

# 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, put a “ X ” in the blank in the box that comes closest to your overall impression of your church. If you have “no impression” at all, put a “0” in the blank. No names!

Revival/Transformation	GROWTH AREA	GOOD	GREAT!
<i>Spiritual leadership</i>	___ Leaders unable to inspire church with a compelling vision that promotes spiritual growth. Member visitation needs improvement. Church attendance is declining.	___ 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.	___ 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!
<i>Closer walk with God</i>	___ Worship services are engaging to some, but inroads of apathy and ego pose an ongoing challenge to spiritual growth and nurture.	___ Divine worships are generally well-received. Some members are committed to Bible study and prayer but primarily on an individual basis.	___ Sabbath School, small groups, and mid-week prayer meetings enjoy excellent attendance. Most members are committed to serious Bible study.
Education/ Discipleship	GROWTH AREA	GOOD	GREAT!
<i>Engaging our children and youth</i>	___ Although some children and youth are actively engaged, most young people appear to be on the margins of church life.	___ Many youth participate in some aspects of church life; At times it is a challenge to get them and their adult leaders fully engaged.	___ Here, children and youth are the church of TODAY! They are included in all parts of church life. Most receive <i>quality</i> Adventist education.
<i>Spiritual growth Emphasis</i>	___ 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.	___ 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.	___ 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	GROWTH AREA	GOOD	GREAT!
<i>Fellowship and inclusiveness</i>	___ 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.	___ The church is generally cordial to everyone; however, there are few church-wide efforts to <i>insure</i> that a culture of inclusion touches every member.	___ The church is known as the friendliest church in town to visitors and members alike. Through careful planning, <i>everyone</i> feels a keen sense of belonging! Communication portals (web-sites; phones; greeters) are inviting.
<i>Unity</i>	___ 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.	___ 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.	___ 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	GROWTH AREA	GOOD	GREAT!
<i>Evangelism and service</i>	___ Evangelism happens mostly on an individual basis; outreach and community service is a sporadic activity	___ The Church appeals to nonmembers primarily through church worship services. A few members are involved in community service and outreach.	___ 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.
Leadership/ Management	GROWTH AREA	GOOD	GREAT!
<i>First impressions; church environment</i>	___ Church environment is unappealing and fails to make a good impression. Web-sites and phone systems are a poor reflection of the church.	___ The church is generally attractive with some exceptions. Web-sites and phone systems exist but may need to be updated or improved.	___ 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.
<i>Effective leadership &amp; Management</i>	___ Church responsibilities tend to be assumed by a few. Burnout happens as people feel overworked. Strategic thinking is absent.	___ Internal operations are adequately managed and fairly well organized. The departments are active but tend to work in isolation.	___ Internal processes of strategic planning, budgeting are exceptional! A climate of collaboration exists. <i>Members are totally involved.</i>

## Church Health Inventory – Continued

Leadership/ Management	GROWTH AREA	GOOD	GREAT!
<i>Delegation</i>	___ Leadership authority is centralized and controlled at the top; members are reluctant to use their gifts to the benefit of the church.	___ Top leadership encourages members to use their gifts; many respond favorably but may feel isolated in carrying out their duties.	___ Top leadership distributes authority to members then celebrates their success. Members feel empowered, supported, and inspired.
<i>Church board dynamics</i>	___ Hostile board interactions occur more than they should. Meetings are time-consuming. Members fail to hold the board in high esteem.	___ The board functions well most of the time. Members are respectful but ideas needing discussion sometimes remain unexpressed.	___ The church board is a model of effectiveness. Time is well spent. Members freely contribute because even diverse opinions are valued.
<i>Business integrity</i>	___ Business processes are inefficient and flawed. There is little knowledge of and respect for financial processes of the church.	___ Business processes are generally in order. The church is usually-- but not always-- aware of its true financial standing.	___ Business transactions are wisely planned, transparent and audited. Departments receiving church funding are held accountable for results.
<i>External services and support</i>	___ Services to and support of our church from the local conference and union <b>fail to meet</b> expectations.	___ Services to and support of our church from the local conference and union <b>meet</b> expectations.	___ Services to and support of our church from the local conference and union <b>exceed</b> expectations.
Myself	GROWTH AREA	GOOD	GREAT!
<i>Optimism</i>	___ I want our church to improve but I have doubts that it will.	___ There is a good chance that our church can make significant improvements in the days and years to come.	___ I firmly believe that our church will attain excellence and even greatness in the days and years to come. We <b>will</b> be a model of best practice!
<i>Commitment</i>	___ I want to see our church improve but am not sure if I can make a difference.	___ I'm willing to help my church improve as I have the opportunity.	___ I am completely desirous of giving my "all" in helping my church attain excellence and greatness.

COMMENTS ABOUT ANY PORTION OF THIS INVENTORY (No names please)