

LDR Church Health Survey ©

Instructions

1. Selecting Participants

How many questionnaires should be completed?

The Church Health Survey is designed to be effective with:

- One pastor completing the survey
- 30 participants completing the survey

The pastor and multiple staff

- If the church has a multiple pastoral staff, it can have all pastors (except the senior pastor) complete a survey, then build a composite picture by combining the scores on all the surveys and dividing by the number of pastor's surveyed to create a single score.
- The senior or sole pastor of the church should complete a survey separately.
- If the church is currently without a senior pastor, the person currently performing the duties of the senior leader should complete a survey.

2. Criteria for Selecting People to Complete the Participants Questionnaire

There are four criteria for selecting participants to complete the questionnaire:

- Regular worship attendee
- Committed to the life of the church
- Actively serving in an ongoing ministry
- Actively involved in a small group/class

You should aim to include a broad cross section of people:

- Women and men
- Varying length of time at the church
- Different age groups
- Leaders of different types of small groups
- Different ministries, including those that are not high profile

When more than thirty people fit the criteria:

If you have more than thirty people who fit the criteria, we recommend that you select thirty who represent a broad range of groups and ministries within the church.

If there is resistance to this, you may complete more than thirty questionnaires. It will just take more time for you to do the scoring. One option would be to allow as many people as fit the criteria complete the survey then randomly select thirty for scoring.

When fewer than thirty volunteers fit the criteria:

If the church has fewer than thirty people and still wants to do the survey, everyone in the church who fits the selection criteria should complete a questionnaire. A 100% sample will be accurate. It is not recommended for churches to take the profile if fewer than fifteen people in the congregation fit the criteria.

3. Process for Completing the Surveys

- Select participants.
- Meet to briefly introduce LDR Church Health Survey, answer questions, and explain the process.

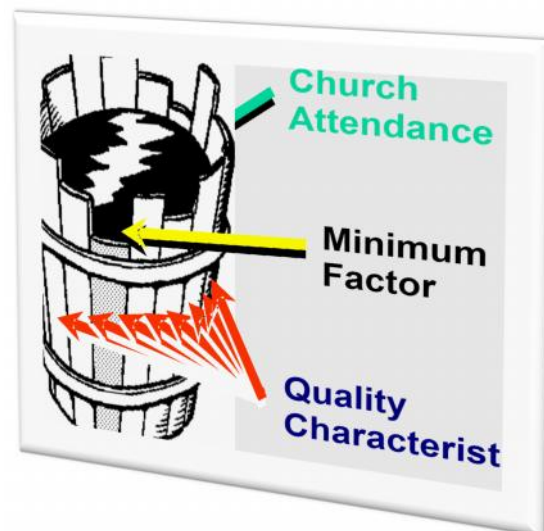
4. Instructions to Participants at the Meeting

Suggested Introduction:

This survey is designed as a tool to help the church discover its health and vitality. It is much like getting a physical examination from a doctor. The doctor checks all our vital signs and systems to assess our health. The survey is simply diagnostic in that it doesn't tell us what to do. It helps us to discover the areas that we need to investigate further in order to increase our health and effectiveness.

In assessing the church's health we can identify our stronger health factor(s) as well as our minimum factor(s).

- The effectiveness of the church is directly related to its health. An analogy is that a wooden barrel can only hold water up to the lowest stave in the barrel.
- Increasing the minimum factor tends to elevate the effectiveness of the whole church. That is the ultimate goal.



Instructions:

Please share the following instructions clearly with the participants before they begin completing the survey.

