

## ASSESSMENT OF THE HEALTH OF THE CONGREGATION

Name of Pastor \_\_\_\_\_ Name of Lay Leader \_\_\_\_\_

**A healthy church in the North Carolina Conference is *centered in Christ* and shows evidence of *making disciples of Jesus Christ*, practicing *focused spiritual formation*, and engaging in *risk-taking mission and ministry to the world*.**

**INSTRUCTIONS:**

Indicate the degree to which the statement is true in your congregation, using 1 as the least true of your church, and 10 as the most true.

**I. *Centered in Christ***

**A church centered in Christ is one in which:**

*Scripture: Ephesians 2:1-10*

**A. Spiritual disciplines are taught and practiced.**

<b>Least True</b>										<b>Most True</b>
	1	2	3	4	5	6	7	8	9	10

**B. Ministries, programs, meeting, and decisions are bathed in prayer.**

<b>Least True</b>										<b>Most True</b>
	1	2	3	4	5	6	7	8	9	10

**C. Acts of mercy, justice, forgiveness, reconciliation, and grace are common.**

<b>Least True</b>										<b>Most True</b>
	1	2	3	4	5	6	7	8	9	10

**D. Expressions of love, joy, peace, patience, kindness, faithfulness, gentleness, and self-control are evident.**

<b>Least True</b>										<b>Most True</b>
	1	2	3	4	5	6	7	8	9	10

**Average Combined Score:**

The combined score for this section is: \_\_\_\_\_ ÷ 4 = \_\_\_\_\_ avg. score

Evaluation Comments:

Suggestions/Goals for development and improvement:

## II. ***Making Disciples of Jesus Christ***

Making disciples of Jesus Christ includes the practices of *naming and communicating the vision and radical hospitality*.

- A. **NAMING AND COMMUNICATING THE MISSION AND VISION** (The mission is a statement of the purpose of this local congregation; what you exist to do. Vision is God's preferred future to this church: what you're being called to do in the next 5-10 years.)

*Scripture: Proverbs 29:18; Acts 2:17*

- 1) Time and effort have been set aside for God's direction for this church.

Least True									Most True	
1	2	3	4	5	6	7	8	9	10	

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- 2) The mission statement is concise and easy to remember.

Least True									Most True	
1	2	3	4	5	6	7	8	9	10	

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- 3) The congregation knows and can articulate the mission statement.

Least True									Most True	
1	2	3	4	5	6	7	8	9	10	

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- 4) The mission and vision are used as filters through which priorities are set and decisions are made.

Least True									Most True	
1	2	3	4	5	6	7	8	9	10	

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- 5) The church organizational structure equips and supports the mission and vision.

Least True									Most True	
1	2	3	4	5	6	7	8	9	10	

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- 6) The mission and vision are regularly reviewed, evaluated, and updated.

Least True									Most True	
1	2	3	4	5	6	7	8	9	10	

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### **Average Combined Score:**

The combined score for this section is: \_\_\_\_\_ ÷ 6 = \_\_\_\_\_ avg. score

Evaluation Comments:

Suggestions/Goals for development and improvement:

**B. RADICAL HOSPITALITY***Scripture: Romans 12:9-13*

- 1) There is a sense in the congregation that everyone is wanted, welcomed, and appreciated. Ideas and new concepts are freely considered. All are viewed as God's children seeking a spiritual home.

Least True										Most True
	1	2	3	4	5	6	7	8	9	10

- 2) Ministry in the community includes a spirit of inclusion and cooperation with other United Methodist congregations as well as other denominations.

Least True										Most True
	1	2	3	4	5	6	7	8	9	10

- 3) Members possess a passion for un-churched people.

Least True										Most True
	1	2	3	4	5	6	7	8	9	10

- 4) Members have been trained to reach out to the community's un-churched.

Least True										Most True
	1	2	3	4	5	6	7	8	9	10

- 5) A practice is in place for follow-up with first-time visitors (e.g., phone calls, letters, home visits, gifts—bread, mugs)

Least True										Most True
	1	2	3	4	5	6	7	8	9	10

- 6) There is an intentional plan for assimilating new members into the life of the congregation.

Least True										Most True
	1	2	3	4	5	6	7	8	9	10

- 7) A climate of welcome is evident through signage, parking, greeters, information center, bulletins, newsletter, child care, etc.

