



# CULTIVATING HEALTHY RELATIONSHIPS

Guiding Principles & Evaluative Questions

## Introduction

We desire to embody God's love in the way we relate to one another, to the community of Willoughby, and to the broader world. Intention and action must come alongside these desires if we expect to cultivate healthy relationships. This is why we choose to regularly assess the degree to which our relationships reflect our Core Values. Measuring relational health is an imperfect process, but when undertaken with humility and the Holy Spirit's guidance, this process can help us "grow up in every way into Him who is the head, into Christ. From Him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work" (Eph. 4:15-16). We must remember that the ultimate goal is not to create measurements but to be conformed to Christ-likeness by the Spirit.

## What: Alignment with Core Values

The following questions – though not exhaustive in scope – provide a snapshot of our relational health, and can be used for individual and group reflection. Each question explores the extent to which our interactions with God and others align with Jericho Ridge's Core Values. We invite you to use these questions as a guide in your personal prayer and journaling times, to reflect on them with your Life Group, etc. When answered honestly and prayerfully, we believe they will help us to cultivate God-honouring relationships and to better fulfil our mission to embody God's love everywhere we go. At the ministry team level, it is our hope that they will foster a culture of mutual accountability and leadership development, and will be a springboard for the development of fruitful review processes.

## TRANSFORMATIONAL TRUTH

We allow God's Spirit and Word to change us.

- **Scripture:** Is the study, proclamation, and application of Scripture central to our relationships?
- **Spirit:** Do we invest time and create spaces in which to listen to God's Spirit?
- **Boldness:** Do we openly talk with others about what we are learning or reading in Scripture?
- **Invitation:** Do we invite others to learn about and experience Jesus' saving work in their lives?

- **Attentiveness:** To what extent are we aware of the intellectual, physical, emotional, and spiritual strengths and weaknesses of ourselves and those around us?
- **Grace:** Do our conversations and actions acknowledge and abound with God's grace?

## AUTHENTIC COMMUNITY

We give each other permission not to pretend.

- **Love:** Do our interactions with one another exemplify love of God and love of neighbour?
- **Interdependence:** To what extent do we depend on and seek input from one another?
- **Understanding:** Do we listen actively? Does everyone feel heard and understood?
- **Honesty:** Do we speak plainly and transparently about what we are thinking and feeling?
- **Accountability:** Do we appropriately and lovingly submit to authority, receive correction, and offer it?
- **Reconciliation:** Is conflict managed in healthy ways? (see "Principles of Peacemaking").
- **Edification:** Do our interactions lead us closer to God and to one another?
- **Time:** Do we invest time in one another's lives outside the context of Jericho Ridge events?

## GLOCAL SERVICE

We love others globally and locally.

- **Hospitality:** Are we warm, kind, and generous toward others (even strangers)?
- **Joy:** Do we serve with cheerfulness, contentment, and even delight?
- **Trust:** Do we have a good reputation with our local communities and global missions partners?
- **Invitation:** Do we invite or recommend others to participate at JRCC?
- **Calling:** Are we capably and energetically serving in our areas of talent and giftedness?
- **Clarity:** Do we know what is expected of us in the ministries of which we are a part?
- **Equipping:** To what extent do we resource/train others to develop new skills and flourish in ministry?

## GENEROUS LIFESTYLE

We are radical stewards of God's gifts to us.

- **Stewardship:** Do we acknowledge that we are not owners but managers of God's resources?
- **Giving:** Do we cheerfully offer our time and resources to others?
- **Dependence:** Do we rely on God to meet our needs?
- **Celebration:** Do we celebrate the successes and achievements of others?
- **Justice:** To what extent do we stand up for the marginalized and oppressed locally? Globally?

- **Humility:** Do we ask God to reveal our ungenerous attitudes and appetites (e.g. comparing our “status” to that of others, giving in to consumerism and accumulation, or over-emphasizing thriftiness)?

## HOLISTIC WORSHIP

We worship as a lifestyle, not just an event.

- **Gratitude:** Are our relationships and actions marked by thanksgiving to God?
- **Obedience:** Do we put into practice the things God is showing us?
- **Lament:** Do we bring our grief, hurt, anger, and doubt to God in honesty and humility?
- **Proclamation:** Do we regularly verbalize who God is and what He is doing in our lives?
- **Imagination:** Are we resourceful and creative in how we respond to God’s revelation?
- **Community:** Do we do all of this individually and together in community?

## Who: Key Relationships

Healthy relationships are a priority church-wide, so in addition to encouraging regular personal reflection on our Core Values, the following nine relational dynamics will be formally assessed on a regular basis:

### INTRA-TEAM HEALTH

- Board of Elders
- Staff
- Ministry Leaders
- Volunteers
- Congregation

### INTER-TEAM HEALTH

- Board of Elders ↔ Lead Pastor
- Staff ↔ Ministry Area Leaders
- Ministry Leaders ↔ Volunteers
- Elders/Staff/Ministry Leaders ↔ Congregation

## How: Regular Self-Assessment Processes

We choose to regularly invite God’s Word and Spirit to examine our relationships on both a personal and ministry team level. To this end, we will each answer the questions above in various contexts throughout the coming year. Not all of the specific mechanism(s) through which these questions will be explored have been developed but we have chosen to begin with a self-assessment exercise. The timeline for this reflection process is specified below.

By May of 2017 everyone who calls Jericho Ridge home will have been formally invited to answer each of these questions for themselves on a sliding scale. Based on the insights gained throughout the coming year, the elders and pastoral staff will re-visit and revise as necessary the question set itself, and the assessment process as a whole, in the summer of 2017.

## ASSESSMENT TIMELINE

SELF-ASSESSMENT OF	FACILITATED BY	DATE
Lead Pastor	Elders	January 2017
Staff	Lead Pastor	January 2017
Ministry Leaders	Staff	January 2017
Volunteers	Ministry Leaders	January 2017
Whole Church Community	Elders and Pastoral Staff	May 2017