

HEALTH CHECKUP FOR CONGREGATIONS

Please circle the number which best represents your congregation, with "5" meaning that the congregation possesses the healthy characteristic and "1" meaning that the congregation doesn't possess the characteristic.

HEALTHY CHARACTERISTICS

SCALE

Mission

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| 1. The members understand and accept the mission of the congregation and actively work for its accomplishment. | 5 | 4 | 3 | 2 | 1 |
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Vision

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| 2. The members either have a vision or accept the vision expressed by the pastoral leadership for the congregation. | 5 | 4 | 3 | 2 | 1 |
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Goal-Setting

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| 3. Goals are widely shared by the members. | 5 | 4 | 3 | 2 | 1 |
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Conflict Resolution

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| 4. Members feel free to express their awareness of difficulties because they expect the problems to be dealt with and are optimistic that they can be solved. | 5 | 4 | 3 | 2 | 1 |
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| 5. Complaints are viewed as important issues and handled positively. | 5 | 4 | 3 | 2 | 1 |
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| 6. Differing opinions are considered important to decision making and personal growth. They are dealt with effectively, in the open. | 5 | 4 | 3 | 2 | 1 |
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| 7. Personal disagreements are first handled privately between the parties concerned before involving others. | 5 | 4 | 3 | 2 | 1 |
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Problem Solving

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| 8. Members freely volunteer to help resolve problems or satisfy needs of the congregation. | 5 | 4 | 3 | 2 | 1 |
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| 9. In working on problems, members work informally and are not preoccupied with guessing "what the pastor/leader will think." | 5 | 4 | 3 | 2 | 1 |
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| 10. Innovative behavior is tolerated. | 5 | 4 | 3 | 2 | 1 |
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Decision-making

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| 11. Decisions are made in accordance with established congregational procedures and through chains of authority or responsibility. | 5 | 4 | 3 | 2 | 1 |
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| 12. Decisions are made after input is gathered from many sources. | 5 | 4 | 3 | 2 | 1 |
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| 13. Decisions are made after consideration of many relevant factors and adequate research. | 5 | 4 | 3 | 2 | 1 |
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14. Risk is accepted and valued for growth and development. 5 4 3 2 1

15. "We don't like mistakes but what can we learn from them?" 5 4 3 2 1

16. Old methods can be changed and often give way. 5 4 3 2 1

Team Play

17. There is a noticeable team play in planning, performance and sharing responsibility. 5 4 3 2 1

18. Collaboration is freely encouraged. People readily request the help of others and are willing to give in return. 5 4 3 2 1

19. Pastoral leadership is flexible, shifting in style and emphasis to suit the situation. 5 4 3 2 1

20. There is a high degree of trust and respect between pastor/leader and members and a sense of freedom and mutual responsibility. 5 4 3 2 1

Personal Regard

21. The judgment of team members is respected. 5 4 3 2 1

22. The range of problems tackled includes the needs of members. 5 4 3 2 1

23. Pastor/leaders display the same courtesies and kindnesses toward members that the leaders desire for themselves. 5 4 3 2 1

24. Members are rewarded and recognized for the good work they do. 5 4 3 2 1

Crisis Management

25. When there is a crisis, people quickly band together to work until the crisis is solved. 5 4 3 2 1

26. Frustrations are rooted in the call to action. "It's my/our responsibility to save the ship." 5 4 3 2 1

Ministry Performance

27. There is a great deal of on-the-job learning based on a willingness to give, seek, and use feedback and advice. 5 4 3 2 1

28. Members know what is expected of them and strive to achieve personal excellence. 5 4 3 2 1

29. Members are highly motivated in their ministry positions by choice; they see their work as important and even fun. 5 4 3 2 1

30. Critiques of progress or performance are routine and accepted; poor performance is confronted and a joint solution sought. 5 4 3 2 1