



# Church Health Assessment

## Well Community Church

Assessment Date: 12 Jan 2022

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# Table of Contents

[Report Summary](#)

[Section I: Your Current Reality](#)

[Survey Demographics](#)

[Trends](#)

[Section II: Your Church Health Findings](#)

[Key Area Health](#)

[Church Strongest & Weakest Areas](#)

[Pillar 1: Organisational Health](#)

[Apostolic Mission](#)

[Prophetic Vision](#)

[Intentional Culture](#)

[Organic Structure](#)

[Dynamic Strategy](#)

[Pillar 2: Spiritual Health](#)

[Reforming Mindset](#)

[Encounter Atmosphere](#)

[Outreach Focus](#)

[Shepherding Heart](#)

[Training Environment](#)

[Pillar 3: Leadership Health](#)

[Discipleship Pathway](#)

[Community Clarity](#)

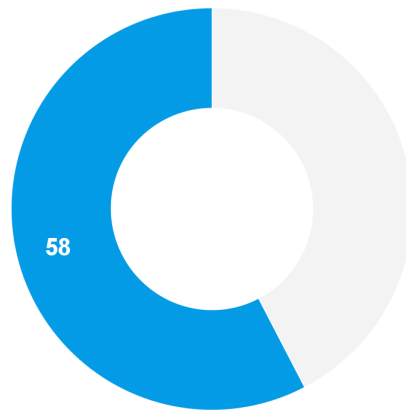
[Member Engagement](#)

[Administrative Excellence](#)

[Leadership Effectiveness](#)

## Report Summary

Your overall Church Health rating is:



Church  
Health 58

REVIEW

*The health score of your church suggests your church requires strategic REVIEW. With this level of health, the church will be being negatively impacted by the unhealthiest areas. A formal review in the short/medium term by a key leader is required, to recommend changes, propose methods, and 'plug holes' so turnaround can begin.*

A church is considered to be healthy if it is strong organisationally, spiritually and in its leadership culture. In each of these three areas, there are five 'keys' that determine the level of health, giving us fifteen keys to church health. The Church Health score you have been given is an average of your scores across these areas of the church.

There are some things that are considered signs of church health, but actually are not. Numerical growth is not necessarily a sign of health, nor is ample finance. For this reason, this assessment doesn't measure these. Declining numbers or finance can be signs of poor health, but the cause of these events are the real issues to discover.

This Church Health Assessment is a snapshot of how healthy your church is at the time the assessment was undertaken. There are three sections to it.

Section one looks at your [current reality](#). This shows information such as demographics and engagement levels, revealing trends indicating the general direction the church is heading in. View this section as the 'fruit' of the church, and the result of the current church health.

Section two looks 'under the hood' at your [church health findings](#), considering the three pillars of church health with the resultant keys with findings for each.



