

Pop the Hood Training

We are excited to come alongside you to *Pop the Hood* and diagnose the health of your church. At the Pensacola Bay Baptist Association, we believe that churches who regularly inspect how they are doing are better positioned to initiate biblical and strategic steps to fulfill the mission God has for them.

This *Pop the Hood* process is a diagnostic tool to guide your church to evaluate its health. This process begins with leading the pastor to pray over this process and concludes with your church's team having a prioritized list to act on. This process does not solve issues your church may have; rather, it helps you to identify them. As you conclude this process and have investigated your church health, the PBBA is here to assist you in moving forward to act on preferred future.

Better Together,
Brian








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Pop the Hood | Project Summary

Purpose | To resource churches through material, training, and coaching to evaluate the health of their church and develop a prioritized list of action steps that would move their church toward a healthier future.

Process |

-  **21 Days of prayer** – a 21-day prayer guide to prepare the pastor/church leader before beginning the project.
-  **Urgency** – guiding the pastor/church leader how to create a summary statement for why “popping the hood” on his church is essential to the life of their church and for the good of the Kingdom. This statement will be used in team recruitment.
-  **Team** – guiding pastor/church leader how to form a team (guiding coalition) from within his church to participate in this project.
-  **Q4** – training the pastor in the spiritual (SQ), emotional (EQ), organizational intelligence (OQ), and cultural intelligence (CQ) they will need possess and display as they lead their team.
-  **12 Characteristics** – reviewing the PBBA “12 Characteristics of a Healthy Church” that will serve as the “scorecard” by which each church will measure their health.
-  **5P's** – familiarizing pastors with the diagnostic questions that will guide their team.
-  **Action Steps**– training pastors how to form a prioritized list of action steps their team will generate that will guide them after the “pop the hood” project.



Pop the Hood | 21 Days of Prayer

Instructions: Prayer is the basis for diagnosing the health of your church. Guiding a church through *Pop the Hood* can be taxing spiritually, emotionally and organizationally. Before a team is assembled who will participate in the process, before one element of the church is reviewed, the pastor is encouraged to use the guide below to spend the next 21 days in prayer, preparing to see Himself, the team, and the church as God sees it.

Spiritual Intelligence

- ☛ **Day 1** | [Colossians 1:15-20] Preparing to “pop the hood” on your church’s health begins with realizing that *your* church is truly HIS church. Walk in prayer today asking God to reset your mind and heart so you lead with HIM at the head.
- ☛ **Day 2** | [Psalm 145] Getting a right-sized view on your church requires first with having a right-sized view of God. Spend time praying in adoration, rediscovering that God is infinitely greater than whatever might be happening in your church.
- ☛ **Day 3** | [Colossians 2:6-7] Everything rises and falls on leadership” (Maxwell). What areas of your life do you need to address as you head into examining your church? Pray today for God to show you how He sees your life as well as areas you need to address so that you are “walking in Him” as you lead your church.
- ☛ **Day 4** | [1 Corinthians 3:2] The congregation you pastor has people across the spectrum of spiritual maturity; thus, people respond to change differently. Pray today for God to grant you wisdom to pastor the diversity of people within your church and rightly respond as you “pop the hood.”
- ☛ **Day 5** | [1 John 4:4] Consider all that is facing your church, both what you know and what you don’t know. Do you have a bit of fear and anxiety that seem to follow you around? When considering whether to “pop the hood” on your church, does nervousness arise? Pray today that God would anchor His greatness down within you and that it would come alive with confidence and joy as you enter this time of diagnosing your church’s health.
- ☛ **Day 6** | [2 Peter 1:3-4] Frustrations in pastoring can make one feel like he is in a blackhole-not enough time, resources, people. Perhaps you feel drained and underequipped heading into “popping the hood” on your church? Spend time praising God that He has already given you all that you need. Pray for Him to grant you the wisdom and humility to leverage all that you *already have* in Him for what needs to take place in shepherding your church to be healthier.
- ☛ **Day 7** | [Galatians 5:16-26] In all things we are to lead and serve in step with the Holy Spirit. While we will dive into the emotional side next week, pray today for God to show you which area(s) in this Galatians passage you are not walking in step with Him.

