

Congregational Issues for Generative Dialogue Spiritual Strategic Journey Initial Assessment

The following ten issues should be the subject of generative dialogue in congregations as they seek to determine their readiness for transition and change that leads to transformation while traveling along a Spiritual Strategic Journey toward their full Kingdom potential.

[Please provide your personal rating of your congregation on a scale of 1 - 10 on each of the following statements. An answer as low as 1 would mean that your congregation is not at all reflective of the statement. An answer as high as 10 would mean that your congregation is highly reflective of the statement. Answers in between these two extremes would suggest the relative agreement or disagreement you have with each statement when you think about your congregation.]

1. _____ **Visionary Leadership:** Our congregation has a captivating and passionate sense of our identity involving the eternal mission of God, and the everlasting purpose of our congregation *[who we are]*, our enduring core values *[what we believe or highly value]*, our empowering vision *[where we are headed]*, and our spiritual and strategic journey as a congregation *[how we are getting there]*. Our leadership is clearly captivated by God's vision for the future of our congregation.

2. _____ **Relationship Experiences:** Our congregation is doing well at inviting people to a Christ-centered faith journey, and at helping people who are connecting with our congregation to be on an intentional and maturing faith journey. Among the characteristics of the faith journey of our people is that through our congregation they are experiencing spiritual formation, the development of Christian leadership practices, and active involvement in congregational ministry roles and missional engagement beyond the congregation.

3. _____ **Programmatic Emphases:** Our congregation has high quality programs, ministries, and activities which meet the real needs of real people in real time. We are well known throughout our congregation, and our geographic community, or among the target or affinity groups we serve, for our outstanding programmatic emphases. Our programs, ministries, and activities are growing in numerical vitality. Our programs meet the spiritual, social, and emotional needs of people.

4. _____ **Accountable Management:** Our congregation has excellent, flexible management systems. The practices for addressing the need for called/appointed and employed personnel, plus elected and volunteer leadership are healthy and creative. Generosity and stewardship efforts are inspiring, and the accounting for financial resources is trustworthy. Our governance and decision-making systems are effective, plus open and response to congregational input. Our facilities and grounds are suitable for our needs and kept in good repair.

5. _____ **Community Engagement:** Our congregation is deeply connected with our community context. We have clearly defined our community geographically and/or according to our target or affinity groups. We know to whom God is sending us based on God's vision for us and our spiritual gifts, skills, and cultural preferences. We are effective in engaging the needs of our community, and in inviting people to a Christ-centered faith journey through the ministry of our congregation.

6. _____ **People of Pastoral Leadership:** Our pastor [plus any pastoral/program staff] has a genuine commitment to leading our congregation on a spiritual and strategic journey towards the fulfillment of God's vision and the reaching of our full Kingdom potential. Our pastor [plus any pastoral/program staff] is highly respected as our staff leader [or team], and our congregation will proactively support the pastor/staff as initiating leaders as they cast God's vision for increased vitality and vibrancy as a congregation.
7. _____ **People of Passion:** We have many people in our congregation who have positive, spiritual passion about the future of our congregation toward which God is leading us. They have a genuine commitment to help our pastoral leadership move our congregation along a spiritual and strategic journey towards the fulfillment of God's vision and the reaching of our full Kingdom potential. These people represent at least seven people or seven percent—whichever is greater—of the average number of adults present on a typical Sunday/weekend for worship.
8. _____ **People of Position:** The elected or appointed lay leaders in our congregation have a positive commitment to transition and change that may lead to transformation and the achievement of our full Kingdom potential. They celebrate the past of our congregation, honor the present, and are willing to empower the future. They are competent and committed leaders who are not interested in controlling the future of our congregation, but want a vital and vibrant future. Our congregation highly respects them, and will proactively support them as part of our overall leadership.
9. _____ **Numerical Vitality:** We know congregational vitality is much more than numerical vitality. Yet, the number of people connected with our congregation and the depth of their participation is a key sign of vitality. Our trend over the past five to ten years is that we have seen an increase of at least 10 to 15 percent in the people attending, and they are connecting deeply, and involved in and through our congregation in Christ-centered ministry and missional engagement.
10. _____ **Spiritual and Emotional Maturity:** Our congregation is a healthy Christ-centered community characterized by spiritual and emotional maturity. We are a people of the unconditional love of God. This allows us to handle with obvious maturity any issues which might disrupt the sense of fellowship and unity, and perhaps produce unhealthy conflict. Because of our maturity depth we are able to build a qualitative sense of traveling together on a spiritual and strategic journey. When diverse viewpoints produce disagreements we handle them in ways which reflect our spiritual and emotional maturity.

_____ **Total Number of Points**