## Section I: Your Current Reality



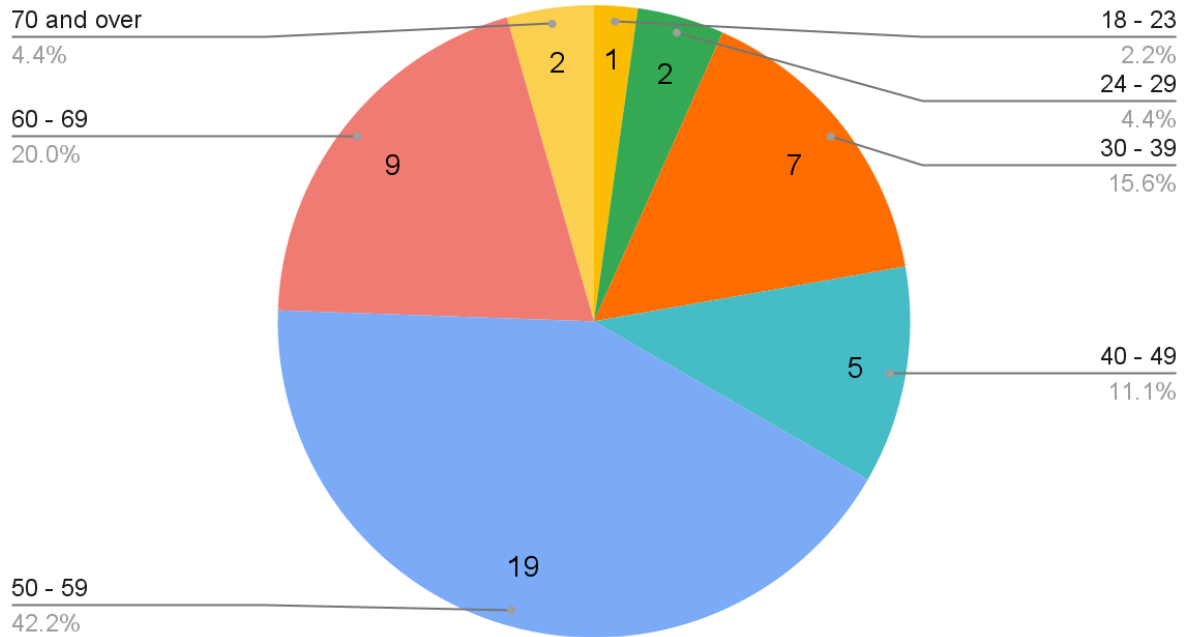
# Section I: Current Reality

## Survey Demographics

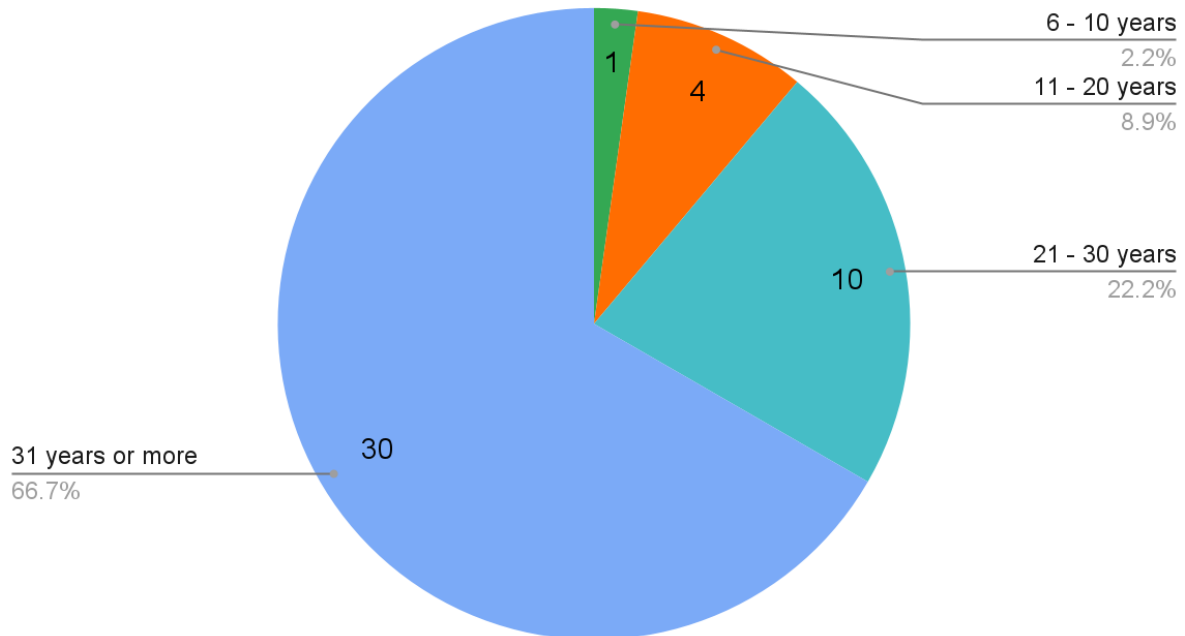
The information below shows the perspectives represented in this assessment.

