



CHURCH HEALTH ASSESSMENT TOOL (CHATSM)

Report for SAMPLE CHURCH

Section I: Executive Summary

Section II: Detailed Survey Findings

Section III: Additional Comments

Section IV: Suggested Next Steps



Depth of Soul Vitality in Service
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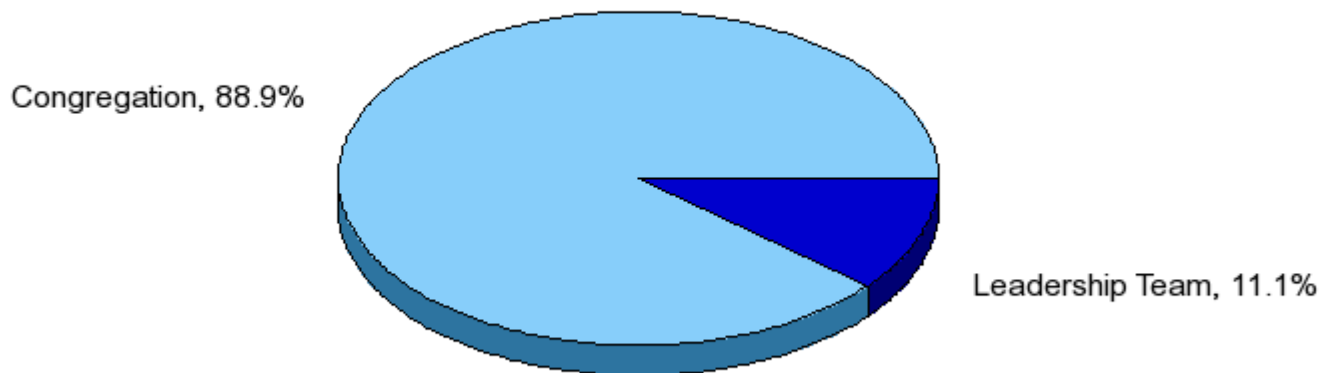
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Section I: EXECUTIVE SUMMARY

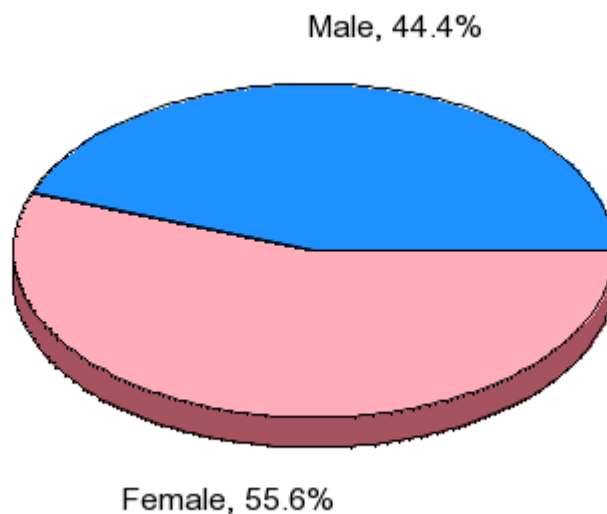
This section will give you a quick overview of the data findings in visual form. Below you'll find graphs of the assessment participants displayed in various categories. Due to the priority of keeping each participant's remarks anonymous, individual participant demographics are captured for the report but not saved with the response data. In some cases, participants who have trouble registering for the survey and begin the process a second time may skew the demographics data slightly (+/- 2%). This variation is not significant enough to affect the overall demographic snapshot and does not affect any other section of the report.

PARTICIPANT DEMOGRAPHICS

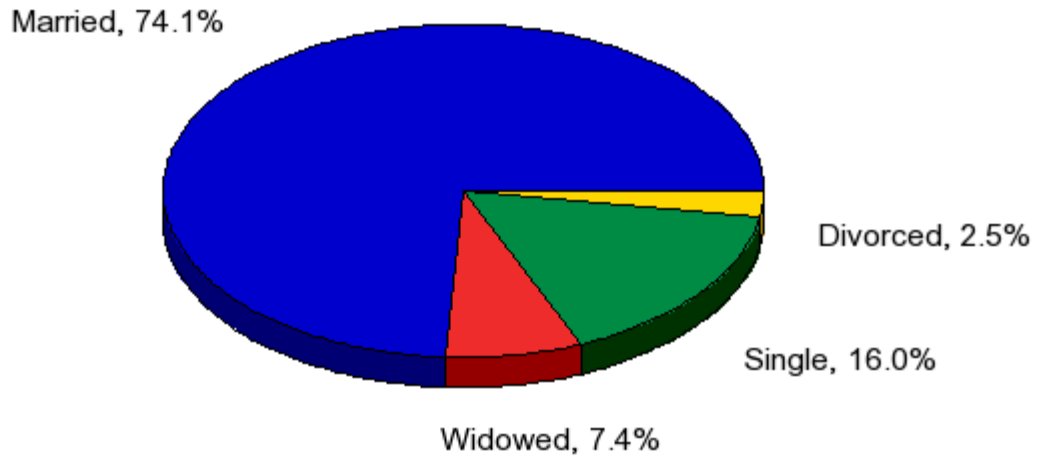
Congregation/Leadership Team



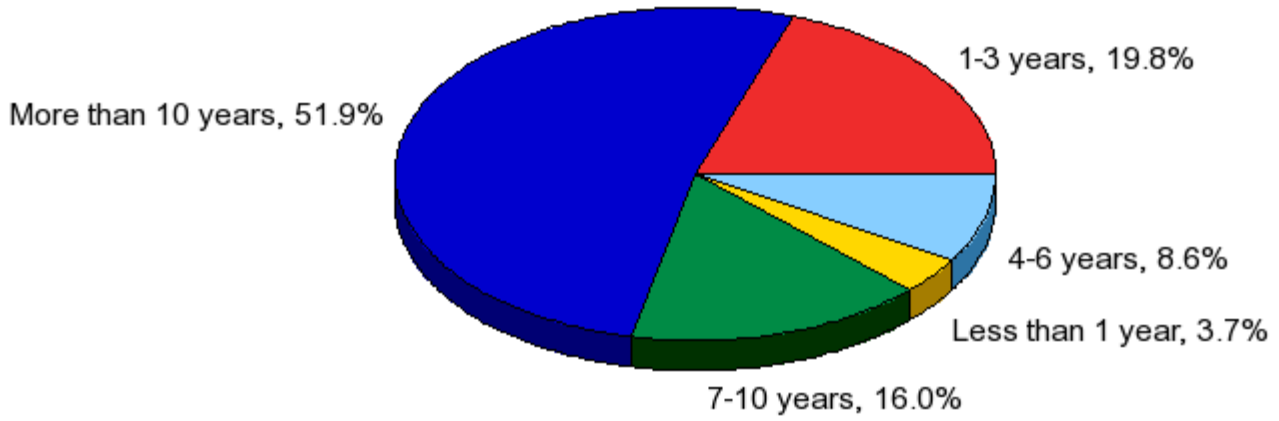
Male/Female



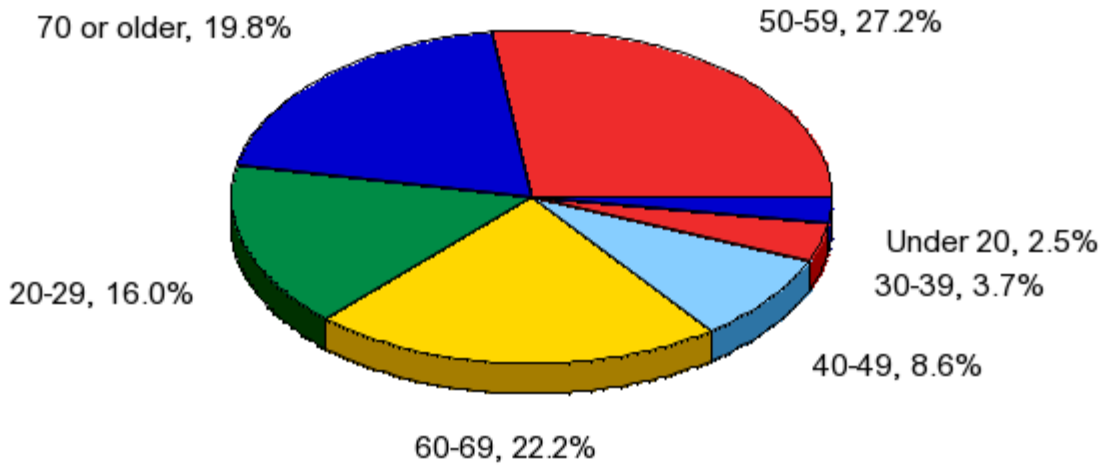
Marital Status



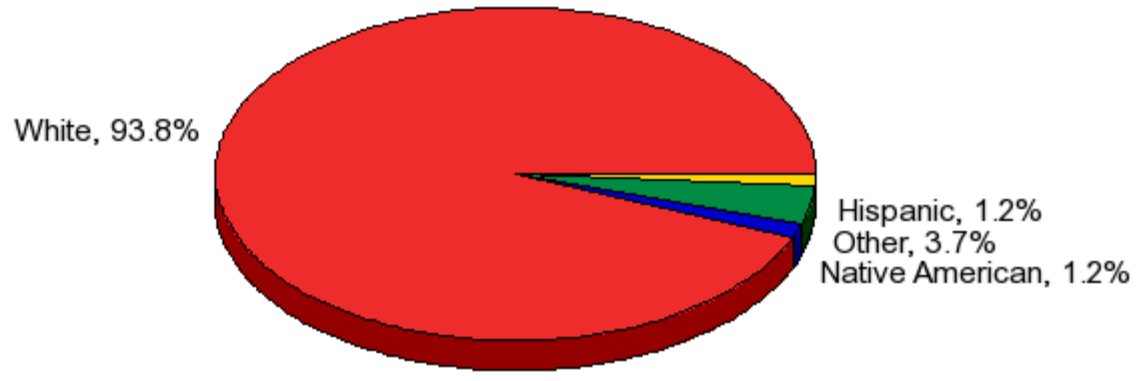
Years at our Church



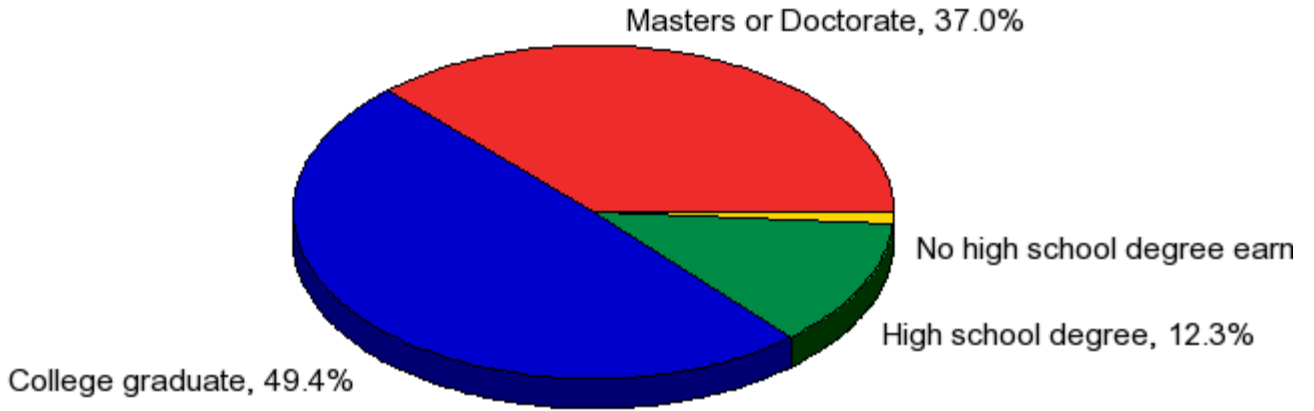
Age



Ethnicity



Education



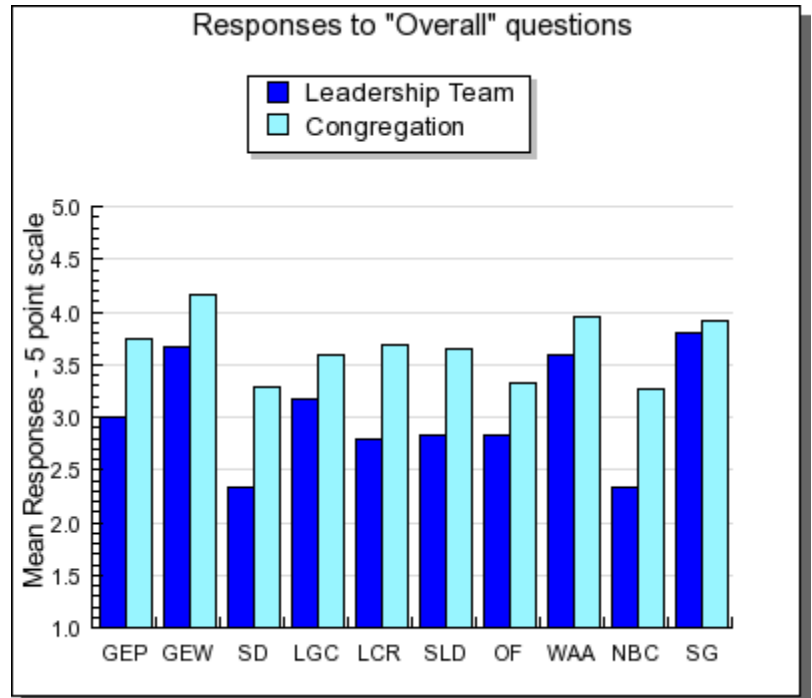
SNAP SHOT OF THE COLLECTED DATA

Congregation and Leadership Team responses are compared side by side.

The following graph shows the mean responses to the question, "Overall, how effective are we at living out [this characteristic] in our church?" which was asked at the end of each characteristic section.

The 10 Characteristics

1. **GEP**-God's Empowering Presence
2. **GEW**-God-Exalting Worship
3. **SD**-Spiritual Disciplines
4. **LGC**-Learning & Growing in the Community
5. **LCR**-Loving & Caring Relationships
6. **SLD**-Servant-Leadership Development
7. **OF**-An Outward Focus
8. **WAA**-Wise Administration & Accountability
9. **NBC**-Networking with the Body of Christ
10. **SG**-Stewardship & Generosity

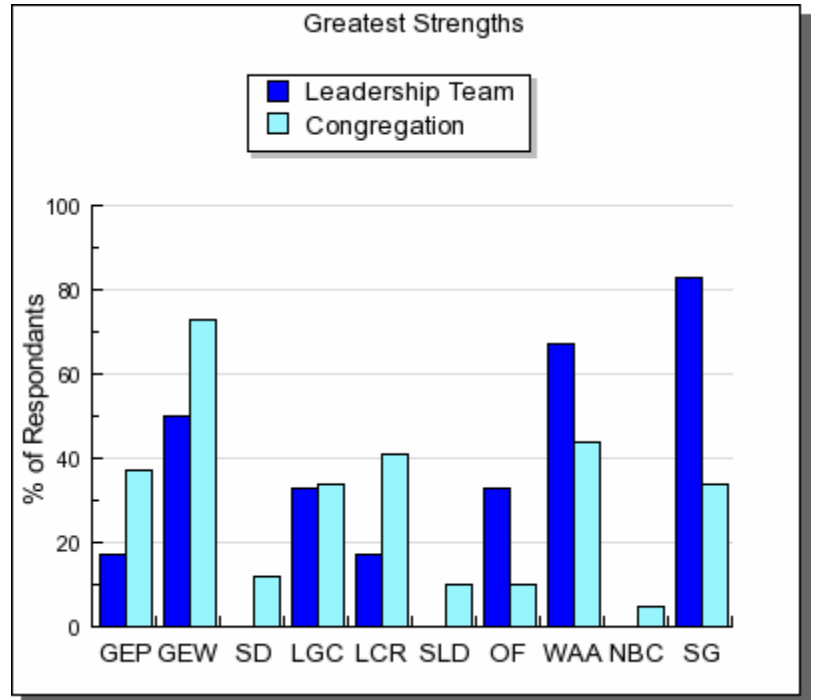


GREATEST STRENGTHS OF OUR CHURCH

Keep in mind that each participant was asked to choose *three* characteristics. The following graph shows that for each characteristic, X% of the respondents chose that trait as one of their top three selections.

The 10 Characteristics

1. **GEP**-God's Empowering Presence
2. **GEW**-God-Exalting Worship
3. **SD**-Spiritual Disciplines
4. **LGC**-Learning & Growing in the Community
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8. **WAA**-Wise Administration & Accountability
9. **NBC**-Networking with the Body of Christ
10. **SG**-Stewardship & Generosity



Note: Pay careful attention to areas where there was a stark discrepancy between what the Congregation said and what the Leadership Team said. Discuss why you think this discrepancy exists

The Congregation identified your church's strongest characteristics as follows (more than one trait indicates a tie in percentage response):

73% of the Congregation chose the following trait(s) as one of their "top three strengths of our church."

God-Exalting Worship Typically, when your congregation affirms "God Exalting Worship" as one of your greatest strengths, they are celebrating the fact that the experience of gathering together for worship as the people of God is refreshing and renewing, uplifting and meaningful (consult your detailed findings for specific ways in which this trait is affirmed). Worship is a value that your congregation encourages you to consider a high priority on a weekly basis and generally appreciates the ways in which they are ushered into the presence of God. When worship is a strength, it's important to keep building on this so the people are fed by the Word of God, nurtured by prayer, and encouraged to engage the world as instruments of God's mercy, wisdom, and strength.

44% of the Congregation chose the following trait(s) as one of their "top three strengths of our church."

Wise Administration & Accountability Typically, when your congregation affirms "Wise Administration and Accountability" as one of your greatest strengths, they are acknowledging their approval of the ways in which the behind-the-scenes needs of the church are being handled (consult your detailed findings for specific ways in which this trait is affirmed). When appropriate facilities, equipment and facilities are provided as a strong support foundation for your ministries, there is generally a smooth operational flow. This facilitates effective ministry and allows for development of future endeavors that will advance the church. Strategic initiatives will lead to growth and vitality within a healthy environment of accountability.

41% of the Congregation chose the following trait(s) as one of their "top three strengths of our church."

A Commitment to Loving & Caring Relationships Typically, when your congregation affirms "Commitment to Loving, Caring Relationships" as one of your greatest strengths, they are saying that building healthy relationships appears to be a high priority in the life of your church (consult your detailed findings for specific ways in which this trait is affirmed). As a part of this commitment, the congregation is appreciative of the ways in which love is shared tangibly and intangibly among members and families. When this trait of a healthy church is noted as a strength, there is a willingness to address areas such as communication, conflict resolution, and reconciliation within the framework outlined for us by God's Word. Intentionality in building healthy relationships will allow the church to conquer relational challenges that inevitably will occur in ways that will honor the Lord and serve His purposes within your fellowship of believers.

Out of all 70 questions, the Congregation gave the following specific questions their highest marks (more than one question indicates a tie in mean response):

1. **Mean Score: 4.64 out of 5**
From your perspective, how well does our church operate with financial integrity and accountability? (SG)
2. **Mean Score: 4.58 out of 5**
When we gather to worship together, how well do we as a church emphasize biblical and relevant preaching? (GEW)
3. **Mean Score: 4.39 out of 5**
When we gather to worship together, how well are we as a church invited to engage in singing songs and hymns that praise God and encourage us as believers? (GEW)

The Leadership Team identified your church's strongest characteristics as follows (more than one trait indicates a tie in percentage response)

83% of the Leadership Team chose the following trait(s) as one of their "top three strengths of our church."

Stewardship & Generosity Typically, when your leadership team affirms "Stewardship and Generosity" as one of your greatest strengths, they are celebrating how effective the members of the church serve as stewards of their God-given resources and how sacrificially they share them with others (consult your detailed findings for specific ways in which this trait is affirmed). This attitude is a tangible expression of the heart of Jesus, who taught that "from everyone who has been given much, much will be demanded" and "where your treasure is, there will your heart be also." Building on this strength will require church leaders to consider ways to teach on generosity and financial planning, family and church budgeting, and principles of financial accountability. Having this trait as a positive contributor to the health of the church will undoubtedly deepen faith, strengthen relational trust, and enliven service to others in the name of Christ.

67% of the Leadership Team chose the following trait(s) as one of their "top three strengths of our church."

Wise Administration & Accountability Typically, when your leadership team affirms "Wise Administration and Accountability" as one of your greatest strengths, there is a utilization of appropriate facilities, equipment, and systems to maximize support for the growth and development of the church's ongoing ministry (consult your detailed findings for specific ways in which this trait is affirmed). In this regard, they foster accountable ways of administering the programs of the church that leads to excellence, effectiveness, and efficiency in the day-to-day nature of ministry. To enhance this strength, leaders must consider ways to evaluate progress in line with the stated mission and vision of the church and pray, think, and plan strategically (under the guidance of God's Spirit) for the future.

50% of the Leadership Team chose the following trait(s) as one of their "top three strengths of our church."

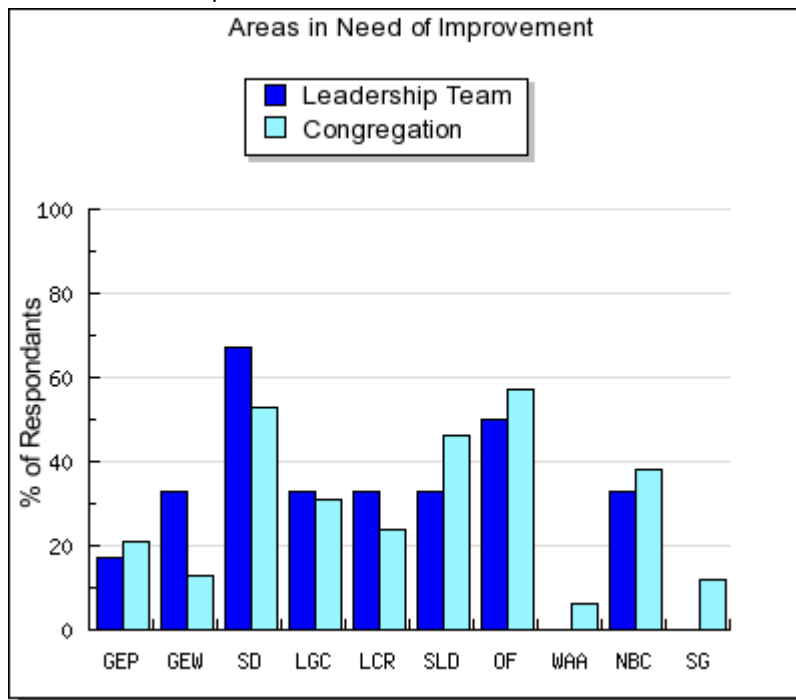
God-Exalting Worship Typically, when your leadership team affirms "God Exalting Worship" as one of your greatest strengths, they are celebrating together the ways in which the weekly gathering of God's people is edifying, enriching, and renewing for all who attend (consult your detailed findings for specific ways in which this trait is affirmed). In this trait of a healthy church, the public worship experiences are held in high regard as the place where the church comes together to dedicate their lives to fulfilling believers' primary reason for being. As a result, each worship service is designed to create the space for the ministry of God's Spirit to be evidenced through the music, praying, Scripture reading, preaching, giving, sharing, baptism, communion, etc. - all for the glory of God.

