

Build a Culture of Momentum

A Team Guide to Using the Momentum Resources

These three resources are designed to work together:

- **The Five Momentum Drivers Summary** gives your team shared language for understanding momentum.
- **The Momentum Movement Diagnostic** helps you identify where your culture is currently helping or hindering momentum.
- **The Momentum Culture Check** keeps the conversation alive as you begin making changes.

The goal is not a perfect score. The goal is to pay attention to the culture you are creating and take one faithful next step toward healthier momentum.

How to use these resources with your team:

1. **Start with the Five Momentum Drivers Summary.** Give each team member a copy and review the five drivers together. Ask the group to name which driver feels strongest in your church right now. Which one most needs your attention?
2. **Have each person complete the Momentum Movement Diagnostic individually before discussing scores.** Rate the church as it is today, not as you hope it will become. Pay attention to your strongest driver, your lowest-scoring driver, areas where team members scored the church very differently, and patterns or surprises you notice. Use differences to become curious about how different people experience your church's culture.
3. **Create one practical step from the results page in the diagnostic to identify the leadership priority connected to your current score.** Don't try to improve all five drivers at once. Choose the one that would make the biggest impact in your ministry. Ask, "What is one practical step we can take in the next thirty days to strengthen this driver?"
4. **Use the Momentum Culture Check regularly in your leadership meeting.** Momentum is shaped by culture over time, not by one conversation. Celebrate progress and recalibrate the culture as necessary.
5. **After three to six months, take the Momentum Movement Diagnostic again.** Don't just look for an improvement in your score; notice whether the way you make disciples has changed and improved.

Momentum isn't motion for motion's sake. Momentum is mission in motion.

Five Momentum Drivers

Creating a Culture of Momentum

These three drivers help churches create, multiply, and sustain healthy momentum and build a movement culture:

1 | The Driver of Initiative: Creating Momentum

- People know the mission and live it.
- New ideas are welcomed.
- Experiments are encouraged.
- Problems are solved; not just discussed.
- People take initiative instead of waiting.
- People feel permission to try something new.

CAUTION: *Without healthy systems and support visionary leaders burn out.*

2 | The Driver of Engagement: Multiplying Momentum

- People know where they fit in the mission.
- Good ideas spread quickly.
- People are naturally invited to ministry.
- Participation grows beyond a small group of leaders.
- Disciples take ownership of the vision.

CAUTION: *Without clarity and invitations, people remain spectators.*

3 | The Driver of Healthy Systems: Sustaining Momentum

- Leaders are intentionally developed.
- Healthy systems support ministry without slowing it down.
- Roles and responsibilities are clear.
- Ministry continues when leaders are absent.
- People receive coaching and support.

CAUTION: *Healthy systems exist to support the mission, not replace it.*

These two drivers help churches recognize and overcome the forces that produce stalled and false momentum:

4 | The Driver of Wise Discernment: Overcoming Stalled Momentum

- Hard questions are welcomed in the planning process.
- Risks are identified without losing sight of the mission.
- Discussion leads to wiser decisions; not endless debate.
- Caution becomes wisdom that strengthens momentum instead of resistance that stalls it.

CAUTION: *Discernment is essential, but fear is not. Caution must serve the mission instead of stopping it.*

5 | The Driver of Authentic Transformation: Overcoming False Momentum

- Transformed lives are valued more than busy calendars.
- Disciple-making is celebrated more than attendance.
- Ministry is evaluated by impact, not activity.
- Stories of life change are the measures of success.
- Faithful obedience leads to lasting transformation.