1. As you take the survey there will be questions that are directed toward how you perceive our church. There will be other questions that are directed toward your life and ministry.
 2. Complete every question. When you reach the end of the survey you should check each page carefully to ensure that no questions have been missed.
 3. If you are unsure of an answer, you should make a "best guess" rather than leaving a blank response. Your first response is often your better response.
 4. Answer each question by circling the appropriate number, 1 = very little, 7 = very much.
 5. Circle only one number for each question. Double or triple marking, while evidence of enthusiasm for or against elements of church life, does not change the profile's outcome and makes processing more difficult.
 6. No explanations or comments are to be written anywhere on the surveys. These do not add to the profile and can only jeopardize the participant's anonymity.
 7. Don't put your name on the survey. Your responses are personal and private. The survey is effective as a collective score of the group.
 8. Once you have completed the survey tabulate your scores in each of the ten sections. Then transfer the score from section 1 to the corresponding box at the end of the survey. This will indicate how you scored each of the 10 health characteristics.
 9. When you are finished, please return the survey to (specify location -- not to you as they need to feel comfortable that individual responses are not going to be singled out).
 10. Thank you for your willingness to help our church increase our effectiveness.
- Distribute the questionnaires and allow about 30 minutes for completion.
 - Collect the surveys and tabulate all the scores. Add all scores together for each characteristic and divide by the number of people completing the survey to get the average. You will identify the strong factor(s) and the minimum factor(s).

LDR Church Health Assessment ©

Characteristics/Qualities

Qualities being evaluated in each characteristic

CHURCH PURPOSES

1. Inspiring Worship Service
 - Feelings of being inspired
 - Care for children
 - Life transforming preaching
 - Visitor friendly
 - God-centered and celebrative music
 - Tithing and stewardship
2. Effective Evangelism
 - Contagious faith
 - Personal evangelism
 - Corporate evangelistic outreach strategies
 - Seeker awareness
 - Assimilation of new Christians
3. Intentional Disciple-Making
 - Clearly communicated process for discipleship
 - Opportunities for all ages and stages of life to grow in their faith
 - Regular involvement in the discipleship process
 - Opportunities for growth at different levels of spiritual development
 - Multiplication of disciples, leaders, and groups
4. Authentic Community
 - Atmosphere of transparency – sharing and trust
 - Spiritually oriented
 - Meeting felt needs
 - Relevance to daily life
 - Guest sensitive
 - Active participation of group members
 - Atmosphere of joy
 - Interdependent relationships
 - Affirmation and encouragement
 - Intentional conflict resolution
5. Gift-Oriented Ministry
 - Match individual's gift to ministry
 - Identification and understanding one's gifts
 - Significance of service
 - coached, supported, trained, and challenged in ministry
 - Equipping
 - Mobilizing system
 - High percentage involved

CHURCH LIFE

6. Mission-Driven Organization

- Biblical mission
- Clearly defined mission statement
- Mission clearly understood
- Ministry regularly evaluated by mission
- Leadership through vision
- Vision, goals, and planning

7. Empowering Leadership

- Match of pastor and congregation
- Delegation and sharing of ministry
- Leadership through mentoring and equipping
- Leading change

8. Functional Structures

- Organizational structures and systems
- Leadership oversight
- Creativity and managing change
- Staffing and ministries based on mission
- Clear understanding of roles and responsibility

9. Cultural Relevance

- Communicates biblical truth with cultural relevance
- Ministers to human needs
- Commits to understanding and communicating with the unchurched effectively
- Demonstrates love, justice, and mercy to the unchurched
- Church's reputation in the community
- Spiritual seekers included

10. Passionate Spirituality

- Influence
- Commitment and character
- Spiritual disciplines
- Personal and corporate stewardship
- Compassion



LDR Church Health Survey

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Please circle the number that best reflects your response to each statement. Try to avoid using the number 4. (1 = very little, 7= very much)