Total Survey Responses 45

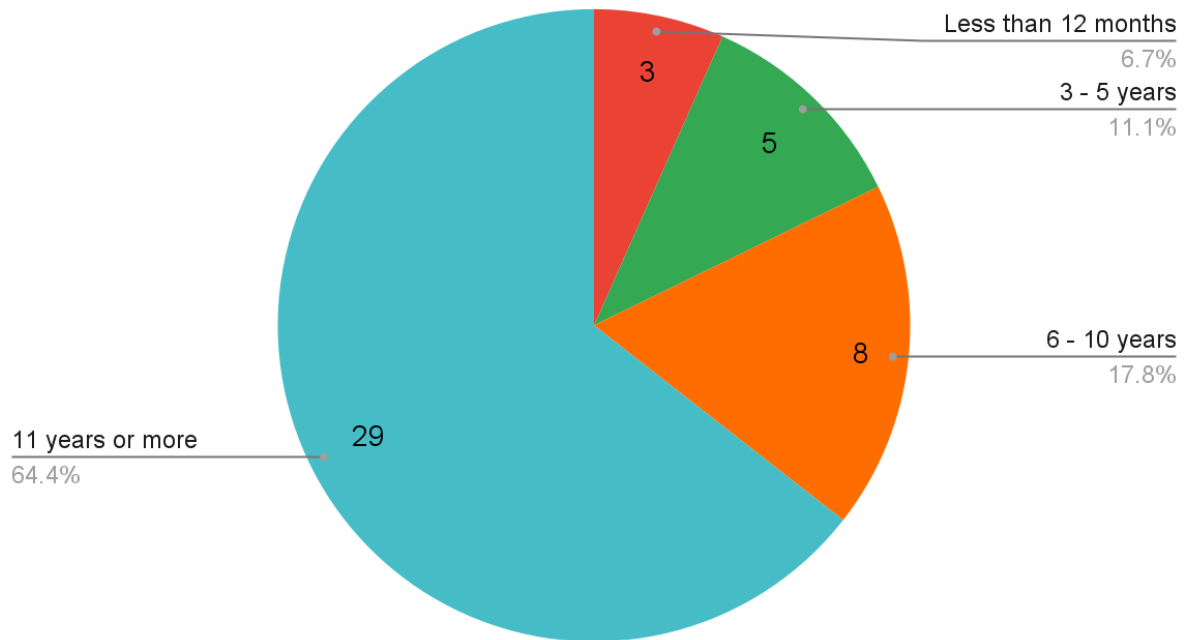
### Respondents: Age



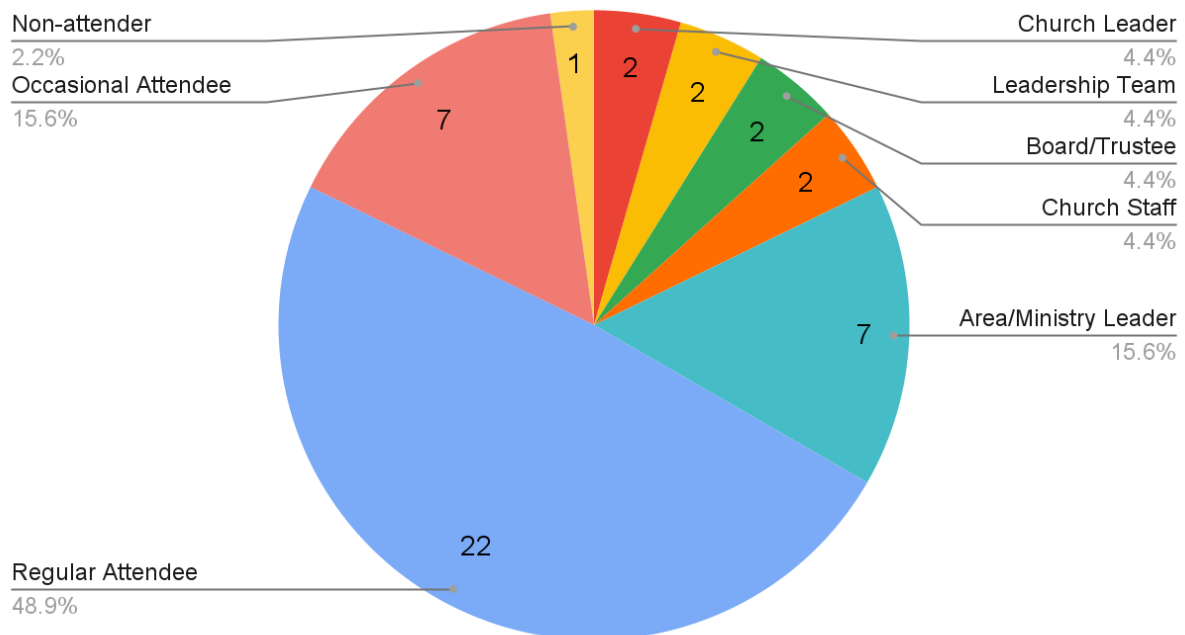
### Respondents: Length of Salvation



### Respondents: Length of Connection To The Church

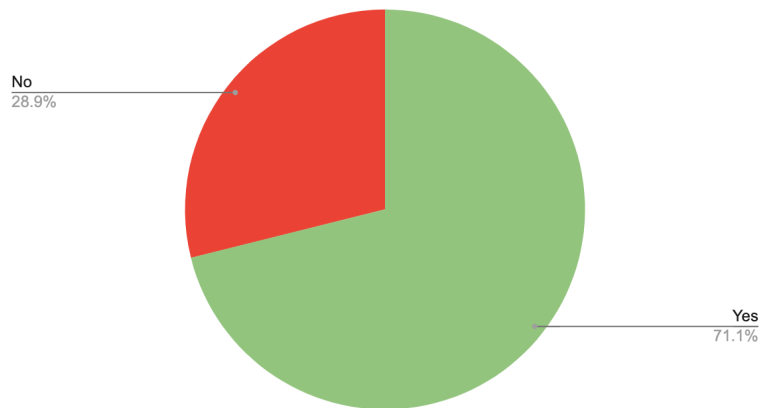


### Respondent: Level of Involvement



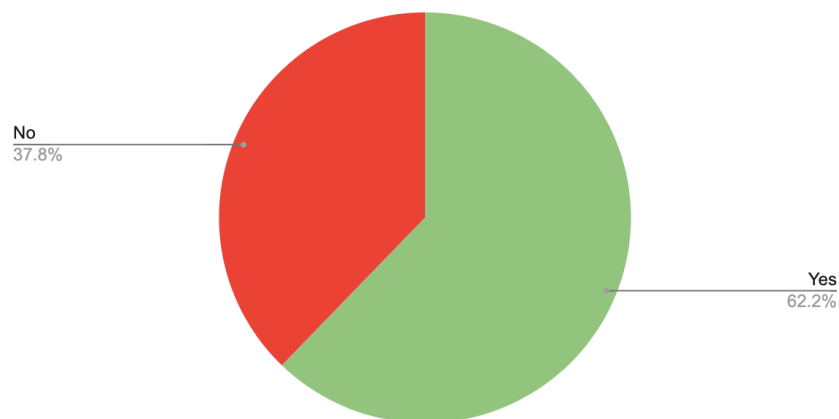
## Trends

Do you regularly attend a small/home group?



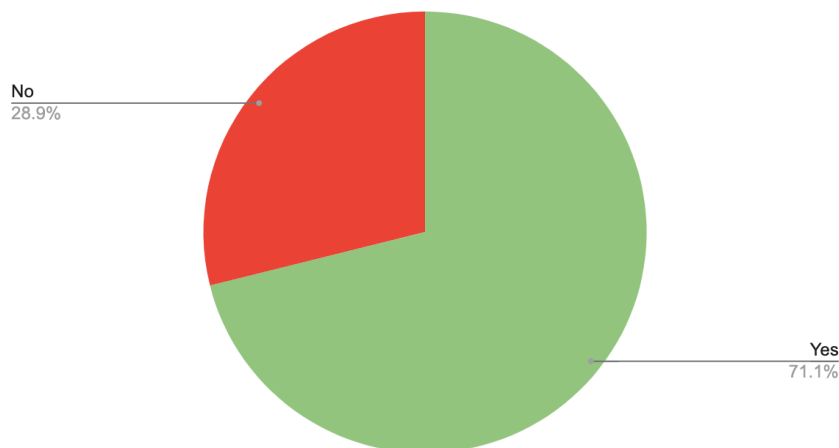
*For reference, the average church sees between 51% and 64% of people attend groups.*

Do you currently serve at least monthly as a volunteer in an area of the church?



*For reference, the average church sees between 40% and 49% of people volunteer.*

Do you regularly give financially to the church?





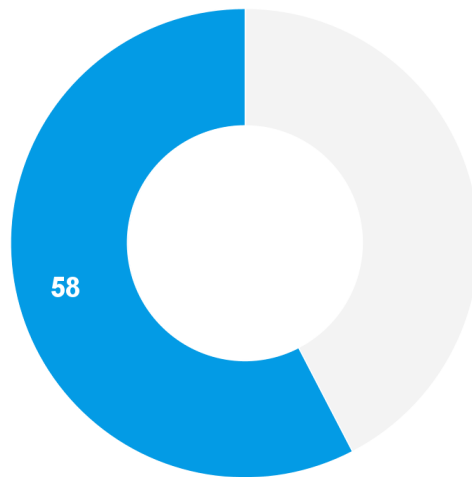
## Section II: Your Church Health Findings



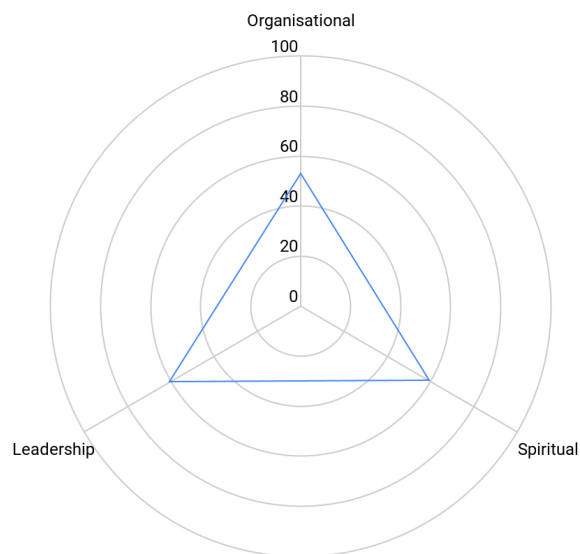
# Section II: Church Health Findings



As per the assessment findings, your overall Church Health Score is:



Your Church Health rating is calculated from the average of the three pillars of church health:



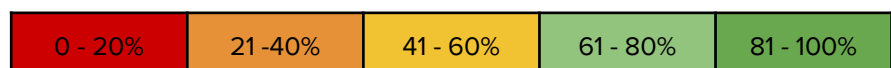
Orgar

Sp.....

