

Congregational Vitality Assessment

Complete Question Set

Section A: Vitality

I. VISION, MISSION, AND DISCERNMENT

Our congregation has a clear vision statement. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Our congregational vision describes our reason for existence (what we are here for). *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Our congregational vision describes a way of being that is more important to us than our continued existence. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Every member of our congregation understands and can describe our vision (reason for existence) in a few words. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Our congregation has a mission statement that describes how we achieve our vision. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Our congregation has a set of defined core values that describe our congregation's way of life and ministry. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Every leader understands and can explain how the group(s) they lead support(s) our mission and vision. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Our vision and mission result from a congregational cycle of discernment (emergent, not imposed). *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Our vision and mission are supported by strategic goals, benchmarks, and next steps with timeframes. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Our congregation measures its progress toward realization of our vision, mission, and goals. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Section A: Vitality

II. LAY ENGAGEMENT AND EMPOWERMENT

Our leaders prioritize nurturing and calling out the gifts of everyone in our congregation on a daily basis. *

Disagree

Unsure

Agree

Strongly Agree

☐☐☐☐

Leaders regularly delegate key decisions, projects, and tasks to others. *

Disagree

Unsure

Agree

Strongly Agree

☐☐☐☐

Our leaders value sharing leadership on decisions, projects, and tasks across our congregation. *

Disagree

Unsure

Agree

Strongly Agree

☐☐☐☐

We have an intentional process for discerning and engaging our people's gifts and callings. *

Disagree

Unsure

Agree

Strongly Agree

☐☐☐☐

We make good use of small groups for discipleship and mutual accountability. *

Disagree

Unsure

Agree

Strongly Agree

☐☐☐☐

Section A: Vitality

III: CONTEXT AWARENESS AND INCLUSION

We regularly study the demographic characteristics of the people who live in our surrounding neighborhoods and issues affecting them. *

Disagree

Unsure

Agree

Strongly Agree

☐☐☐☐

We regularly "get outside the building" to learn about our surrounding neighborhoods face-to-face. *

Disagree

Unsure

Agree

Strongly Agree

☐☐☐☐

The diversity of our congregation fully reflects the diversity of our surrounding community. *

Disagree

Unsure

Agree

Strongly Agree

☐☐☐☐

Our congregation has an intentional process for identifying, including, engaging, and tracking newcomers. *

Disagree

Unsure

Agree

Strongly Agree

☐☐☐☐

Our congregation intentionally works to build healthy relationships among congregants. *

Disagree

Unsure

Agree

Strongly Agree

☐☐☐☐

Section A: Vitality

IV: CHANGE READINESS

Our congregation is excited and hopeful about its future. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

We make decisions based on evaluation and strategy rather than tradition and nostalgia. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Our congregation is willing to experiment with new ways of achieving our vision and mission. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Our congregation is willing to tolerate discomfort to achieve vision-guided and mission-guided change. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Our leaders demonstrate calm and remain non-anxious in the face of change. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Section A: Vitality

V. DEALING WITH DIFFERENCES

Our congregation treats conflict as a natural and inevitable part of being a community. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Our congregation responds to conflict by engaging differences respectfully in healthy dialogue. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Our congregation does not avoid or ignore dealing with differences. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Our congregation does not deal with differences or conflict by dividing into factions. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Our congregation does not deal with differences or conflict by engaging in passive-aggressive behavior. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Section A: Vitality

VI. WORSHIP

Our worship nurtures my faith. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Our worship challenges me to think more deeply about my beliefs, values, and actions. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Our worship inspires me to a deeper connection to God, my faith community, and my neighbor. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Our leadership is collaborative in planning and implementing worship services and events. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

All age groups, relationship status, etc. are engaged in the planning and doing of worship. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Section A: Vitality

VII. SPIRITUAL LIFE (OUTSIDE OF WORSHIP)

My congregation has programs that invite me to develop a personal spiritual practice (e.g., prayer, bible study, meditation, etc.). *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

My congregation has programs that invite me to develop an interpersonal spiritual practice (e.g., prayer groups, bible study groups, spiritual retreats, etc.). *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

My congregation has programs/activities that invite me to explore what God is calling me to be and to do in my life. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Our congregation has programs that challenge me to explore my beliefs, values, and actions. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

All meetings – including working meetings – start with a time of prayer, bible study, and/or other devotion. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Section A: Vitality

VIII. FORMATION, EDUCATION, AND TRAINING

We help congregants live out their faith in their daily lives, inside and outside the congregation. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

We help congregants discover and apply their spiritual gifts, inside and outside the congregation. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

We help congregants discover and apply their leadership gifts, inside and outside the congregation. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

We equip congregants to share their faith with others, inside and outside the congregation. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Our formation programs deal with real-life issues (e.g., child-rearing, finances, aging parents, etc.). *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Our youth and young adults are empowered to serve in leadership roles in our congregation. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Our congregation has a teaching plan (scope and sequence) of what we want our children and youth to know, feel, and do as a result of their formation in and by our congregation. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Our congregation has meaningful rites of passage to help all our members feel engaged by and rooted in this community of faith. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