Emotional Intelligence

- ☛ **Day 8** | [Philippians 4:4-7] As you consider leading your church to evaluate its health, do you feel anxiety about this process? Philippians guides us to replace anxiety with prayer. Spend some time today giving your anxiety to God about “popping the hood” of your church and ask Him to give you His peace in this process.
 - *Additional challenge: go for a 10-minute walk talking out your emotional struggles with God.*
- ☛ **Day 9** | [Proverbs 15:1] What we say when leading our church to examine itself is a big deal. Our words matter, and how we speak those words (e.g. tone, volume) can matter just as much. Pray today that God would begin to shape the tone of your words. Pray that you would grow in verbal alignment between your heart and your mouth.
- ☛ **Day 10** | [Ephesians 4:2] Evaluating your church and making course corrections can be a slow process. Timing can be as crucial as direction. There can be a tendency to be quick over being right. As you seek to set the course for your church to evaluate and take a step toward being healthier, pray that God would give you an attitude of patience. Further, pray that you would exude biblical tolerance as you shepherd the variety of personalities within your church and those you will be primarily leading through this process.
- ☛ **Day 11** | [Colossians 3:1-3] As you prepare for leading your church to “pop the hood”, do you have any attitude of already feeling defeated; you look at the current situation and want to toss in the towel. Pray today that God would join your heart to what has already been accomplished in Him and not be unnecessarily consumed with all that you desire to do.
- ☛ **Day 12** | [Ephesians 4:29] Emotionally speaking, do you have a short fuse or a long fuse? Emotional explosions by all involved can move a church backwards? Pray today that God would grip and guard the emotional fuses of all participating in “popping the hood” on your church. Pray that each person would have the right temperament for your God to be honored through this process and not respond any way that would be a detriment to this equipping effort.
- ☛ **Day 13** | [Proverbs 15:23] Are you pastoring in joy? Joy will serve as a fuel and filter for the words you speak. Focus today between you and the Lord on giving a freshness to your ministry joy.
- ☛ **Day 14** | [Isaiah 26:3] Looking to Christ is essential. Continuing to look to Christ will reset the heart to peace when pastoring is turbulent. Pray with focused eyes on heaven today, trusting in Him and receiving His peace. He’s got you.

Organizational Intelligence

- ☛ **Day 15** | [1 Chronicles 12:32] The message of the gospel never changes; however, the culture in which we are called to deliver it is changing rapidly. Pray today that you would become a student of the mission field in our own backyard. Pray that you would have Gospel eyes for today's community.
- ☛ **Day 16** | [Philippians 3:12-14] Both struggles and successes in the past can hinder where God wants your church to be in the future. Pray today for God to give you clarity on the goal of your church and how your church needs to learn from its past to be positioned for tomorrow.
- ☛ **Day 17** | [Proverbs 11:14, 15:22, 24:6] A wise group of people within your church who you will lead through this “popping the hood” process will be essential. Pray today that God will begin to bring to mind the 5-7 people who can serve as a “popping the hood” team.
- ☛ **Day 18** | [1 Corinthians 14:40] Pray for God to give to you and the team awareness where the organization (organism) of your church is out of alignment with the mission He has entrusted to you. Pray that biblical function would drive organizational form.
- ☛ **Day 19** | [Acts 17:22-34] God has called you to pastor your church for this moment in history. He ordained both the who and the when for His glory. Pray for wisdom in rightly knowing the world that is around you, your mission field, as God sees it. Like the “men of Issachar who knew the times” (1 Chronicles 12:32), pray that you would have an evaluative eye for today's culture and your church.
- ☛ **Day 20** | [Revelation 2-3] Review the seven churches in Revelation. Most churches had areas where they were doing well and areas they needed to change, and an accompanying urgency to get to it. Pray this process over your church – what is well, needs to change, the sense of urgency.
- ☛ **Day 21** | [Matthew 16:15-20] Very soon you will lead your team to “pop the hood.” Take joy today in the victory that lies ahead. Spend time today recognizing it is God's church. “Give your church away” to Him afresh and declare His charge over you and the days ahead.



Pop the Hood | Developing Urgency (Why?)