Leadership

61

MONITOR



## Key Area Health

This table shows the health of each of the fifteen keys to church health, with the following scale used to show the health of each response:

Area of critical low health	Area of concern	Requires further investigation	Monitor, no action required	Area of health
-----------------------------	-----------------	--------------------------------	-----------------------------	----------------

Church Area	Health %
Leadership	68
Prophetic	66
Engagement	66
Pastoral	66
Teaching	62
Administration	62
Structure	61
Discipleship	59
Apostolic	57
Culture	53
Strategy	52
Mission	51
Clarity	49
Vision	49
Evangelistic	45

## Church Strongest & Weakest Areas

The five strongest and five weakest church areas, as per the findings of the assessment, follow. Responses were given using a scale:

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Slightly Disagree</b>	<b>Slightly Agree</b>	<b>Agree</b>	<b>Strongly Agree</b>

Scores were averaged, and a coloured health scale used to show the health of each response:

<b>Area of critical low health</b>	<b>Area of concern</b>	<b>Requires further investigation</b>	<b>Monitor, no action required</b>	<b>Area of health</b>
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The five strongest areas of the church are:

<b>Strongest Church Area</b>	<b>Average Response</b>
<b>If a visitor comes to our service, they are identified and welcomed.</b>	<b>3.93</b>
<b>The church values the whole Bible highly.</b>	<b>3.89</b>
<b>Our leadership is open to hearing new ideas.</b>	<b>3.82</b>
<b>The outside of our building gives a positive impression of our church.</b>	<b>3.80</b>
<b>Certain people in the church are like family to me.</b>	<b>3.80</b>

The five weakest areas of the church are:

<b>Weakest Church Area</b>	<b>Average Response</b>
<b>People regularly get converted/saved in our church</b>	<b>1.38</b>
<b>The people who join our church are mainly new believers, and not just those moving from other churches.</b>	<b>1.58</b>
<b>I am clear on the church's vision and future direction, and why it is our vision.</b>	<b>1.96</b>
<b>I understand the difference between the church mission and the church vision</b>	<b>2.00</b>
<b>I am clear on the short and long-term goals of the church.</b>	<b>2.00</b>

## Pillar 1: Organisational Health

Organisation Health is the measure of a church's organisational focus towards its stated purpose. It answers the question 'how aligned are we towards a mission?' and is comprised of five areas:

1. Apostolic Mission - the 'task' that the church is giving itself to.
2. Prophetic Vision - the overall goal of the church, defining what the mission should look like when fulfilled.
3. Intentional Culture - the current atmosphere resulting from the beliefs and practices of the church
4. Organic Structure - the key people, programs and processes that facilitate the mission
5. Dynamic Strategy - goals, steps and plans taken to move the mission forward

A low score in organisational health would suggest that aspects of the church actively work against each other, with activity, direction, beliefs, resources and methods potentially being disconnected. A high score suggests that all thinking, action and resources are working towards the same focus. Your Organisational Health score is:

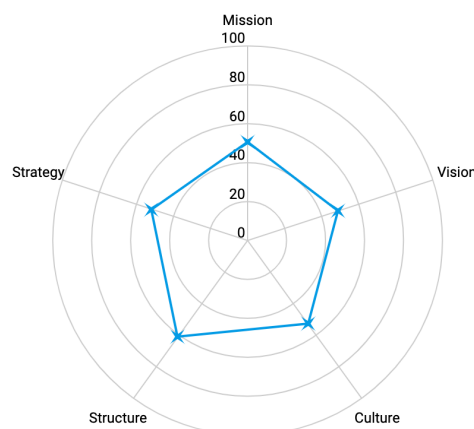
**Org Health 53**

**REVIEW**

*The health score of this area suggests it requires specialist and focused REVIEW. With this level of health, the church will be being negatively impacted by the unhealthiness of this area. A formal review in the short/medium term by a key leader is required, to recommend changes, propose methods, and 'plug holes' so turnaround can begin.*

Organisational Health is the average score of the following five areas:

Structure	61
Culture	53
Strategy	52
Mission	51
Vision	49



Each of these areas is examined in further detail in the following pages.

## Apostolic Mission

The church mission, put simply, is the job God has tasked the church with. It is the purpose and reason the church exists. A low score suggests resources, time, energy and money are being spent on activities God hasn't called the church to, whilst a high score suggests there is clarity and focus on who and where God has called the church to bring Kingdom impact to. Your missional health is:

**Missional  
Health 51**

**REVIEW**

*The health score of this area suggests it requires specialist and focused REVIEW. With this level of health, the church will be being negatively impacted by the unhealthiness of this area. A formal review in the short/medium term by a key leader is required, to recommend changes, propose methods, and 'plug holes' so turnaround can begin.*

The findings of the assessment in this area follow. Responses were given using a scale:

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Slightly Disagree</b>	<b>Slightly Agree</b>	<b>Agree</b>	<b>Strongly Agree</b>

Scores were averaged, and a coloured health scale used to show the health of each response:

<b>Area of critical low health</b>	<b>Area of concern</b>	<b>Requires further investigation</b>	<b>Monitor, no action required</b>	<b>Area of health</b>
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<b>Statement</b>	<b>Average Response</b>
<b>I am clear on the people and/or the place God has called our church to reach.</b>	<b>2.91</b>
<b>The church calling clearly guides the activity, ministries, and programs of the church.</b>	<b>2.69</b>
<b>The church mission is front and centre in church life.</b>	<b>2.58</b>
<b>We have a mission statement that makes sense to me.</b>	<b>2.47</b>
<b>I understand the difference between the church mission and the church vision</b>	<b>2.00</b>



## Prophetic Vision

The vision of the church is the destination or overall goal. It is the desired future, and a picture of what a successful mission will look like. A low score suggests confusion or disunity as to church direction, whilst a high score reveals that there is clarity on God's leading with practical milestones confirming this. Your visional health is:

**Visional  
Health 49**

**REVIEW**

*The health score of this area suggests it requires specialist and focused REVIEW. With this level of health, the church will be being negatively impacted by the unhealthiness of this area. A formal review in the short/medium term by a key leader is required, to recommend changes, propose methods, and 'plug holes' so turnaround can begin.*

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<b>Statement</b>	<b>Average Response</b>
<b>Prophetic words over the church shape what it does.</b>	<b>2.69</b>
<b>The church vision makes a difference in what the church does.</b>	<b>2.64</b>
<b>The vision of the church guides the activity, ministries, and programs of the church.</b>	<b>2.60</b>
<b>I am familiar with the major prophetic words over the church.</b>	<b>2.42</b>
<b>We have a vision statement that makes sense to me.</b>	<b>2.33</b>
<b>I am clear on the church's vision and future direction, and why it is our vision.</b>	<b>1.96</b>

## Intentional Culture

The culture reveals the mentality of the church. It is the result of the beliefs, convictions and values the church holds that show themselves through action and practice. A low score suggests values, practices and behaviours exist that actively oppose the mission and vision, whilst a high score shows church beliefs and practices directly work towards a successful mission and vision. Your cultural health is:

**Cultural Health**  
**53**

**REVIEW**

*The health score of this area suggests it requires specialist and focused REVIEW. With this level of health, the church will be being negatively impacted by the unhealthiness of this area. A formal review in the short/medium term by a key leader is required, to recommend changes, propose methods, and 'plug holes' so turnaround can begin.*

