

**Other**

Are there multiple ways for people to support the church with their time, energy and resources? Are those ways and means regularly communicated?

Is the physical church environment considered? Is the building clean (especially washrooms and children’s areas)? Is the building accessible? Is there good signage in place so visitors can find where they are going?

Are there trained, effective greeters in place? Do they know what is going on and where everything is? Is an effort made to welcome newcomers before and after any service or program?

Is there an assimilation process in place that helps newcomers become part of the life of the church?

NOTES: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

# Church Health Checklist



# Table of Contents

Ethos/Culture .....2

Prayer .....7

Leadership .....8

Worship .....11

Structure/Communication .....12

Programming .....13

Other .....14

## **Programming**

Is there a system for recruiting, developing and training volunteers and ministry workers for ministry?

Is there regular ministry planning? Is there a philosophy of ministry that guides this planning?

Are volunteers and ministry workers trained regularly? Are they part of ministry and program planning?

Are volunteers and ministry workers thanked and shown appreciation regularly (both formally and informally)?

Are preparation and planning evident in all aspects of programming?

Is there regular evaluation of all programming that takes into account the priorities and values of the church? Does this evaluation ask the question “Is there too much programming?” Does the evaluation examine whether or not all programs aid in the goals/mission/vision of the church?

Does the church regularly examine or audit this facet of ministry life?

NOTES: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

## Structure/Communication

Is there a clear ministry plan/three-year plan in place for the church? Is it being followed or is it just a document that sits somewhere? Who is responsible for this plan? Is there follow up and evaluation?

Is there a regular process of planning, review and evaluation in place (LifePlan or an equivalent)?

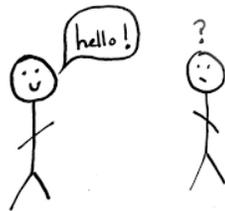
Is there good communication in the church? Are multiple platforms used (email, Facebook, website, YouTube, etc.)? Is there a regular communications audit to ensure communication is effective? Does the communication audit ask people if they feel up to date and informed?

Is technology up to date and used well for communication? Is somebody in charge of updating and monitoring websites and social media (including comments)? Is it easy for somebody online to connect with the church?

Is the church website up to date? User friendly?

Geared to those outside the church?

Does the church regularly examine or audit this facet of ministry life?



NOTES: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

## Church Health Checklist

This tool was developed to help aid pastors, boards, and ministry leaders as they discuss and evaluate the health and ministry life of their church. Whether discussed all at once or in smaller pieces, the idea is to work through the list, asking important and challenging questions and giving honest answers. The hope is that this will help you celebrate what is going well and identify areas that need attention and work. This is not a pass/fail tool. This is a “*how are we doing and what do we need to pray about and work on*” discussion facilitator. This can be used as part of a LifePlan/Ministry Plan process to aid in evaluation and dreaming. Or it can be used independently, as a church health check-in. The context it is used in is not the point. That it is used for honest, careful, prayerful evaluation and planning. So, gather the appropriate folks around the table and talk these areas through. If you would like help facilitating this discussion or need ideas for follow-up, please do not hesitate to contact your Regional Coach or the Director of Leadership Development and Church Health.

## **Ethos/Culture**

Is the focus of the church Disciple-making (including evangelism)? Is that reflected in the mission/vision, core values, budget, and programming of the church? Do we have a clear definition and understanding of disciple-making?

Is there a clear and understood disciple-making plan in place? Does that plan outline a clear process that helps move people from exploring faith to disciple-maker? Are there helps and resources available that will help people move forward in their own journey? Are there help and resources available that will help people disciple others? Do all of the church's programming and ministry



areas reflect this priority of spiritual growth/disciple-making?

Are there regular baptisms in the life of the church?

Is there an expectation (as part of the discipleship plan) that people will grow spiritually? Are there helps and resources available or recommended to people that will help them grow? Do the

materials/programs offered take into account different learning styles/personalities/spiritual pathways?

NOTES: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

## **Worship**

Are corporate worship experiences marked by gratitude and celebration?

Are preparation and planning evident in all aspects of worship?

Does the worship leader/director participate in the FMCIC Worship Network for resourcing and encouragement?

Is there a philosophy of worship

in place that guides the planning of the worship service? Is there an effort made to avoid insider language and behaviour and to act like there is "company" in the room? Is consideration given to those who will access worship online in planning (including ways for people to be welcomed, ways for people to connect with the church and ways for people to be followed up with)? Is there regular evaluation of the worship experience including preaching?

Are new ways of worship expression emerging? Does the church make effective use of technology and the arts in its worship experiences?

Does the church regularly examine or audit this facet of ministry life?

NOTES: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



## **Leadership**

Is there a clear understanding as to the roles and responsibilities of groups like the board, pastor's cabinet, delegates, ministry heads and personal team? Does each of these groups have a clear understanding as to what is their responsibility and area of oversight and what is not? Is there a good communication system set up between all of these groups?