Out of all 70 questions, the Leadership Team gave the following specific questions their highest marks (more than one question indicates a tie in mean response):

1. **Mean Score: 4.80 out of 5**
From your perspective, how well does our church operate with financial integrity and accountability? (SG)
2. **Mean Score: 4.33 out of 5**
When we gather to worship together, how well are we as a church invited to engage in giving our tithes and offerings as a reverent act of worship? (GEW)
3. **Mean Score: 4.20 out of 5**
From your perspective, how well does our church operate within the church's annual budget? (SG)

AREAS IN NEED OF IMPROVEMENT FOR OUR CHURCH

Keep in mind that each participant was asked to choose *three* characteristics. The following graph shows that for each characteristic, X% of the respondents chose that trait as one of their top three selections



The 10 Characteristics

1. **GEP**-God's Empowering Presence
2. **GEW**-God-Exalting Worship
3. **SD**-Spiritual Disciplines
4. **LGC**-Learning & Growing in the Community
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6. **SLD**-Servant-Leadership Development
7. **OF**-An Outward Focus
8. **WAA**-Wise Administration & Accountability
9. **NBC**-Networking with the Body of Christ
10. **SG**-Stewardship & Generosity

Note: Pay careful attention to areas where there was a stark discrepancy between what the Congregation said and what the Leadership Team said. Discuss why you think this discrepancy exists.

The Congregation identified the characteristics most in need of improvement as follows (more than one trait indicates a tie in percentage response):

56% of the Congregation chose the following trait(s) as one of their "top three areas in need of improvement."

An Outward Focus Generally, when your congregation identifies "Outward Focus" as a trait in need of improvement, they are expressing collectively their concern about the local church's lack of outreach (consult your detailed findings for specific ways in which this trait is highlighted). This may include reaching out evangelistically to unchurched neighbors, serving the tangible needs of people in impoverished communities, practicing hospitality to internationals living in our country, and/or supporting missionaries in other parts of the world. When this trait of a healthy church is lacking in your faith community, there are many ways to transform your shared mission toward strategic initiatives of outreach. Capture the best ideas among your members and mobilize as many as possible to engage in the Great Commission of "going and making disciples of every nation" for the sake of building up the kingdom of God.

53% of the Congregation chose the following trait(s) as one of their "top three areas in need of improvement."

Spiritual Disciplines Generally, when your congregation identifies "Spiritual Disciplines" as a trait in need of improvement, the leaders should commence conversation with as many congregants as possible regarding their spiritual needs and current practices in their "prayer closets" (consult your detailed findings for specific ways in which this trait is highlighted). Teaching members how to maximize their personal time with the Lord in prayer, Scripture, and reflective disciplines will lead them into a deeper walk of faith. When this trait is ignored, people of all ages will lean more on their own strength rather than putting their trust in God. Shoring up this trait will enhance every other aspect of church life and ministry. Be sure to pay close attention to this area of spiritual development for all of your members and regular attendees.

46% of the Congregation chose the following trait(s) as one of their "top three areas in need of improvement."

Servant-Leadership Development Generally, when your congregation identifies "Servant Leadership Development" as a trait in need of improvement, the concern being voiced is focused on the lack of identifying, training and empowering members for service within and outside the local church (consult your detailed findings for specific ways in which this trait is highlighted). When regular attendees share this anxiety about their church, the message is directed primarily toward their leaders. Is there a plan in place for "equipping the saints for the work of ministry?" If so, then be sure to communicate that to the membership; if not, then make it a priority to establish ways in which this can be addressed. Help people identify their gift mix, share opportunities for utilizing their gifts in ministry, provide training and resources, and send them out to serve others with your blessing.

Out of all 70 questions, the Congregation gave the following specific questions their lowest marks (more than one question indicates a tie in mean response):

1. **Mean Score: 2.58 out of 5**
How well does our church train and equip our members to effectively present the gospel to those outside the Christian faith? (OF)
2. **Mean Score: 2.67 out of 5**
How well does our church serve as a place for supporting those who come with diverse ability, ethnicity, or economic status? (LCR)
3. **Mean Score: 2.77 out of 5**
How well does our church encourage and equip its members to live out the practice of reflective disciplines (such as journaling, prayerfully reviewing the day's events, etc.)? (SD)

The Leadership Team identified the characteristics most in need of improvement as follows (more than one trait indicates a tie in percentage response):

67% of the Leadership Team chose the following trait(s) as one of their "top three areas in need of improvement."

Spiritual Disciplines Generally, when your leadership team identifies "Spiritual Disciplines" as a trait in need of improvement, the anxiety being expressed is in recognition of the lack of attention given to the spiritual vitality of each member (consult your detailed findings for specific ways in which this trait is highlighted). Practicing the ongoing disciplines of prayer, Scripture, and reflection will enhance daily personal worship experiences for all ages. When this priority is established, a lifestyle of worship is promoted and achieved. Encouraging all leaders to pursue regular times with the Lord will have a ripple effect throughout the congregation. This trait is vital to the health of the church and will affect every other aspect of the ministry.

50% of the Leadership Team chose the following trait(s) as one of their "top three areas in need of improvement."

An Outward Focus Generally, when your leadership team identifies "Outward Focus" as a trait in need of improvement, the concern is for ministries such as evangelism, social action, international missions, and the care for the poor and impoverished (consult your detailed findings for specific ways in which this trait is highlighted). If this trait is indeed a shortcoming, immediate attention must be given for establishing renewed church-wide priorities of outreach. It is here that the church communicates the truth of Jesus and demonstrates the love of Jesus to those outside the faith. Building up the Kingdom of God and expanding the work of the Church is an essential ingredient of ministry vitality. This trait is especially close to the heart of God and should be a top priority for His Church as well. Innovative, effective, and meaningful ministry in Jesus' name needs to come out of a fresh strategy for sharing the Gospel with those within our reach, in urban/rural settings, and around the globe.

33% of the Leadership Team chose the following trait(s) as one of their "top three areas in need of improvement."

God-Exalting Worship Generally, when your leadership team identifies "God Exalting Worship" as a trait in need of improvement, they are identifying concern about the lack of engagement in worship of heart, soul, mind and strength of the people (consult your detailed findings for specific ways in which this trait is highlighted). Areas to explore include: worship style, music selection, order of worship, preaching, Scripture reading, communion, baptism, etc. If this trait is not being lived out in a healthy manner, the people of God are being short-changed in leading them into the presence of the Lord. Worship is central to the life of the healthy church and should be sustained in life-giving ways each week. Keep the conversation alive and develop feedback mechanisms for enhancing the quality of the worship experience for all.

Learning & Growing in Community Generally, when your leadership team identifies "Learning and Growing in Community" as a trait in need of improvement, they are identifying their concern about the lack of community-building efforts expended in the life of the church (consult your detailed findings for specific ways in which this trait is highlighted). These efforts encourage believers to grow in their walks with God and one another and include ministries such as small groups, individual mentoring, Sunday school, and specialized learning opportunities. Taking the time to review your current offerings in light of the need to deepen your community may in fact lead to the letting go of existing ministries in order to make room for more effective ones. Bottom line is to provide safe, affirming environments conducive to the spiritual growth of all ages under your care.

A Commitment to Loving & Caring Relationships Generally, when your leadership team identifies "Commitment to Loving, Caring Relationships" as a trait in need of improvement, they are undoubtedly expressing collective concern about the quality of relationships within the church family (consult your detailed findings for specific ways in which this trait is highlighted). Often times, when this trait emerges as a shortcoming, there is need for conflict resolution. Left unattended, conflict can become cancerous to the fellowship and an impediment to any meaningful ministry to others outside the church. Since ministry is in essence all about the building and reconciliation of relationships, church leaders should become proficient in creating a loving, caring environment among members and families where grace, mercy and peace co-reside.

Servant-Leadership Development Generally, when your leadership team identifies "Servant Leadership Development" as a trait in need of improvement, there is a recognition that too few people are handling too much responsibility (consult your detailed findings for specific ways in which this trait is highlighted). If this is true, this will allow you the opportunity to begin fresh initiatives that will assist members in discovering their God-given gifts, provide places to utilize their gifts, train in the development of gifts, and commission members to serve God in a vast array of ministry arenas within and outside the local church. Creating an environment of servant leadership will empower and assimilate many in the active ministry of the local church.

Networking with the Body of Christ Generally, when your leadership team identifies "Networking with the Body of Christ" as a trait in need of improvement, there is concern about how minimal is the contact of the local church with the wider body of Christ (consult your detailed findings for specific ways in which this trait is highlighted). When churches are connecting in a healthy way with other like-minded local churches, there is collaboration, sharing of resources and learning opportunities, as well as united celebrations of worship. Evidence of unity among like-minded churches will also include pastors from various churches who enjoy being together for prayer, friendship, and iron-sharpening-iron spiritual growth. Leaders acknowledge that this is not a watering down of theological conviction, nor is it acquiescing to liberal ecumenism, but instead an opportunity to be strengthened by the unity expressed in Jesus' prayer for His Church in John 17.

Out of all 70 questions, the Leadership Team gave the following specific questions their lowest marks (more than one question indicates a tie in mean response):

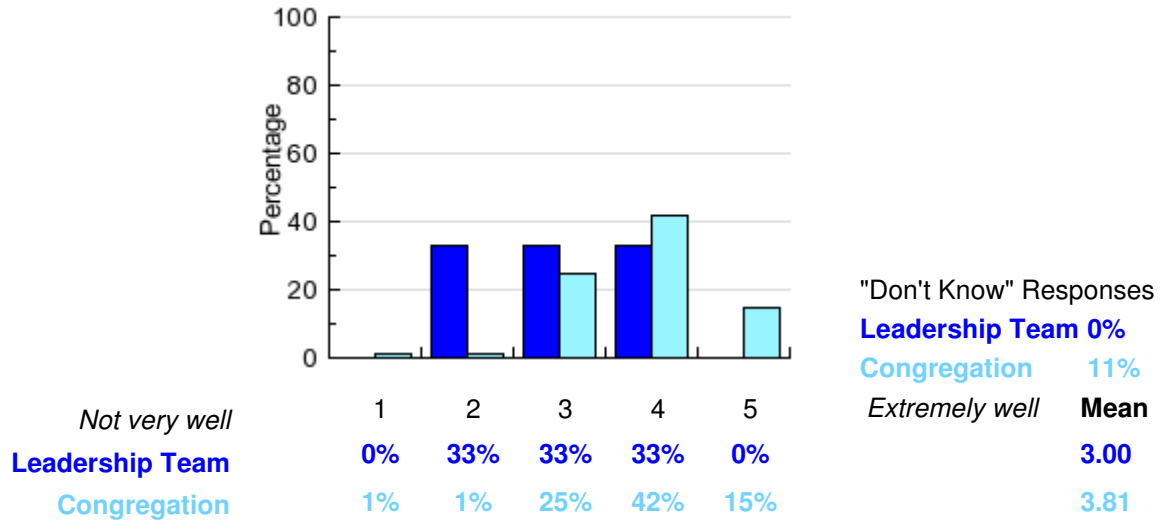
1. **Mean Score: 1.33 out of 5**
How often does our church join area-wide celebrations where Christians from other churches worship God together? (NBC)
2. **Mean Score: 1.40 out of 5**
How well does our church train and equip our members to effectively present the gospel to those outside the Christian faith? (OF)
3. **Mean Score: 1.50 out of 5**
How well does our church serve as a place for supporting those who come with diverse ability, ethnicity, or economic status? (LCR)

Section II: DETAILED SURVEY FINDINGS

Characteristic 1: God’s Empowering Presence

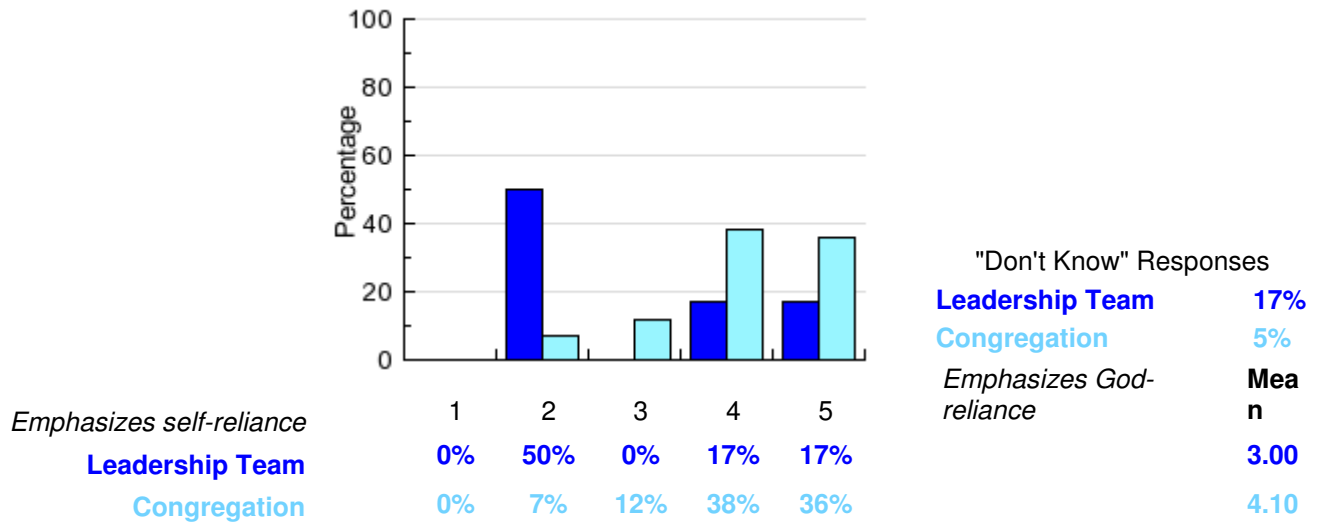
The healthy church actively seeks the Holy Spirit’s direction and empowerment for its shared life and ministry.

Q. 1 - How well does our church depend on the empowerment of the Holy Spirit for our shared life and ministry?



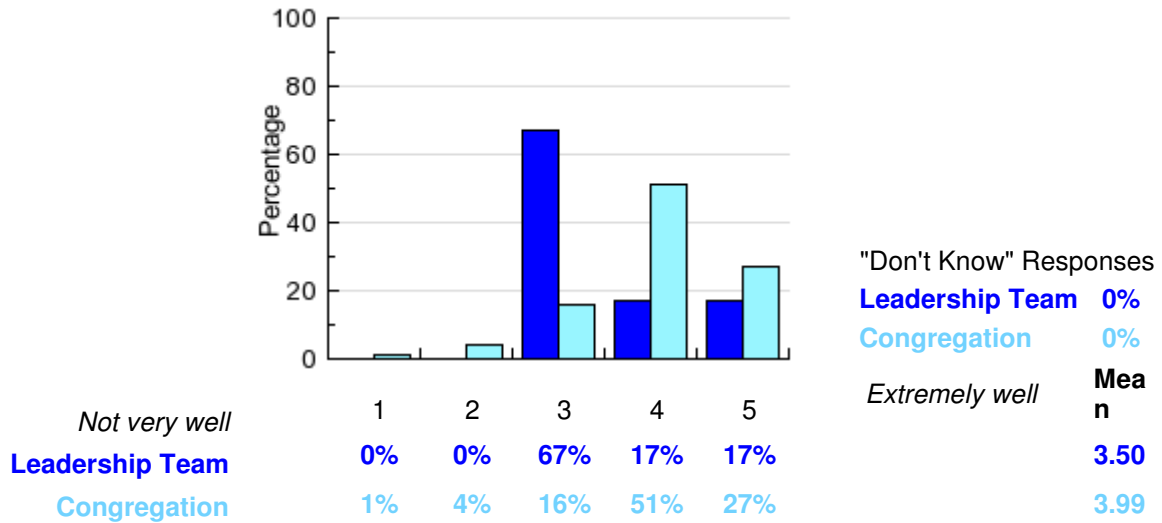
notes:

Q. 2 - To what degree does our church emphasize self-reliance instead of God-reliance within our shared life as a church?



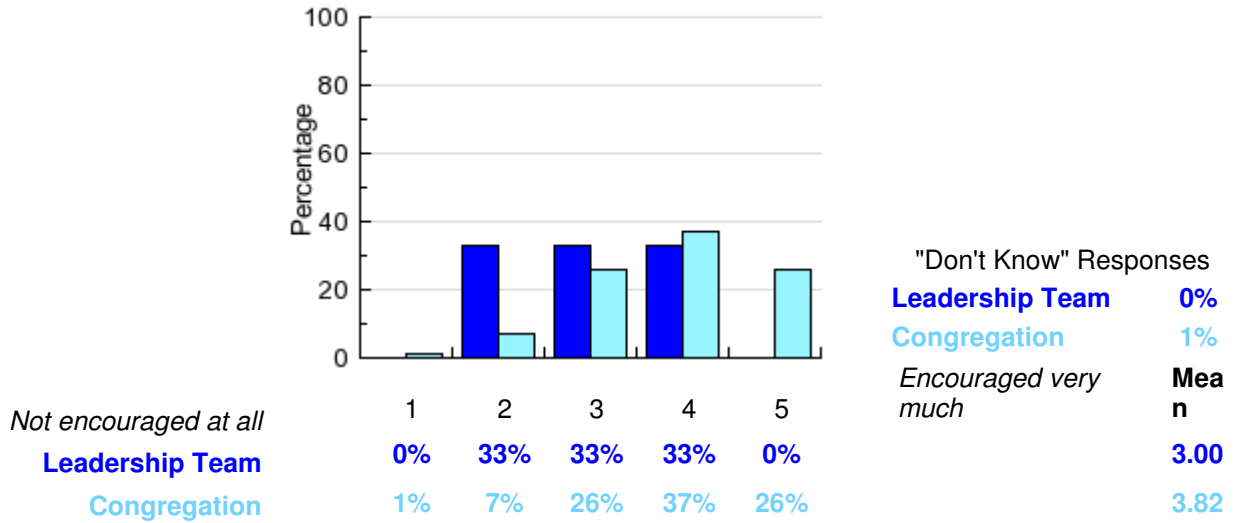
notes:

Q. 3 - How well does our church create enthusiasm about being a part of the kingdom of God?



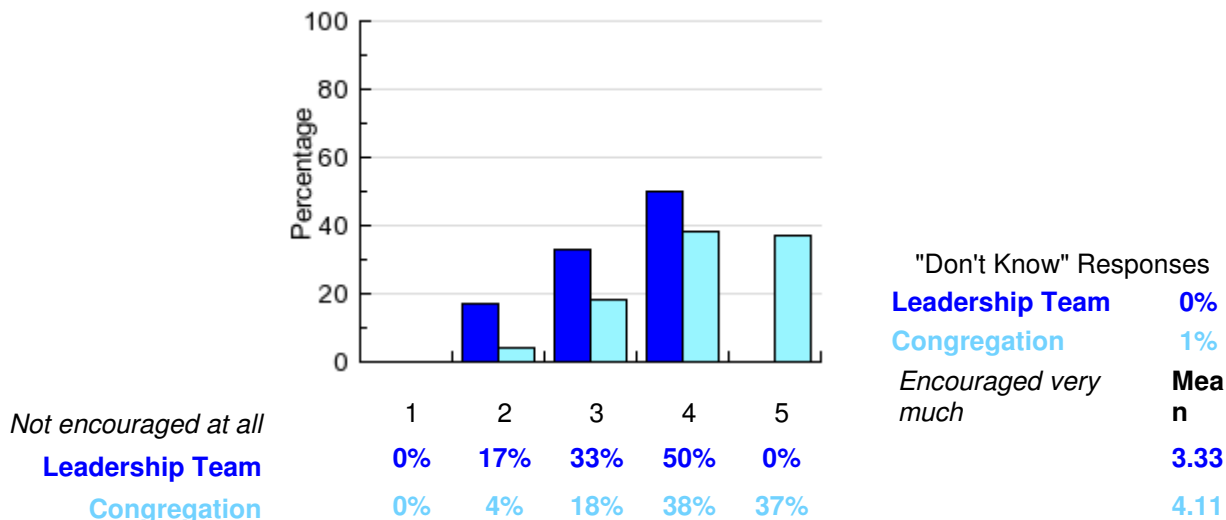
notes:

Q. 4 - How well does our church encourage prayer for God's initiative and anticipate that God will act?



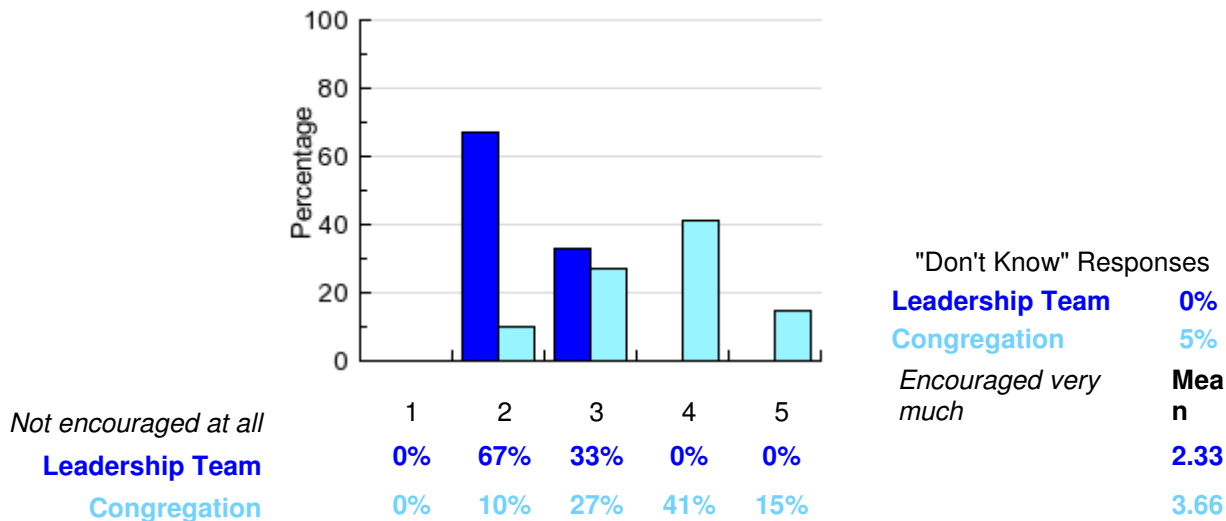
notes:

Q. 5 - How well does our church encourage members to embody the fruit (i.e., love, joy, peace, patience) of the Spirit in their daily lives?



