

Fruitful Congregation Journey



Self-Study &

Consultation

Information

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Steps Toward Consultation

- 1) Vote of Administrative Council/Board to enter into the FCJ Step 2.
- 2) Once voted and approved, contact Steve Clouse, FCJ Step 2 Coordinator at steve.clouse@inumc.org or Brenda Gross, FCJ Step 2 Administrator, at brenda.gross@inumc.org or call (574) 238-2461.
- 3) Upon receiving news of your church's vote to move to Step 2, you will shortly receive:
 - a) A letter from the Step 2 coordinator asking you to select first, second and third choice of dates for your weekend consultation and inviting you to the Peer Mentoring Orientation meeting.
 - b) A workbook containing: 1) the Self-Study; 2) all documents necessary to prepare for your weekend consultation; and 3) a copy of the book, Discover Your Conflict Management Style by Speed Leas.
- 4) Consult with your assigned FCJ coach six (6) weeks prior to the consultation weekend and schedule your pre-weekend consultation laity workshop. Each congregation will receive their coach's name and contact information two months prior to their weekend consultation.
- 5) Creation of **PRAYER TEAM**: This team will commit to pray regularly for changes. For description of team duties, see pages 71-73 of "Direct Hit, Aiming Real Leaders at the Mission Field" by Paul Borden (see section on Teams).
- 6) Creation of **LEADERSHIP TEAM**: This team consists of leaders from the church's Board/Council, whom the pastor recruits to lead the FCJ process. This team is responsible for the Self-Study material preparation and the complete FCJ process through the follow-up coaching stage. For description of team duties, see pages 75-79 of Direct Hit, Aiming Real Leaders at the Mission Field by Paul Borden. A "Suggestions for Starting Your Two Teams" document will guide you in setting up the teams (see section on Teams).
- 7) Peer Mentoring is provided by the Church Development Team and is a required part of Step 2 of FCJ. The cost of the Peer Mentoring facilitator is covered by the Conference. Each pastor will need to find their own books for Peer Mentoring and cover the cost of those books, as well as travel to the Peer Mentoring sessions. Peer Mentoring will begin with an orientation session in July of each year at the Conference Center.
- 8) Upon acceptance of the Assessment Report from the weekend consultation, the church will be responsible for the cost of a coach for 12-18 months, which is \$200 per month, plus travel.



Consultation Weekend - Friday

Staff Interviews

Set up 45-minute interview times with 8-10 of the key leaders in the church; actual interview time is about 30-35 minutes with a short break included. Key leaders should include all paid programming staff and lay leadership, including the Lay Leader, SPRC chair, Administrative Council chair and Finance or Trustee chairs. If you have a preschool or day care program, the director should be included in the interview schedule. The first interview will be one and a half hours with the pastor and should begin at 8 a.m. The interviews will conclude by 5:00 p.m., but some additional interviews may be scheduled in consultation with the Lead Consultant. For a sample of the Interview Schedule, see the Weekend Consultation Participant Workbook (pg. 9) in this binder.

Please create a schedule for the interviews and forward a copy to the FCJ Step 2 Administrator (brenda.gross@inumc.org) and lead consultant at least one month before the church consultation. The schedule should be included in the Self-Study materials.

Supper with Pastor, Spouse, Lead Consultant and Coach at 5:00 p.m.

This is an opportunity to hear from the pastor's spouse how things are going in the congregation.

We will be back at church by 7:00 for the focus group.

The dinner is provided by the lead consultant at a restaurant of the pastor and spouse's choosing.

Focus Group 7:00 p.m. – 8:30 p.m.

This is a group of 25 members, which represent a cross-section of the congregation. They should not be staff, relatives of staff or those serving in lay leadership roles. Very simply, these are people who are faithful in worship but have no staff or leadership responsibilities. The pastor is not a member of the Focus Group. The Focus Group will begin at 7:00 p.m. and end by 8:30 p.m. (or earlier).