Is the pastor taking steps to ensure his or her ongoing physical, emotional and spiritual health? Are they connected to a network/small group? Are they regularly learning/developing skills? Do they have an accountability partner? Do they have a mentor/coach/counselor? Are they taking days off/holidays?

Does the church regularly examine or audit this facet of ministry life?

NOTES: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

## **Ethos/Culture**

Is there an effective small group structure in place? Are leaders trained regularly? Are there expectations for these groups? Do they aide their members in participating in Biblical fellowship, being disciplined and participating in missional activity? Is it easy for new comers to join groups? Is the content of these groups monitored and evaluated? Do these groups understand the discipleship pathway used by the FMCIC (or equivalent) so that they can help their group members grow? Does the church have any groups that help seekers and new believers get answers to questions and take the next steps?

Is there an expectation that people will serve each other, those outside the church and through a ministry area? Do people know their spiritual gifts and are they operating out of them?

Is there an expectation (as part of the discipleship plan) that people will share their faith with others? Are there helps and resources available for people to help train and equip them for this? Is there both a corporate and personal expectation when it comes to evangelism? Does the church's programming reflect this priority? How is the church placing the Gospel within the reach of those around them? Does every ministry area or department take this priority into account when planning and holding events?

NOTES: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

## **Ethos/Culture**

Has the church taken responsibility for their community? Does the church know and understand their community? Do they know the needs of the community? What are the social issues/ concerns that are held in common with the community? Has the church done the research and talked to people or are they simply relying on “gut feelings?” Is the church in the process of building bridges with the community based on learnings and findings? Is there both corporate and personal involvement in community life/events? Are steps being taken to make sure leadership reflects the makeup of the community?



Are there missional/outward-focused opportunities for people to engage in? Is involvement in these types of endeavors celebrated appropriately in church life, whether carried out corporately as a church, by small groups, or individually? Is

the church paying attention to the need for reconciliation with, engagement with, and service to “the other” (whether that be the under-resourced or a distinct cultural group or...)? Is there an awareness of the work and resources available through the Intercultural Engagement Team (IET), the Racial Justice and Ethnic Equity Team (RJEET), International Child Care Ministries (ICCM), and Tearfund? Or are there other ministry and serving opportunities that help the church do the work of reconciliation and justice?

NOTES: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

## **Leadership**

Are current leaders trained and expected to mentor new leaders? Is there help available for that?

Are there good job descriptions in place for all leaders (including expectations)? Is there a regular review/evaluation of leaders and job descriptions?



Is there a system for recruiting, developing and training leaders for ministry? Is there good communication between the board and ministry leaders, between ministry leaders and other ministry leaders, and between ministry leaders and ministry workers?

Are leaders trained and equipped in an ongoing manner?

Are the pastor and leadership committed to developing and using a team approach to ministry?

Does the official board receive regular training regarding their roles? Is there a board covenant in place? Is the board committed to being a discerning community together?

NOTES: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



## **Ethos/Culture**

How are differences handled in the church? How is conflict dealt with? Does the church actively and Biblically work towards resolution and reconciliation? Are the steps needed to help us accomplish this known and understood? Is there any tension or unresolved conflict that needs to be dealt with?

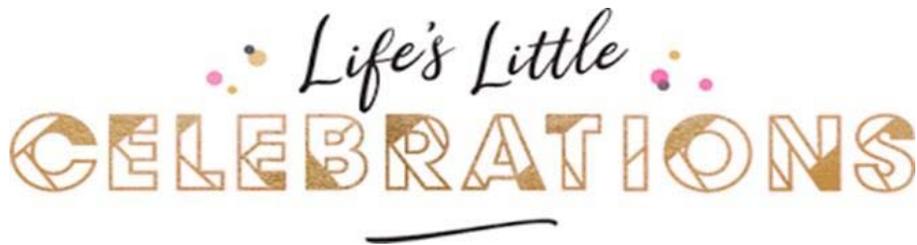
Is the church open to change? Is there a willingness to try new things? Is it ok to try things that don't work?

Do the things done by the church reflect that all of God's creation is valued? All people? The rest of the created world?

Is the church committed to celebrating what God is up to? Is the church committed to celebrating people and accomplishments?

Is the church welcoming/friendly to everyone? Has the church done the research and talked to people to form the basis of the response to this question, or are they simply relying on "gut feeling"? Is what the church does gear mostly toward those who are already a part of the church? Is there anything done that would reveal that the church values, prioritizes and wants to reach those not yet in a relationship with Jesus?

Does the church regularly examine or audit this facet of ministry life?



## **Prayer**

Is prayer a foundational element of the church and its programming? Are people invited to pray regularly? Is there an opportunity for people to be prayed for and with? Are there various ways and means through which people can pray together?

Has the church identified a Prayer Point Person who will connect with the prayer ministry and resources of the FMCIC? Has the church created a prayer team that will promote and facilitate various types of prayer and provides multiple opportunities to pray?

Does the church provide opportunity and encouragement for people to participate in spiritual habits and practices together? Does this lead to healing, transformation and being sent out into the world?



NOTES: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_