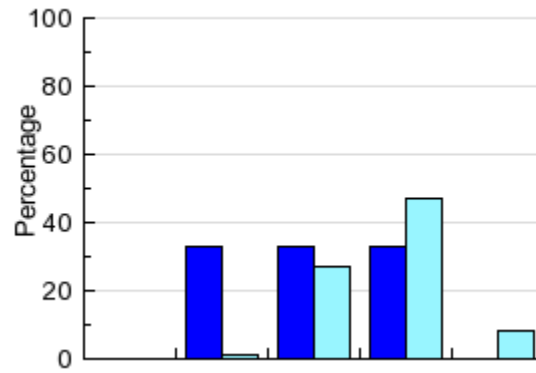
notes:

Q. 6 - How well does our church encourage members to seek the gifts of the Spirit (i.e. serving, teaching, encouraging, mercy)?



notes:

Q. 7 - Overall, how effective are we at living out God's Empowering Presence in our church and in our daily lives?



Not very effective
Leadership Team
 Congregation

	1	2	3	4	5
Leadership Team	0%	33%	33%	33%	0%
Congregation	0%	1%	27%	47%	8%

"Don't Know" Responses
Leadership Team **0%**
Congregation **14%**
 Extremely effective

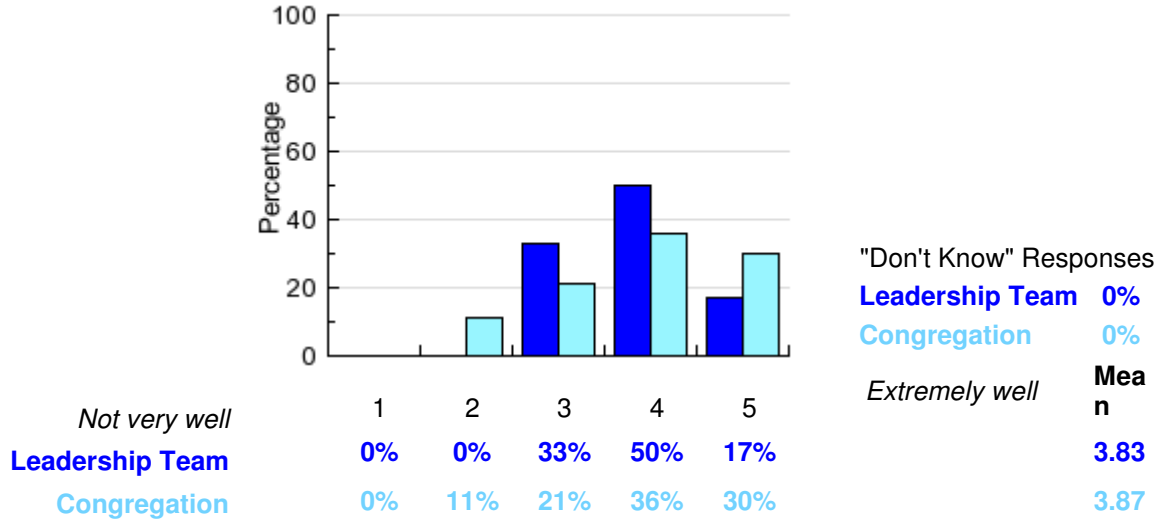
Mean
3.00
3.74

notes:

Characteristic 2: God-Exalting Worship

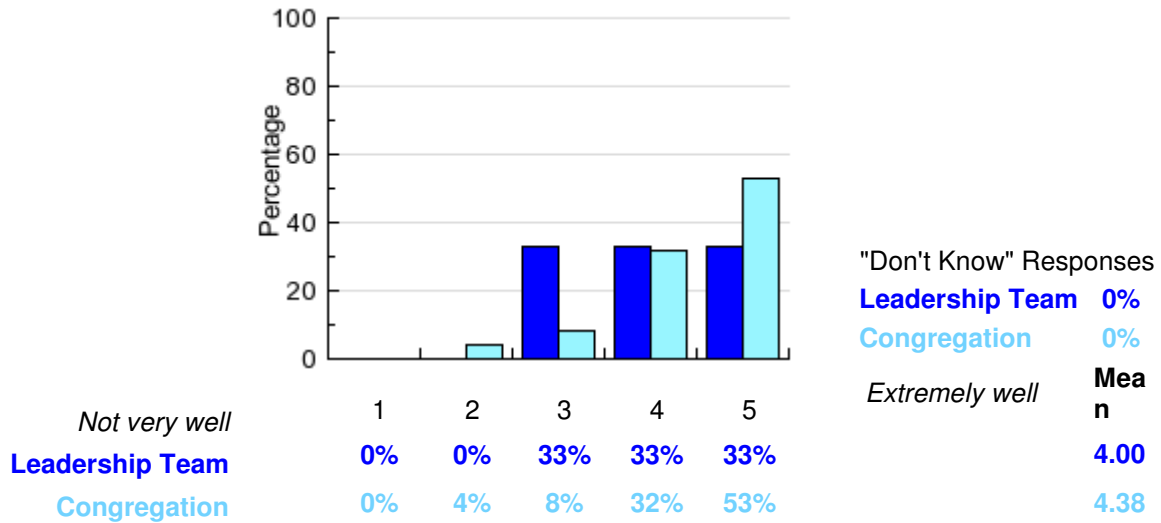
The healthy church gathers regularly as the local expression of the Body of Christ to worship God in ways that engage the heart, mind, soul, and strength of the people.

Q. 8 - When we gather to worship together, how well are we as a church invited to engage in prayer?



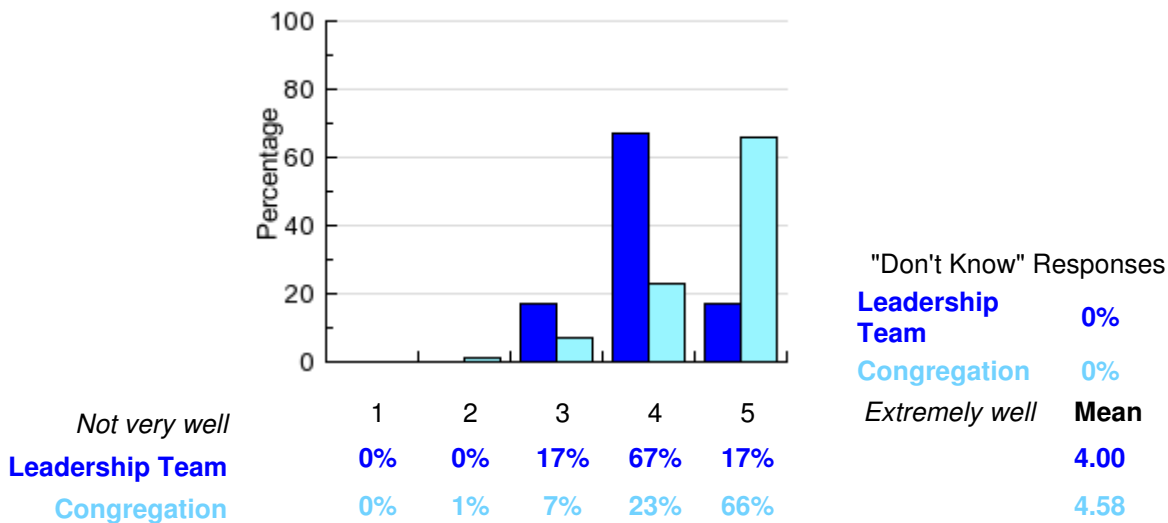
notes:

Q. 9 - When we gather to worship together, how well are we as a church invited to listen attentively to the reading of Scripture?



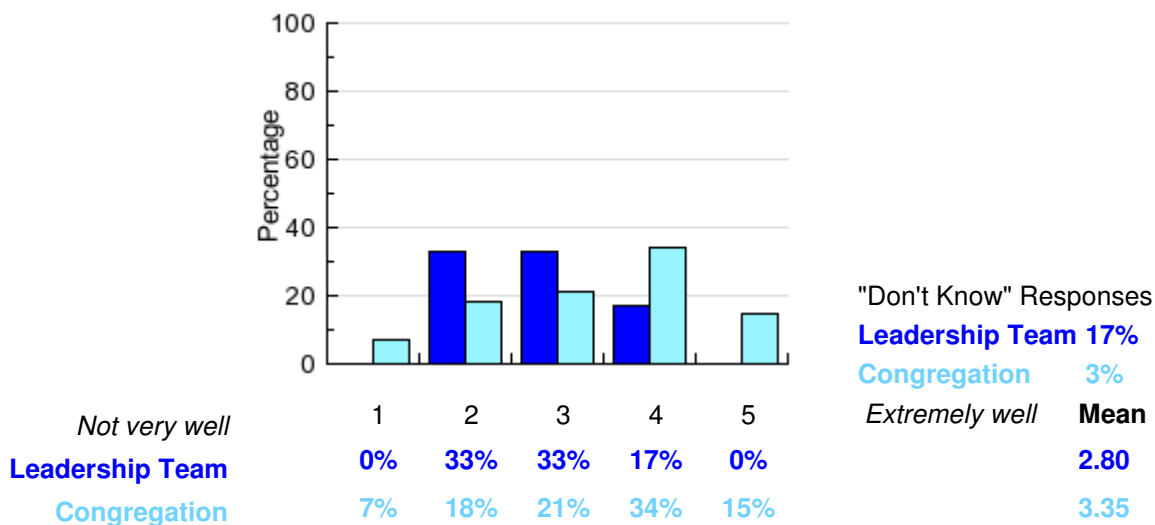
notes:

Q. 10 - When we gather to worship together, how well do we as a church emphasize biblical and relevant preaching?



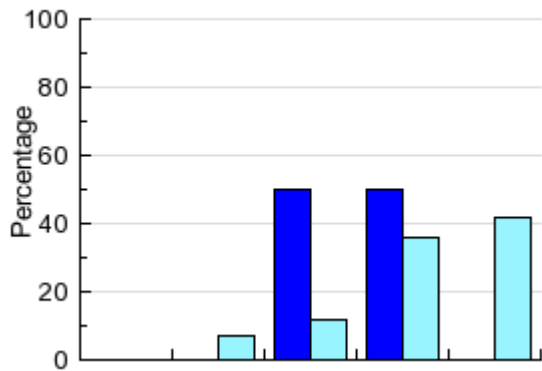
notes:

Q. 11 - When we gather to worship together, how well are we as a church focused on the importance of baptism?



notes:

Q. 12 - When we gather to worship together, how well are we as a church focused on the importance of communion?



	1	2	3	4	5	
<i>Not very well</i>						
Leadership Team	0%	0%	50%	50%	0%	Mean
Congregation	0%	7%	12%	36%	42%	3.50
						Extremely well
						4.17

"Don't Know" Responses

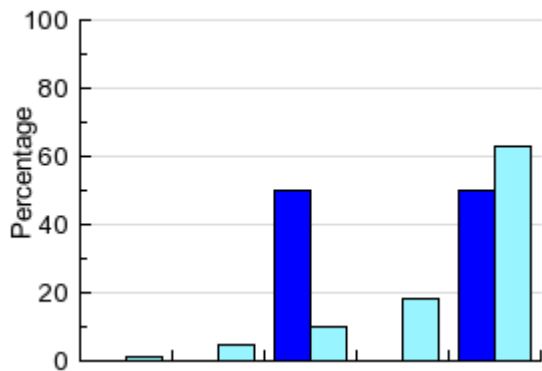
Leadership Team 0%

Congregation 0%

Extremely well Mean

notes:

Q. 13 - When we gather to worship together, how well are we as a church invited to engage in singing songs and hymns that praise God and encourage us as believers?



	1	2	3	4	5	
<i>Not very well</i>						
Leadership Team	0%	0%	50%	0%	50%	Mean
Congregation	1%	5%	10%	18%	63%	4.39
						Extremely well

"Don't Know" Responses

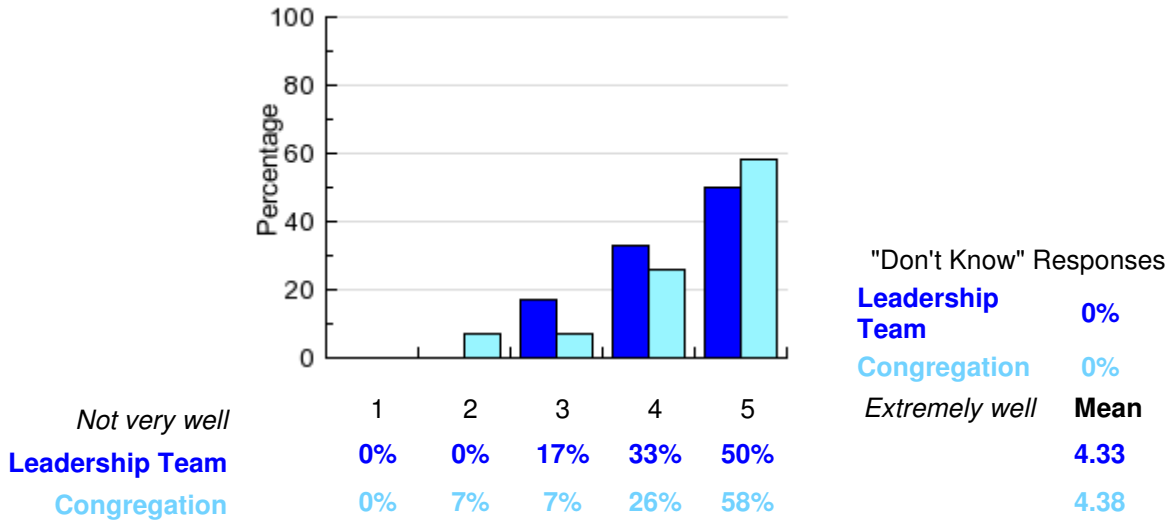
Leadership Team 0%

Congregation 0%

Extremely well Mean

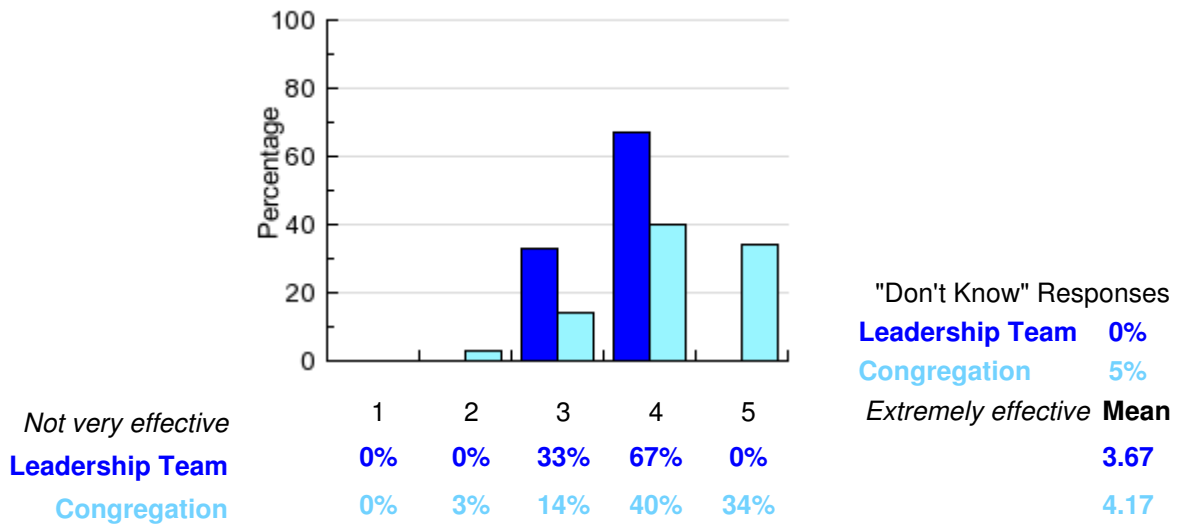
notes:

Q. 14 - When we gather to worship together, how well are we as a church invited to engage in giving our tithes and offerings as a reverent act of worship?



notes:

Q. 15 - Overall, how effective are we at living out God-Exalting Worship in our church?

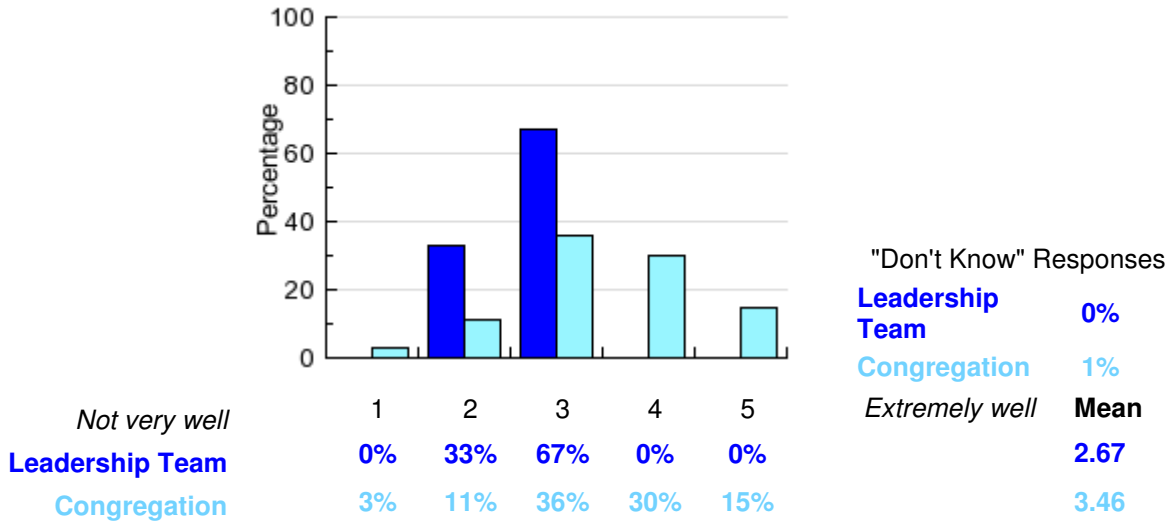


notes:

Characteristic 3: Spiritual Disciplines

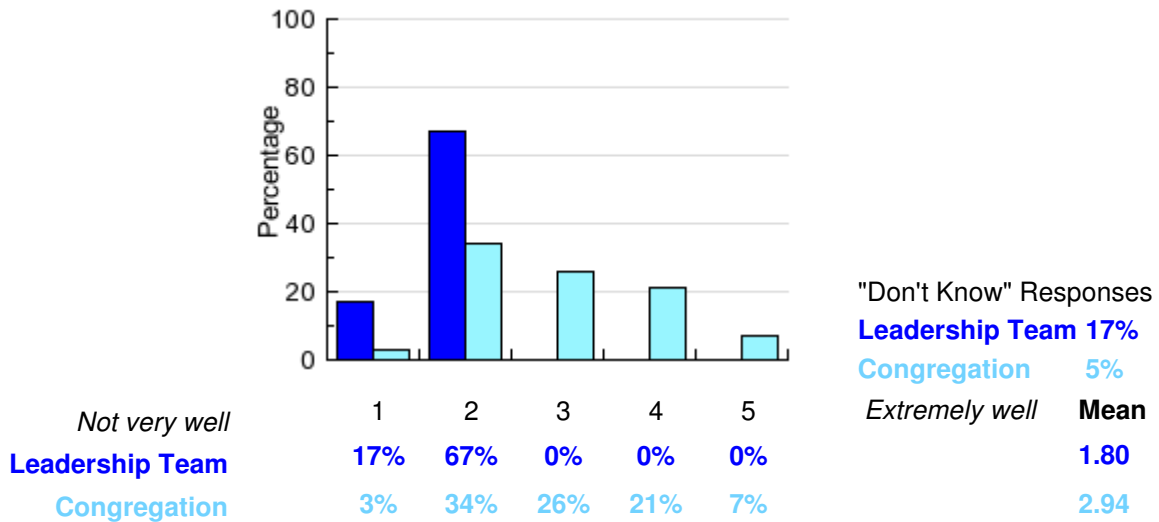
The healthy church provides training, models, and resources for members of all ages to develop their daily spiritual disciplines.

Q. 16 - How well does our church encourage and equip its members to live out the practice of studying the Bible?



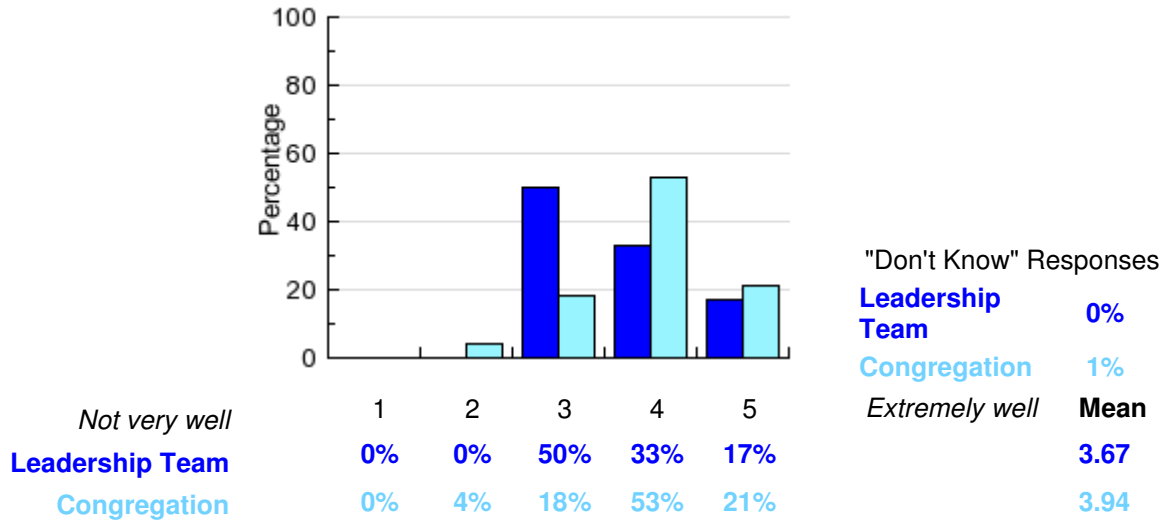
notes:

Q. 17 - How well does our church encourage and equip its members to live out the practice of personal confession?



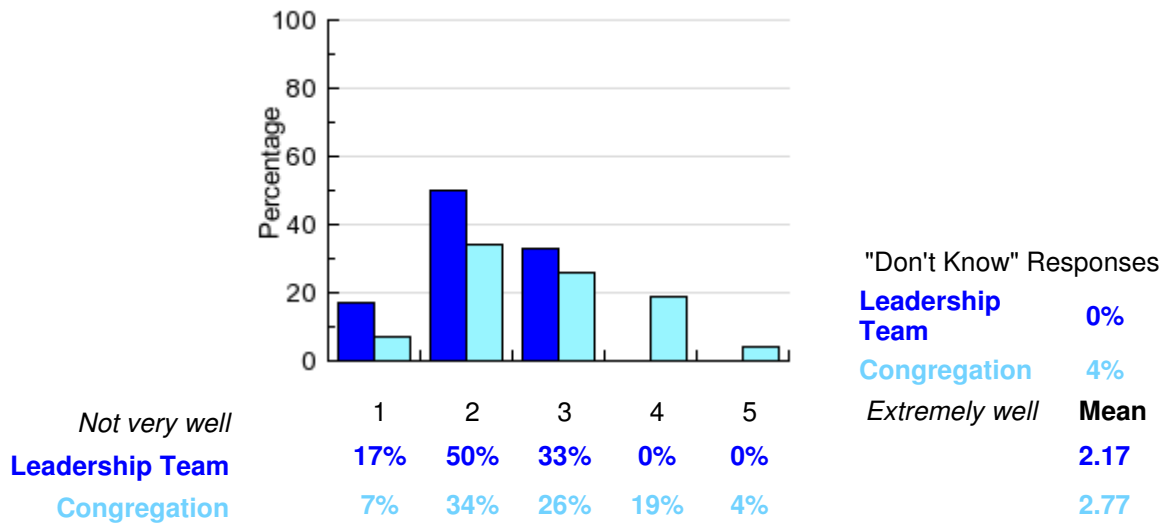
notes:

Q. 18 - How well does our church encourage and equip its members to live out the practice of petitioning God, through prayer, for ourselves and others?



