do prayer, enthusiasm, and boldness characterize the spiritual life of the members?	Romans 12:11-12
Functional Structures	<i>The Church is the living Body of Christ. Like all healthy organisms, it requires numerous systems which work together to fulfill its intended purpose. Each must be evaluated regularly to determine if it is still the best way to accomplish the intended purpose.</i>	<ul style="list-style-type: none"> • Organizational structures & systems • Leadership oversight • Vision, goals, & planning • Creativity & managing change 	Are the forms, structures, and regulations of the church designed to be most useful for the development of the church here and now?	Acts 6:1-7

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<p>Inspiring Worship</p>	<p><i>Inspiring worship is a personal and corporate encounter with the living God. Both personal and corporate worship must be infused with the presence of God resulting in times of joyous exultation and times of quiet reverence. Inspiring worship is not driven by a particular style or ministry focus group but rather the shared experience of God's awesome presence.</i></p>	<ul style="list-style-type: none"> • Feelings of being inspired • Care for children • Life transforming preaching • Visitor friendly • God-centered & celebrative music 	<p>Is participating in the worship service an inspiring experience for church members?</p>	<p>1 Thessalonians 5:16-19</p>	
<p>Holistic Small Groups</p>	<p><i>Holistic small groups are disciple-making communities which endeavor to reach the unchurched, meet individual needs, develop each person according to their God-given gifts and raise leaders to sustain the growth of the church. Like healthy body cells, holistic small groups are designed to grow and multiply.</i></p>	<ul style="list-style-type: none"> • Atmosphere of transparency, sharing & trust • Spiritually oriented • Meeting felt needs • Guest sensitive • Multiplication of disciples, leaders & groups • Active participation of groups' members 	<p>Are the small groups dedicated to answering the true questions and meeting the real needs of its members in a holistic way?</p>	<p>Acts 2:42-47</p>	
<p>Need-oriented Evangelism</p>	<p><i>Need-oriented evangelism intentionally cultivates relationships with pre-Christian people so they can become fully devoted followers of Jesus Christ who are actively participating within the life of the church community. Using appropriate ministries and authentic relationships, believers can guide others into the family of God.</i></p>	<ul style="list-style-type: none"> • Personal evangelism • Corporate evangelistic strategies • Seeker awareness • Assimilation of new Christians 	<p>Are the forms and contents of the evangelistic activities related to the needs of those the church is trying to win?</p>	<p>1 Corinthians 9:19-23</p>	
<p>Loving Relationships</p>	<p><i>Loving relationships are the heart of a healthy, growing church. Jesus said people will know we are his disciples by our love. Practical demonstration of love builds authentic Christian community and brings others into God's kingdom.</i></p>	<ul style="list-style-type: none"> • Atmosphere of joy & trust • Interdependent relationships • Affirmation & encouragement • Intentional conflict resolution 	<p>Are the relationships of the members of this church characterized by a high degree of love and affection?</p>	<p>John 13:34-35</p>	