	1 = very little, 7= very much.
1. I feel the worship service has a positive influence on me.	1 2 3 4 5 6 7
2. I feel the sermon in the worship service speaks to my life needs.	1 2 3 4 5 6 7
3. I feel comfortable bringing guests to our worship services.	1 2 3 4 5 6 7
4. The best possible care is given to the children during worship services.	1 2 3 4 5 6 7
5. When I leave our worship services I feel I've been in the presence of God.	1 2 3 4 5 6 7
6. I find the worship services to be vibrant, meaningful, joyful, and spiritually energizing.	1 2 3 4 5 6 7
7. I find the worship services well organized and inspiring.	1 2 3 4 5 6 7
8. I find the sermons are challenging and encouraging to my walk with God.	1 2 3 4 5 6 7
9. I give at least a tithe (10 percent) my earnings to our church.	1 2 3 4 5 6 7
10. Our church worship experience with others overflows to personal worship throughout the week.	1 2 3 4 5 6 7
Characteristic 1: Add the numbers circled in the 10 statements above and enter the TOTAL here —>	
	1 = very little, 7= very much.
11. Our church celebrates conversions publicly.	1 2 3 4 5 6 7
12. Believers are regularly winning people to Christ.	1 2 3 4 5 6 7
13. I have frequent opportunities to invite my unchurched friends to events that provide a natural link in the process of evangelism.	1 2 3 4 5 6 7
14. Our pastor(s) intentionally build(s) friendships with non-Christians.	1 2 3 4 5 6 7
15. I regularly pray for and am developing relationships with unchurched friends for the purpose of evangelism.	1 2 3 4 5 6 7
16. I have been trained in how to share my faith with my unchurched friends.	1 2 3 4 5 6 7
17. I feel comfortable sharing my faith with others.	1 2 3 4 5 6 7
18. Our church has ministries/programs which are particularly applicable to the unchurched.	1 2 3 4 5 6 7
19. In our church, we intentionally invest time, energy, and resources in reaching the unchurched.	1 2 3 4 5 6 7
20. Our church has a well-defined outreach strategy.	1 2 3 4 5 6 7
Characteristic 2: (Add the numbers circled in the 10 statements above and enter the TOTAL here —>	

	1 = very little, 7 = very much.
21. I clearly understand the process of becoming a fully committed follower of Christ.	1 2 3 4 5 6 7
22. Our church has a variety of small groups/classes that challenge people to the next level of spiritual maturity.	1 2 3 4 5 6 7
23. Opportunities exist for people of all age levels to grow in their faith.	1 2 3 4 5 6 7
24. Our church has a clear process that wins the lost, builds the believer, equips the worker, and multiplies the leader.	1 2 3 4 5 6 7
25. I have been taught how to read, understand, memorize, and apply the Bible in my life.	1 2 3 4 5 6 7
26. The teaching I receive is at a level I can understand and yet find challenging.	1 2 3 4 5 6 7
27. Our church's approach for continued growth is multiplying disciples, leaders, ministries, and groups.	1 2 3 4 5 6 7
28. I am intentionally developing faithful disciples of Christ who in turn develop other faithful disciples.	1 2 3 4 5 6 7
29. Church Bible studies provide me with common sense advice as I help others live the Christian life.	1 2 3 4 5 6 7
30. Our church aggressively seeks to help people to become fully devoted followers of Christ.	1 2 3 4 5 6 7
Characteristic 3: (Add the numbers circled in the 10 statements above and enter the TOTAL here -->	
31. I am a part of a group in our church where it is possible to talk about personal problems and others will pray with me and for me as needed.	1 2 3 4 5 6 7
32. I am a part of a group in our church in which we talk about spiritual issues.	1 2 3 4 5 6 7
33. Our small group/class is relevant to me.	1 2 3 4 5 6 7
34. Our church deals with interpersonal conflict in a timely and biblical manner.	1 2 3 4 5 6 7
35. Our members are warm and intentional in building relationships with newcomers.	1 2 3 4 5 6 7
36. I trust the people and the leaders of our church.	1 2 3 4 5 6 7
37. There is a lot of joy and laughter in our church.	1 2 3 4 5 6 7
38. The atmosphere of our church is strongly characterized by encouragement and compliments.	1 2 3 4 5 6 7
39. I feel that I "fit" here and am a vital part of our church family.	1 2 3 4 5 6 7
40. People can learn about God when they watch how I treat others.	1 2 3 4 5 6 7
Characteristic 4: (Add the numbers circled in the 10 statements above and enter the TOTAL here -->	