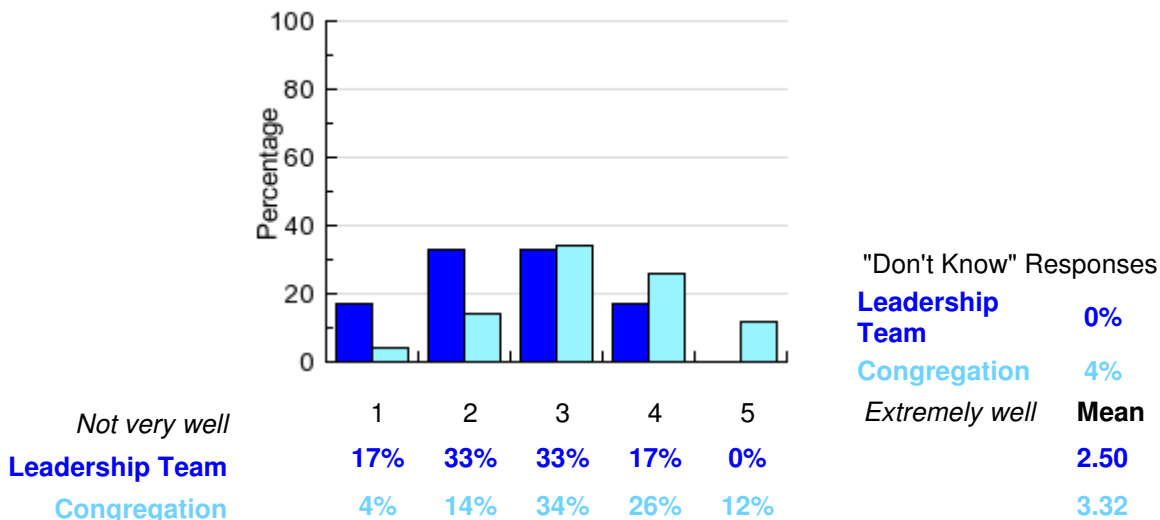
notes:

Q. 19 - How well does our church encourage and equip its members to live out the practice of reflective disciplines (such as journaling, prayerfully reviewing the day's events, etc.)?



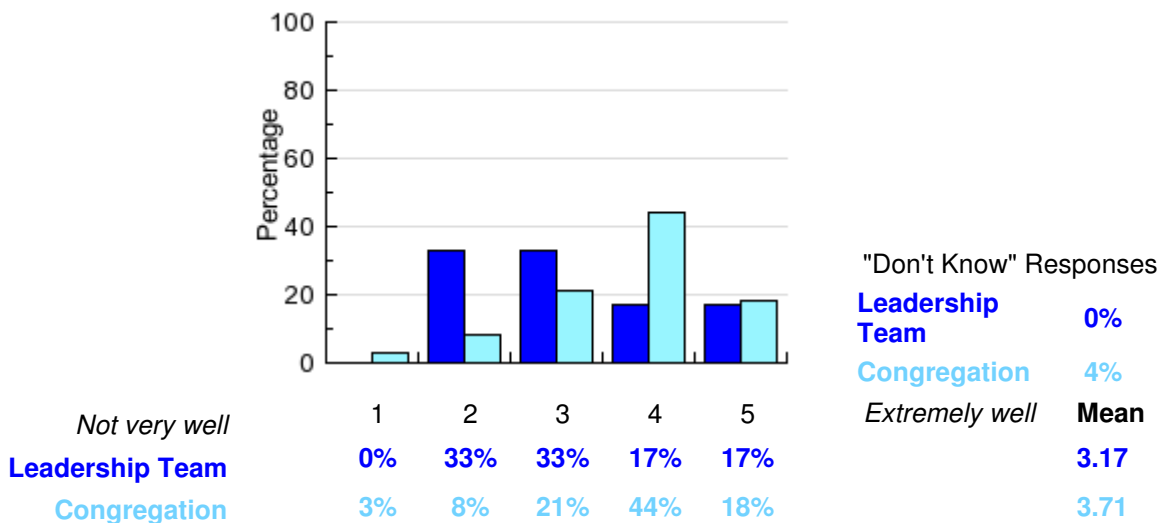
notes:

Q. 20 - How well does our church encourage and equip its members to live out the practice of listening to God's voice?



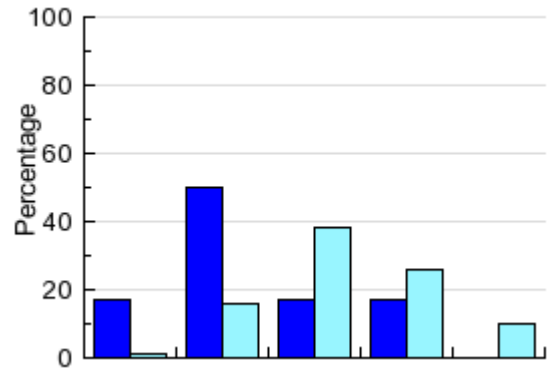
notes:

Q. 21 - How well does our church encourage and equip its members to live out the practice of pursuing God's will?



notes:

Q. 22 - Overall, how effective is our church at encouraging and equipping our members in the spiritual disciplines?



Not very effective
Leadership Team
 Congregation

	1	2	3	4	5
Leadership Team	17%	50%	17%	17%	0%
Congregation	1%	16%	38%	26%	10%

"Don't Know" Responses

Leadership Team 0%
 Congregation 4%

Extremely effective **Mean**

2.33

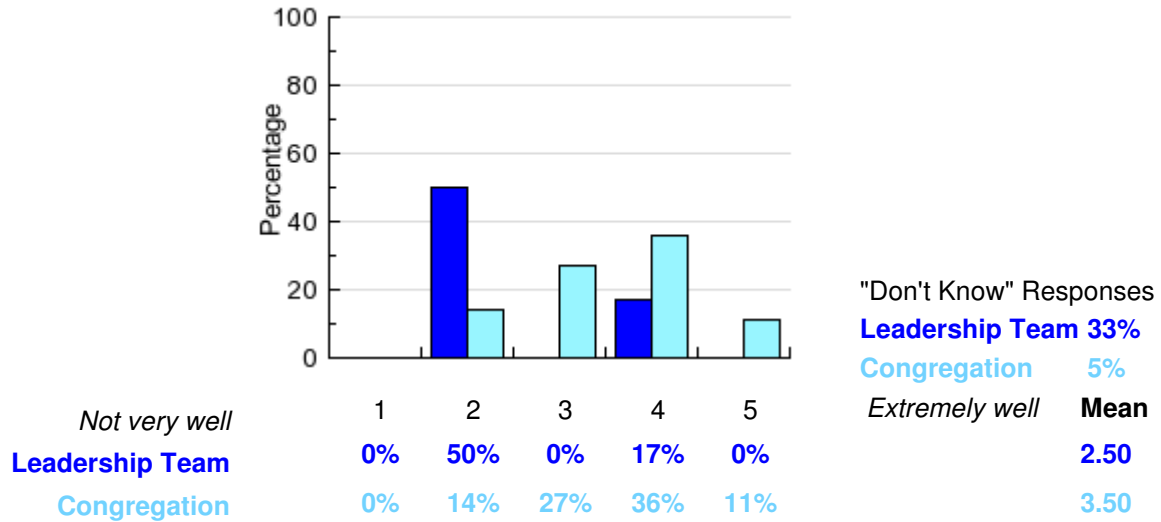
3.28

notes:

Characteristic 4: Learning and Growing in Community

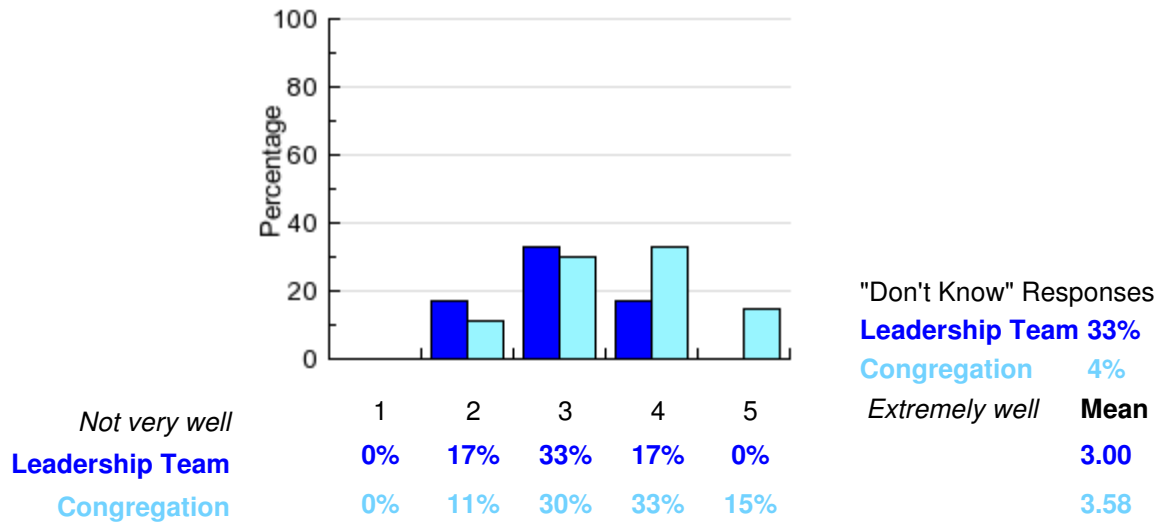
The healthy church encourages believers to grow in their walk with God and with one another in the context of a safe, affirming environment.

Q. 23 - How well does our church provide opportunities to help people discover God's will and calling?



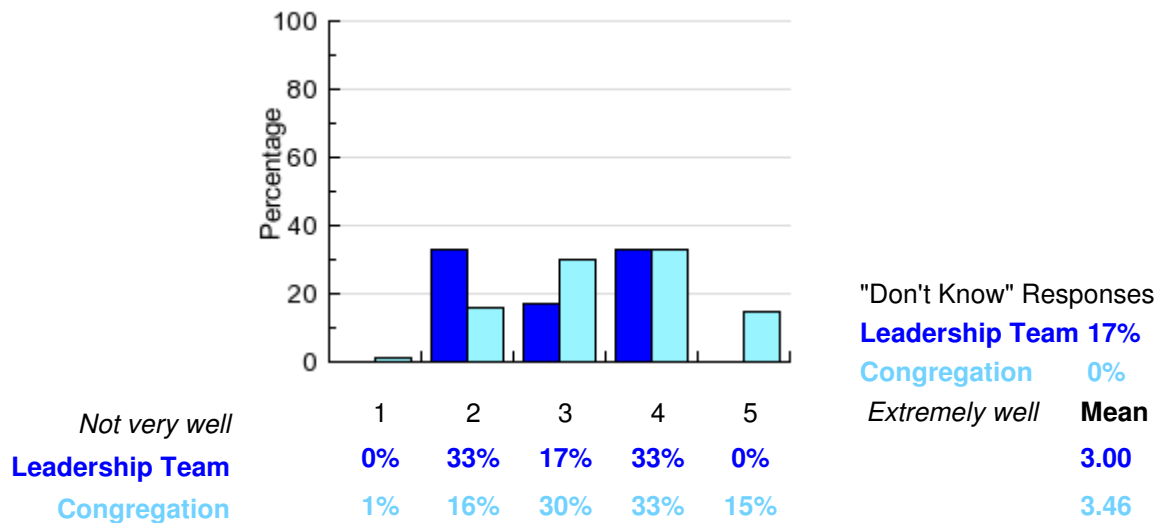
notes:

Q. 24 - How well does our church provide opportunities to equip people to follow God in every aspect of life?



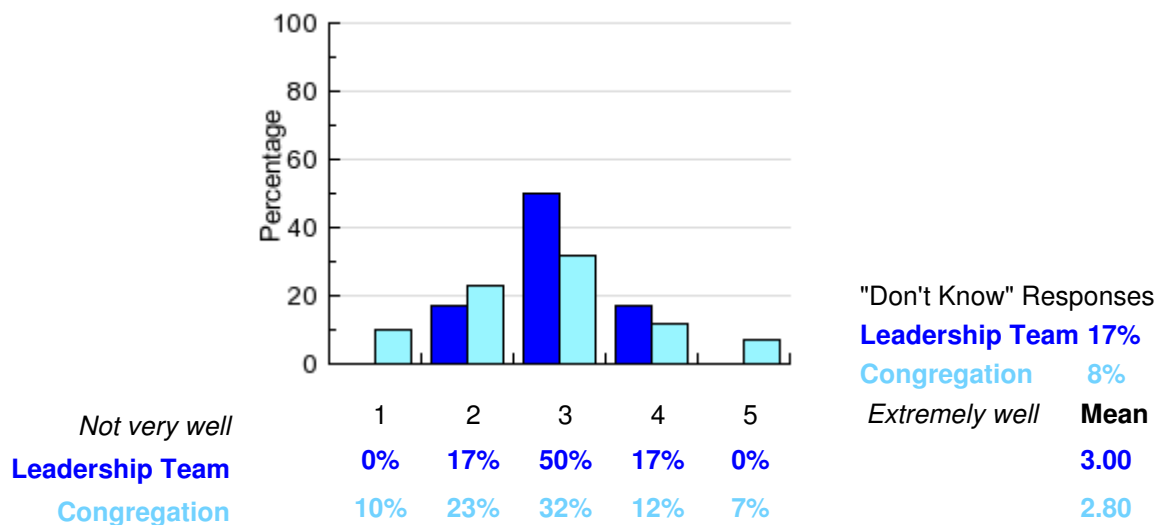
notes:

Q. 25 - How well does our church provide opportunities to encourage people to discover and use their God-given abilities?



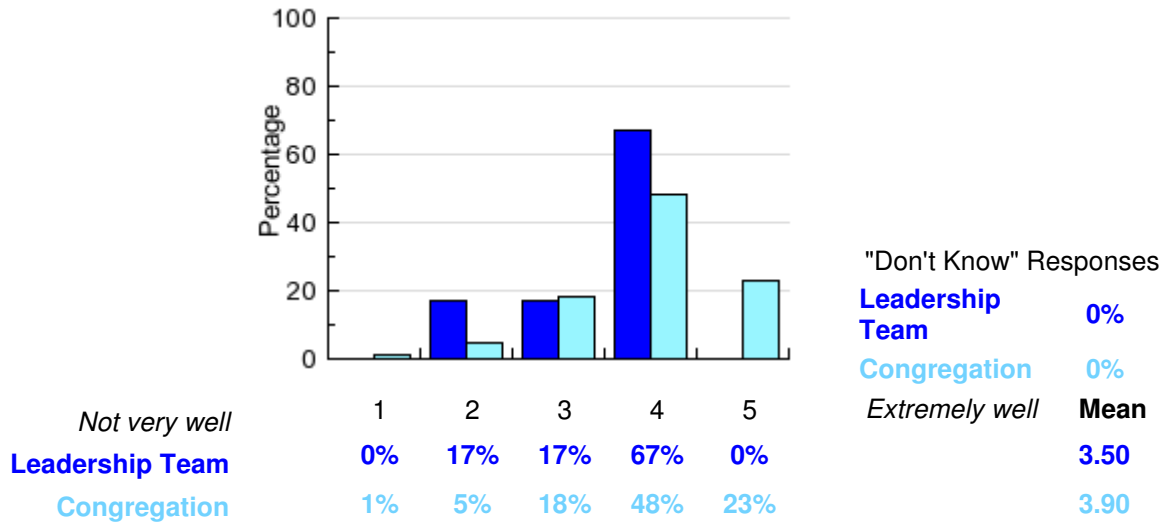
notes:

Q. 26 - How well does our church provide opportunities for mentoring?



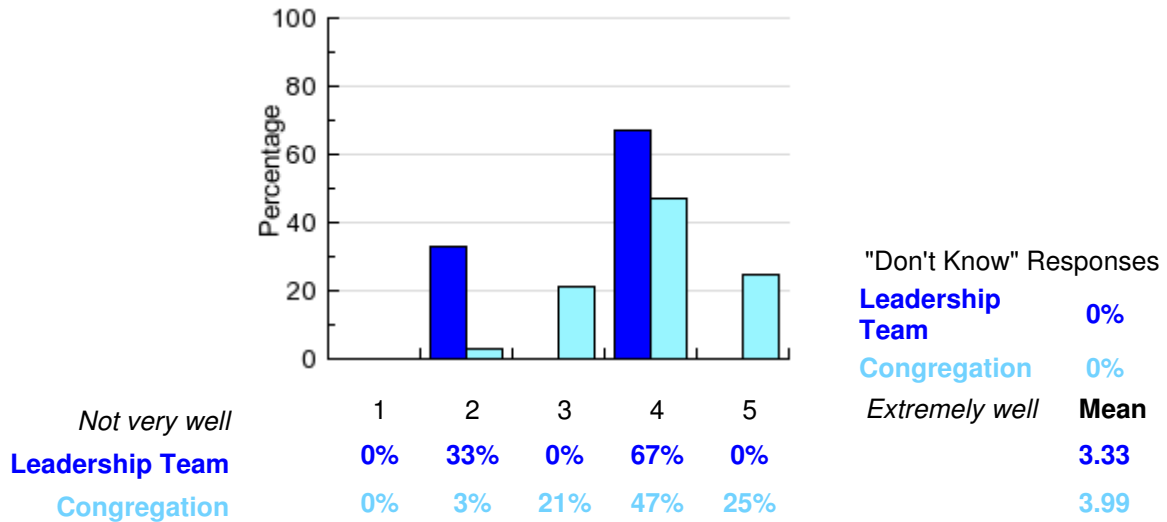
notes:

Q. 27 - How well does our church provide small group Bible studies and discipleship groups?



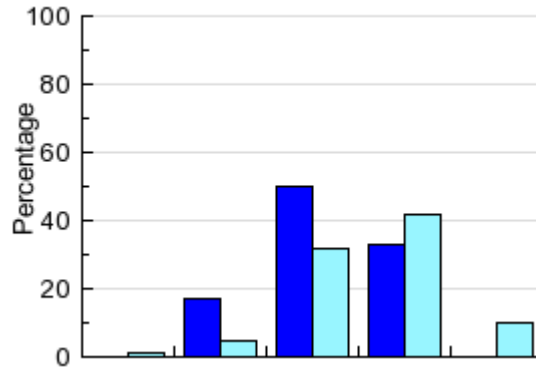
notes:

Q. 28 - How well does our church provide opportunities for members to come together for teaching, prayer, and sharing (i.e., adult, youth, and children's education)?



notes:

Q. 29 - Overall, how effective are we at Learning and Growing in Community in our church?



Not very effective
Leadership Team
 Congregation

	1	2	3	4	5
Leadership Team	0%	17%	50%	33%	0%
Congregation	1%	5%	32%	42%	10%

"Don't Know" Responses

Leadership Team 0%
 Congregation 4%
 Mean

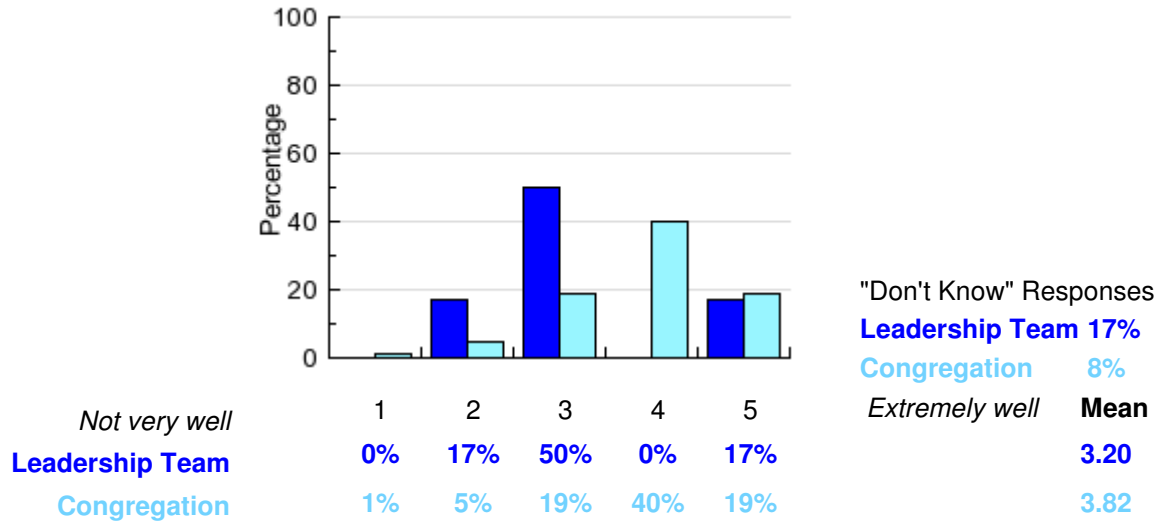
notes:

3.17
3.59

Characteristic 5: A Commitment to Loving and Caring Relationships

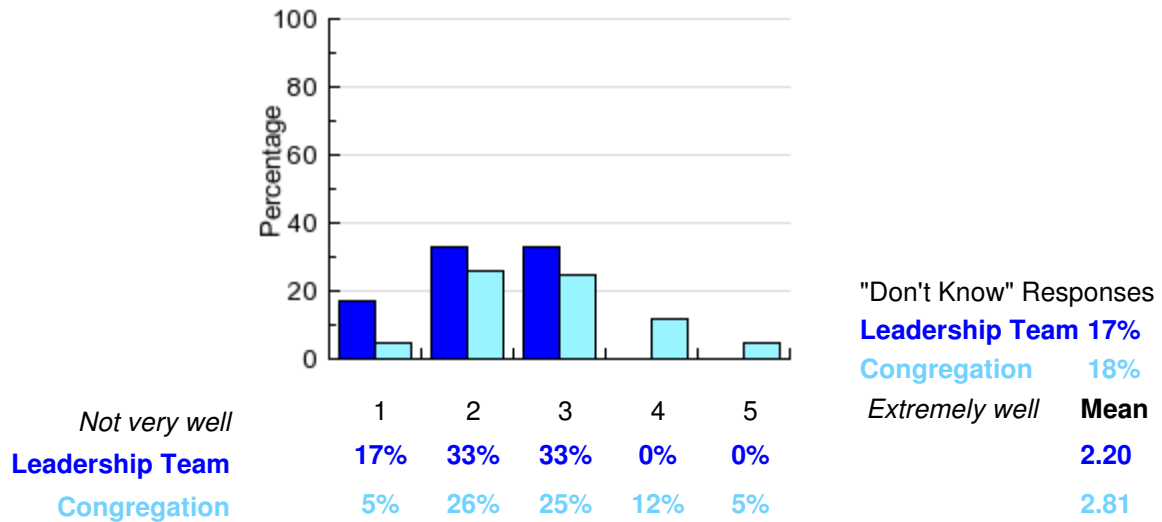
The healthy church is intentional in its efforts to build loving, caring relationships within families, between members and within the community we serve.