Submit the names of these individuals to the lead consultant at least one month prior to the church consultation. It is good for the pastor to introduce the consultant who will lead the Focus Group before leaving for the evening.

Please bring enough 3x5 cards for each Focus Group participant.



Consultation Weekend - Saturday

Staff and Leadership Sessions

Flipchart and markers, plus a screen for the projector or a room with a blank wall.

A large sheet of paper and pens for each table

9:00 – 10:00 a.m. Ad. Council/Ad. Board meets with the Coach

10:15 a.m. – 3:00 p.m. All church workshop

- All church members are invited to this workshop, staff (paid and volunteer) and the leadership of the church are required to attend this 10:15 a.m. to 3 p.m. session. The Lead Consultant will be providing teaching, which is designed to move people from maintenance to missional thinking. This is a “must meeting” for as many of your church as possible in order that attitudes and commitment to mission can be developed.
- Please arrange for a lunch to be provided for all participants and the consultation team. Also, please submit a list of all participants in this session to the consultant at least one month prior to the consultation weekend.

Report Written

From 3 – 6 p.m. (or later), the consultation team will meet to draft the report to the congregation, which will be submitted Sunday during the Assessment Report meeting.

Please provide a room at the church where the team can meet. It is preferable for the team to have access to the same room throughout the weekend. A copy of the Assessment Report will be given to the pastor Saturday evening and reviewed with them that evening.

The pastor will arrange for copies of the final version of the report to be run for the Assessment Report meeting the next day.



Consultation Weekend – Sunday

Worship and Town Hall Meeting

The schedule for the morning needs to include time for worship and one hour for the “Reading of the Assessment Report” at which time the report will be presented. The Assessment Report meeting can take the place of the Bible Class/Sunday School or can be presented after worship.

The actual time of the Assessment Report meeting should be selected when the most people will be present to hear the report. The pastor may choose to begin or conclude the Assessment Report meeting. Consultation with the Lead Consultant will also help in determining the morning schedule.

It is important to share the dates for the upcoming three Town Hall meetings to discuss the report and the date of the Church Conference for the vote on the prescriptions at the Sunday Assessment Report meeting.

One of the members of the consultation team will deliver the sermon, and the pastor of the congregation will be the liturgist.

Post-Weekend Consultation - 4 to 6 weeks

During this period of time, the pastor and congregation will decide whether to accept or reject the prescriptions offered by the consultation team. If the prescriptions are adopted, a coach will work with the pastor and congregation for at least the next eighteen (18) months.

The Pastor must notify by e-mail *both* Mark Gough at mark.gough@inumc.org and Steve Clouse at steve.clouse@inumc.org regarding the result of the Church Conference vote on the prescription document.

The Weekend Consult Team will electronically submit the report and prescriptions to Steve Clouse, Associate Director for Church Development and FCJ Step 2 Coordinator, and to their respective District Superintendent.

If you have any questions on the church consultation, please contact the Lead Consultant for the weekend or the FCJ Step 2 Coordinator Steve Clouse at steve.clouse@inumc.org or call 574-238-2461.

Self-Study Quick Checklist



BEFORE you mail the Self-Study packet described in the following pages, please ensure you have included all of the elements listed below:

Pastor's DISC® inventory (see pages 12 and 13)

Completed Readiness Test (see page 36)

History & Description (see page 15)

Demography & Statistics (see page 24)

Community Study, MissionInsite, and Self-Study Group results (see page 28)

Self-Study Questionnaire (see page 35)

ONE MONTH BEFORE YOUR CONSULTATION DATE, all of the above items must be sent as PDF documents in an e-mail to brenda.gross@inumc.org or saved on a flash drive and mailed to Brenda Gross at 301 Pennsylvania Parkway, Suite 300, Indianapolis, IN 46280.

ALSO:

e-mail a digital copy of all items at least ONE MONTH BEFORE YOUR CONSULTATION to steve.clouse@inumc.org

At least TWO WEEKS BEFORE YOUR CONSULTATION, e-mail Brenda Gross at brenda.gross@inumc.org the following information:

Friday interview schedule, including names and times of interviews.