Least True										Most True
	1	2	3	4	5	6	7	8	9	10

**Average Combined Score:**

The combined score for this section is: \_\_\_\_\_ ÷ 7 = \_\_\_\_\_ avg. score

Evaluation Comments:

Suggestions/Goals for development and improvement:

### C. REACHING NEW DISCIPLES

*Scripture: Matthew 28:18-20*

(In the last 12 months):

Average Worship Attendance \_\_\_\_\_

Membership Changes \_\_\_\_\_ gain \_\_\_\_\_ loss;

Baptisms: Number of \_\_\_\_\_ infants, \_\_\_\_\_ youth-adults;

Confession of Faith \_\_\_\_\_ (number) Confirmation Class \_\_\_\_\_ (number)

1) Based upon the above data, the church is effective in reaching new disciples.

Least True

1 2 3 4 5 6 7 8 9 10

Most True

2) There is an appropriate ritual for welcoming new members, and a social event to introduce them into the congregation.

Least True

1 2 3 4 5 6 7 8 9 10

Most True

3) There is an intentional plan for developing new believers into mature disciples (e.g. mentors, classes, groups, teams).

Least True

1 2 3 4 5 6 7 8 9 10

Most True

4) All members are encouraged to invite their friends and family members into the faith.

Least True

1 2 3 4 5 6 7 8 9 10

Most True

**Average Combined Score:**

The combined score for this section is: \_\_\_\_\_  $\div$  4 = \_\_\_\_\_ avg. score

Evaluation Comments:

Suggestions/Goals for development and improvement:

**III. Focused Spiritual Formation**

**Focused spiritual formation includes passionate worship, the development and support of lay leadership and stewardship of money, resources, and time.**

**A. PASSIONATE WORSHIP**

*Scripture: Psalm 122:1 and Psalm 150*

- 1) All worship activities, including music and liturgy are relevant, inspirational, and unified in purpose, and focused on the worship of God.

Least True									Most True
1	2	3	4	5	6	7	8	9	10

- 2) The worship services and styles are appropriate for reaching both members and potential new members. The bulletin and those who lead in worship demonstrate a sensitivity for visitors and the un-churched.

Least True									Most True
1	2	3	4	5	6	7	8	9	10

- 3) Laity are encouraged and equipped to share in leadership of the worship service.

Least True									Most True
1	2	3	4	5	6	7	8	9	10

- 4) There is a sense of awe and the presence of the Holy Spirit (a dynamic of worship that is a result of prayer for the worship service and anticipation by the members).

Least True									Most True
1	2	3	4	5	6	7	8	9	10

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Evaluation Comments:

Suggestions/Goals for development and improvement:

**B. SPIRITUAL GROWTH**

*Scripture: Colossians 4:2-6; 3:12-17*

- 1) The congregation provides multiple opportunities for spiritual growth from cradle to grave, recognizing different levels of spiritual maturity (e.g., Bible studies, studies on prayer, spiritual life retreats, spiritual direction, spiritual-guide training).

Least True					Most True				
1	2	3	4	5	6	7	8	9	10

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- 2) Small groups (often less than 15 persons) are offered for individuals to find intimate community in which to be cared for, to grow deeper in relationship to God, and to discover God's calling for their lives.

Least True					Most True				
1	2	3	4	5	6	7	8	9	10

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- 3) The consistent practice of prayer is understood as the means of God's power and witness throughout the congregation.

Least True					Most True				
1	2	3	4	5	6	7	8	9	10

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**Average Combined Score:**

The combined score for this section is: \_\_\_\_\_ ÷ 3 = \_\_\_\_\_ avg. score

Evaluation Comments:

Suggestions/Goals for development and improvement:

**C. DEVELOPMENT AND SUPPORT OF LAY LEADERSHIP**

*Scripture: Ephesians 4:1-13*

- 1) The laity and clergy view themselves as partners in ministry as they collaborate in worship planning, committee leadership, and project organization.

Least True Most True

1    2    3    4    5    6    7    8    9    10

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- 2) There is a plan for identifying potential new leaders and determining their spiritual gifts for leadership.

Least True Most True

1    2    3    4    5    6    7    8    9    10

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- 3) Leadership training opportunities are provided annually for equipping and empowering lay leadership.

Least True Most True

1    2    3    4    5    6    7    8    9    10

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- 4) There is appropriate support, accountability, and oversight for lay leadership from the Lay Leadership Committee of the Church/Administrative Council.

Least True Most True

1    2    3    4    5    6    7    8    9    10

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Suggestions/Goals for development and improvement:

## D. STEWARDSHIP OF MONEY, RESOURCES, AND TIME

*Scripture: 1 Corinthians 4:1-4; 1 Peter 4:7-11; 2 Corinthians 8:3-4*

- 1) Conference missional giving (The Apportionment) is interpreted and paid faithfully.