Q. 30 - How well does our church serve as a place for supporting marriage and family life?



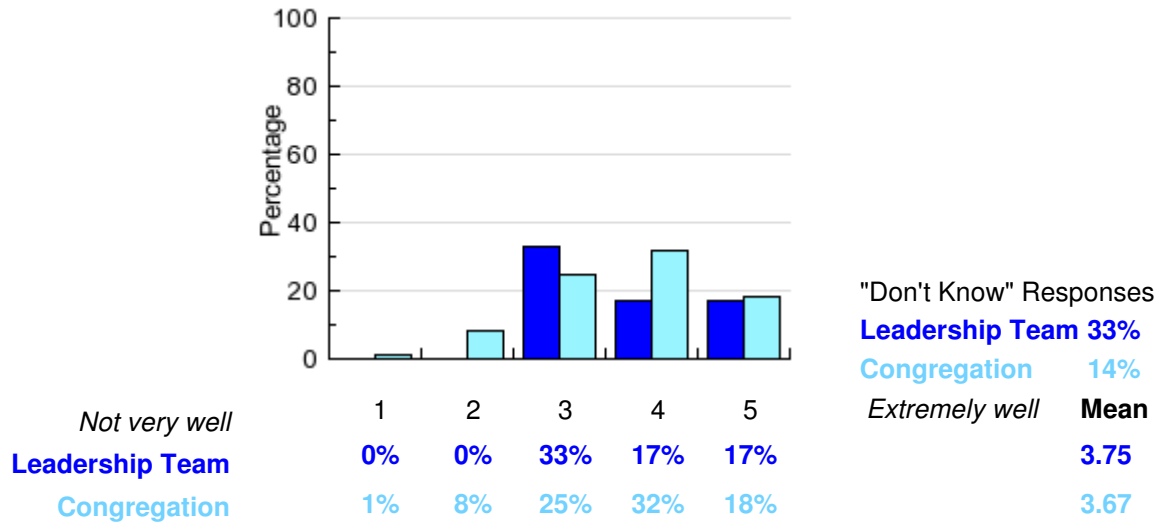
notes:

Q. 31 - How well does our church serve as a place for supporting the needs of single adults?



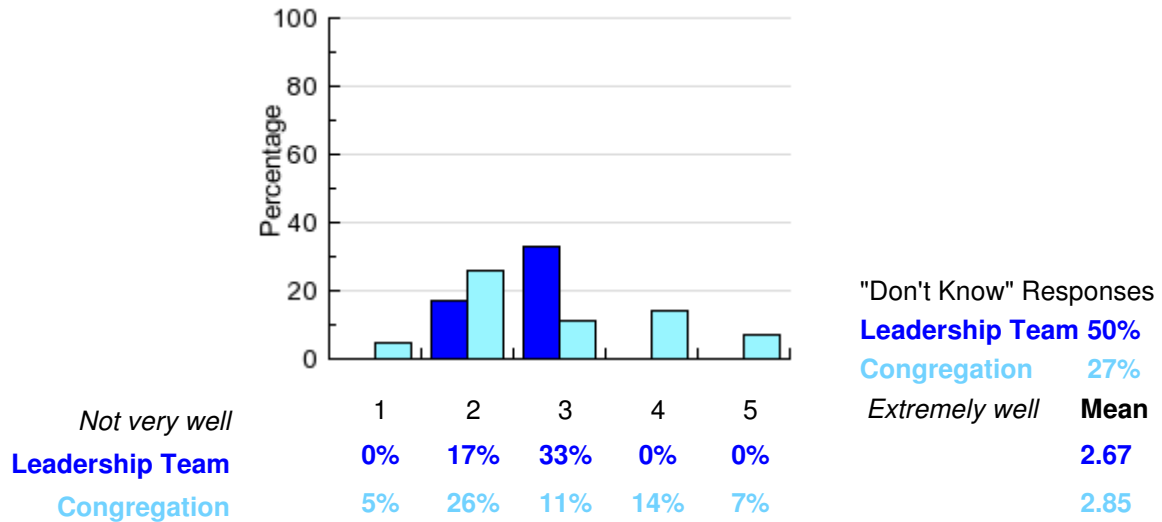
notes:

Q. 32 - How well does our church serve as a place for supporting the needs of senior adults?



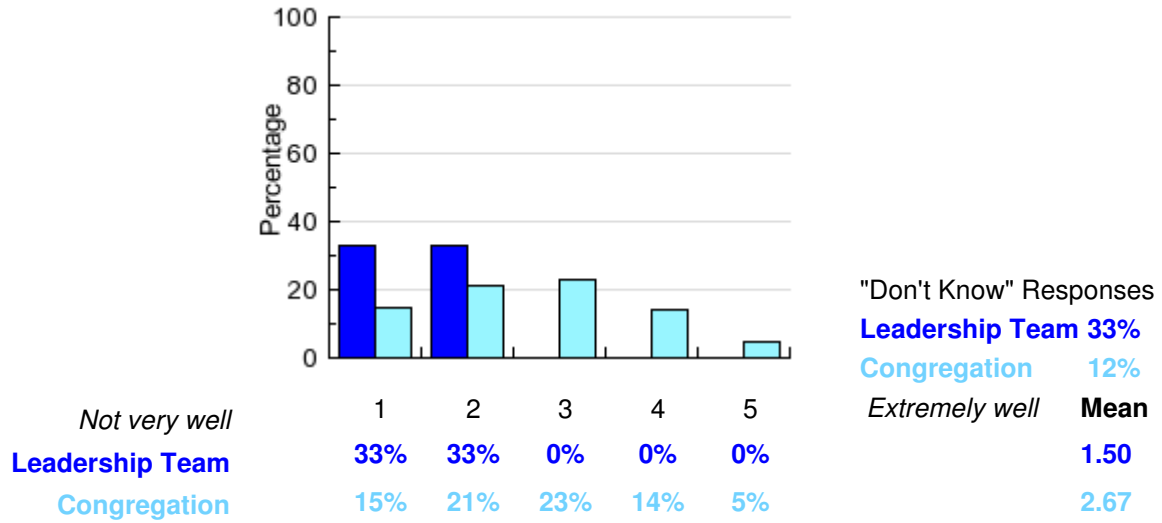
notes:

Q. 33 - How well does our church serve as a place for supporting the needs of those who come from dysfunctional families?



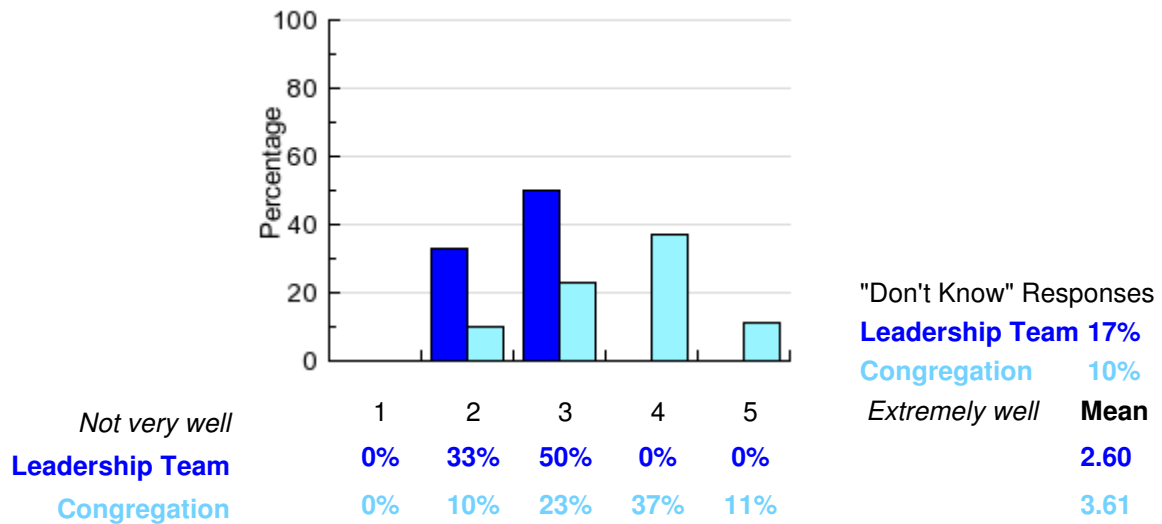
notes:

Q. 34 - How well does our church serve as a place for supporting those who come with diverse ability, ethnicity, or economic status?



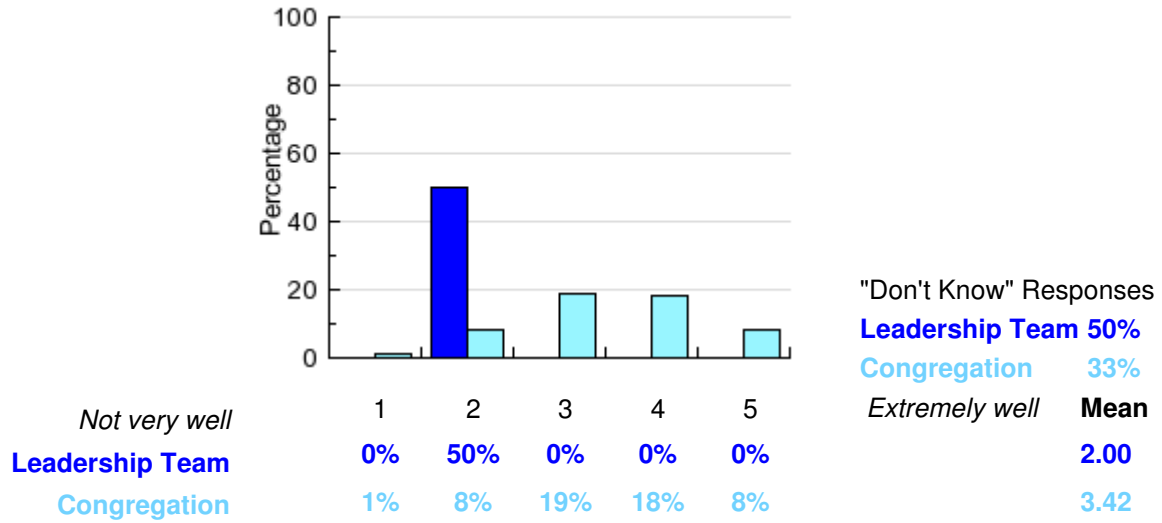
notes:

Q. 35 - How well does our church build relationships with one another through open communication?



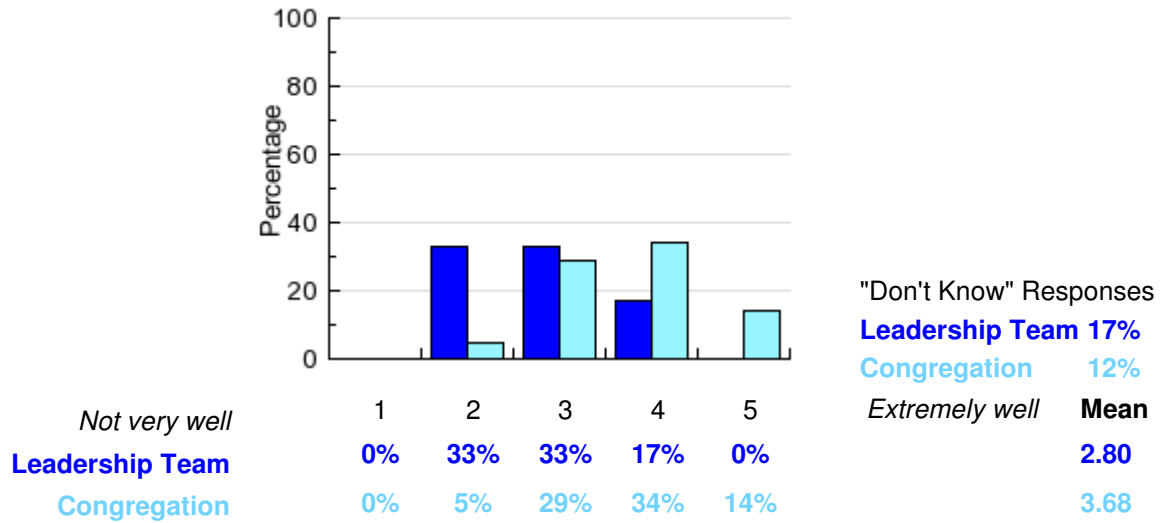
notes:

Q. 36 - How well does our church build relationships with one another through forgiveness and conflict resolution?



notes:

Q. 37 - Overall, how effective are we at living out A Commitment to Loving and Caring Relationships in our church?

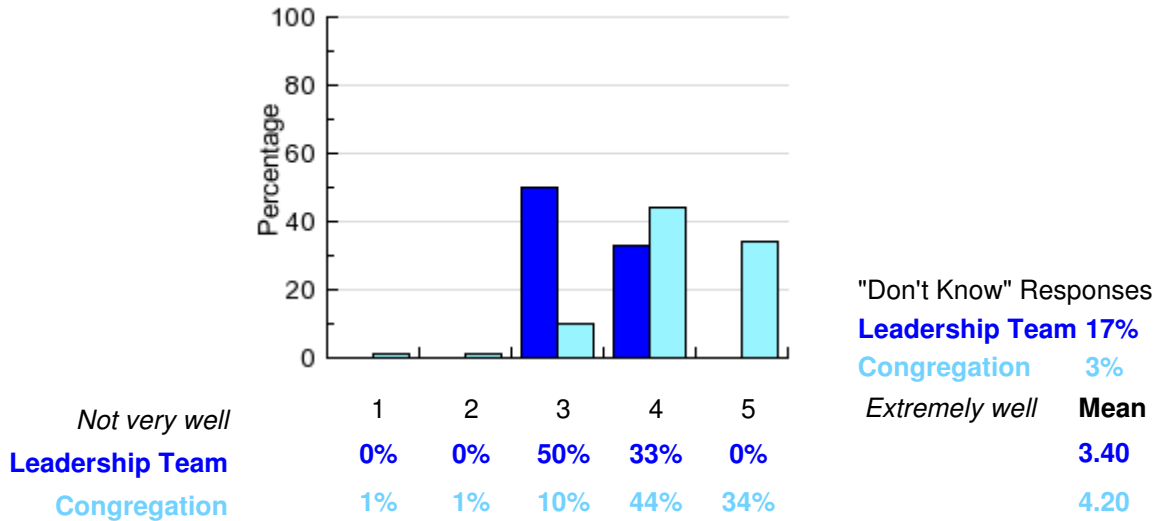


notes:

Characteristic 6: Servant-Leadership Development

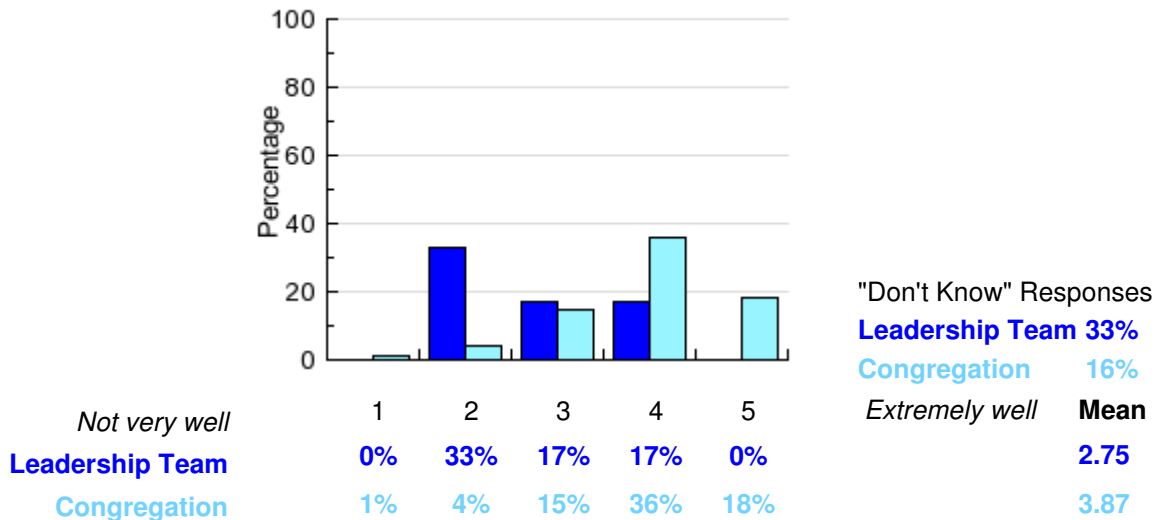
The healthy church identifies and develops individuals whom God has called and given the gift of leadership and challenges them to be servant-leaders.

Q. 38 - How well does our church develop a sense of shared leadership among both lay leaders and pastoral staff?



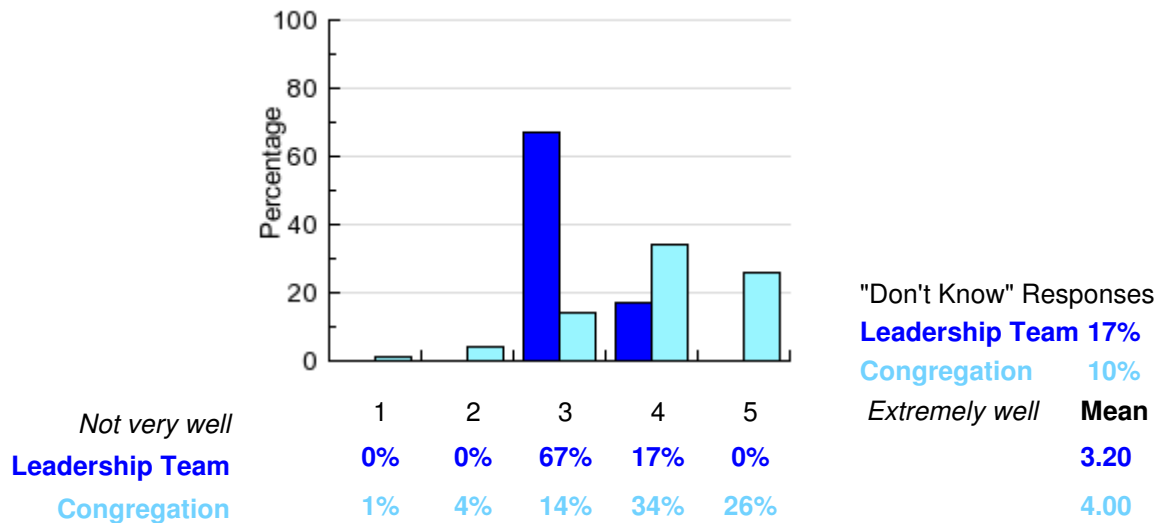
notes:

Q. 39 - How well does our church encourage a healthy amount of transition in lay leadership while maintaining stability in lay-led positions?



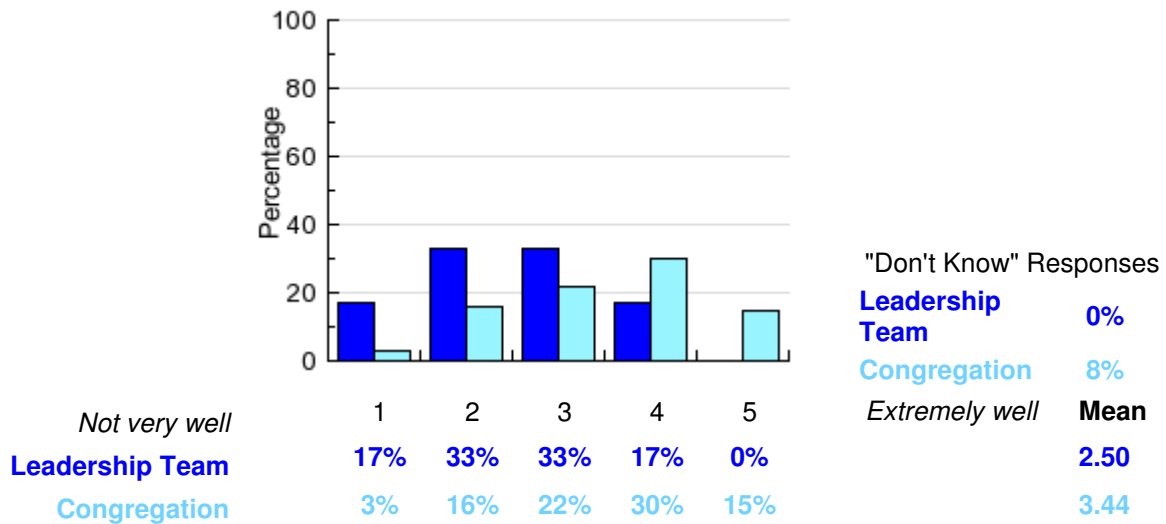
notes:

Q. 40 - How well does our church seek to unify the congregation around its leaders?



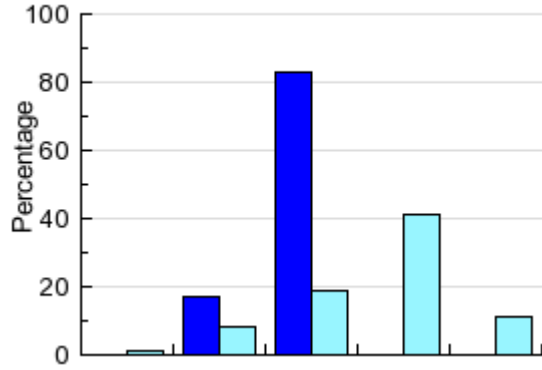
notes:

Q. 41 - How well does our church create an environment in which members are motivated to develop into servant-leaders inside and outside our church?



notes:

Q. 42 - Overall, how effective are we at living out A Commitment to Servant-Leadership Development in our church?



Not very effective
Leadership Team
 Congregation

	1	2	3	4	5
Leadership Team	0%	17%	83%	0%	0%
Congregation	1%	8%	19%	41%	11%

Leadership Team 0%
Congregation 12%

Extremely effective **Mean**

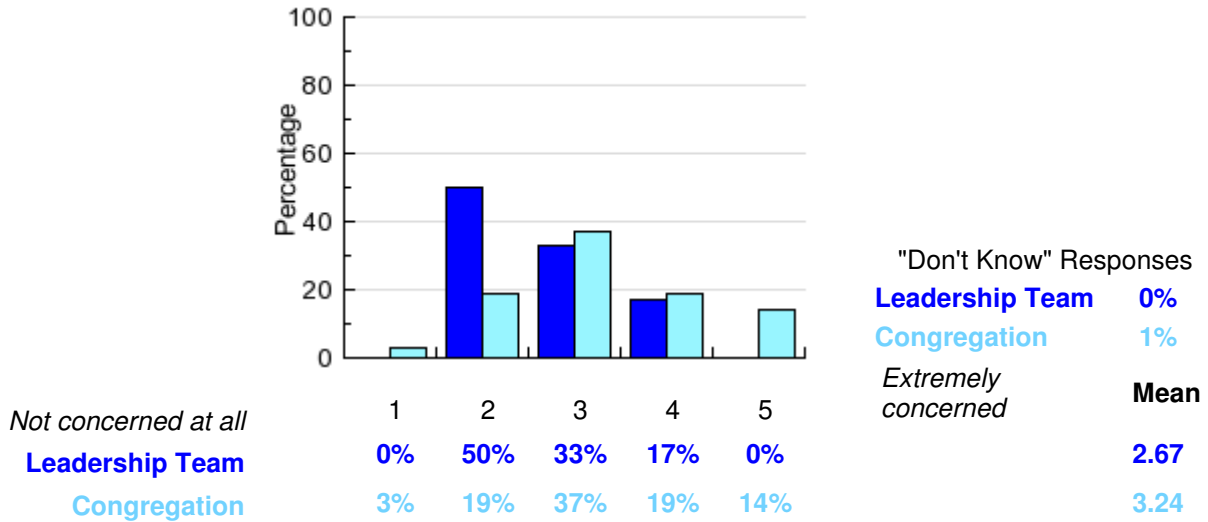
2.83
3.64

notes:

Characteristic 7: An Outward Focus

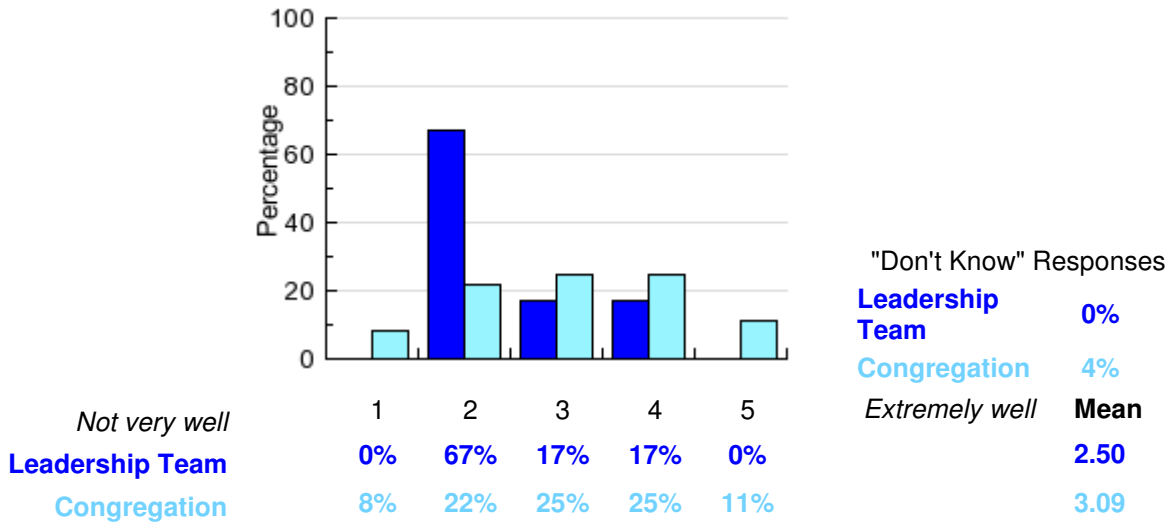
The healthy church places high priority on communicating the truth of Jesus and demonstrating the love of Jesus to those outside the faith.