Names of people attending the Friday night Focus Group.

Names of people attending the Saturday training workshop.

Schedule for Sunday morning worship and town hall meeting.

Dates for three (3) town hall meetings after the consultation weekend.

Date for the Church Conference 30-45 days post consultation.

Teams

The following information pertains to putting together and starting the teams your church will need to have in place before, during and after your consultation.

Much of this information comes from the book, Direct Hit, by Paul Borden, pages 71-79.

Prayer Team, pages 71-73

Start now. Gather 3-5 people who can get together regularly. It's okay to have a shut-in or two if you want. Call them first to explain what the FCJ team will be doing.

Select people who have a spiritual gift for prayer and/or are spiritually developed. The meetings should be times of "prayer" and only a little chatting. Meeting regularly will be best.



The Prayer Team will lead the church in a prayer study and emphasis with resources provided by the coach.

The following areas need to make up the prayers of this team:

1. Pray for the community needs and officials. Be specific if there are clear issues that are part of the community conversation or agenda. Pray for the community leaders by name (i.e., Fire Chief so and so, Chief of Police so and so, etc.) - list as many officials as possible. You don't have to pray for each person each time, unless you so desire. Remember school principals, superintendents, teachers, and local elected officials, whether of your party or not, so you might highlight certain groups each week.
2. Pray for the unchurched, un-Christian friends you know by name (maybe just the first name). For example, you might pray, "Lord, I pray for my longtime friend Tom that he might feel the importance of coming to our church or any church for the first time to get to know Jesus. Help him to say 'yes' to my next invitation to him to come with me." Use names of people that are outside the faith and the church. And pray that you will find ways to invite them and to make it comfortable for them to explore what Jesus and God and church are all about.



Prayer Team, pages 71-73 (continued)

3. Pray for the upcoming Consultation at your church and for the people who will come and lead the weekend. Get their names from your pastor. Pray for your church leaders and all of us, that we will be open to the Holy Spirit to work in us and through us this weekend to have a great vision for what God can do through your church. Pray for the Consultation to be the event that begins a true transformation in the lives of your members, your leaders/pastors, your friends and guests, and your community. Pray extensively as often as you can for the Consultation and be sure to have the dates when that is going to take place.

4. Following the Consultation weekend, pray for the understanding of the prescriptions and the acceptance of the full report, and thus the desire to fulfill the prescriptions as a church. Pray for the coach by name, and for the leaders and teams that will lead the whole “follow-up process.” Pray for the changes that are needed, that we might “embrace” them and be willing and able to make these changes. Pray for the community to be impacted by the church like never before and thus for the church to desire and to achieve a significant impact for the Lord throughout the community. Pray consistently for the people who will be doing so much in the follow-up process to lead your church and for the church to capture a Vision of God’s calling for your church and to live into that Vision with “faithfulness and fruitfulness.”

5. Keep the Prayer Team going for at least 18 months, or as long as the coach is working with the church. Keeping the group going even beyond will be much better since we know that prayer is so important and can be life-changing, as well as helping the church to change and grow in God’s will.

Leadership Team pages 75-79

Borden talks about setting up a Leadership Team to work with you on the principles of being outwardly focused and turning the church around. We have found that it is just not practical and maybe not wise to put together “a team,” since it is hard to know who to have in the group and it might be looked at as a “pastor’s clique,” which might create conflict.



We ask that the church’s Board/Council serve as the Leadership Team and be responsible for the complete FCJ process from preparation of all materials and information > coordination of the weekend > follow-up and completion of all prescriptions.

You should teach the principles that you have learned in PLD and are learning in the Peer Mentoring group. You can do this in any (or all) of the following ways:

1. Lead a “leadership development” time at your monthly Board/Council Meeting of about 25-30 minutes lifting up one key principle. Examples:
 - Teach on the values of your church (what is more important, serving ourselves, others or both).
 - Lift **scriptural** examples and have a discussion.
 - What was Jesus’ style in working with the disciples as he equipped them to go out “two by two,” serve and lead?