The findings of the assessment in this area follow. Responses were given using a scale:

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Statement	Average Response
<b>Our leaders demonstrate the core values well in their own lives.</b>	<b>3.27</b>
<b>There is a sense of unity amongst the church.</b>	<b>3.13</b>
<b>We are free from negative traditions, 'sacred cows' or "we've always done it this way" attitudes.</b>	<b>3.00</b>
<b>I am clear on what our core values are, and why they are our values.</b>	<b>2.60</b>
<b>Our core values are not just talk - they make a difference in how we are as a church.</b>	<b>2.49</b>
<b>I demonstrate our core values well in my own life.</b>	<b>2.44</b>
<b>I am familiar with our leadership's teachings on our core values.</b>	<b>2.36</b>
<b>The way the church is now will help us do and see all that we want to do and see.</b>	<b>2.20</b>
<b>We have a core values statement or list that makes sense to me.</b>	<b>2.16</b>

## Organic Structure

Structure is the framework of the church, consisting of the 'who' and the 'what' of the ministry. This is the key people, programs and processes that serve the mission and vision. A low score reveals a church that is program-driven, process-led, or politically-centered, whilst a high one shows staff, systems and ministries set up to serve the mission and vision. Your structural health is:

**Structural Health 61**

**MONITOR**

*The health score of this area suggests it requires tactical MONITORING. It only needs a few changes to become an area of overall health, but if left it will, over time, become increasingly unhealthy. Empower a trusted leader to bring focus and perspective to make necessary changes in the next six months.*

The findings of the assessment in this area follow. Responses were given using a scale:

0	1	2	3	4	5
<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Slightly Disagree</b>	<b>Slightly Agree</b>	<b>Agree</b>	<b>Strongly Agree</b>

Scores were averaged, and a coloured health scale used to show the health of each response:

<b>Area of critical low health</b>	<b>Area of concern</b>	<b>Requires further investigation</b>	<b>Monitor, no action required</b>	<b>Area of health</b>
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Statement	Average Response
The outside of our building gives a positive impression of our church.	3.80
Our facilities are good enough for our current activities.	3.24
It is easy for new people to find the places where we meet as a church.	3.09
For a church of our size and resources, we have the right amount of staff - not too many, not too few.	3.04
Our building interior gives a positive impression of our church.	3.00
The places where we meet as a church are accessible with good parking or public transport links.	2.91
All our ministries are 'in season' - none have run their course and need to stop.	2.91
For a church of our size and resources, we have the right kind of ministries and programs running.	2.89
Our facilities are good enough for what we want to do in the future.	2.56

### Dynamic Strategy

Our strategy is the plan. It shows the church priorities, goals, objectives, timelines, targets and actions. A low score shows a lack of clear plans, progress or consistent movement forward. A high score reveals effective planning and momentum advancing the mission and vision. Your strategic health is:

**Strategic  
Health**

**52**

**REVIEW**

*The health score of this area suggests it requires specialist and focused REVIEW. With this level of health, the church will be being negatively impacted by the unhealthiness of this area. A formal review in the short/medium term by a key leader is required, to recommend changes, propose methods, and 'plug holes' so turnaround can begin.*

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<b>Statement</b>	<b>Average Response</b>
<b>There is a sense of forward momentum in the church.</b>	<b>3.18</b>
<b>The church isn't stuck in a cycle, repeating the same mistakes again and again.</b>	<b>3.11</b>
<b>I feel informed by leadership on what is going well, and what isn't.</b>	<b>2.47</b>
<b>I am clear on the priorities and plans of the church.</b>	<b>2.20</b>
<b>I am clear on the short and long-term goals of the church.</b>	<b>2.00</b>

## Pillar 2: Spiritual Health

Spiritual Health is the measure of the church's internal and external ministry strength, using the fivefold ministry expressions given to the Church by Jesus, as listed in Ephesians 4. It answers the question 'how successfully are we manifesting the heart of Jesus?' and is comprised of five areas:

1. Reforming Mindset - the 'apostolic'; bringing God's influence to people/place God has sent you
2. Encounter Atmosphere - the 'prophetic'; seeing, hearing and encountering God
3. Outreach Focus - the 'evangelistic'; revealing Jesus to those who don't know Him
4. Shepherding Heart - the 'pastoral'; cultivating kingdom character and community through care
5. Training Environment - 'teaching'; communicating kingdom truth through teaching and training to see transformation

A low score reveals an Imbalanced church that lacks one or more of the ministries of Christ, whereas a high score shows an effective and whole fivefold ministry, sharing the fullness of Christ.

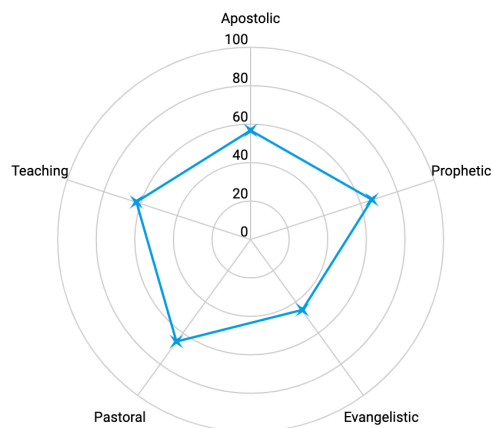
**Sp Health 59**

**REVIEW**

*The health score of this area suggests it requires specialist and focused REVIEW. With this level of health, the church will be being negatively impacted by the unhealthiness of this area. A formal review in the short/medium term by a key leader is required, to recommend changes, propose methods, and 'plug holes' so turnaround can begin.*

Organisational Health is the average score of the following five areas:

<b>Prophetic</b>	<b>66</b>
<b>Pastoral</b>	<b>66</b>
<b>Teaching</b>	<b>62</b>
<b>Apostolic</b>	<b>57</b>
<b>Evangelistic</b>	<b>45</b>



Each of these areas is examined in further detail in the following pages.



