

Paradigm Shift Required to Grow a Soul Care Culture in Your Church
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A. Introduction

The philosophy of discipleship and care in your church will help determine the culture of the body life. In the early stages of growing or shifting to an “every believer” ministry of soul care in your church, the elders and staff must evaluate if there are any philosophical shifts needed to truly embrace, cultivate and implement a soul-care culture. Below are common areas where church leadership often needs to change their mindset to embrace and empower an effective discipleship and care culture.

B. Seven Common Paradigm Shifts

1. From public ministry of God’s Word to public **and** private ministry of the Bible (Romans 15:14)
 - Creates a higher value for the Word and its authority and sufficiency
 - A both/and mentality will bring continuity and consistent application
 - Helps build a community where people turn to the Word for hope and help

2. From a “consumer” mentality to an “**equip the saints** toward maturity” mentality (Ephesians 4:11-16)
 - Moves away from an attraction model that leads to a superficial community
 - Spreads the work of 20% doing 80% to the 80% equipped to help the 20%
 - Develops leaders who help make disciples, mature disciples, and multiply disciples

3. From a professional therapeutic model to a **biblical shepherding model** (John 10; Jeremiah 3:15)
 - Helps elevate the power of the Word and the Spirit for transformational change
 - Moves from rearranging fruit issues to changing hearts and lives
 - Helps promote a “one another” mutual ministry mindset

4. From a dichotomy to a **continuum of discipleship and counsel** mentality (Proverbs 15:22; 27:9)
 - Helps redeem the word “counsel” to what the Bible defines as counsel
 - Creates a mindset where discipleship and soul care are vitally connected
 - Closes gaps in the discipleship and care continuum

5. From experts only to **every person ministry** model (1 Thessalonians 5:11)
 - Fights the impression you need degrees/certification to provide wise counsel
 - Helps everyone identify as needing to grow in speaking the truth in love
 - Elevates the call to care for one another intentionally

6. From counseling to fix to **counseling to equip** mentality (Colossians 1:28-29)
 - Moves from “giving a fish to teaching them to fish” (how to go to the Word, prayer, fellowship)
 - Shifts from a pragmatic or performance-centered care to a heart-targeting care
 - Helps define health as transformational growth in Christ, not just behavior change

7. From a privatized model to a **counseling in community** model (John 17:20-23; Heb: 12-14)
 - Elevates and models the Biblical “one another” mandates
 - Moves us from a hyper-privatized therapy focus to a team focus with discretion
 - Encourages others to walk through hard things together and not isolate

C. Steps to create a transformed culture, community and counseling team

1. Identify gaps
2. Train leaders
3. Build authentic community
4. Break down siloes and focus on a counseling team approach
5. Become a teaching hospital and a soul care culture

D. Q and A