This is really the best time to get the basic important principles to your leaders. The Ad Board Chair or others may not like you doing this since we just have not done this before at the Board Meetings, but be courageous and make it an interesting time of leadership training instead of just committee reporting.

2. Gather as many leaders as you can to read books and have a 90-minute session with you on leadership principles. This could be done by invitation as well as open invitation but it is a high commitment to read a book each month, as well as attend the discussion session each month. Another idea is to have leaders read Direct Hit and plan a time to discuss. This might be difficult to handle since it presents principles and ideas that are new and different to most church leaders.



Leadership Team pages 75-79 (continued)

3. Teach about the principles in small ways in meetings, sermons, and newsletter articles. Write and teach about being “outwardly focused,” “what does it mean to be transformed,” “what’s God’s Vision for our church.” In other words, take small bites of teaching time of the principles you have been learning in PLD and Peer Mentoring.
4. Write e-mails or blogs on leadership principles and send out to leaders and others as much as possible.
5. Add to this list, but make it a priority to have your leaders reading and learning what it takes to do church in God's will, while intentionally “making disciples,” (which is our UMC mission), how things have changed and why the church must change too, if we are to reach people for Christ.

Bottom Line: Communicate, communicate, and then communicate some more.

Communicate to your leadership (and everyone else) what you are learning in the FCJ process and the Peer Mentoring group.

They need to know what are the reasons for making changes, why things don’t work the way they used to, what you all can do to change and make things better in your church and community, and the importance of doing what God wants (like the GREAT COMMISSION) and not just what we want.

A lot of this is a new way we have to learn to do Church since we have not been doing these things much up to this point. So it is different and needs to be out in the open and shared proactively as widely as possible. That will build ownership and interest as you move toward the consultation weekend.



Pastor Surveys – must be taken prior to the weekend consultation

The church pastor will need to take the following two surveys and include them with the Self-Study submitted:

- DISC personality inventory – found online at

<http://www.uniquelyyou.com/results.php>

The scored results of the Conflict Inventory located in the back of the Speed Leas book, Discover Your Conflict Management Style.

- Include the results of both surveys in the church's Self-Study report.

One Month Prior to Consultation

- Pastor and congregation continue praying about the upcoming church consultation.
- All self-study materials for the consulting team must be submitted to the FCJ Step 2 Administrator, Brenda Gross. Send one digital copy by e-mail to brenda.gross@inumc.org or mail PDF documents on a flash drive to:

Brenda Gross
301 Pennsylvania Parkway, Suite 300
Indianapolis, IN 46280

- Recruit the people for the focus group and inform staff and leaders of their expected participation in the weekend (see below for specifics).
- Begin advertising the town hall meetings, including both times and dates.

Two Weeks Prior to Consultation

Submit the following to the lead consultant and FCJ Step 2 Administrator electronically:

- The Friday interview schedule, including names and times of interviews.
- The list of all who will attend the Friday night Focus Group.
- The list of all who will attend the Saturday training workshop.
- The schedule for Sunday morning worship and town hall meeting.
- Dates for your three town hall meetings after the consultation weekend.
- Dates for the Church Conference 30-45 days post-consultation.



DiscProfile™

The pastor for each church participating in the consultation process is required to take a DiscProfile online.

The DiscProfile system will identify pattern styles and provide information on areas of strength. This information is used by the conference, the consultant team, and the pastor to ensure we are playing to our strongest areas and supporting areas of opportunity.

The DISC® system is the original and oldest personal assessment tool used by organizations all over the world. The questionnaire is professionally designed to identify pattern styles in the areas of: Dominance, Influence, Steadiness, and Conscientious.

There are no "right" or "wrong" answers. Each person is a unique combination of these areas. Our goal is to have a better understanding of these patterns so we can play to our strengths.