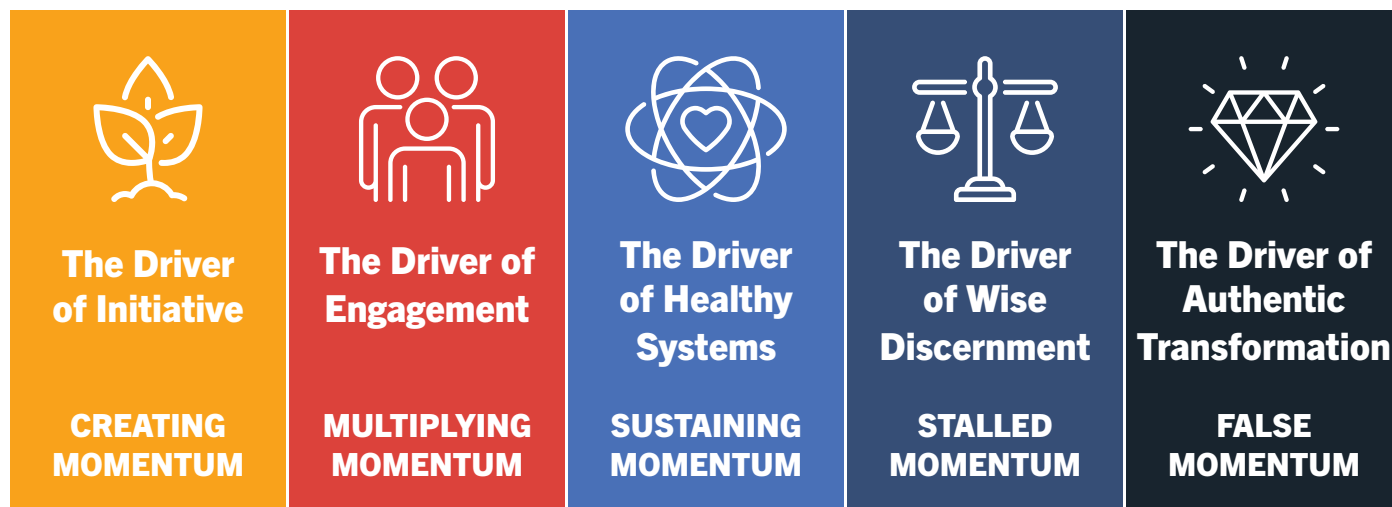
CAUTION: *Busy churches can appear successful without making a transformational impact.*

Momentum is mission in motion; the growing movement of people becoming disciples who make disciples.

Momentum Movement Diagnostic

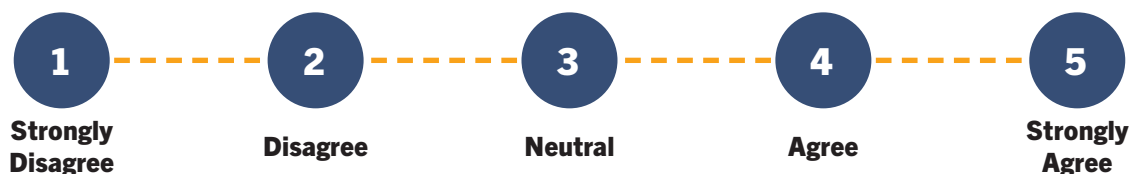
A Church Health Assessment

This assessment measures the behaviors and systems within the culture of your church that create or hinder momentum within your church.



Instructions

Rate each statement based on how true it is in your church today.



About this Assessment

This is not about labeling people. This is about identifying behaviors and systems in your culture that promote or prevent momentum. The goal is not to get a perfect score, but to discover where your church has momentum or needs attention.

Driver of Initiative: Creating Momentum

Does Our Church Know How to Start?

Rate each statement based on how true it is in your church today:

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree

STATEMENT	RATING
People know our mission and why it matters.	
New ideas are welcomed.	
People are encouraged to experiment with new ministry ideas.	
Our church encourages people to take the first faithful step instead of waiting for someone else.	
Problems are solved instead of discussed endlessly.	
Initiative is celebrated.	
People feel permission to try something new.	
Vision regularly leads to practical action.	



THIS SECTION MEASURES

How well your church knows how to begin new things and create momentum.

TOTAL SCORE

____ / 40

Driver of Engagement: Multiplying Momentum

Does Momentum Spread?

Rate each statement based on how true it is in your church today:

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree

STATEMENT	RATING
People quickly join good ideas.	
Volunteers step into new opportunities without having to be cajoled.	
Ministry doesn't depend on a few volunteers or staff.	
People intentionally invite others into ministry.	
New people quickly find meaningful ways to contribute.	
Small wins grow into larger wins.	
People encourage one another.	
Healthy ideas spread across ministries.	