Leading your church to look under its hood to investigate its health can raise some questions (“What could be wrong with *our* church?”). Wondering what all needs to be done might feel overwhelming (“Where do I start?”). To stem the *how* and *what* questions and concerns, it is essential that the *Why* be clear – “Why do we need to *Pop the Hood* and investigate our church’s health?” Articulating the *Why* will create a sense of urgency, aligning minds and hearts together through this process. Consider the following questions as you are assembling the *Why*?”

1. Why does it matter if our church is healthy? For whom does it matter?
2. Why do we exist as a church in the first place? What drives us?
3. If we do nothing, and our current trend continues, what could we expect in 15 years?
4. If a letter to our church were written, like those written to the churches in Revelation, what would it say?
5. _____
6. _____
7. _____

Example: God has called our church to engage in eternal matters that impact our kids, grandkids, and this community. While we love our history, we must investigate what we are doing so that we can make disciples in the future. While our message won't change, our methods might have to. Thus, will you help me examine how we are doing, so that we can have a Kingdom building church for the next generation?

Develop your Urgency statement: _____

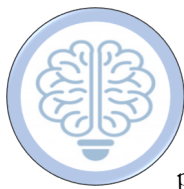


Pop the Hood | Assembling a Team

Investigating the health of your church happens best in the context of a team. The church is a body; thus, having the body of the church participate in looking under the hood of your church will be most helpful. While taking action steps toward health can impact the entire church, we recommend that the entire church NOT participate in *Popping the Hood*. We make this recommendation because God has placed certain people in leadership who are to give watch over the church, because spiritual and character immaturity can hijack the health, and because some people will only focus on what they *want* instead of what the church *needs*. Thus, we recommend using the urgency statement you wrote (previous page) to invite 5-7 people who could serve as a guiding coalition (*Pop the Hood* team) for this process. This is not a popularity contest; meaning, we recommend you NOT ask for nominations to such a team within a business meeting. Rather, seek counsel and choose prayerfully. When considering who to serve on this team, include the following:

- Who in the church is spiritually mature to be able to see the church through Kingdom eyes?
- Who would reflect the various generations of the church (a cross-section)?
- Who is willing to think critically, yet biblically, and not merely be “yes man” to the discussion?
- Who is a person of prayer?

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____



Pop the Hood | Process Intelligence

There is a measure of “intelligence” that will be needed to guide your team through this process. (Don’t worry, we don’t mean digging up your college transcript.) Spiritual, Emotional, Organizational and Cultural components come into play through this process. If the person leading their team isn’t aware of these components, they can get bogged down in a particular area or needlessly take a comment personally. *Pop the Hood* is not merely a strategic pathway, it is a joint effort between the guidance of the holy spirit and the insight and opinions of people. Thus, the following areas of intelligence must shape the leader and the team.

1. _____ Intelligence (SQ)

- This process is steeped in spiritual warfare, fight with _____ weapons.
- Christ in us is greater than evil around us, don’t give Satan additional _____ or needless credit.
- Scripture will guide your _____, think and act biblically.
- Use this project to evaluate _____ spiritual health, take the time to grow before you go.
- Recognize the _____ of spiritual maturity across the church, don’t assume people “get it.”

2. _____ Intelligence (EQ)

- Your _____ matters in how you communicate (words, inflection, body language), be aware and be _____.
- Have ownership in moving from fleshly _____ to holy _____, shift quickly and wisely.
- Don’t needlessly raise or lower the seriousness of the issue through your response, be _____.
- Emotional reactions will continue to surface over a long time, be _____.

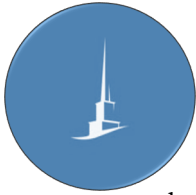
3. _____ Intelligence (OQ)

- Review your established policies and norms, _____ carefully.
- Increase communication with a singularity of message and voice, _____ is essential.
- Work the agreed upon plan, moving forward at the direction and speed of _____.
- Focus on the process of _____ as much as the change destination.
- Move slower to be _____ instead of being _____.

4. _____

- Know the _____, both internally and externally (average age of congregation, giving patterns, living proximity to campus, historical celebrations and struggles)
- Know the present culture of your surrounding _____ (average age, ethnicity, opinions toward church and community)
- Know the primary needs and _____ of your community.