The online assessment test is located at the following website:

<http://www.uniquelyyou.com/results.php>

The cost of the test will be reimbursed by Church Development. Once the pastor has completed the online test they are to forward the results to Steve Clouse at the conference office. The results are to be included in the Self-Study materials.

You are encouraged to learn more at the website listed above or at:

http://wikipedia.org/wiki/DISC_assessment



Self-Study Instructions

1. It is best to gather a team to complete this Self-Study made up of lay members, as well as staff. The pastor needs to be involved and be on this team, but should not be chasing down lots of this information.
2. Please complete ALL aspects of the Self-Study and be sure to share this information with the Council/Board, and have them fill out the questions that are for them around the strengths and weaknesses and areas to change. It is very important for them to have time for discussion and for the results of their discussion to be included in the Self-Study material that is submitted.
3. Allow yourself three (3) months to do all the parts of the study, including the leaders' discussion and opinions. ***e full final report needs to be submitted four (4) weeks before your Weekend Consultation.*** This allows time to copy the materials, and provides the Consultation team time to study the documents in detail. It is best to send the COMPLETE final report digitally, utilizing widely-used software, so pieces are not misplaced.
4. There is a simple one-page Readiness Test on page 36 of this document that is to be filled out by 20-25% of your active worshipping members (ex. if you average 100 worshipers, have 25 fill it out). It is best if you can have someone tabulate the survey and submit just the tabulated summary copy; of course, this also needs to be shared with the leaders as they evaluate the full-study materials.
5. Please send DIGITAL COPY of the COMPLETE Self-Study to:

Brenda Gross at brenda.gross@inumc.org

**Any questions, contact Steve Clouse at cell (574) 238-2461
or e-mail steve.clouse@inumc.org.**



Self-Study Documents

History

1. Write a brief (3-5 pages) history of your congregation. Include those events that contributed to periods of growth or decline in the number of people participating. Write in a factual style. Avoid the temptation to puff the story for public relations and the temptation to inject personal commentary regarding past problems.

Attach additional sheets if more room needed; total pages not to exceed five pages please.



Staff Information

1. Provide a list of all full- and part-time program staff positions for the last twenty years, or from the beginning if founded more recently. Give the dates for people's tenure and state the actual reason why individuals left. Leave out the pertinent specifics only where required by law.

ASSOCIATE PASTOR

Name _____ Tenure _____
Reason for leaving _____

MUSIC

Name _____ Tenure _____
Reason for leaving _____

CHILDREN

Name _____ Tenure _____
Reason for leaving _____

YOUTH

Name _____ Tenure _____
Reason for leaving _____

DISCIPLESHIP

Name _____ Tenure _____
Reason for leaving _____

OTHER

Name _____ Tenure _____
Reason for leaving _____

Attach additional sheets if more names to add.



Staff Information (continued)

2. List the current full-time program staff, including names, position, number of hours worked per week, number of years served on staff at your church and number of people they supervise, if any.



Facilities Information

1. List dates and provide descriptions of any building construction, major renovation, land acquisition, or leasing of facilities.

2. List the Campuses and/or properties used for weekly ministry, including addresses.

3. List the amount of acreage you own, lease or rent at each campus, including the square footage of building(s).

4. List the number of parking spaces (distinguishing between off-street and street parking).

5. List the most recent improvements to your facilities (one paragraph).

6. Describe the most urgently needed improvement to your facilities (one paragraph).

7. List the seating capacity in the sanctuary, including all campuses.



Worship Schedule Information

1. Describe the weekly worship schedule at your church, listing all services, Sunday school and small group gatherings, including times, locations, primary musical style, childcare availability and most recent attendance in each worship service.

-
2. Describe the planning process used in each worship service (one paragraph), including listing any members of planning teams.
-



Small Groups Information

1. List all Sunday School classes, including name of the class, time and location for the class, average attendance for the last calendar year and age group targeted where applicable.

-
2. List all non-Sunday morning Bible studies and small groups including time, location, average attendance and age group targeted, if applicable.