Q. 43 - How concerned is our church for lost souls in our community?



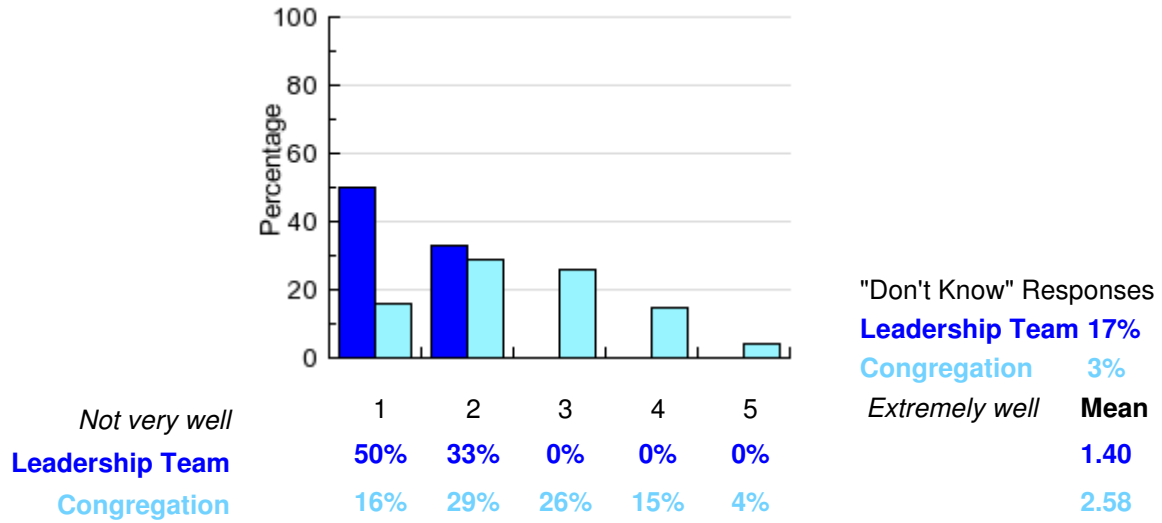
notes:

Q. 44 - How well does our church intentionally and creatively explore ways to make our presentation of the gospel relevant to unbelievers?



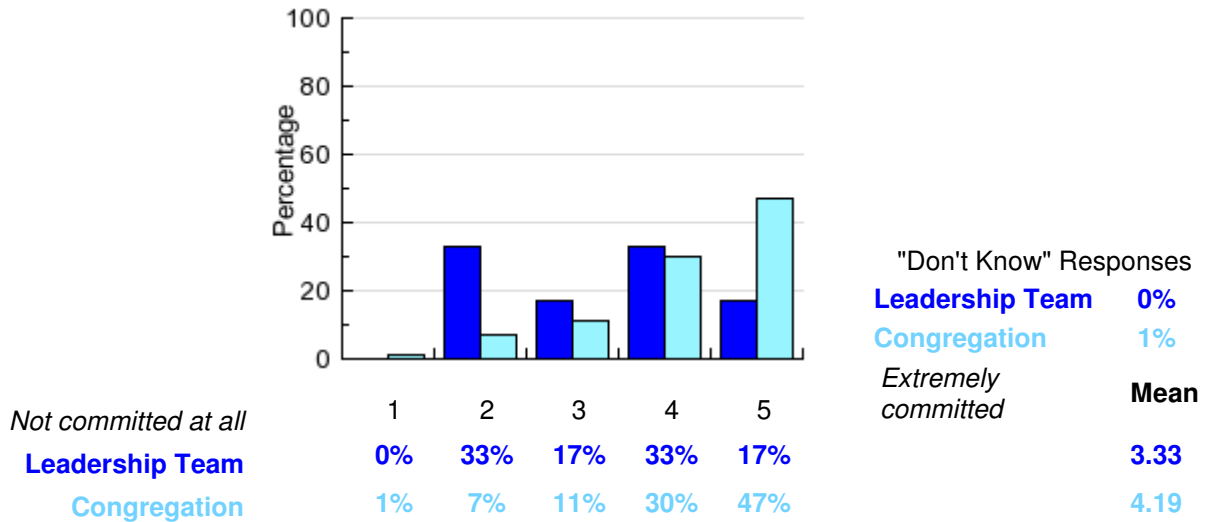
notes:

Q. 45 - How well does our church train and equip our members to effectively present the gospel to those outside the Christian faith?



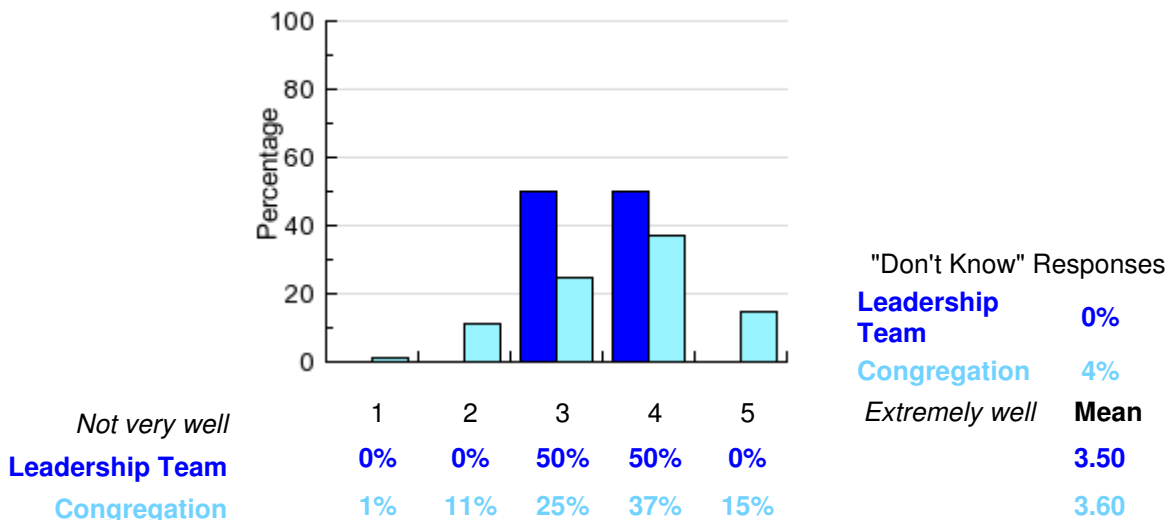
notes:

Q. 46 - How committed is our church to the passing on of our faith to the next generation?



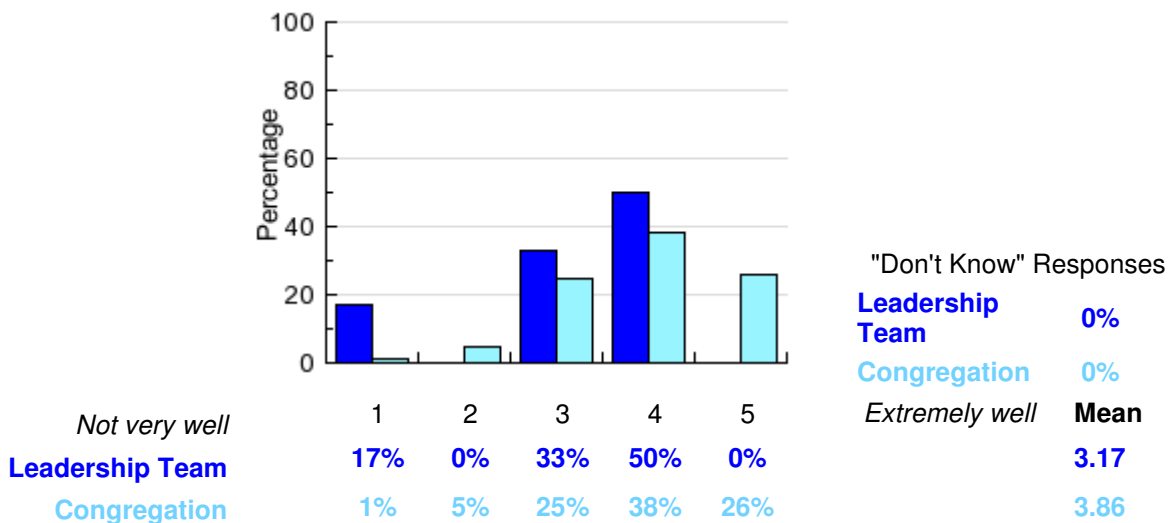
notes:

Q. 47 - How well does our church demonstrate acts of love, justice, and mercy to people who are in need (outside of our church but within our reach)?



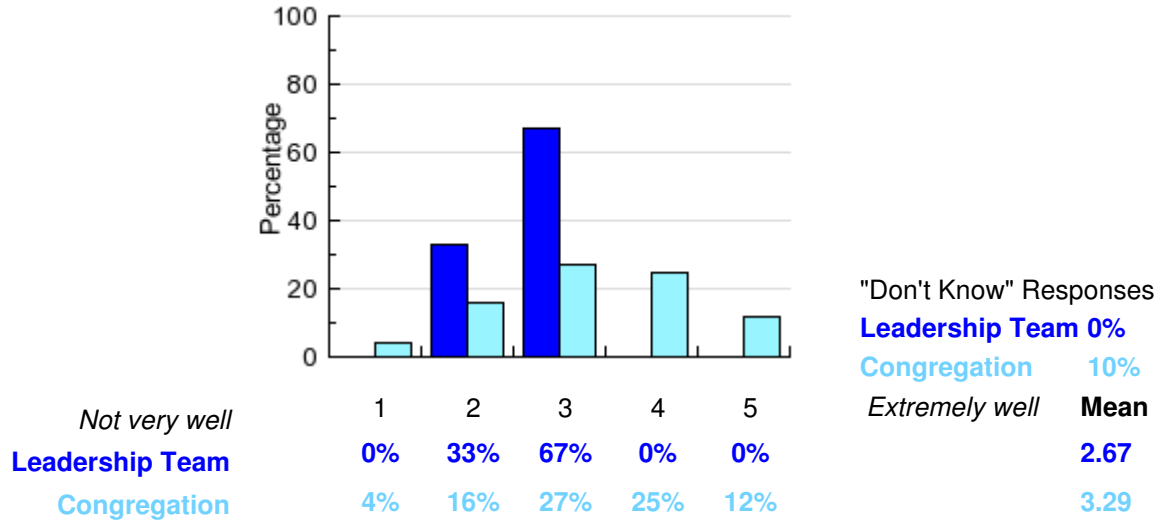
notes:

Q. 48 - How well does our church develop a strategy for global awareness and international mission involvement?



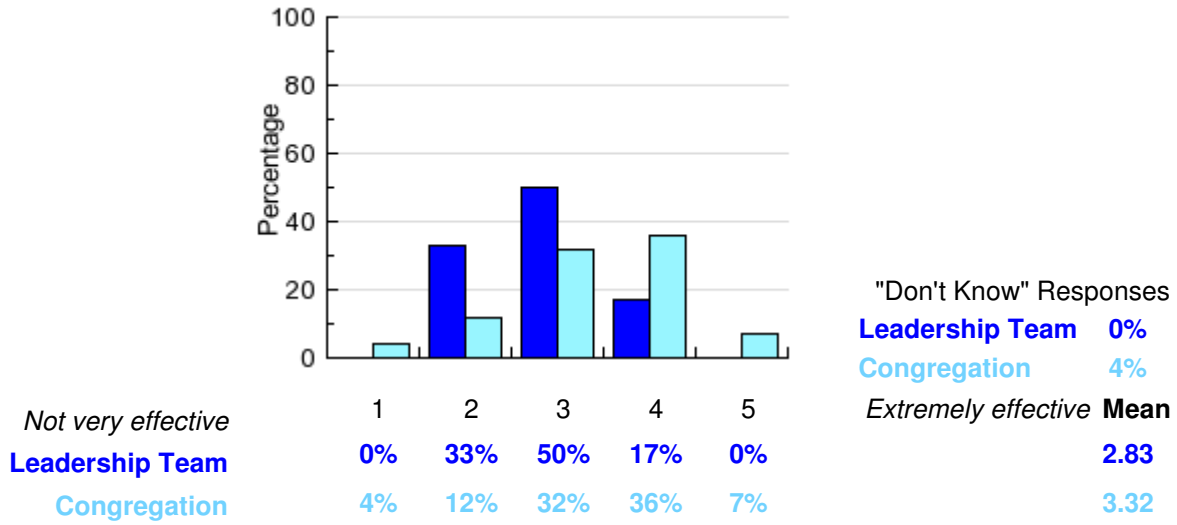
notes:

Q. 49 - How well does our church attend to the needs of the world's most impoverished people?



notes:

Q. 50 - Overall, how effective are we at living out An Outward Focus in our church?

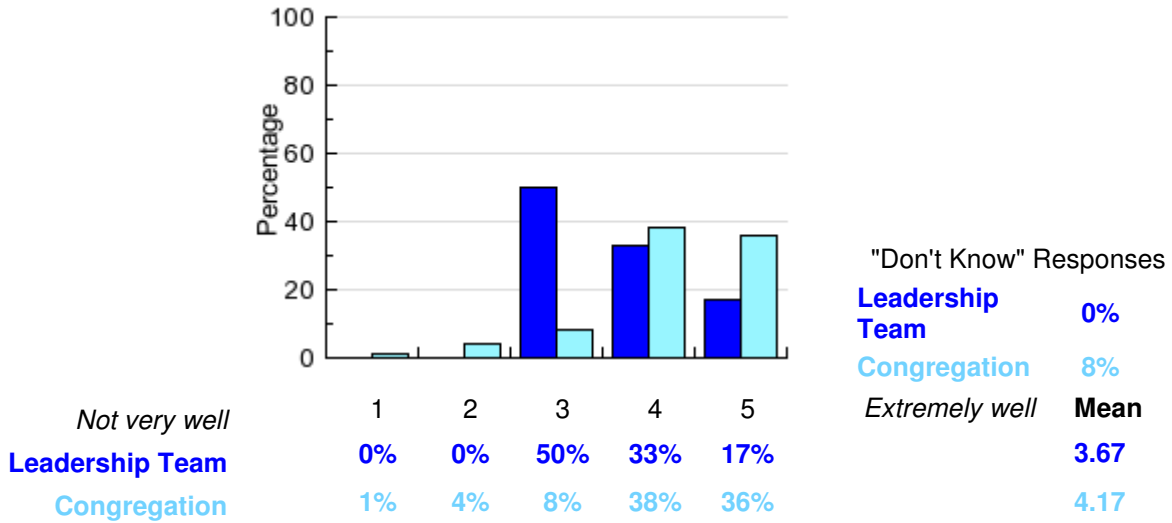


notes:

Characteristic 8: Wise Administration and Accountability

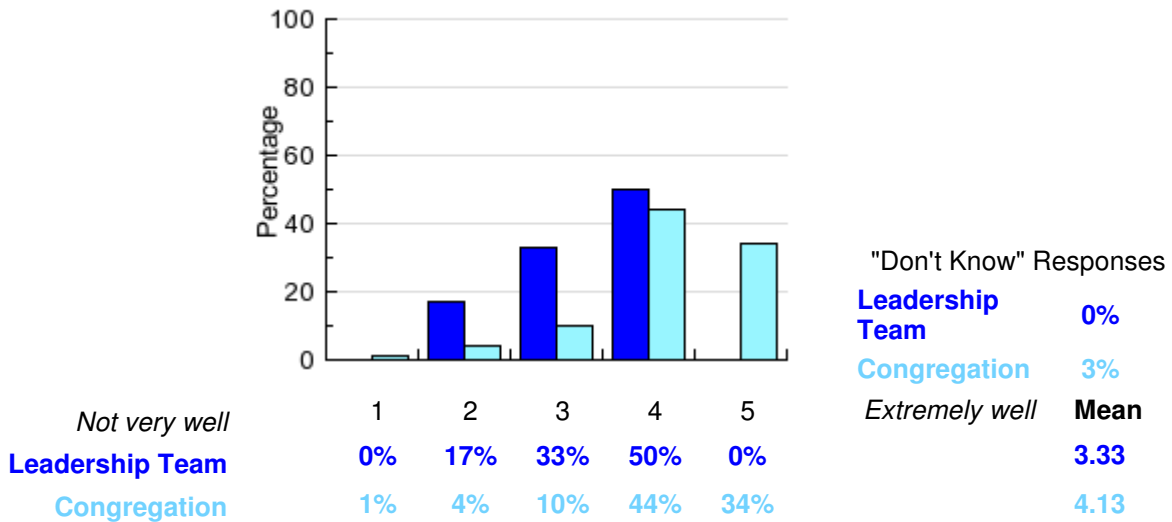
The healthy church utilizes appropriate facilities, equipment, and systems to provide maximum support for the growth and development of its ministries.

Q. 51 - From your perspective, how well does our church strive for excellence, effectiveness, and efficiency in its management practices?



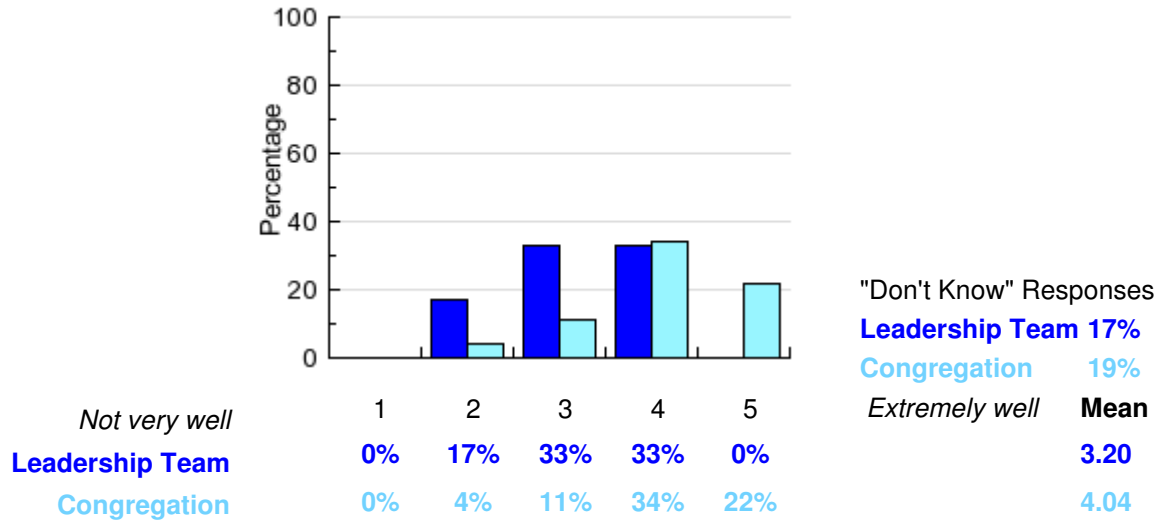
notes:

Q. 52 - How well does our church create the infrastructure (i.e. technology, administrative support) to properly carry out our ministry?