Least True									Most True
1	2	3	4	5	6	7	8	9	10

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- 2) Tithing and proportionate giving are both taught and encouraged.

Least True									Most True
1	2	3	4	5	6	7	8	9	10

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- 3) The church conducts an annual stewardship and budget campaign emphasizing greater use of time, resources, and environment.

Least True									Most True
1	2	3	4	5	6	7	8	9	10

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- 4) Year-round stewardship education is promoted.

Least True									Most True
1	2	3	4	5	6	7	8	9	10

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- 5) Planned/Deferred giving programs (e.g., estate planning, *Legacy Partners*) are offered.

Least True									Most True
1	2	3	4	5	6	7	8	9	10

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### Average Combined Score:

The combined score for this section is: \_\_\_\_\_ ÷ 5 = \_\_\_\_\_ avg. score

Evaluation Comments:

Suggestions/Goals for development and improvement:

**IV. Mission and Ministry to the World**

Risk-taking mission and ministry include *interpreting and leading change and ability to manage conflict.*

**A. RISK-TAKING MINISTRY AND MISSION**

*Scripture: Acts 2:42-47*

- 1) The church seeks to connect with the local community (the immediate area and neighborhood), based on the culture and needs identified by the people being served. The building is open to outside groups.

Least True

Most True

1    2    3    4    5    6    7    8    9    10

- 2) The church encourages members to take initiative and start new ministries within the bounds of the church's mission and values.

Least True

Most True

1    2    3    4    5    6    7    8    9    10

- 3) Church leadership understands (through studies and readings) generational characteristics, and makes available appropriate activities and programs for all ages throughout the week.

Least True

Most True

1    2    3    4    5    6    7    8    9    10

- 4) The Sunday school (as well as other activities) is viewed as a tool for reaching neighborhood children and their parents.

Least True

Most True

1    2    3    4    5    6    7    8    9    10

- 5) The church follows God's direction, whatever the cost, in reaching beyond its own membership to meet the needs and relieve suffering among the poor, the homeless, and the marginalized.

Least True

Most True

1    2    3    4    5    6    7    8    9    10

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Evaluation Comments:

Suggestions/Goals for development and improvement:

**B. INTERPRETING AND LEADING CHANGE**

*Scripture: Romans 12:2; Ephesians 4:15-16*

- 1) The leadership understands the dynamics of change and works to help all members understand the need for change.

Least True

1    2    3    4    5    6    7    8    9    10

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Most True

- 2) There is a healthy environment in which change can occur and people are cared for as they respond to change.

Least True

1    2    3    4    5    6    7    8    9    10

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Most True

- 3) The church is willing to reorganize, modify strategies, and shift times in order to become more effective in reaching out, winning people and making disciples for Jesus Christ.

Least True

1    2    3    4    5    6    7    8    9    10

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Most True

- 4) The church is committed to diversity and prepares to welcome all people into fellowship.

Least True

1    2    3    4    5    6    7    8    9    10

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Most True

- 5) The church uses technology (e.g., voice-messaging, email, and/or web site) to effectively communicate with its membership and the public.

Least True

1    2    3    4    5    6    7    8    9    10

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Most True

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Evaluation Comments:

Suggestions/Goals for development and improvement:

**C. ABILITY TO GROW THROUGH CONFLICT**

*Scripture: Matthew 18:15-20; Ephesians 4:25-32*

- 1) The church fosters an environment of trust and acceptance where diverse opinions are welcome.

<b>Least True</b>										<b>Most True</b>
	1	2	3	4	5	6	7	8	9	10

- 2) Church leadership understands the dynamics of conflict in the church (from studies, training, readings), and is aware of the different styles and preferences for conflict management.

<b>Least True</b>										<b>Most True</b>
	1	2	3	4	5	6	7	8	9	10

- 3) There is a clear process for resolving differences and/or lodging grievances in the congregation (e.g.: pastor parish relation committee, church council, Matthew 18 committee, other).

<b>Least True</b>										<b>Most True</b>
	1	2	3	4	5	6	7	8	9	10

- 4) Personnel practices and policies (e.g., sexual harassment, safe sanctuary) are written and available to all, reviewed annually, and faithfully implemented.

<b>Least True</b>										<b>Most True</b>
	1	2	3	4	5	6	7	8	9	10

**Average Combined Score:**

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Evaluation Comments:

Suggestions/Goals for development and improvement:

Signed by:

\_\_\_\_\_  
Lay Leader

\_\_\_\_\_  
Administrative/Church Council Chair

\_\_\_\_\_  
Pastor