	1 = very little, 7= very much.
41. Through an intentional process, our church has helped me to discover, develop, value, and use my spiritual gift(s).	1 2 3 4 5 6 7
42. I have regular opportunities to develop my skills for ministry.	1 2 3 4 5 6 7
43. I know my spiritual gifts.	1 2 3 4 5 6 7
44. I feel that the church supports me in my ministry.	1 2 3 4 5 6 7
45. It is my experience that God uses my gifts and ministry for building up the church.	1 2 3 4 5 6 7
46. The ministry tasks I perform in our church are in accordance with my gifts.	1 2 3 4 5 6 7
47. I feel my ministry in the church challenges me.	1 2 3 4 5 6 7
48. I know the value my work/ministry has and the role I play in accomplishing the purpose of our church.	1 2 3 4 5 6 7
49. I take time to understand other members and encourage them to serve where they are gifted.	1 2 3 4 5 6 7
50. I feel energized and spiritually charged in the ministries in which I am involved.	1 2 3 4 5 6 7
Characteristic 5: (Add the numbers circled in the 10 statements above and enter the TOTAL here -->	
51. Our church has a clearly defined statement of purpose.	1 2 3 4 5 6 7
52. Our church's purpose is clearly biblical.	1 2 3 4 5 6 7
53. I know how valuable our church is to God's purpose in our community and the world.	1 2 3 4 5 6 7
54. I believe the future for our church is bright and exciting.	1 2 3 4 5 6 7
55. Our church's programs have a specific focus and are evaluated, at least annually, based on their contribution to the purpose.	1 2 3 4 5 6 7
56. I respond positively to change directed by the purpose, vision, and values of our church.	1 2 3 4 5 6 7
57. Our church creates programs and adds staff based on our purpose and vision.	1 2 3 4 5 6 7
58. I make giving financially a priority because the ministries of our church make a significant impact on people's lives.	1 2 3 4 5 6 7
59. I adapt and change in order to remain faithful to God's vision for our congregation.	1 2 3 4 5 6 7
60. I embrace and could write out our church's vision and strategy for reaching and discipling.	1 2 3 4 5 6 7
Characteristic 6: (Add the numbers circled in the 10 statements above and enter the TOTAL here -->	

	1 = very little, 7 = very much.
61. Our church's leaders are spiritually maturing and they lead with godly integrity.	1 2 3 4 5 6 7
62. Our church has a team approach to ministry that encourages, mentors, and develops emerging leaders.	1 2 3 4 5 6 7
63. I know the process and structure of our church to raise up and train leaders.	1 2 3 4 5 6 7
64. The leaders of our church are good at delegating ministry rather than doing the all the work themselves.	1 2 3 4 5 6 7
65. I feel that our leaders are open to suggestions and feedback from our members.	1 2 3 4 5 6 7
66. Our pastor gives many church members the opportunity to help in organizing and conducting the major ministries of our church.	1 2 3 4 5 6 7
67. Our pastor fits our church.	1 2 3 4 5 6 7
68. I believe that our leaders lead to the accomplishment of our mutually agreed upon goals.	1 2 3 4 5 6 7
69. The leaders of our church concentrate on the tasks for which they are gifted.	1 2 3 4 5 6 7
70. The people in our church are willing to share the burden and responsibility of ministry.	1 2 3 4 5 6 7
Characteristic 7: (Add the numbers circled in the 10 statements above and enter the TOTAL here -->	
71. The structures of our church function well and facilitate the accomplishment of our purpose.	1 2 3 4 5 6 7
72. I have a clear understanding of the roles of the pastor, staff, board, and congregation.	1 2 3 4 5 6 7
73. Our workers are regularly trained, equipped, supported, and encouraged in the work of ministry because we have a system/plan in place to do this.	1 2 3 4 5 6 7
74. I know the plans & goals that our church will pursue in the coming year.	1 2 3 4 5 6 7
75. It is my impression that the structure of our church promotes church life and vitality rather than hinders it.	1 2 3 4 5 6 7
76. Regular attendees believe the church is making an impact upon their lives and community.	1 2 3 4 5 6 7
77. Successful planning and organization characterize the activities of our church.	1 2 3 4 5 6 7
78. Our programs are started and evaluated and eliminated according to our stated purpose.	1 2 3 4 5 6 7
79. In our church, we often and successfully try new things.	1 2 3 4 5 6 7
80. We have people willing & excited to be involved in church ministry.	1 2 3 4 5 6 7
Characteristic 8: (Add the numbers circled in the 10 statements above and enter the TOTAL here -->	