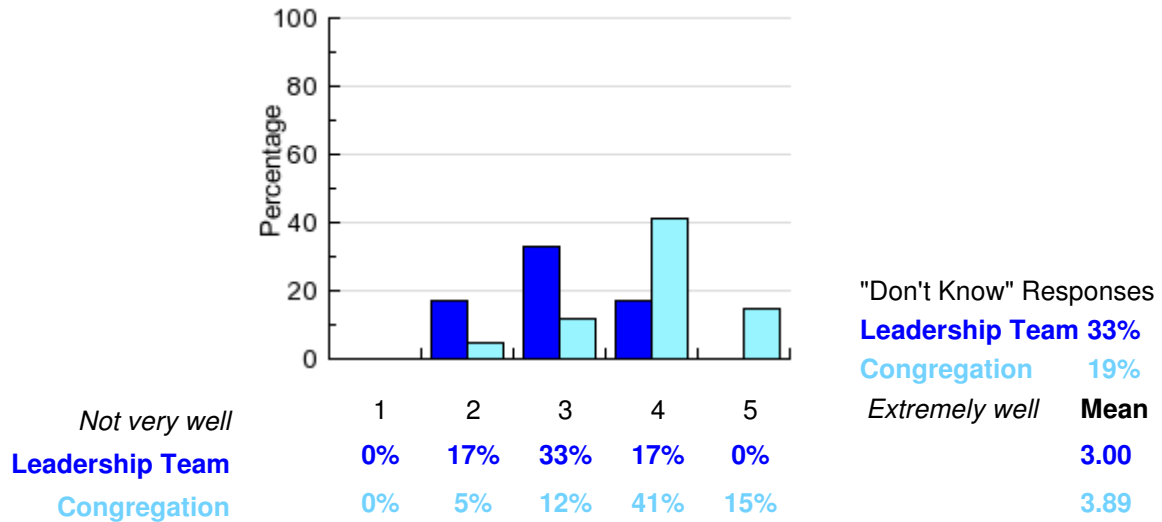
notes:

Q. 53 - How well does our church appropriately provide for its staff (i.e. employment package, ongoing training, etc.)?



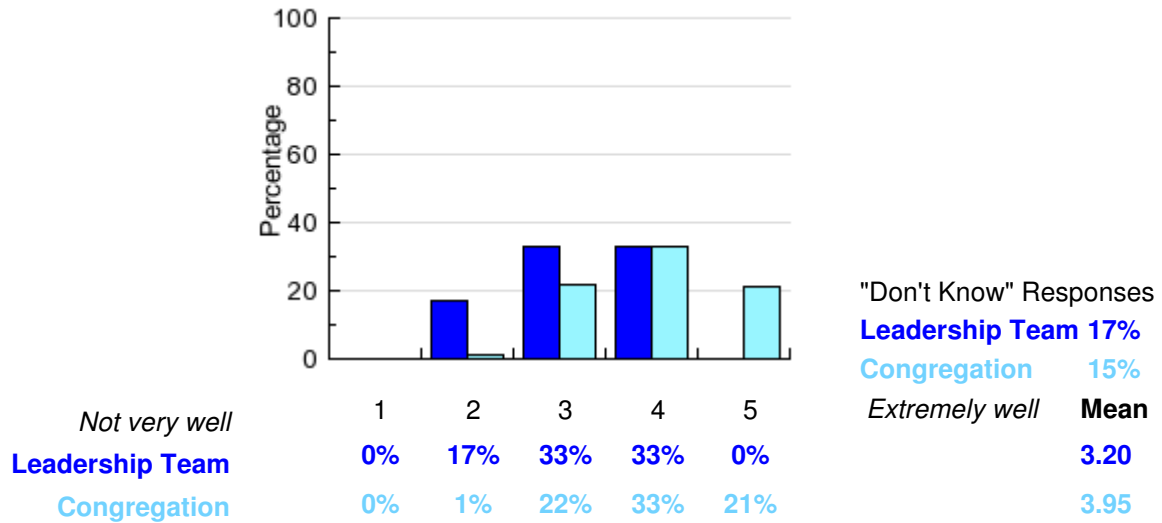
notes:

Q. 54 - How well does our church plan for the longevity of the ministry and for leadership transitions?



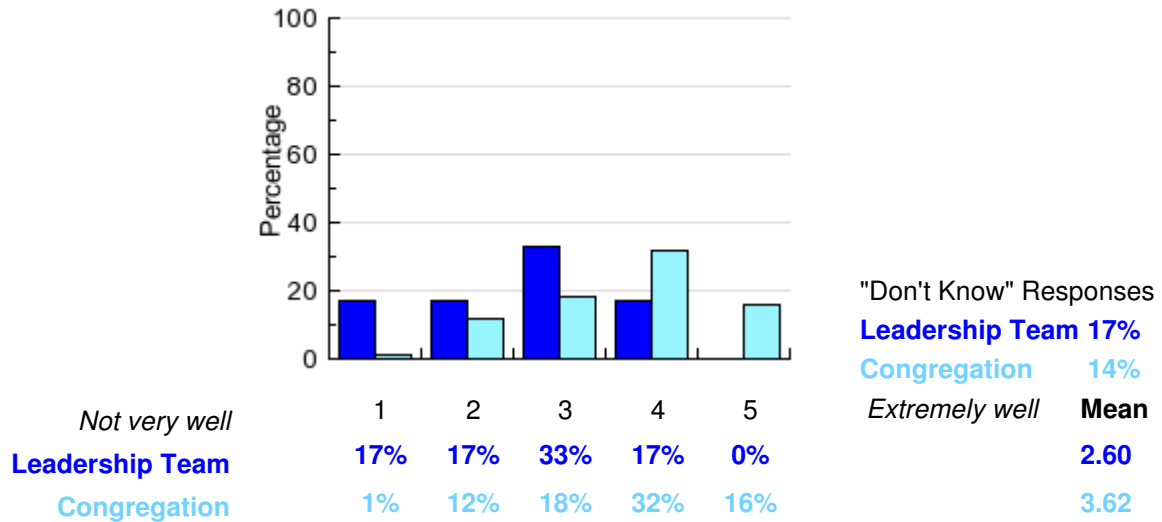
notes:

Q. 55 - How well does our church think and act strategically?



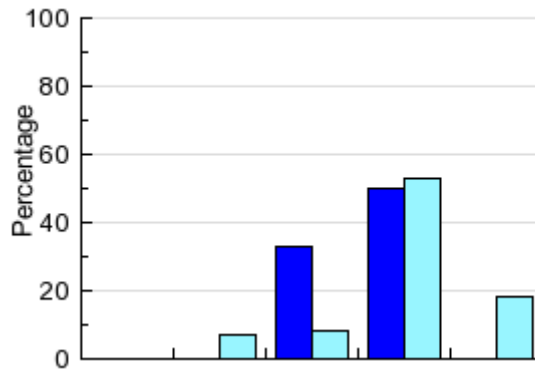
notes:

Q. 56 - How well does our church evaluate our ministry effectiveness (according to our vision and mission) and make appropriate adjustments for the future?



notes:

Q. 57 - Overall, how effective are we at living out Wise Administration and Accountability in our church?



Not very effective
Leadership Team
 Congregation

	1	2	3	4	5
Leadership Team	0%	0%	33%	50%	0%
Congregation	0%	7%	8%	53%	18%

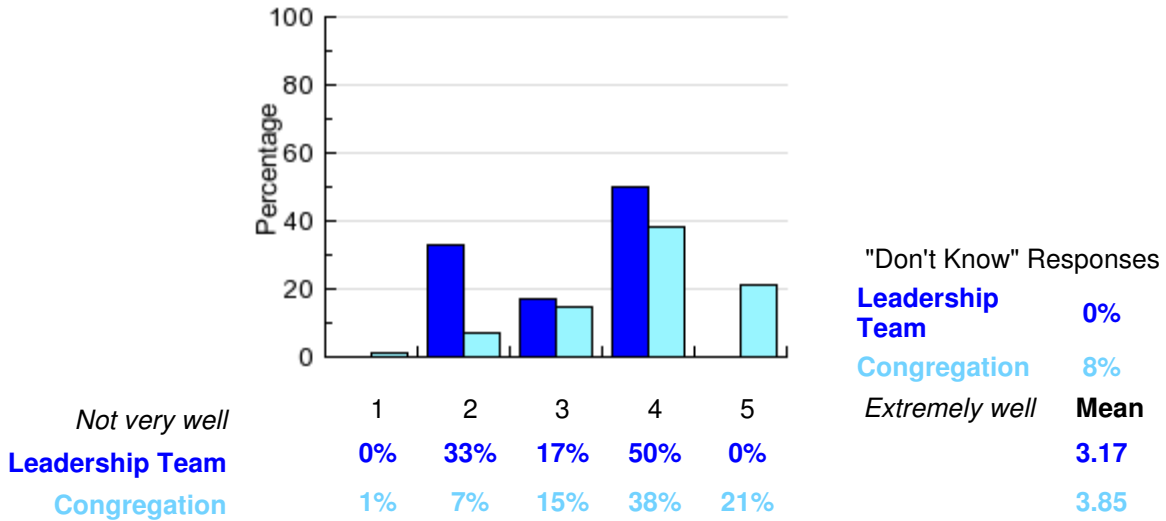
"Don't Know" Responses
Leadership Team 17%
 Congregation 8%
 Extremely effective
Mean
 3.60
 3.95

notes:

Characteristic 9: Networking with the Body of Christ

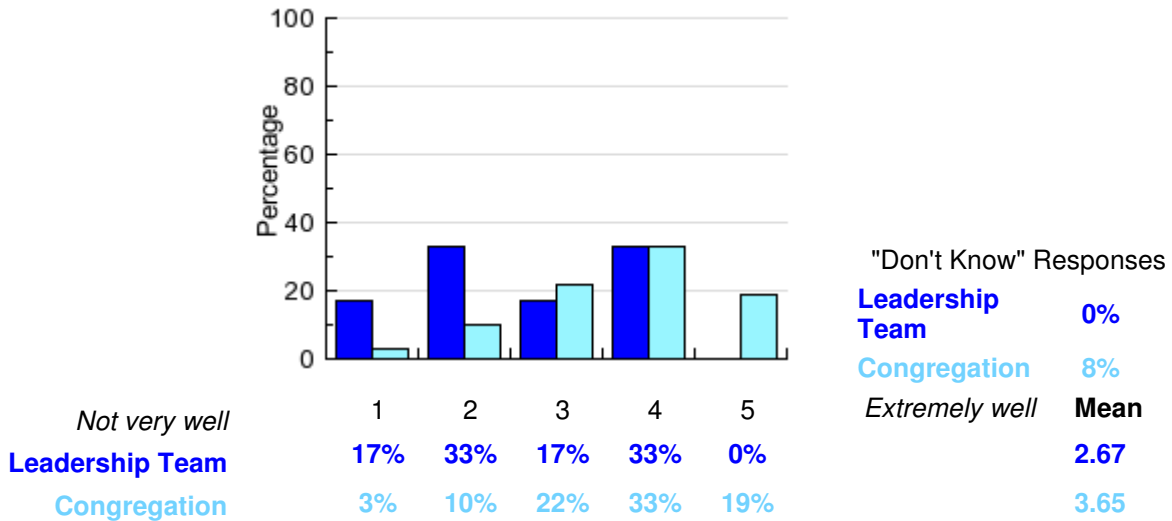
The healthy church reaches out to others in the Body of Christ for collaboration, resource sharing, learning opportunities, and united celebrations of worship.

Q. 58 - How well does our church develop ministry specialties that meet the needs of our community without overlapping or competing with other churches?



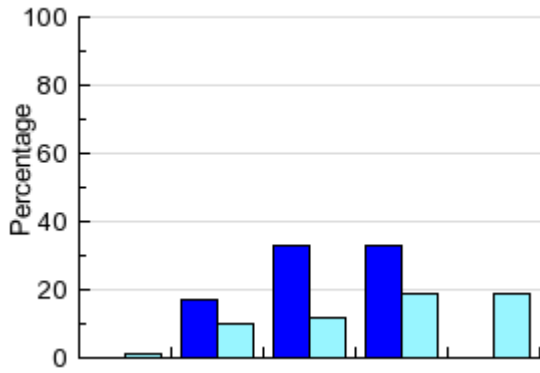
notes:

Q. 59 - How well does our church foster interdependence among other Christian churches in our community?



notes:

Q. 60 - Do you have the impression that the pastors within our city or town meet regularly enough to pray for and encourage each other?



No, they don't meet as much as they should

Leadership Team
Congregation

	1	2	3	4	5
Leadership Team	0%	17%	33%	33%	0%
Congregation	1%	10%	12%	19%	19%

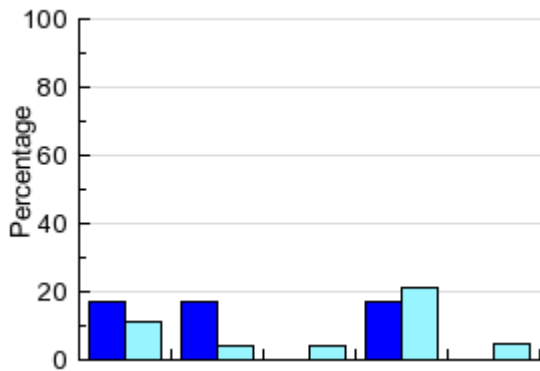
"Don't Know" Responses
Leadership Team 17%
Congregation 32%

Yes, they meet as often as necessary

Mean
3.20
3.73

notes:

Q. 61 - Do our ministry leaders receive training for their specific ministry with other leaders from other churches?



No, this rarely occurs

Leadership Team
Congregation

	1	2	3	4	5
Leadership Team	17%	17%	0%	17%	0%
Congregation	11%	4%	4%	21%	5%

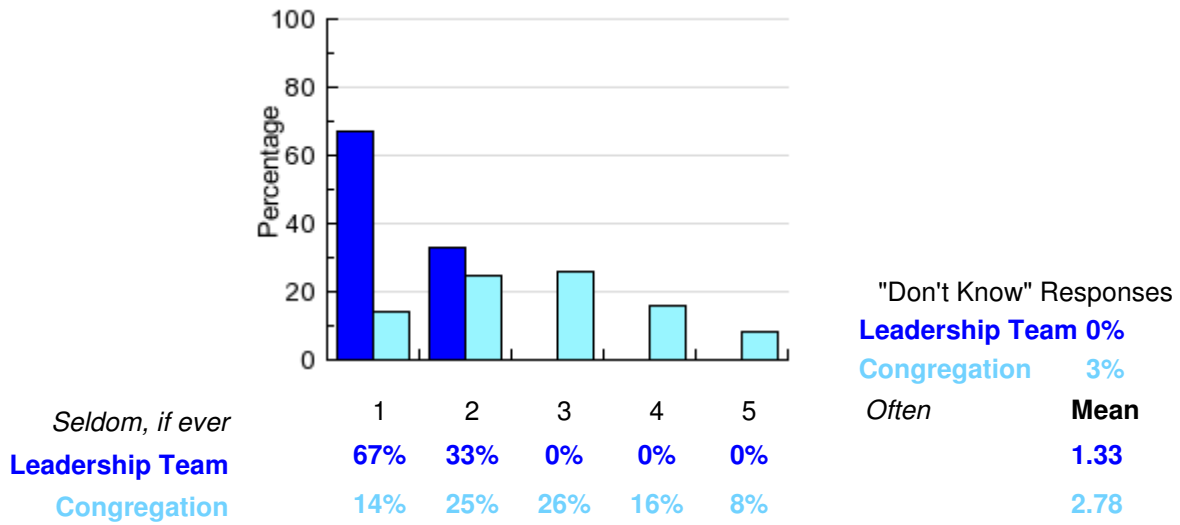
"Don't Know" Responses
Leadership Team 50%
Congregation 41%

Yes, this occurs often

Mean
2.33
3.12

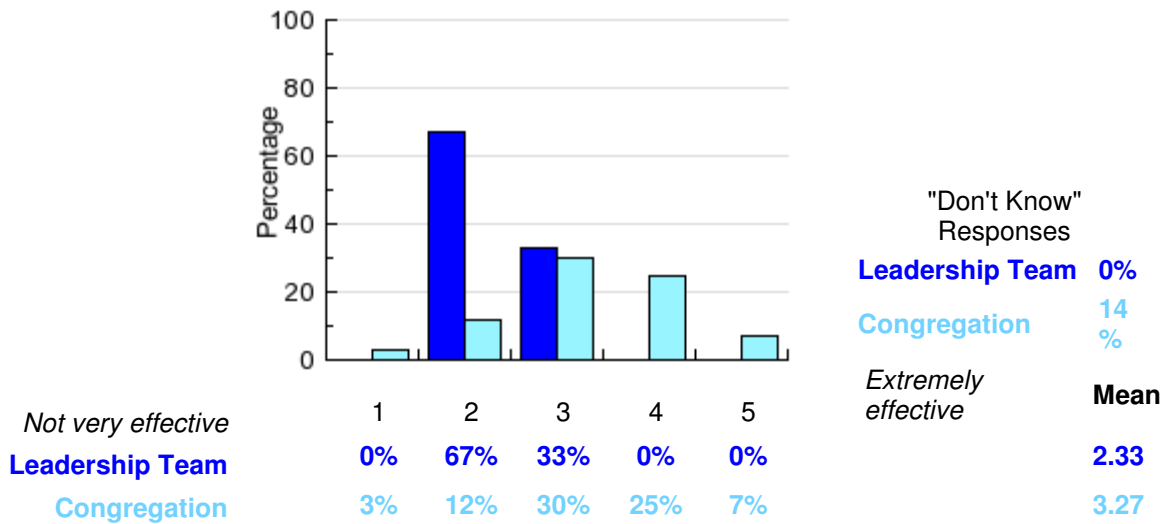
notes:

Q. 62 - How often does our church join area-wide celebrations where Christians from other churches worship God together?



notes:

Q. 63 - Overall, how effective are we at Networking with the Body of Christ in our church?

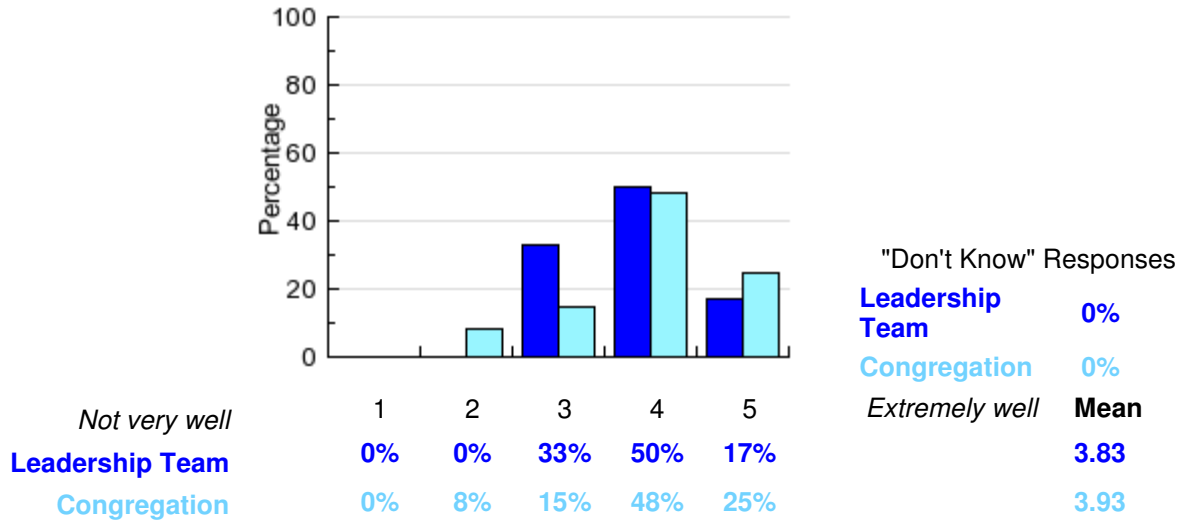


notes:

Characteristic 10: Stewardship and Generosity

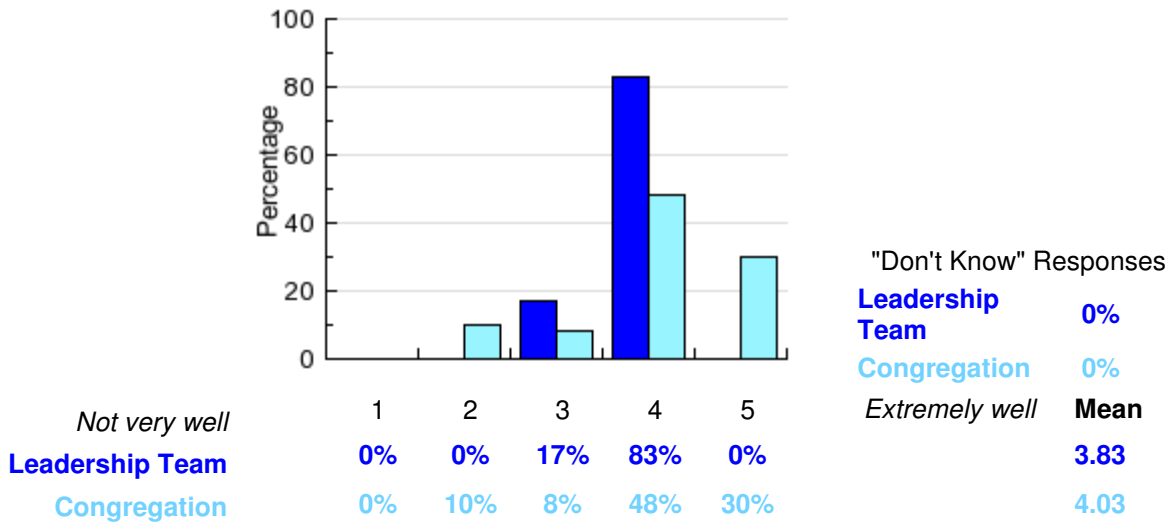
The healthy church teaches its members that they are stewards of their God-given resources and challenges them to be sacrificially generous in sharing with others.

Q. 64 - How well does our church provide instruction on stewardship (of time, talent, and financial resources) for our members?



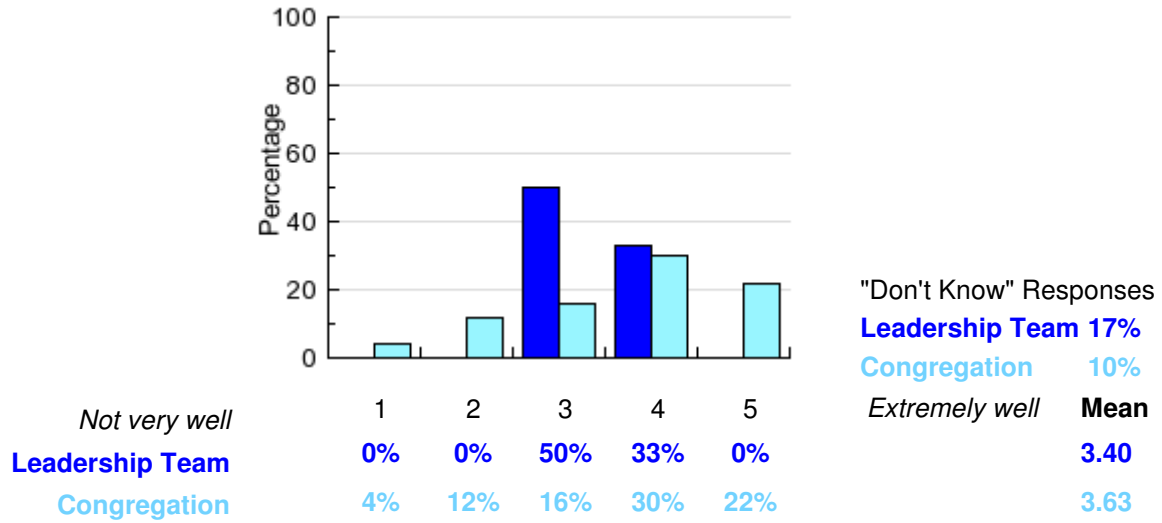
notes:

Q. 65 - How well does our church provide instruction on financial generosity (giving joyfully and sacrificially) for our members?



