

Church Health Inventory

To the Pastor: This inventory should be given out to either the Church Board or to the entire congregation if practical to do so. Read the instructions to the group, answer any questions, and tabulate the results for each category. Share your results with your team in order to identify both strengths and future growth areas.

Instructions to church members:

For each quality, check the box that comes closest to your overall impression of your church.

Revival/Transformation

Spiritual leadership

- Growth Area** - Leaders unable to inspire church with a compelling vision that promotes spiritual growth. Member visitation needs improvement. Church attendance is declining.
- Good** - Leaders cast a spiritual vision that guides church growth and nurture but plans are not always implemented. Church services are usually engaging. Church attendance is stable.
- Great!** - The entire church is "on fire" thanks to a visionary leadership. Worship services and home visits inspire members to advance in their Christian walk. Church attendance is growing!

Closer Walk with God

- Growth Area** - Worship services are engaging to some, but inroads of apathy and ego pose an ongoing challenge to spiritual growth and nurture.
- Good** - Divine worships are generally well-received. Some members are committed to Bible study and prayer but primarily on an individual basis.
- Great!** - Sabbath School, small groups, and mid-week prayer meetings enjoy excellent attendance. Most members are committed to serious Bible study.

Education/ Discipleship

Engaging our Children and Youth

- Growth Area** - Although some children and youth are actively engaged, most young people appear to be on the margins of church life.
- Good** - Many youth participate in some aspects of church life. At times it is a challenge to get them and their adult leaders fully engaged.
- Great!** - Here, children and youth are the church of TODAY! They are included in all parts of church life. Most receive quality Adventist education.

Spiritual Growth Emphasis

- Growth Area** - Learning happens at our church but not in any organized or systematic way. There is little follow-up to determine how people are growing personally and spiritually.
- Good** - The church conducts seminars on a variety of topics. Attendance varies. Seminars are single events rather than on-going, planned processes to nurture personal and spiritual growth.
- Great!** - The church is widely known as a "center of learning" for members and community. Spiritual growth is celebrated in this church and members are intentional in their discipleship journeys!

Church Health Inventory *(Continued)*

Alignment

Fellowship and Inclusiveness

- Growth Area** - Church members associate primarily within their circle of close friends. Strangers, new members, and isolated or difficult persons may be left out. Diversity barriers exist.
- Good** - The church is generally cordial to everyone; however, there are few church-wide efforts to insure that a culture of inclusion touches every member.
- Great!** - The church is known as the friendliest church in town to visitors and members alike. Through careful planning, everyone feels a keen sense of belonging! Communication portals (web-sites; phones; greeters) are inviting.

Unity

- Growth Area** - Disagreements among members and church leaders are fairly common thus creating an unpleasant climate; there is no formal process for resolving differences. Gossip and rumors are problems.
- Good** - Church leaders and members generally are "on the same page." Open disagreement is rare but undercurrents are more common. There is no formal process for resolving occasional differences.
- Great!** - The church collaborates closely and effectively. They speak as one voice! Personal disagreements are rare and resolved quickly and peaceably. A biblically based mediation process is available and followed as needed.

Community/Evangelism

Evangelism and Service

- Growth Area** - Evangelism happens mostly on an individual basis; outreach and community service is a sporadic activity.
- Good** - The Church appeals to nonmembers primarily through church worship services. A few members are involved in community service and outreach.
- Great!** - Through acts of service and mercy, sizable numbers of non-member visitors are drawn to the church. The church is viewed as a key part of the community life.

Church Health Inventory *(Continued)*

Leadership/Management

First Impression; Church Environment

- Growth Area** - Church environment is unappealing and fails to make a good impression. Web-sites and phone systems are a poor reflection of the church.
- Good** - The church is generally attractive with some exceptions. Web-sites and phone systems exist but may need to be updated or improved.
- Great!** - The church environment is inviting and the premises are immaculate. Web-sites, social networks, and phone systems are top-rated and give a very favorable impression.

Effective Leadership and Management

- Growth Area** - Church responsibilities tend to be assumed by a few. Burnout happens as people feel overworked. Strategic thinking is absent.
- Good** - Internal operations are adequately managed and fairly well organized. The departments are active but tend to work in isolation.
- Great!** - Internal processes of strategic planning, budgeting are exceptional! A climate of collaboration exists. Members are totally involved.

Delegation

- Growth Area** - Leadership authority is centralized and controlled at the top; members are reluctant to use their gifts to the benefit of the church.
- Good** - Top leadership encourages members to use their gifts; many respond favorably but may feel isolated in carrying out their duties.
- Great!** - Top leadership distributes authority to members then celebrates their success. Members feel empowered, supported, and inspired.

Church Board Dynamics

- Growth Area** - Hostile board interactions occur more than they should. Meetings are time-consuming. Members fail to hold the board in high esteem.
- Good** - The board functions well most of the time. Members are respectful but ideas needing discussion sometimes remain unexpressed.
- Great!** - The church board is a model of effectiveness. Time is well spent. Members freely contribute because even diverse opinions are valued.

Church Health Inventory *(Continued)*

Leadership/Management *(Continued)*

Business Integrity

- Growth Area** - Business processes are inefficient and flawed. There is little knowledge of and respect for financial processes of the church.
- Good** - Business processes are generally in order. The church is usually-- but not always-- aware of its true financial standing.
- Great!** - Business transactions are wisely planned, transparent and audited. Departments receiving church funding are held accountable for results.

External Services and Support

- Growth Area** - Services to and support of our church from the local conference and union fail to meet expectations.
- Good** - Services to and support of our church from the local conference and union meet expectations.
- Great!** - Services to and support of our church from the local conference and union exceed expectations.

Myself

Optimism

- Growth Area** - I want our church to improve but I have doubts that it will.
- Good** - There is a good chance that our church can make significant improvements in the days and years to come.
- Great!** - I firmly believe that our church will attain excellence and even greatness in the days and years to come. We will be a model of best practice!

Commitment

- Growth Area** - I want to see our church improve but am not sure if I can make a difference.
- Good** - I'm willing to help my church improve as I have the opportunity
- Great!** - I am completely desirous of giving my "all" in helping my church attain excellence and greatness.