## Reforming Mindset

A reforming mindset is concerned with influencing and transforming the world we are in – locally, regionally and globally – with the values of the Kingdom of God. It is the outworking of apostolic thinking. A low score suggests a church that is detached from and irrelevant to the people/place it is called, and a high score shows a high level of kingdom impact on the people/place God has called the church to minister to. Your apostolic health is:

**Apostolic  
Health**

**57**

**REVIEW**

*The health score of this area suggests it requires specialist and focused REVIEW. With this level of health, the church will be being negatively impacted by the unhealthiness of this area. A formal review in the short/medium term by a key leader is required, to recommend changes, propose methods, and 'plug holes' so turnaround can begin.*

The findings of the assessment in this area follow. Responses were given using a scale:

0	1	2	3	4	5
<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Slightly Disagree</b>	<b>Slightly Agree</b>	<b>Agree</b>	<b>Strongly Agree</b>

Scores were averaged, and a coloured health scale used to show the health of each response:

<b>Area of critical low health</b>	<b>Area of concern</b>	<b>Requires further investigation</b>	<b>Monitor, no action required</b>	<b>Area of health</b>
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<b>Statement</b>	<b>Average Response</b>
<b>The church's main focus is the message of Jesus, above any other teaching focus.</b>	<b>3.38</b>
<b>This church demonstrates the Kingdom of God well.</b>	<b>3.29</b>
<b>Being connected with the church has equipped me to make a difference to the world around me.</b>	<b>3.20</b>
<b>The church has an excellent reputation within the community.</b>	<b>2.93</b>
<b>The church demonstrates the love of Christ well to those outside the faith.</b>	<b>2.89</b>
<b>If the church suddenly closed down, the community around it would notice.</b>	<b>2.42</b>
<b>We are aware of the needs of our local community and reach out to serve accordingly.</b>	<b>2.40</b>
<b>The church brings positive influence and transformation to the lives of the poor and victims of injustice in its area.</b>	<b>2.29</b>

## Encounter Atmosphere

An encounter atmosphere seeks to create an environment that naturally connects people to the Presence of God, so they see, hear and feel Him for themselves. A higher score shows that believers and nonbelievers are consistently experiencing God for themselves, whereas a lower score may reveal a church full of moralism, intellectualism, legalism or activism, without true spirituality. Your prophetic health is:

**Prophetic  
Health 66**

**MONITOR**

*The health score of this area suggests it requires tactical MONITORING. It only needs a few changes to become an area of overall health, but if left it will, over time, become increasingly unhealthy. Empower a trusted leader to bring focus and perspective to make necessary changes in the next six months.*

The findings of the assessment in this area follow. Responses were given using a scale:

0	1	2	3	4	5
<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Slightly Disagree</b>	<b>Slightly Agree</b>	<b>Agree</b>	<b>Strongly Agree</b>

Scores were averaged, and a coloured health scale used to show the health of each response:

<b>Area of critical low health</b>	<b>Area of concern</b>	<b>Requires further investigation</b>	<b>Monitor, no action required</b>	<b>Area of health</b>
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Statement	Average Response
People who are not part of the leadership have opportunities to use their spiritual gifts	3.67
I often encounter God during our times of corporate worship.	3.62
Prayer and intercession is a priority in our church life.	3.56
I am confident in hearing God's voice.	3.53
It is easy to locate and receive healing prayer ministry.	3.47
Spiritual gifts are normal throughout the church.	3.38
It is easy to locate and receive prophetic ministry.	3.27
There has been practical teaching and training in spiritual gifts in the last year.	3.11
Supernatural healings are normal in the life of our church.	2.22

## Outreach Focus

Your outreach focus seeks to generate a corporate passion within the church to reveal King Jesus to those who don't know Him, through words, works and wonders, leading to people following Him as king. A low score shows a church that is inward-looking, with its ministry aimed at serving the saved. A high score reveals a church with a burden, passion and urgency to reach the lost with the Gospel. Your evangelistic health is:

**Evangelistic  
Health**

**45**

**REVIEW**

*The health score of this area suggests it requires specialist and focused REVIEW. With this level of health, the church will be being negatively impacted by the unhealthiness of this area. A formal review in the short/medium term by a key leader is required, to recommend changes, propose methods, and 'plug holes' so turnaround can begin.*

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--	------------------------	---	--	-----------------------

Statement	Average Response
I feel confident sharing my faith with those who don't know Jesus.	3.00
Our church prioritises reaching new people.	2.64
The church regularly runs teams, events or programs aimed at reaching those outside the faith.	2.51
If someone outside the faith came to our service, they would understand what was going on.	2.38
There has been practical teaching or training in evangelism in the last year.	2.38
The people who join our church are mainly new believers, and not just those moving from other churches.	1.58
People regularly get converted/saved in our church	1.38

## Shepherding Heart

A shepherding heart looks to cultivate Kingdom character and community through coaching, counselling, and care. A high score shows a family environment exists that actively supports people to grow in Christlikeness, whereas a low score may show a church that does not care well, creating a large 'back door' that often sees people leave. Your pastoral health is:

**Pastoral  
Health 66**

**MONITOR**

*The health score of this area suggests it requires tactical MONITORING. It only needs a few changes to become an area of overall health, but if left it will, over time, become increasingly unhealthy. Empower a trusted leader to bring focus and perspective to make necessary changes in the next six months.*

The findings of the assessment in this area follow. Responses were given using a scale:

0	1	2	3	4	5
<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Slightly Disagree</b>	<b>Slightly Agree</b>	<b>Agree</b>	<b>Strongly Agree</b>

Scores were averaged, and a coloured health scale used to show the health of each response:

<b>Area of critical low health</b>	<b>Area of concern</b>	<b>Requires further investigation</b>	<b>Monitor, no action required</b>	<b>Area of health</b>
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Statement	Average Response
<b>Certain people in the church are like family to me.</b>	<b>3.80</b>
<b>The church is friendly and open, and doesn't have cliques.</b>	<b>3.47</b>
<b>I feel known, loved, and cared for in the church.</b>	<b>3.42</b>
<b>The church serves and supports families well.</b>	<b>3.40</b>
<b>We are good at helping new people integrate by connecting them to the right people.</b>	<b>3.29</b>
<b>It is easy to locate and receive pastoral support within the church.</b>	<b>3.02</b>
<b>The church helps and serves people of my age and life stage well.</b>	<b>2.93</b>
<b>It is easy to locate and receive counseling or inner healing ministry within the church.</b>	<b>2.89</b>

## Training Environment

A training environment is one that Communicates biblical truth through teaching and training to see understanding increase and transformation come. A high score shows a church with strong communication of scripture, and an embrace of its relevance and application today. A low score shows a church with weak or ill-defined doctrine, and/or a church that is primarily experience-centred. Your teaching health is:

**Teaching  
Health 63**

**MONITOR**

*The health score of this area suggests it requires tactical MONITORING. It only needs a few changes to become an area of overall health, but if left it will, over time, become increasingly unhealthy. Empower a trusted leader to bring focus and perspective to make necessary changes in the next six months.*

The findings of the assessment in this area follow. Responses were given using a scale:

0	1	2	3	4	5
<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Slightly Disagree</b>	<b>Slightly Agree</b>	<b>Agree</b>	<b>Strongly Agree</b>

Scores were averaged, and a coloured health scale used to show the health of each response:

<b>Area of critical low health</b>	<b>Area of concern</b>	<b>Requires further investigation</b>	<b>Monitor, no action required</b>	<b>Area of health</b>
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<b>Statement</b>	<b>Average Response</b>
<b>The church values the whole Bible highly.</b>	<b>3.89</b>
<b>Preaching and teaching here is clear &amp; accessible - I understand what has been said.</b>	<b>3.42</b>
<b>Preaching and teaching here is inspiring, often strengthening me in my faith.</b>	<b>3.11</b>
<b>The preaching and teaching here is practical, grounded and applicable to my everyday life.</b>	<b>3.00</b>
<b>Preaching and teaching here is varied, covering a balanced range of subjects.</b>	<b>2.98</b>
<b>Being in this church has grown my confidence in and understanding of the Bible.</b>	<b>2.89</b>
<b>Preaching and teaching here is challenging, often provoking me in my faith.</b>	<b>2.89</b>
<b>I regularly learn things through the preaching and teaching here.</b>	<b>2.84</b>
<b>Preaching and teaching here is relevant, often addresses topics and questions that affect my life.</b>	<b>2.78</b>



## Pillar 3: Leadership Health

Leadership health reveals the current effectiveness, culture and structure of the church leadership. It measures areas that, if improved, increase the health of the church, but if neglected, will hinder growth.

1. Discipleship Pathway - how well set up is the church for people to grow?
2. Community Clarity - how clear are people on the why what and how of the church?
3. Member Engagement - how involved are people in church life?
4. Administrative Excellence - how well are resources managed?
5. Leadership Effectiveness - how are the current leadership performing?

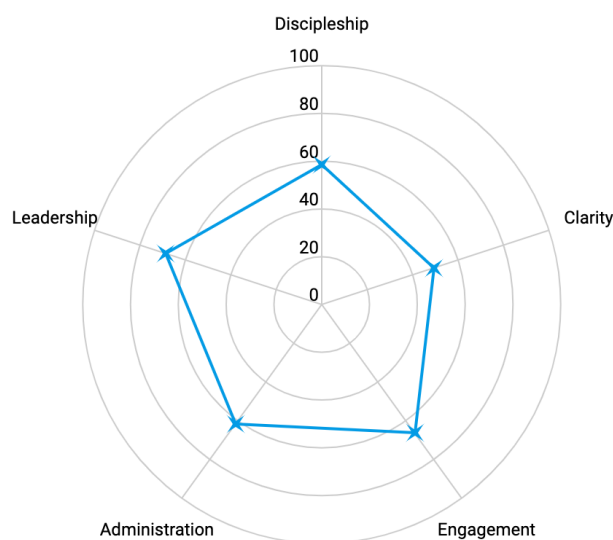
A low score shows there could be a repetitive feeling of stagnancy (meaning capped growth) and a feeling of being 'stuck'. A high score reveals a church proactively making healthy, long-term leadership decisions. Your leadership health score is:

**Ld Health 61**

**MONITOR**

*The health score of this area suggests it requires tactical MONITORING. It only needs a few changes to become an area of overall health, but if left it will, over time, become increasingly unhealthy. Empower a trusted leader to bring focus and perspective to make necessary changes in the next six months.*

<b>Leadership</b>	<b>68</b>
<b>Engagement</b>	<b>66</b>
<b>Administration</b>	<b>62</b>
<b>Discipleship</b>	<b>59</b>
<b>Clarity</b>	<b>49</b>



Each of these areas is examined in further detail in the following pages.

## Discipleship Pathway

A discipleship pathway is a structured approach to spiritual growth, proactively connecting church members to growth opportunities and to other people, as well as aiding their leadership development. A low score suggests members are left to their own devices to grow, leading to some immature or unhealthy growth. A high score suggests that all members are growing through a mixture of connections, resources and release into ministry. Your discipleship score is:

**Discipleship  
Health 59**

**REVIEW**

*The health score of this area suggests it requires specialist and focused REVIEW. With this level of health, the church will be being negatively impacted by the unhealthiness of this area. A formal review in the short/medium term by a key leader is required, to recommend changes, propose methods, and 'plug holes' so turnaround can begin.*

The findings of the assessment in this area follow. Responses were given using a scale:

0	1	2	3	4	5
<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Slightly Disagree</b>	<b>Slightly Agree</b>	<b>Agree</b>	<b>Strongly Agree</b>

Scores were averaged, and a coloured health scale used to show the health of each response:

<b>Area of critical low health</b>	<b>Area of concern</b>	<b>Requires further investigation</b>	<b>Monitor, no action required</b>	<b>Area of health</b>
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Statement	Average Response
If people wanted to get more involved, there are plenty of opportunities to serve.	3.60
You don't have to be part of the church staff or leadership to lead ministries.	3.60
Being part of this church has helped me grow spiritually.	3.27
If I wanted to get coaching, training or discipleship, I know where or who to go to.	2.91
If people wanted to grow in leadership, there are plenty of opportunities to lead.	2.84
I feel that I am being discipled.	2.44
My leadership skills and abilities are being developed.	2.40
There are people in this church who give me helpful feedback so I know what I am doing well in, and in what areas I can grow.	2.36

## Community Clarity

Community Clarity measures the awareness church members have on the essential DNA of the church, namely the mission, vision, values and plans of the church. A low score suggests a leadership vacuum exists, leading to other competing ideas being embraced and resulting in disunity. A high score means members are clear on the why, what and how of church life. Your clarity score is:

**Clarity  
Health 49**

**REVIEW**

*The health score of this area suggests it requires specialist and focused REVIEW. With this level of health, the church will be being negatively impacted by the unhealthiness of this area. A formal review in the short/medium term by a key leader is required, to recommend changes, propose methods, and 'plug holes' so turnaround can begin.*

The findings of the assessment in this area follow. Responses were given using a scale:

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Slightly Disagree</b>	<b>Slightly Agree</b>	<b>Agree</b>	<b>Strongly Agree</b>

Scores were averaged, and a coloured health scale used to show the health of each response:

<b>Area of critical low health</b>	<b>Area of concern</b>	<b>Requires further investigation</b>	<b>Monitor, no action required</b>	<b>Area of health</b>
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<b>Statement</b>	<b>Average Response</b>
<b>I know who leads what area/ministry in our church.</b>	<b>3.49</b>
<b>I am clear on the people and/or the place God has called our church to reach.</b>	<b>2.91</b>
<b>I am clear on what our core values are, and why they are our values.</b>	<b>2.60</b>
<b>We have a mission statement that makes sense to me.</b>	<b>2.47</b>
<b>I feel informed by leadership on what is going well, and what isn't.</b>	<b>2.47</b>
<b>I am familiar with the major prophetic words over the church.</b>	<b>2.42</b>
<b>We have a vision statement that makes sense to me.</b>	<b>2.33</b>
<b>I am clear on the priorities and plans of the church.</b>	<b>2.20</b>
<b>We have a core values statement or list that makes sense to me.</b>	<b>2.16</b>
<b>I am clear on the short and long-term goals of the church.</b>	<b>2.00</b>
<b>I am clear on the church's vision and future direction, and why it is our vision.</b>	<b>1.96</b>

## Member Engagement

Member engagement reveals the 'buy-in' of members, as shown through attendance, connection, involvement, serving and giving. A low score shows disconnected people inconsistently attending, irregularly giving and not serving. A high score reveals people committed to and passionate about church life and showing it through giving, serving and attendance. Your engagement score is:

**Engagement  
Health**

**66**

**MONITOR**

*The health score of this area suggests it requires tactical MONITORING. It only needs a few changes to become an area of overall health, but if left it will, over time, become increasingly unhealthy. Empower a trusted leader to bring focus and perspective to make necessary changes in the next six months.*

The findings of the assessment in this area follow. Responses were given using a scale:

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Slightly Disagree</b>	<b>Slightly Agree</b>	<b>Agree</b>	<b>Strongly Agree</b>

Scores were averaged, and a coloured health scale used to show the health of each response:

<b>Area of critical low health</b>	<b>Area of concern</b>	<b>Requires further investigation</b>	<b>Monitor, no action required</b>	<b>Area of health</b>
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<b>Statement</b>	<b>Average Response</b>
<b>I feel safe and trust the leadership.</b>	<b>3.80</b>
<b>I feel I have a voice and am valued in our church.</b>	<b>3.60</b>
<b>I regularly and consistently give financially to the church.</b>	<b>3.47</b>
<b>I am excited about the future of the church.</b>	<b>3.40</b>
<b>I would describe myself as 'fully committed' to the future of the church.</b>	<b>3.29</b>
<b>I believe I can fulfil my potential in God as part of this church.</b>	<b>3.22</b>
<b>I regularly attend a home/small group.</b>	<b>3.16</b>
<b>I am part of a volunteer team that helps out in an area of the church.</b>	<b>3.11</b>
<b>I would describe myself as 'fully engaged' in the life of the church.</b>	<b>2.73</b>

## Administrative Excellence

This section measures if the church has Efficient and effective processes and stewardship of resources, including time and money. A low score shows hindered ministry efforts through wasted resources, disorganisation and/or bureaucracy. A high score reveals excellent communication, support and facilitation of ministry efforts. Your administration score is:

**Administration  
Health 62**

**MONITOR**

*The health score of this area suggests it requires tactical MONITORING. It only needs a few changes to become an area of overall health, but if left it will, over time, become increasingly unhealthy. Empower a trusted leader to bring focus and perspective to make necessary changes in the next six months.*

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<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Slightly Disagree</b>	<b>Slightly Agree</b>	<b>Agree</b>	<b>Strongly Agree</b>

Scores were averaged, and a coloured health scale used to show the health of each response:

<b>Area of critical low health</b>	<b>Area of concern</b>	<b>Requires further investigation</b>	<b>Monitor, no action required</b>	<b>Area of health</b>
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<b>Statement</b>	<b>Average Response</b>
<b>If a visitor comes to our service, they are identified and welcomed.</b>	<b>3.93</b>
<b>I know who leads what area/ministry in our church.</b>	<b>3.49</b>
<b>We seem to have enough money to do what we want to do.</b>	<b>3.27</b>
<b>We have the right amount of events and programs in our church calendar - not too many, not too few.</b>	<b>3.16</b>
<b>I am clear about how the church uses its finances.</b>	<b>3.13</b>
<b>We communicate important information at the right time - not too early, not too late.</b>	<b>2.91</b>
<b>As a church, we are well organised.</b>	<b>2.84</b>
<b>Our website is attractive, functional, informative, up to date and free from errors.</b>	<b>2.76</b>
<b>We make changes and decisions at the right speed - not too quickly, not too slowly.</b>	<b>2.67</b>
<b>We are effective and consistent with how we use social media.</b>	<b>2.62</b>



## Leadership Effectiveness

This area measures the overall effectiveness of the leadership culture and structure. A low score shows ineffective, uninspiring, controlling/disempowering and/or unclear leadership culture and methods. A high score reveals effective, inspiring, empowering and clear leadership culture and methods. Your leadership score is:

**Leadership 68**

**MONITOR**

*The health score of this area suggests it requires tactical MONITORING. It only needs a few changes to become an area of overall health, but if left it will, over time, become increasingly unhealthy. Empower a trusted leader to bring focus and perspective to make necessary changes in the next six months.*

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<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
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Scores were averaged, and a coloured health scale used to show the health of each response:

<b>Area of critical low health</b>	<b>Area of concern</b>	<b>Requires further investigation</b>	<b>Monitor, no action required</b>	<b>Area of health</b>
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<b>Statement</b>	<b>Average Response</b>
<b>Our leadership is open to hearing new ideas.</b>	<b>3.82</b>
<b>Our leadership is easily accessible and available.</b>	<b>3.80</b>
<b>We have more than one key leader who can make decisions or get things done.</b>	<b>3.76</b>
<b>Our leadership are willing to make changes when necessary</b>	<b>3.71</b>
<b>Our leadership welcomes and responds well to feedback and constructive criticism.</b>	<b>3.58</b>
<b>The various ministry areas and leaders work well together.</b>	<b>3.56</b>
<b>Our leadership will make tough decisions even if they know it will be painful and unpopular.</b>	<b>3.56</b>
<b>Our leadership is good at creating ministry opportunities for others.</b>	<b>3.27</b>
<b>We have the right leadership team in place to see the church move forward successfully.</b>	<b>3.16</b>
<b>Decisions can be made without the approval, involvement or permission of the Senior Leader.</b>	<b>3.04</b>
<b>We have diverse leadership, with different ethnicities, life stages, personalities, and giftings being represented.</b>	<b>2.93</b>
<b>The Senior Leader(s) are accountable to someone, and I am aware of who that is.</b>	<b>2.84</b>