-
3. List all other groups that meet in your facilities, including daycare, Scouts, AA, NA, etc., including times, locations and average attendance.

4. How many new groups or classes have been started in the last year?



Small Groups Information (continued)

5. Is there a child protective policy in place? Yes No

If no, why?

6. When was it last updated?

7. Is the child protective policy followed? Yes No

If no, why?

8. Calculate the capacity (30 sq. ft. per child) of your current nursery facilities and list below.

9. What is the ratio of adults to children in your nursery?

10. What is the ratio of adults to children in school-age classes?

11. Is the nursery available for all events at the church? Yes No

Further comments:



Small Groups Information (continued)

12. Briefly describe the check-in procedures used for all Children's ministry events.

13. Are policies and guidelines given to parents? Yes No

Further comments:

14. What is the average number of children who attend Sunday school each week?

15. What is the average number of youth who attend the primary youth ministry event each week?



Statistical Questions

1. Estimate the average age of the people participating in the regular activities of your congregation. Please state how this was determined.

2. Prepare a list of the number of current members or regular participants who got involved:

- a) Prior to 1960 _____
- b) From 1961-70 _____
- c) From 1971-80 _____
- d) From 1981-90 _____
- e) From 1991-2000 _____
- f) From 2001- Present _____

3. Please list your Vital Congregation goals for the next five years.

4. Please list the worship attendance, number of professions of faith and number of baptisms for the most recent year.



Financial Information

1. List the most recent year's income and expenses, including breakdowns by category for each.



Financial Information (continued)

- 2. Attach a PDF copy of the prior and present year's itemized budget to the Self-Study materials and/or e-mail that information with the remainder of the Self-Study materials.

Please mark one: Attached e-mailed with Self-Study materials

- 3. Without listing names, state the amount given by each of the top twenty contributors on record in the last fiscal year:

Contributor	1 amount \$ _____	11 amount \$ _____
	2 amount \$ _____	12 amount \$ _____
	3 amount \$ _____	13 amount \$ _____
	4 amount \$ _____	14 amount \$ _____
	5 amount \$ _____	15 amount \$ _____
	6 amount \$ _____	16 amount \$ _____
	7 amount \$ _____	17 amount \$ _____
	8 amount \$ _____	18 amount \$ _____
	9 amount \$ _____	19 amount \$ _____
	10 amount \$ _____	20 amount \$ _____

TOTAL OF THE ABOVE \$ _____

State the percentage of giving the above total represents in relation to total contributions.

- 4. List the total number of giving units that contributed to the congregation during the last fiscal year.

- 5. Calculate last year's giving income divided by the average weekly worship attendance and list below.

- 6. List the current balance of all funds, including operating (checking), designated funds and endowment or trust funds.



Financial Information (continued)

7. Calculate the total expense of all pastors and staff salaries, including their benefits packages and calculate what percentage of the total budget those packages occupy.

8. Calculate the percentage of last year's budget given to the Conference as tithe and list below.

9. Calculate the percentage of last year's budget given to mission (not including Conference tithe) and list below.

10. Does the Senior Pastor have access to what amount each household gives annually? Yes No

Further comments:

11. How is stewardship promoted within the congregation on an annual basis?



Community Study

1. Write a brief overview of the area and community where the congregation is located and primarily serves.

2. Write a brief paragraph describing the church's mission and vision.

3. How does the church connect with its community?



Community Study (continued)

4. What ministry opportunities is the congregation known for within the community?

5. How does the church communicate with the community?

6. Secure the MissionInsite report for your church (your area) and you can do this by going on the Conference website - click www.inumc.org, then click on the Church Development tab, follow instructions to register, and type in your area's information. Order the Executive Report (2-5 mile radius). If you have any trouble, contact Steve Clouse at steve.clouse@inumc.org for assistance.

Please mark one: Attached e-mailed with Self-Study materials

7. Is the public school district the church located in growing or declining?



Connection and Communication Questions

1. Write a brief paragraph describing how a newcomer to the church is welcomed, tracked and followed up to connect to discipleship.

