

<b>Marks of Healthy Church Behavior                      Assessment Tool Group Report Sheet                      This Church...</b>	<b>Disagree → Agree                      Circle Number</b>	<b>Information and Your Comments About Respective Behaviors of Your Church</b> (write on the back of this sheet if you need more room)
<p><b>Worship:</b> Encourages sacred worship of God in a variety of ways, the liturgy that is well planned and executed. Vibrant, reverent, impactful. The sermons are thoughtful, relevant and well delivered. Music is engaging. Flow is managed well.</p>	<p>1 2 3 4 5 6 7 8 9 10</p>	<p>Strengths of worship opportunities:</p> <p>Areas needing improvement:</p>
<p><b>Knows Itself:</b> Articulates and lives intentionally into its sense of values, mission (purpose), vision. This Mission is widely known and can be repeated by most members of the congregation. Decisions that are taken are taken in light of this published, well-known and intentional mission.</p>	<p>1 2 3 4 5 6 7 8 9 10</p>	<p>What is the awareness of your leaders and congregation to these things?                      Level of intentionality:</p> <p>Is this mission reflected in your parish budget?</p>
<p><b>Invites, Greets, Orients, Incorporates:</b> Invites, displays hospitality and works toward inclusion of persons into congregational life, developing and nurturing relationships. There is a system in place for inviting, welcoming, orienting and incorporating new members into the life of the church.</p>	<p>1 2 3 4 5 6 7 8 9 10</p>	<p>Intentional greeters' program where greeters are trained? Yes No</p> <p>Evangelism endeavors?</p> <p>What intentional and specific ways are newcomers oriented to the life of the parish and incorporated into leadership, ministry or common mission.</p>
<p><b>Disciples:</b> Takes seriously the formation of disciples, grounded in the Baptismal Covenant with emphasis on spiritual formation, biblical education and prayer. There are classes for intentional discipleship, bible-study, prayer groups or small group ministry for all ages and these classes/opportunities are utilized by a significant percentage of the congregation for spiritual growth.</p>	<p>1 2 3 4 5 6 7 8 9 10</p>	<p>Describe Christian Education, Bible Study/other formation/organized prayer opportunities for Children:</p> <p>Adults:</p>
<p><b>Lives as Stewards:</b> Promotes good stewardship of parishioner's time, spiritual gifts and money. Issues about money and Christian service are discussed freely and openly. Balances maintenance and care of its physical property with its sense of mission/purpose.</p>	<p>1 2 3 4 5 6 7 8 9 10</p>	<p>Do you have an annual stewardship campaign? Yes/No.</p> <p>if Yes, Does this campaign address more than money/monetary needs of the parish? Yes/No</p> <p>Do you utilize new techniques/methods to improve stewardship campaign results? Yes/No. p</p>

Do your descriptions, accurately reflect/correspond the number you chose in the assessment?

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<p><b>Empowers:</b> Fosters a culture of empowering ministry utilizing gifts, passions and talents for service coupled with accountability for those exercising leadership. Work and ministry responsibilities are shared among a significant percentage of congregational leaders. Ideas are generated and decisions are made collaboratively.</p>	<p>1 2 3 4 5 6 7 8 9 10</p>	<p>Describe leadership style of rector/vicar:</p> <p>Describe recruitment/empowerment of ministry leaders:</p>
<p><b>Cares:</b> Responds with pastoral sensitivity when individuals experience illness, personal crisis, death and when other challenging life circumstances arise.</p>	<p>1 2 3 4 5 6 7 8 9 10</p>	<p>How is pastoral care done? Ways people are intentionally trained to respond:</p> <p>Are there any groups/individuals that are not cared for? Explain</p>
<p><b>Reaches Out:</b> Focuses significant ministry outward to the community and beyond. Ministry activity outside of the church is connected to and responsive to the community's needs. The church budget reflects this value.</p>	<p>1 2 3 4 5 6 7 8 9 10</p>	<p>Congregational outreach or social justice with the most excitement:</p> <p>Intentional ways of listening to the community:</p>
<p><b>Fosters Learning Culture for Church Leaders:</b> Supportive culture for lay and clergy leaders to take risks, encourage change when needed, and learn from experience. Leaders are trained and mentor others. Lay leaders foster healthy relationships with rector/clergy.</p>	<p>1 2 3 4 5 6 7 8 9 10</p>	<p>Ways that relationship between the leaders and the clergy are fostered:</p>
<p><b>Communicates:</b> Generates effective communications inside the church and outside to the community.</p>	<p>1 2 3 4 5 6 7 8 9 10</p>	<p>Primary communication vehicles:</p> <p>Biggest weakness in communication system:</p> <p>Social media presence YES or NO Current and updated website YES or NO</p>

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<p><b>Manages Conflict:</b> Manages conflicted situations with practices/processes that foster reconciliation. Works through conflict relationally and not around conflict or reactive to conflict. : Conflicted situations are managed with practices/processes that foster and reflect a theology of reconciliation and mutual respect.</p>	<p>1 2 3 4 5 6 7 8 9 10</p>	<p>Last major conflict that affected this congregation- what was it, when did it occur, was it resolved and if so, how?</p> <p>Was this conflict effectively resolved? If yes, How? If no, why not?</p>
<p><b>Understands 'One Church' concept:</b> Demonstrates connectedness to the diocese and to the wider church. Is committed to common mission beyond the parish walls. Parish leadership keeps congregants aware of what is happening at the diocesan level and the opportunities for fellowship, education, etc. offered by the diocese.</p>	<p>1 2 3 4 5 6 7 8 9 10</p>	<p>Degree to which this congregation participates in diocesan trainings, events, meetings, etc. (often, sometimes, never)</p> <p>General feeling of congregation about wider-church issues:</p>
<p><b>Is Adaptable:</b> Change is well-thought out, planned and generally well accepted. There is an appetite for new ideas, practices and ministries.</p>	<p>1 2 3 4 5 6 7 8 9 10</p>	<p>Most significant change initiated by the vestry/bishop's committee in the past 3-5 years that impacted the congregation:</p> <p>Most significant change initiated by the rector/vicar in the past 3-5 years (other than deciding to leave) that impacted the congregation:</p>
<p><b>Focuses on Strengths:</b> Knows what it does well and concentrates on this. Praise for strengths is more present in the community than complaint about weaknesses.</p>	<p>1 2 3 4 5 6 7 8 9 10</p>	<p>What are the strengths of the church?</p> <p>How do we talk about these strengths amongst ourselves and to our friends, neighbors, etc.?</p>

Fill in the blank questions located on the next page.

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**Your Personal Observations:**

List what you consider to be 6 of this church's greatest strengths: *(continued on the following page)*

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_
6. \_\_\_\_\_

List what you consider to be 6 of this church's greatest challenges:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_
6. \_\_\_\_\_

What do I want to say about this church that perhaps no one else might be observing?

**Other Comments:**

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