*Alignment between Spiritual, Emotional, Organizational and Cultural intelligence is essential: A Healthy Soul will form a Healthy Attitude, that can serve and lead a Healthy Ministry.



PBBA | 12 Characteristics of a Healthy Church

When seeking to *Pop the Hood* to see what might need fixing, you first need to know what “fixed” looks like; knowing what “ought to be” will aid you when identifying what is. The PBBA recommends the following 12 characteristics of a healthy church to be your manual, your “scorecard.” As you review each characteristic, discuss as a team and dig up any data your church has on that topic that will aid you in evaluating that area. Don’t rush this process. It is likely to take more than one meeting; however, it is better to be right than quick.



Biblical Evangelism



Biblical Discipleship



Biblical Membership



Biblical Leadership



Biblical Preaching
& Teaching



Biblical Ordinances of
Baptism & the Lord’s Supper



Biblical Worship



Biblical Fellowship



Biblical Prayer



Biblical Accountability
& Discipline



Biblical Giving



Biblical Mission



Pop the Hood | 5 Questions

What is Right? (optimize)	What is Wrong? (change)	What is Confused? (clarify)	What is Missing? (add)	Core Issues

1. Biblical Evangelism:

The word “church” comes from a Greek word that means “an assembly of called-out ones.” It denotes that before a church can ever actually gather, the people must first hear the call to do so. As Paul questioned in Romans 10:14–15, “How can they believe in the one of whom they have not heard? And how can they hear without someone preaching to them?” Churches are built through the fervent, faithful proclamation of Christ and Him crucified. Therefore, it’s the responsibility of the local church to be a mouthpiece of Christ, calling all who would come to repentance and new life. But the new believer’s walk doesn’t end when they answer the call. Indeed, it has only just begun.

Recommended Metric: 10:1 Gospel Conversations – 10 gospel conversations per year for every weekly attender. (ex. 1000 gospel conversations in a calendar year for a church with average weekly attendance of 100.)

Diagnostic Question: Do we have an increasing number of people who are sharing their faith? (alt. Is our church having a growing number of gospel conversations?)

4. Biblical Leadership:

One of the many gifts of the Holy Spirit is that of leadership. No church can experience health without the leadership of the pastors that Paul described in passages like 1 Timothy 3 and Titus 1. Such leaders are never meant to be tyrants but rather shepherds, laboring “to equip the saints for the work of ministry, for building up the body of Christ” (Eph. 4:12). Church members who are gifted and called to serve as leaders have the responsibility of equipping their fellow members with what they need in order to be who Christ called them to be. The calling of a pastor or elder is a challenging one, but that doesn't mean the list of competencies is unattainable. Faithful, biblical teaching is the means by which Jesus leads his church.

Recommended Metric: Pastor Accountability and Coaching – each church pastor is in an accountability relationship for personal protection and spiritual growth (battle buddy); each pastor has a ministry coach to help them lead well their congregation.

Diagnostic Question: Does our pastor have people in his life that can help him flourish in biblical character and ministry competency? Does our church have systems and resources in place that aid and bless him in his pastoral duties?

9. Biblical Prayer:

Every major advance of the gospel in the book of Acts comes about as a response to the people of God praying together. If we desire the same, then like the early church, we must devote ourselves to prayer (Acts 2:42), regularly joining with one another with both dedication to and desperation for communion with God. And just like Bible study, private prayer is essential but insufficient. A healthy church not only prays but prays with one another.

Recommended Metric: Prayerful process and practice - Church establishes and follows a process to collect prayer requests and celebrate answered prayers, engages corporately in prayer, and equips individuals to pray personally.

Diagnostic Question: Are we truly a people of prayer? (alt. Would God say we are “a house of prayer” or have we made our church into something else?)



Pop the Hood | Action Steps

It is now time to make action steps based on your answers to the above questions. (Fill in the chart, but place the number of the order until last)

order	Healthy Church Category	Action Description	Person/Team Responsible
4	<i>Biblical Membership</i>	<i>Begin a Church Orientation Class that Guides Prospects through Beliefs, Vision and Ministry Pathway</i>	<i>Church Staff</i>