We partner with parents to help them be successful in raising their child(ren) in the faith. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

The majority of our members understand the importance of daily prayer and engaging in regular reading of Scripture. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Section A: Vitality

IX. OUTREACH

We are seen as a positive force in our community. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

We work for justice and advocate for the community around us. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Outreach programs are based on validated community needs, rather than our assumptions. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Non-outreach programs (spiritual formation, worship, etc.) have an outreach component. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

We seek out partnerships and collaboration with other ministries and programs outside of our congregation in the community we serve. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

DO NOT DUPLICATE OR DISTRIBUTE
OUTSIDE YOUR ORGANIZATION

Section A: Vitality

X. LEADERSHIP & ORGANIZATION

We have the congregational leadership we need in the numbers and with the skills necessary to live into our vision and mission. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

How much time do our leaders spend nurturing vision (purpose), mission, goals, and priorities. *

Little

☐

Some

☐

Quite a Bit

☐

A Great Deal

☐

Time spent on planfully inviting new people to become part of the greater mission to which God calls us (what some call evangelism). *

Little

☐

Some

☐

Quite a Bit

☐

A Great Deal

☐

The deliberations and decisions of our leadership are transparent and well communicated. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Our leadership is collaborative, team-oriented, and guided by shared discernment. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Our leadership is both faith-oriented and task-oriented. *

Task-Oriented Only

☐

Faith-Oriented Only

☐

Task then Faith

☐

Faith then Task

☐

The volunteer leaders of our board and ministries rotate regularly (every 2-3 years) to avoid burnout and allow for new generations of leaders. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Our pool of volunteer leaders is growing, deepening, and increasing in inclusivity and diversity. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Organizational Agility - structures and processes are adapted as needed to live into our vision and mission. *

Disagree

☐

Unsure

☐

Agree

☐

Strongly Agree

☐

Organizational Agility - number of permissions required to try something new. *

4 or more

☐

3

☐

2

☐

1 or Fewer

☐

Section A: Vitality

XI. STEWARDSHIP

Stewardship is a year-round process (not just when the congregation needs money). *

Disagree	Unsure	Agree	Strongly Agree
☐	☐	☐	☐

Stewardship is a process of education and discernment (not just about money). *

Disagree	Unsure	Agree	Strongly Agree
☐	☐	☐	☐

Stewardship focuses on all aspects of life (not just money). *

Disagree	Unsure	Agree	Strongly Agree
☐	☐	☐	☐

We are more interested in investment and risk rather than conserving what we have and playing it safe. *

Disagree	Unsure	Agree	Strongly Agree
☐	☐	☐	☐

Operating budget is not built on last year's budget, but in direct response to our vision, mission, goals, and strategies.

Disagree	Unsure	Agree	Strongly Agree
☐	☐	☐	☐

Section B: Sustainability

XII. INTERNAL SUSTAINABILITY (Ability of congregation to support itself)

We have enough income from regular household giving to support our essential programs, leadership, people, and facilities. *

Disagree	Unsure	Agree	Strongly Agree
☐	☐	☐	☐

Mission Margin – percentage of budget left over for mission after general operating expenses are paid (e.g., salaries, office supplies, bills, etc.). *

0-10%	11-25%	26-50%	Greater than 50%
☐	☐	☐	☐

Endowment, if any, is only used for non-operating expense (if no endowment, select [Agree]). *

Disagree	Unsure/Not Applicable	Agree	Strongly Agree
☐	☐	☐	☐

We have enough people with enough energy to joyfully lead and participate in our ministries and programs. *

Disagree	Unsure	Agree	Strongly Agree
☐	☐	☐	☐

Generational Sustainability – average age of congregation. *

Increasing Rapidly	Increasing Steadily	Decreasing Rapidly	Decreasing Steadily
☐	☐	☐	☐

Section B: Sustainability

XIII. EXTERNAL SUSTAINABILITY (Ability of the community to support the congregation)

Population Size – Increasing, Stable, or Decreasing. *

Decreasing	Stable	Increasing Steadily	Increasing Rapidly
☐	☐	☐	☐

Generational Mix (percent of population): W = Wisdom Generation (65 & up), C = Current Generation (35-64), F = Future Generation (0-34) *

W = greater than 20% & C+F = less than 80%	W = 20% or less & F is greater than C	W = 20% or less & C is greater than F	W = 20% or less & C and F are approx. equal
☐	☐	☐	☐

Diversity – Increasing, Stable, or Decreasing. *

Decreasing	Stable	Increasing Steadily	Increasing Rapidly
☐	☐	☐	☐

How long a drive to nearest congregation of Your denomination. *

5 minutes or less	5-20 minutes	10-20 minutes	More than 20 minutes
☐	☐	☐	☐

If our congregation were to close, it would make a big difference to the community. *

Disagree	Unsure	Agree	Strongly Agree
☐	☐	☐	☐