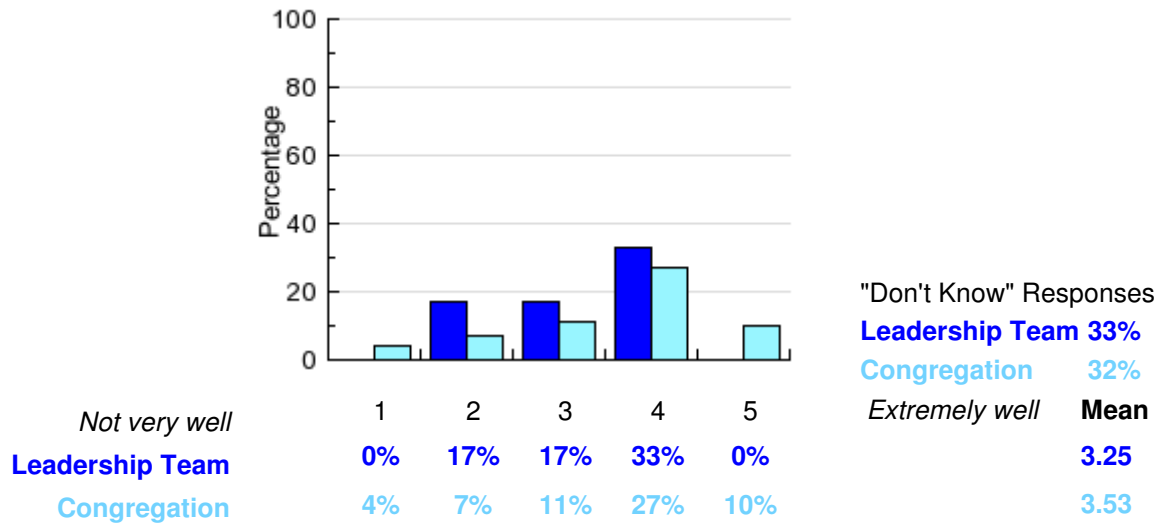
notes:

Q. 66 - How well does our church give generous portions of the annual budget to local and international missions?



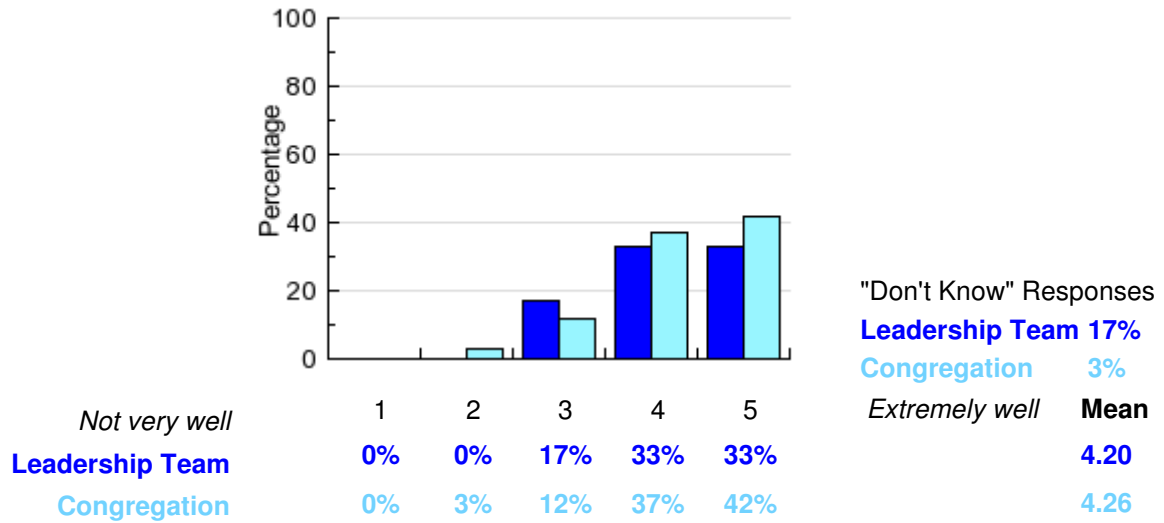
notes:

Q. 67 - How well does our church provide abundantly for those in need within our fellowship of believers, including the unemployed, the widowed and single parents?



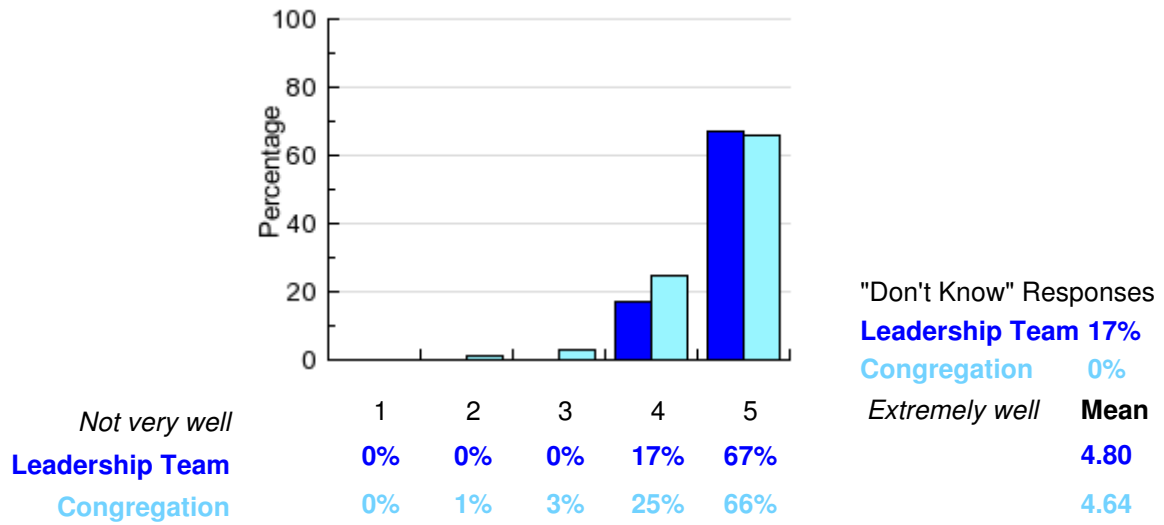
notes:

Q. 68 - From your perspective, how well does our church operate within the church's annual budget?



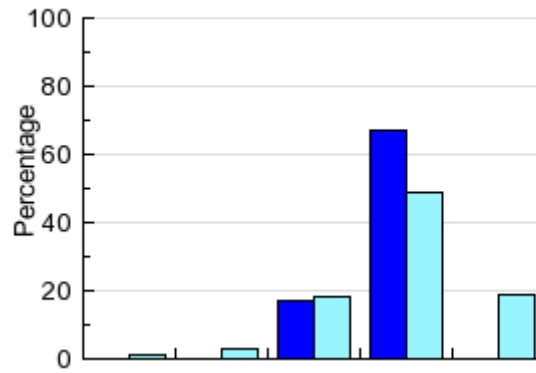
notes:

Q. 69 - From your perspective, how well does our church operate with financial integrity and accountability?



notes:

Q. 70 - Overall, how effective are we at living out Stewardship and Generosity in our church?



Not very effective

Leadership Team

Congregation

	1	2	3	4	5
Leadership Team	0%	0%	17%	67%	0%
Congregation	1%	3%	18%	49%	19%

"Don't Know"
Responses

Leadership Team 17%

Congregation 3%

Extremely effective

Mean

3.80

3.91

notes:

Section III: ADDITIONAL COMMENTS

1. God's Empowering Presence

Unedited additional comments from Characteristic #1(Congregation)

- *We need a greater sense of community and accountability to do this more effectively.*
- *The leaders set great examples; however, the individual must make the choice to live fully for God.*

Unedited additional comments from Characteristic #1(Leadership Team)

- *While Joe is making great strides, the church was pretty ineffective prior to his arrival.*
- *The current pastor encourages these things, but we have a long way to go in understanding how to do this.*

2. God-Exalting Worship

Unedited additional comments from Characteristic #2(Congregation)

- *We could do a better job in integrating a wider variety of musical expressions in worship, from much younger to much older.*
- *Biblical preaching and relevant preaching are two different matters that deserve separate questions.*
- *Some areas of our life together get short shrift--prayer, tithing, etc. We talk a good talk, and mean well, but we need to make some inner commitments that would truly revolutionize our community.*
- *There is always room for improvement, but I think that we do a great job of exalting God through a number of forms of worship.*
- *I love how the church integrates prayer, sacrifice, and communion with others into worshipping our Lord.*
- *Sermons need to be more challenging in these areas. Joe does a great job of "setting the stage" then falls WAY short in the challenge/application part.*
- *We do a good job with this most of the time. Sometimes things feel repetitive.*
- *Prayers of exaltation and praise and thanksgiving are well encouraged, but prayers of "give me, give me" are not.*
- *There are too many Sundays when worship includes more than one song that is completely unknown to us and even more when too many songs are unfamiliar, unmusical and/or in awkward keys. These significant distractions hinder our ability to enter fully into worship. We do better with some of the more predictable elements of worship, such as Scripture reading and communion. Preaching has been a real highlight since Joe arrived. The communion table presentations have added a HUGE amount to our worship and the cohesion of all senses in worship.*
- *I would love for us to come forward for communion, to serve one another and use our bodies. Sitting is so complacent.*

Unedited additional comments from Characteristic #2(Leadership Team)

- *Worship leadership could be much more engaging-causing the congregation to engage in listening prayer as well as praise, and drawing attention to each member of the Trinity.*
- *Our singing is especially uplifting and encourages reflection and praise. The sermons which are biblically based are very relevant and applicable to our daily lives. These two aspects of this church are what kept us as newcomers returning each week.*

3. Spiritual Disciplines

Unedited additional comments from Characteristic #3(Congregation)

- *Helping members be aware of their spiritual gifts and then encouraging them to participate.*
- *In general our church is pretty individualistic on this matter: it is left up to the preference of the individual believer, with very little teaching on the topic.*
- *I think perhaps some of these areas are areas of my own limitation and failing. I may be projecting my failure or limitation on others.*
- *My impression is that we emphasize the disciplines that most people are already involved in. I would love to see more encouragement to be reflective and listen to the voice of God that is often still and small rather than booming.*
- *Personal Bible reading is not encouraged.*
- *I have not attended long enough to see this; however, so far I feel that there is a lot of emphasis on living lives of worship to God.*

- *If it is within our worship experiences on Sunday, we do better than through other programs and resources outside worship, it seems - mostly because we do not have many other programs in place yet.*
- *Individually, we may encourage one another. There is not a lot of teaching in this area.*
- *The small groups, the weekly Bible studies and the adult Sunday school classes offer varied ways for the congregation to further spiritual development.*
- *I think this almost needs to be the topic of a Sunday School Class. This needs many weeks of focus to understand each discipline and practice them, meeting with others to discuss frustrations and breakthroughs.*

Unedited additional comments from Characteristic #3(Leadership Team)

- *Our church is weak in developing personal spirituality. It focuses more about how to think about God rather than be with him.*
- *This is taught/preached with some regularity, but opportunities for learning/practicing are few and far between.*

4. Learning & Growing in Community

Unedited additional comments from Characteristic #4(Congregation)

- *I think we do this fairly well, with some limitations. I see a lot of opportunities for youth.*
- *Our programs are very strong, but there are many people who show up only for Sunday services and are not involved elsewhere in the church or community. Often the Sunday school classes are poorly attended. How can we encourage those who are hesitant to add more commitments to their schedule? Should we put more emphasis on the opportunities or personal testimonies of positive experiences?*
- *I personally miss a mid week all church Bible education series -- the old Wednesday night in depth studies.*
- *Since quite a few college students attend our church, it would greatly help the community of the church if there was a Sunday school college group offered.*
- *My feeling is that this is a work in progress, with our pastoral staff and a few others who are desiring very much to make these opportunities available and effective.*
- *Some opportunities exist, but the increasing communication vacuum defeats the existence of these opportunities. Communication needs to be attractive and compelling. Threatening and/or lukewarm comments about how these opportunities will positively affect our lives are not helpful, if not hurtful.*

Unedited additional comments from Characteristic #4(Leadership Team)

- *Great at "head knowledge" growth, but weak in spiritual disciplines.*
- *The small group and adult ministries need to have a goal and a way to measure whether that goal is being met.*
- *We have many opportunities for growth within the church walls. I am unsure how the church equips us to live out our faith during our workday. The church does encourage people with creative talents to get involved in the life of the church and in worship, from musicians to potters to architects to general contractors.*
- *Attempts at gift discovery workshops have been unsuccessful in the past but should perhaps be resurrected in the current climate.*
- *It appears that there is an annual showcase of areas of involvement and people are encouraged to select some involvement, but perhaps we would benefit from also doing this mid-year. Life circumstances frequently change and people may not remember who is in charge of a particular involvement.*

5. A Commitment to Loving & Caring Relationships

Unedited additional comments from Characteristic #5(Congregation)

- *The resources are available, but congregants are not always aware of how they can access the resources. The marriage retreat is a great idea. I have had the opportunity to be mentored by an older member of the church, but I think lots more people could benefit from that kind of discipling relationship.*
- *I feel that people could be a little more welcoming, and not just greet other members because they have to. I like how you have the Adopt a College student program though.*
- *Again, an area of desired growth, a work in progress. My sense is not that staff and members are working toward this, which, to me is a reflection of the commitment to loving and caring relationships.*
- *There is much being done and always room to improve.*
- *We are a nice community consisting of nice people. I think the Connections dinners were helpful in helping to address this relationship issue. Other than that, much of what is addressed in this area is largely through pastoral care, but not necessarily through encouraging/enabling the body to reach out to itself.*

- *The relationships I have in the church are loving and caring. My friends bring soup when I am sick, call me when I need encouragement and pray for me when I ask.*

Unedited additional comments from Characteristic #5(Leadership Team)

- *Being a relative newcomer to our church there are many aspects of this characteristic that I am unfamiliar with, but from what I have experienced I believe we are quite effective in this area.*

6. Servant-Leadership Development

Unedited additional comments from Characteristic #6(Congregation)

- *The sermons are effective in encouraging us in this way. We have done a better job of providing opportunities to serve within the past year.*
- *We have great leaders, but could provide more training. This involves everyone from Sunday School teachers to staff.*
- *More challenge from the pulpit!*
- *It seems like over the years we have considered various tools for servant-leadership growth but then they are never used or fizzle out (the Alpha series, the Gifts tool). Maybe people are not willing to give up more than their Sunday morning time?*
- *This is the crux of our challenge as a congregation. We are a largely pastor-driven community, as opposed to realizing that we are all responsible for the health of the church. We need more of a focus on servant-leadership development of the entire congregation, not just the same select few year in and year out.*

Unedited additional comments from Characteristic #6(Leadership Team)

- *I would like to see our lay leadership be more visible and hear about more leadership opportunities.*

7. An Outward Focus

Unedited additional comments from Characteristic #7(Congregation)

- *The church has made progress in this area since I joined in 1975 but can go further.*
- *Many of our congregation members do acts of mercy that are not specifically acts of our church. We have difficulty in being on the same page together. We need much more communication.*
- *We are doing a great job of reaching out to those who are suffering or impoverished, but less concerned with direct evangelism. It is great to use the first as a means for the latter--we have begun to do this more, but could still be more intentional.*
- *This is not a strength of the church. We do highlight certain missions fairly well--but we do not have a strong commitment to the local community nor do we emphasize evangelism much at all.*
- *Yes, there is an outward focus. However, there is also a focus on Praise, Thanksgiving, Worship and Community. I have seen churches become so focused on the outside that they forget that they are coming together to worship God in Praise and Thanksgiving.*
- *Another broad question. I would love for us to be more outward. I would love to have International Justice Mission, Opportunity International or BloodWater Mission speak. The Invisible Children movie moved my heart to a more compassionate place. I would like to hear from those who are outward focused. I need help to be more aware.*

Unedited additional comments from Characteristic #7(Leadership Team)

- *There seem to be various opportunities that come up, but no unified way of addressing the needs.*
- *Most of our church activities seem to take place within the church walls. Many of our members are area residents who seem to be content living a very different lifestyle than people in need right down the street. I confess that I am guilty of apathy and ignorance to protect myself from the harsh reality that we do not reflect the marginalized elements of our community within our church walls, and we seemingly do not often leave our comfort zones to seek out people in need. If we do, we seem to approach the marginalized as wealthy benefactors rather than friends and co-travelers on the journey.*
- *This is the area for growth, in my opinion. While we give money to special needs regularly, we have only a few people engaged in hands on ministry with folks outside our comfort zone. Our new pastor has begun his own ministry at the prison - this will undoubtedly trickle down in lots of ways over the next few years. Hooray!*

8. Wise Administration & Accountability

Unedited additional comments from Characteristic #8(Congregation)

- *This assessment is a needed step in a long turnaround at our church.*
- *We are still going through a bit of transition, but we are in a great place as we move forward.*
- *As well as reaching out to new converts, I believe a church has a real mission to help its believers grow in their faith and walk with God. At this time our pastor and his wife are in Africa with SIM training gatherers and shepherds for the harvest. Yet should they spend all their time with those outside the congregation?*
- *I love the intimacy and beauty of our new sanctuary. However one of my first impressions was that it was much too small if we are planning for growth. This may force us into thinking like a small church and limit our ministry.*

Unedited additional comments from Characteristic #8(Leadership Team)

- *Joe has made huge strides in the Administration area.*
- *We have a lot of talented motivated on the staff, but sometimes lack efficiency. More ongoing training would be beneficial to me. Some of that has been mentoring by other staff members, but those times are more about programming than spiritual development and ministry principles.*

9. Networking with the Body of Christ

Unedited additional comments from Characteristic #9(Congregation)

- *We do great service projects together, but have few celebrations or church meetings. The youth have been meeting monthly with other groups. Training with outside leaders is sparse outside of certain conferences.*
- *Again, it appears as we are doing more to move forward in this direction.*
- *The 3 church service day in November was a great opportunity to share in a common mission. We often times highlight other churches special lectures, classes or workshops in our Sunday bulletin; we should keep that up. We are invited to participate in community wide prayer opportunities.*

Unedited additional comments from Characteristic #9(Leadership Team)

- *We worked with three other local churches to prepare AIDS kits for Africa, which was a very positive and collaborative effort. We could use more efforts like this, and more focused ministries involving multiple churches. We could also use regular prayer and worship as a larger church community.*
- *Again, this is an area where our new pastor has been very intentional and has formed a working partnership with the 3 other area churches in terms of outreach projects. No mention of joint worship as yet.*
- *I participated in one multi-church community service project and it was wonderful. I look forward to more such opportunities.*

10. Stewardship & Generosity

Unedited additional comments from Characteristic #10(Congregation)

- *In a culture of being "too busy," it seems the resource of time to volunteer rests on a small percentage of congregants who are very active and very hard working. I wish more people could experience the benefits of giving of themselves (not just financially).*
- *There are many local organizations that are led or supported by members of our church that do many of the things mentioned in this section. There are many of the congregation who give to these organizations both time and money. There is a very strong presence in the community.*

Unedited additional comments from Characteristic #10(Leadership Team)

- *We seem to have a pretty high level of integrity when handling our personal finances, but can do much more outside the church.*
- *Having been in leadership, I have had the opportunity to know more about how we address some needs "under the radar." But again, the congregation is not really given a good sense of how money is being spent. While Joe has done a good job of keeping financial stewardship in front of us, it is largely relegated to "its place" within a worship service, just before the offering is taken. We have not yet gotten hold of the notion of whole-life stewardship, in part because we only talk about stewardship in financial terms and because so many have learned*

this behavior because it is not tied in to stewardship of our entire lives, not just our financial resources. We need to strategically address this, not simply keep talking about stewardship in financial terms.

- *I get the sense that we do not really redistribute our wealth as each member has needs, but the church leadership is very active in encouraging it. We need people to live in positions of dependence and humility before they will understand the need to provide for others in difficult circumstances.*

Section IV: SUGGESTED NEXT STEPS

Now that you've taken the bold step of listening to the members of your congregation and leadership team, it's important to consider the following steps:

NEXT STEPS

1. Share the results of CHAT with your leaders (in depth) and your congregation (in summary).
2. Review the Executive Summary (share findings with all) and discuss the commentary provided on each area of strength and need for improvement.
3. Study the Detailed Survey Findings and look for places of agreement/disagreement between congregation and leadership team; discuss possible reasons for any differences of opinion. Are the discrepancies due to alternate views of reality? Are the discrepancies due to a failure to clearly inform the other group? Other reasons?
4. Read through the unedited Additional Comments section and identify any common themes being raised by members and/or leaders.
5. Discuss together the top line lessons to be learned through this listening process.
 - Agree together on what the report is telling you in your areas of strength and needed improvement.
 - Based on the findings of the report, discuss as a team the most significant opportunities and/or potential threats/barriers in your current season of ministry together.
 - Identify any high percentage responses in the "I don't know" category (you'll find this breakdown in Detailed Findings section) and discuss possible rationale.
6. Invite your leaders to read together *Becoming A Healthy Church* to reinforce their understanding of the 10 Traits of Vital Ministry on which this assessment is based (visit www.LeadershipTransformations.org or call (877) TEAM LTi to order).
7. Revisit your existing ministry platform (statement of faith, vision, mission, philosophy of ministry) to see if they are in need of revision based on this discovery process. More information on how to create a ministry platform can be found in the *Becoming a Healthy Church Workbook* (visit www.LeadershipTransformations.org or call (877) TEAM LTi to order).
8. Engage in a season of dialogue, discernment and decision-making that will lead you to identify the most logical major initiatives that will move you forward in your church ministry health development process. It's important to build on your strengths while working on at least one trait in need of improvement.
 - Regarding each major initiative, determine a set of no more than 3-5 goals to pursue over the next 12 - 24 months.
 - Based on the above goals, what action steps must be accomplished in order to achieve these goals and who has responsibility for each action step?
9. If you have not done so already, you might consider introducing the 10 Traits of Vital Ministry (found in *Becoming a Healthy Church*) by way of a sermon series (outlines and biblical texts can be found in the *Becoming a Healthy Church Workbook*), Sunday school class, small group bible study, etc. *Becoming a Healthy Disciple* and the *Becoming a Healthy Disciple Small Group Study & Worship Guide* are helpful resources to infuse the 10 Traits into the DNA of your church family.
10. Enter into a new season of life and ministry together that will honor the Lord, edify the body of Christ, and build up the Kingdom of God.

NEED MORE HELP?

We have qualified Church Health Coaches standing by ready to assist you in your dialogue, discernment and decision-making process. Multiple Telecom Packages are available. Visit http://www.healthychurch.net/telecom_pkgs.htm for more information.

ADDITIONAL RESOURCES

Visit www.LeadershipTransformations.org for these additional resources:

Becoming a Healthy Church

Becoming a Healthy Church Workbook

Becoming a Healthy Disciple

Becoming a Healthy Disciple Small Group Study & Worship Guide

Becoming a Healthy Team

REGULAR ASSESSMENT IS IMPORTANT

Make it a habit to take your church through CHAT on an annual basis. We'll send you a reminder email when you get close to your one year CHAT anniversary.

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