THIS SECTION MEASURES

How well your church knows how to begin new things
and create momentum.

TOTAL SCORE

____ / 40

Driver of Healthy Systems: Sustaining Momentum

Can Healthy Movement Continue?

Rate each statement based on how true it is in your church today:

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree

STATEMENT	RATING
Future leaders are intentionally developed.	
People serving in ministry receive coaching, encouragement, and support.	
Roles are clearly defined.	
Healthy systems keep ministry organized.	
We regularly celebrate wins.	
Burnout is addressed before it becomes a crisis.	
New leaders are coached.	
Ministry continues even when key leaders are absent.	



THIS SECTION MEASURES

How well your church knows how to begin new things
and create momentum.

TOTAL SCORE

____ / 40

Driver of Wise Discernment: Overcoming Stalled Momentum

Can We Question & Improve Without Getting Stuck?

Rate each statement based on how true it is in your church today:

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree

STATEMENT	RATING
We ask honest questions before making important decisions.	
Concerns and risks are raised early enough to strengthen our plans.	
Different perspectives are welcomed during discernment.	
Questions and concerns lead toward solutions.	
We know when enough discernment has taken place to move forward.	
Once a direction is clear, we act without unnecessary delay.	
Past failures inform new approaches without preventing us from trying again.	
We balance thoughtful caution with faithful action.	



THIS SECTION MEASURES

How well your church knows how to begin new things
and create momentum.

TOTAL SCORE

____ / 40

Driver of Authentic Transformation: Overcoming False Momentum

Is Our Activity Producing the Fruit We're After?

Rate each statement based on how true it is in your church today:

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree

STATEMENT	RATING
We measure ministry effectiveness by life transformation, not activity alone.	
We celebrate stories of changed lives and faithful obedience.	
Meetings regularly result in meaningful action.	
Vision is translated into practical ministry.	
We measure disciple-making as well as participation.	
Planning leads to implementation and progress.	
Ministries are regularly evaluated for their contribution to the mission.	
We prioritize multiplication and mission over simply maintaining existing programs.	



THIS SECTION MEASURES

How well your church knows how to begin new things and create momentum.

TOTAL SCORE

____ / 40

Driver of Initiative

Measures the Culture of Creating

SCORE	MOMENTUM LEVEL	WHAT THIS MEANS	LEADERSHIP PRIORITY
33-40	Thriving	Your church consistently encourages initiative, experimentation, and faithful action. Vision regularly becomes a tangible expression of ministry.	Protect this culture by continually empowering new leaders and celebrating initiative. Consistently start new things as “experiments” for learning.
25-32	Healthy	The driver is present, but some people still wait for permission or certainty before acting.	Remove unnecessary barriers and increase opportunities for people to lead. Set the expectation that leaders take action.
17-24	Developing	Initiative depends on a small number of leaders. The culture has not yet become broadly empowering.	Create greater permission, ownership, and clarity so more people begin leading. Ask each leader to intentionally mentor and empower a new or younger leader.
8-16	Weak	Fear, uncertainty, or lack of clarity prevents initiative. Ministry tends to wait rather than move.	Build psychological safety and limit the naysayers in problem-solving or brainstorming spaces. Celebrate faithful attempts, not just successful outcomes.

ONE PRACTICAL STEP:

Driver of Engagement

Measures the Culture of Multiplication

SCORE	MOMENTUM LEVEL	WHAT THIS MEANS	LEADERSHIP PRIORITY
33-40	Thriving	Healthy ministry naturally spreads as people invite, engage, and multiply the mission.	Continue developing pathways for new people to engage and lead. Expand service areas and ministry engagement within the community as well as the church.
25-32	Healthy	Engagement is growing, but could spread further across the church into different groups of people.	Clarify vision and provide more opportunities for ownership. Help people identify how their unique giftedness and passions fit into the mission.
17-24	Developing	Ministry depends on a relatively small group of committed people.	Stop doing things that require “convincing” or things you’ve always done, and start doing things that people are called and gifted to do.
8-16	Weak	Momentum depends on a handful of leaders while many remain spectators.	Listen to the community you are trying to serve and the volunteers you are trying to engage. Is what you are doing needed? Are people called to this work?