2. How many first-time guests attend the church on average weekly?

3. Are first-time guests added to the church mailing list? Yes No

How much time transpires before first-time guests receive a follow-up contact?

4. Write a brief paragraph describing how the church helps a person grow in faith?

5. What is the expectation of a disciple who attends your church?

6. How are existing members of the congregation cared for?

7. State the percentage of people who attend your worship services, who also attend some group meeting such as a class, support group or service team. Count each individual only once.



Leadership Development Questions

1. Briefly describe how leaders are trained, selected and rotated in your church.

2. How many new leaders are raised up each year?

3. Briefly describe the planning process used in the church, including goal setting, implementation and evaluation.

4. How do the leaders at the church determine what opportunities to say “no” to?

5. Write a brief summary of your congregational structure including the individuals or groups who are responsible for program decisions, budgeting and financial oversight, buildings and grounds, and any other major interests of the congregation.



Leadership Development Questions (continued)

6. List committees, task forces, program teams, etc., and explain how these relate to boards or councils.

7. Attach a separate document reflecting your current structure organizational chart.

Please mark: Attached

8. How many meetings does the Senior Pastor attend each month?

9. List any formal ties or major ties to other organizations or associations. State how the congregation views and interacts with these groups.



Leadership Development Questions (continued)

10. Briefly describe how communication happens within the congregation.

11. Has the church had any major conflicts in the past 20 years? Is the conflict resolved?



Other Documents

Please submit copies of the following (if you have them). Check below what you are submitting:

Sample bulletins (past two Sundays) and newsletters (past two editions).

Any policy statements or policy manuals that are available in digital form.

Other printed documents you deem helpful in providing insight into your congregation.



Self-Study Group

After all of the self-study information has been compiled, the board/council and staff need to discuss the questions below giving the general consensus of the group; be sure to include the date.

a) What are the three greatest strengths of this congregation, listed in priority order?

1.

2.

3.

b) What are the three most significant weaknesses of your church?

1.

2.

3.

c) What three changes would you most like to see made in your church, listed in priority order?

1.

2.

3.

d) Do the leaders want this congregation to grow significantly? Yes No

Are the leaders willing to make the difficult decisions required for change and growth? Yes No; briefly explain:



Readiness Test

Decide how you FEEL about the following statements and check the appropriate number under each statement by clicking the box. Rate yourself on a scale of one to ten. One means that you totally agree with the statement. Ten means that you totally disagree with the statement and have no desire to change your attitude.



- 1. The nursery should be extra clean and neat, staffed with paid help and open every time there is a church function.
1 2 3 4 5 6 7 8 9 10
- 2. Turf issues are harmful to the growth of a church.
1 2 3 4 5 6 7 8 9 10
- 3. I am willing for the facilities to be used even if they get dirty.
1 2 3 4 5 6 7 8 9 10
- 4. Reaching out to new members is just as important as taking care of the present members.
1 2 3 4 5 6 7 8 9 10
- 5. I am comfortable with radical change if it will help my church reach more people for Christ.
1 2 3 4 5 6 7 8 9 10
- 6. I am seldom concerned about procedure.
1 2 3 4 5 6 7 8 9 10
- 7. Paying off the debt is not a major concern for me.
1 2 3 4 5 6 7 8 9 10
- 8. I support the idea of spending some of the church's savings in order to hire more staff or start new programs/ministries.
1 2 3 4 5 6 7 8 9 10
- 9. Several worship services are fine with me because I am more interested in meeting the needs of all the people than I am in knowing everyone at church.
1 2 3 4 5 6 7 8 9 10
- 10. I am not at all offended when my pastor does not give me regular, personal attention.
1 2 3 4 5 6 7 8 9 10
- 11. I realize that more staff is needed today than in the past.
1 2 3 4 5 6 7 8 9 10
- 12. I always trust and affirm my pastor's efforts to reach more people for Christ.
1 2 3 4 5 6 7 8 9 10