

The 4 Es of Healthy Church Leadership

A simple framework for building a healthy, multiplying ministry culture

ENGAGE — Recognize & Recruit

- Create a culture of invitation and participation
- Model a lifestyle of inviting others into life with Christ and ministry
- Recognize the diverse gifts and potential in every person
- Intentionally create opportunities for involvement
- Stay attentive to the Holy Spirit's work in people's lives
- Engage both the congregation and the surrounding community

✓ Key Question: Who can I intentionally invite and involve this week?

EQUIP — Develop & Multiply

- Invest in people for growth and leadership
- Distinguish between ministry workers and ministry leaders
- Focus on developing leaders who develop others
- Provide training that is timely, relevant, and role-specific
- Prioritize both character formation and skill development
- Use hands-on, local church-based training and mentoring

✓ Key Question: Who am I developing to lead and multiply others?

EMPOWER — Release & Support

- Trust people with responsibility and authority
- Give real ownership within clear boundaries
- Avoid micromanaging—encourage initiative and creativity
- Provide coaching, feedback, and accountability
- Support through both success and failure
- Embrace risk as part of growth and multiplication

✓ Key Question: Where do I need to release control and trust others more?

ENCOURAGE — Care & Sustain

- Build a culture of support, care, and resilience
- Regularly affirm, appreciate, and recognize people
- Care for spiritual, emotional, and relational well-being
- Create healthy rhythms of rest and renewal
- Walk with people through challenges and victories
- Foster long-term, sustainable ministry health

Key Question: Who needs encouragement or care from me right now?

Putting It All Together

- Engage people into community and mission
- Equip them for growth and multiplication
- Empower them to lead and take ownership
- Encourage them for long-term flourishing

Goal: A healthy, Spirit-led church where everyone is participating, growing, and multiplying.