ONE PRACTICAL STEP:

Driver of Healthy Systems

Measures the Culture of Sustainability

SCORE	MOMENTUM LEVEL	WHAT THIS MEANS	LEADERSHIP PRIORITY
33-40	Thriving	Healthy systems, leadership development, and coaching allow ministry to flourish over time.	Continue building systems that expand, shift, and change as growth demands them. Refrain from over-structuring ahead of growth.
25-32	Healthy	Most systems support healthy ministry, though a few areas need strengthening.	Pay attention to leaders who over-extend themselves and be sure each leader is training/coaching someone else.
17-24	Developing	Ministry is growing faster than systems can support it.	Strengthen structures before adding additional ministry programming or complexity. Start adding supportive systems to ministries that seem the most exhausting.
8-16	Weak	Leaders carry too much responsibility and burnout is becoming likely.	Build sustainable systems, clarify responsibilities, and develop additional leaders. Ask hard questions: Are we doing too much? Are we developing new leaders?

ONE PRACTICAL STEP:

Driver of Wise Discernment

Measures the Culture of Feedback

SCORE	MOMENTUM LEVEL	WHAT THIS MEANS	LEADERSHIP PRIORITY
33-40	Thriving	Honest questions and differing perspectives consistently strengthen decisions. The church discerns carefully and then moves forward with clarity and confidence.	Protect this culture by continually empowering new leaders and celebrating initiative. Consistently start new things as “experiments” for learning.
25-32	Healthy	Questions generally lead to better decisions, though caution or extended discussion occasionally delays action.	Remove unnecessary barriers and increase opportunities for people to lead. Set the expectation that leaders take action.
17-24	Developing	The church values discernment, but questions, fear, past experiences, or uncertainty sometimes prevent timely action.	Create greater permission, ownership, and clarity so more people begin leading. Ask each leader to intentionally mentor and empower a new or younger leader.
8-16	Weak	Caution frequently becomes resistance or delay. Difficult questions tend to stop movement rather than strengthen it, and decisions are often revisited or postponed.	Build psychological safety and limit the naysayers in problem-solving or brainstorming spaces. Celebrate faithful attempts, not just successful outcomes.

ONE PRACTICAL STEP:

Driver of Authentic Transformation

Measures the Culture of Measurement

SCORE	MOMENTUM LEVEL	WHAT THIS MEANS	LEADERSHIP PRIORITY
33-40	Thriving	The church consistently defines success by transformed lives, disciple-making, faithful obedience, and kingdom impact. Activity serves the mission rather than becoming the mission.	Continue telling stories of transformation and measuring kingdom impact. Celebrate changed lives, disciple-making, and multiplication so the culture continues reproducing what matters most.
25-32	Healthy	Ministry is largely mission-focused and producing meaningful fruit, though attendance, activity, or busyness occasionally becomes a substitute for measuring transformation.	Review what your church measures and celebrates. Strengthen ways of identifying and sharing evidence of life change, disciple-making, and kingdom impact.
17-24	Developing	The church is active, but the connection between activity and transformation is not always clear. Some ministries may continue primarily because they are established rather than because they are producing missional fruit.	Evaluate ministries and activities against the mission. Ask: What transformation are we hoping this produces, and how will we know it is happening?
8-16	Weak	Activity has become a primary measure of success. Programs, meetings, attendance, or busyness receive more attention than transformed lives and disciple-making.	Refocus around the mission of making disciples. Establish measures of transformation, evaluate existing ministries by their Kingdom fruit, and stop or redesign activities that no longer advance the mission.

ONE PRACTICAL STEP:

Momentum Culture Check

A One-Page Check-In for Your Team

Take 10 minutes at the end of each staff/leadership meeting to reflect, learn, and cultivate a culture of momentum.

CREATING MOMENTUM

Where did we see something new starting?

MULTIPLYING MOMENTUM

Where did we see more people joining?

SUSTAINING MOMENTUM

Where did we see systems supporting growth?

STALLED MOMENTUM

Where did caution strengthen our decisions, or keep us from moving?

FALSE MOMENTUM

Where do we see transformation and not just activity?