	1 = very little, 7= very much.
81. I meet needs of people in our community in ways that cause people to consider Christ in their lives.	1 2 3 4 5 6 7
82. I am aware of our community's social changes and needs.	1 2 3 4 5 6 7
83. Our church accurately reflects the age distribution and composition of our community.	1 2 3 4 5 6 7
84. Our church intentionally seeks to understand our community in order to more effectively communicate the truth and love of Christ to them.	1 2 3 4 5 6 7
85. Our church welcomes and assimilates a steady stream of new people at all stages of their spiritual journey into our church and ministries.	1 2 3 4 5 6 7
86. Our church provides teaching and preaching that specifically deals with the questions, doubts, and struggles of seekers and new believers.	1 2 3 4 5 6 7
87. Our church has a positive reputation in our community.	1 2 3 4 5 6 7
88. Our church members are actively involved in community organizations, clubs, activities, and events.	1 2 3 4 5 6 7
89. I view change as positive and necessary for our church to be effective and I embrace it favorably.	1 2 3 4 5 6 7
90. We regularly have new converts in our church.	1 2 3 4 5 6 7
Characteristic 6: (Add the numbers circled in the 10 statements above and enter the TOTAL here -->	
91. My growing intimacy with God is encouraged because our church leaders teach it and model it in their lives.	1 2 3 4 5 6 7
92. The small groups/classes I am involved in help me develop a greater intimacy with God.	1 2 3 4 5 6 7
93. The prayer life of our church reflects a deep dependence upon God in every area of life.	1 2 3 4 5 6 7
94. I deeply value a growing intimacy with God in my life.	1 2 3 4 5 6 7
95. I experience the transforming influences of faith in different areas of my life (i.e., profession, family, spare time).	1 2 3 4 5 6 7
96. I am enthusiastic about our church.	1 2 3 4 5 6 7
97. The Word of God is the most important authority and in inspiration in the decisions of my everyday life.	1 2 3 4 5 6 7
98. The people in our church are deeply committed to Christ and to each other.	1 2 3 4 5 6 7
99. I joyfully give offerings above the 10 percent tithe to our church and ministries.	1 2 3 4 5 6 7
100. My personal devotional time with God which includes Bible reading and prayer is significant in my life.	1 2 3 4 5 6 7
Characteristic 10: (Add the numbers circled in the 10 statements above and enter the TOTAL here -->	

LDR Church Health Survey Score Sheet

	TOTAL	Check High Score	Check Low Score
CHURCH PURPOSES			
Characteristic 1: Inspiring Worship			
Characteristic 2: Effective Evangelism			
Characteristic 3: Intentional Disciple-Making			
Characteristic 4: Authentic Community			
Characteristic 5: Gift-Oriented Ministry			
CHURCH LIFE			
Characteristic 6: Mission-Driven			
Characteristic 7: Empowering Leadership			
Characteristic 8: Functional Structures			
Characteristic 9: Cultural Relevance			
Characteristic 10: Passionate Spirituality			

Interpreting your scores

The scores should not be understood as a grade. The scores simply represent a gauge to help the local church identify areas of perceived strength and limitation. Typically scores of 50 or better represent relatively healthy characteristics. Scores that fall below the 50 mark represent opportunities for the church to grow and develop. Regardless of the scores it is best to start by focusing on how to build up your minimum health characteristic. By improving your minimum health characteristic, you can increase the overall health and effectiveness of the church.

LDR Church Health Survey Follow-up Questions

1. In your church health survey, on which church health factors did you score the highest?
2. Based on the results of your church health survey, what is your one minimum church health factor?
3. What evidence or observations support that this is the minimum factor?
4. How will improving the minimum factor help your church to be more healthy?
5. How can you build on your strengths to help your church become more healthy?

Compare the responses to the pastor's survey, the staff's surveys (if applicable), and the participant's surveys. What differences or similarities are there and what may that imply?